

2023
JYP ENTERTAINMENT
SUSTAINABILITY REPORT

LEADER OF CHANGE

2023 JYP ENTERTAINMENT SUSTAINABILITY REPORT



About This Report

Report Overview

JYP Entertainment is a leader in delivering new change in line with our company values and vision as a LEADER IN ENTERTAINMENT. We strive tirelessly to remain a positive influence in creating a sustainable world. Through the publication of the Sustainability Report each year, JYP Entertainment aims to transparently share information on JYP Entertainment's sustainability management performance with its shareholders.

Reporting Standards

This Report has been prepared in accordance with GRI Standards, ISSB, and the Internet Media & Service and Media & Entertainment industry standards within the Service domain of the SASB, which are the international standards for sustainability reporting. Furthermore, the financial information and data have been prepared based on K-IFRS (Korean International Financial Reporting Standards).

Reporting Period and Scope

This Report covers our sustainable management performance from January 1, 2023 to December 31, 2023, with key performance indicators listed separately within the Report. Our quantitative performance figures include data for the most recent three years (2021-2023) to allow for trend analysis by year. We have also included some material management information from the first half of 2024. The scope of this Report includes our domestic head office, overseas branches, and subsidiaries, and the data corresponding to our domestic head office is indicated separately. Any significant changes are separately noted in the relevant section.

Independent Assurance

To ensure the integrity of the report preparation process and the accuracy and reliability of the contents presented in this report, third-party verification was carried out by the Korea Productivity Center (KPC), an independent assurance service provider.

Contact Information for the Report

JYP Entertainment ESG Council: esg@jype.com

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Founder/Chairman Message

Hello, I am J. Y. Park.

As we publish our third Sustainability Report this year, we would like to thank all our fans and shareholders who love JYP Entertainment.

JYP Entertainment is leading the entertainment industry's transformation and change into a sustainable model guided by the value of 'Leader of Change.' To accomplish this, JYP Entertainment has been making sincere efforts to provide a healthy environment for its artists and employees, implement various social contribution projects and activities for a better planet, and share these values with the public.

By compiling our past year's activities into this Report, we hope to share our achievements and reinforce our direction for sustainable management. We promise to continue our efforts to repay the love we have received from the public and to keep pursuing the challenge of making meaningful changes.

A handwritten signature in black ink, consisting of stylized initials and the letters 'JYP' followed by a horizontal line.

J. Y. Park
Founder, JYP Entertainment



CEO's Message

Dear shareholders who love JYP Entertainment,
Hello, I'm Wook Jeong, CEO of JYP Entertainment.

Guided by the slogan "LEADER IN ENTERTAINMENT," JYP Entertainment ("JYP") has been leading change and innovation in the entertainment industry. In 2023, we recorded a substantial increase in the sales of physical albums and digital music due to the global popularity of our artists, as well as strong growth from the expanding size of overseas concerts and robust MD sales. These achievements led to record annual cumulative sales of KRW 566.5 billion and operating income of KRW 169.4 billion in 2023. In addition, with Stray Kids and TWICE reaching the top on 'Billboard 200,' the US Billboard's main chart, and global rookie group VCHA debuting in January 2024 through the A2K (America to Korea) program co-produced with Republic Records, we are building a strong presence on the global stage and connecting with global fans through music. Furthermore, we are continuing our activities to create a positive impact on society and build a sustainable society.

Ever since the publication of our first Sustainability Report, also the first of its kind in the Korean entertainment industry, JYP has been actively engaged in implementing RE100 to respond to climate change, establishing a support system for shared growth with partners, and conducting EDM social contribution projects at home and abroad. Under our ESG vision of 'Leader of Change,' we have embarked on a journey to create 'Change for the Dreamers,' 'Change for the Planet,' and 'Change for the Society.'

This third Sustainability Report showcases our achievements and efforts to create a sustainable world with all our shareholders, including our artists and trainees, employees, fans, and partners. We hope this Report will convey our sincere commitment.



We will practice human rights management that upholds respect for all shareholders.

JYP has built a human rights management system, starting with the establishment of a human rights policy based on the United Nations Guiding Principles on Business and Human Rights (UNGPs). The first step was to conduct a pilot human rights impact assessment among internal employees. Going forward, we will expand the scope of human rights management gradually and respond actively to potential human rights risks across the entire value chain. In addition, we have established a mid- to long-term roadmap for human rights management to internalize human rights management, and will take steps for its implementation to build a company that respects the human rights of all shareholders.

We will create a healthy workplace and promote a safe performance culture.

Creating a safe working environment and concert culture is an important foundation for our employees to grow and for our fans to fully enjoy our music. JYP has established a dedicated organization to establish and implement a safety and health management system, and conducted safety and health risk assessments at concert venues and practice facilities to ensure a safer work environment for all. Particularly, given the nature of the entertainment industry, concerts involve many people at all phases, from stage setup to teardown; accordingly, we have developed safety measures to revise the Performance Safety Management Manual and reinforce the safety inspection process. JYP will continue to grow as a company that provides enjoyable experiences to all shareholders in a safe and healthy environment.

We will continue to gain shareholders' trust through integrity management.

Apart from practicing social responsibility, JYP strives to build trust with shareholders through transparent and ethical corporate management. To this end, JYP has obtained the Anti-bribery Management System (ISO 37001) certification from British Standards Institution and is engaged in activities to promote transparent and ethical governance at the international level. In 2023, we enhanced our audit procedures to further control ethical risks that can arise both internally and externally. Additionally, JYP's public interest reporting system, "Whistleblow," developed a program and added more languages to make it accessible to all employees, including overseas subsidiaries. Going forward, we will revise our existing ethical management guidelines into a code of conduct for employees and establish an audit infrastructure for all group companies. Through these efforts, we will build a fair and transparent corporate culture and repay our shareholders for their long-standing trust.



We will continue to strive to deliver a positive influence to our fans worldwide and work together with the public to create a sustainable world. We kindly ask for your continued interest and encouragement. Thank you.

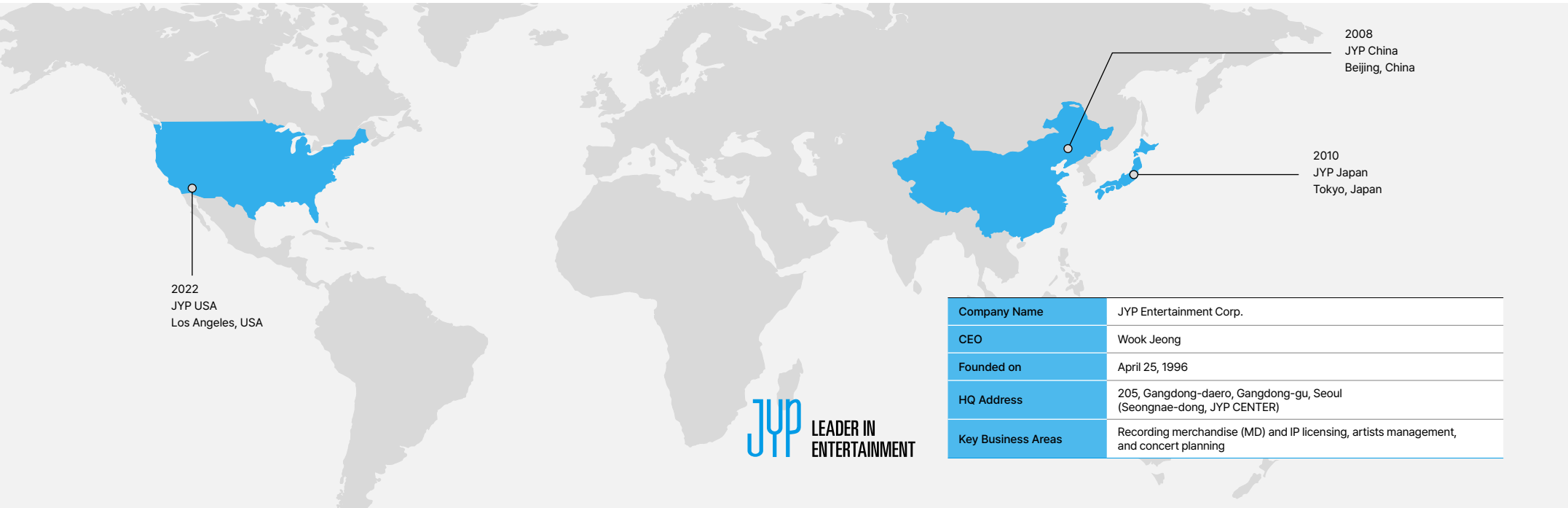
Wook Jeong
CEO, JYP Entertainment

Company Overview

JYP, Leader In Entertainment

JYP Entertainment has been dedicated to leading change in the entertainment industry. Led by Asia's top producer J. Y. Park, JYP Entertainment has produced many top global artists such as 2PM, DAY6, TWICE, Stray Kids, BOY STORY, ITZY, YAOCHEN, NiziU, Xdinary Heroes, NMIXX, VCHA, NEXZ, etc. JYP Entertainment interacts with the global music market through its global hubs JYP CHINA, JYP JAPAN, and JYP USA to expand the influence of K-POP. Moreover, JYP has established a platform business through JYP Three Sixty and is actively expanding its IP-related business. JYP also

established JYP Partners to find and invest in prominent companies in related industries to create synergies with its main business and strengthen its influence within the industry. JYP Entertainment strives to find and nurture creative and energetic talents who can lead the industry, and has imposed in Korea and around the world as a 'Leader in Entertainment' based on our core value system encompassing 'Leading Company' and 'Respected Company.'

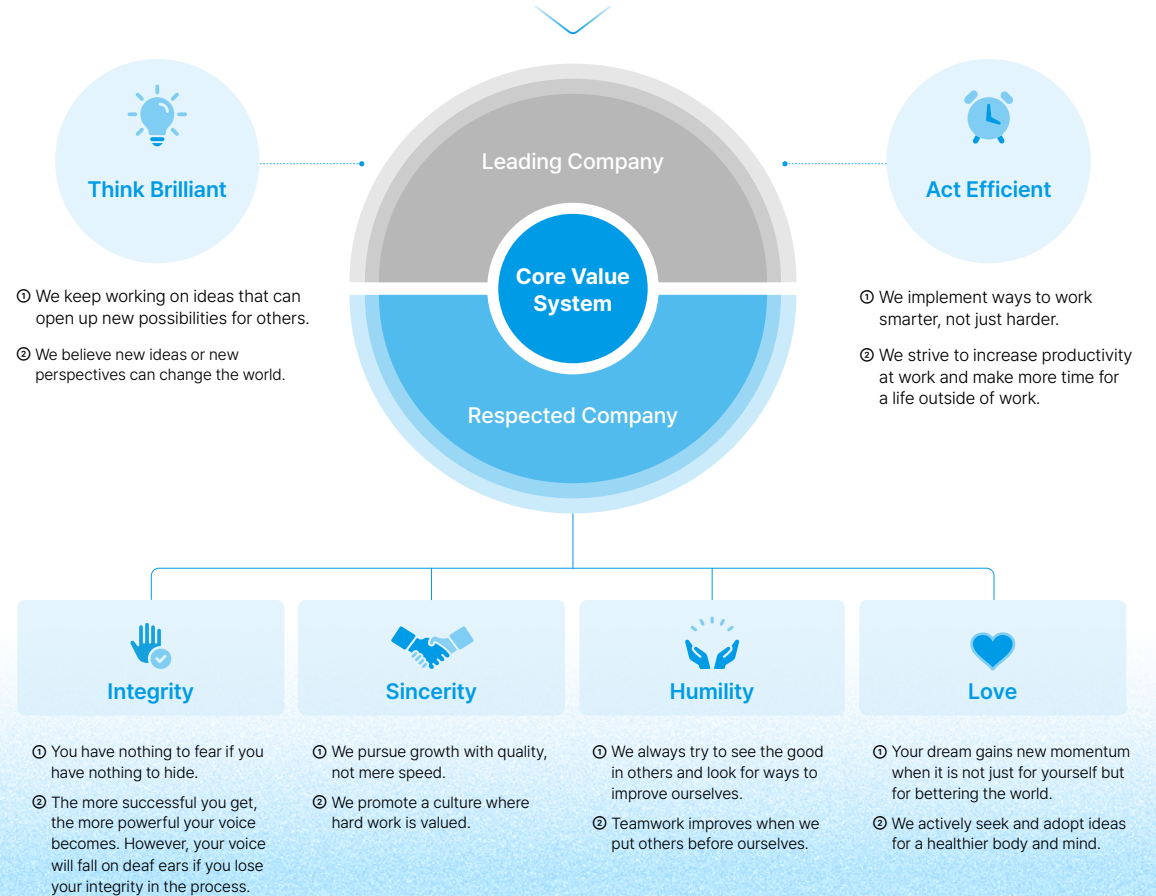


Company Name	JYP Entertainment Corp.
CEO	Wook Jeong
Founded on	April 25, 1996
HQ Address	205, Gangdong-daero, Gangdong-gu, Seoul (Seongnae-dong, JYP CENTER)
Key Business Areas	Recording merchandise (MD) and IP licensing, artists management, and concert planning

Company Overview

Leader's Code

LEADER IN ENTERTAINMENT



JYP Entertainment is a leader in the Korean music industry, and has played a leading role in finding hidden gems and nurturing them into top artists. With our top artists, we strive to spread the positive influence of K-Pop and grow to become a leader in the global entertainment industry. To realize this goal, we uphold the Leader's Code, JYP Entertainment's unique management philosophy, guided by our vision of 'Leader in Entertainment!' The Leader's Code is a promise to all those who love JYP's music and performances, and a code of conduct that each member of JYP Entertainment must abide by to fulfill this promise. As such, JYP Entertainment upholds a mindset of integrity, sincerity, humility, and love in our efforts to remain a respected company, and strives to develop new and inventive ideas and take effective actions to become a leading company in the entertainment industry. Moreover, we will take the lead in spreading positive impact throughout society by demonstrating a sense of compliance and ethics.

Company Overview

Membership Association/Awards and Evaluation


Memberships


Category	Name of Association
Domestic	Korea Music Content Association Korea Entertainment Producers Association K-RE100
Overseas	1% for the Planet

Awards

The Year of Award	Host	Award Name
2023	Korea Economic Daily, Korea Consumer Forum	Selected for the 2023 Korea First Brand Awards in the People and Culture category (Stray Kids)
	Billboard	2023 Billboard Women In Music Breakthrough Artist (TWICE)
	Time	Selected as Next Generation Leaders (Stray Kids)
	Korea Creative Content Agency	Korea Popular Culture and Arts Award 2023 Prime Minister's Commendation (Stray Kids)
	Billboard	2023 Billboard Music Awards Top Global K-Pop Album (Stray Kids)
2022	Korea IR Service	2022 Korea IR Grand Awards Excellence Award
2021	eDaily	The 8th Edaily Culture Awards Concert Category Grand Prize ('Beyond Live-Twice World in a Day')

ESG Ratings

	Year of Evaluation	Integrated Sector Ratings	Environment	Society	Governance
	2023	B+	A	A+	B
2022	B	C	A	B	

	Year of Evaluation	Integrated Sector Ratings
	2023	AA
	2022	A

Our Business

Music & Performance Production

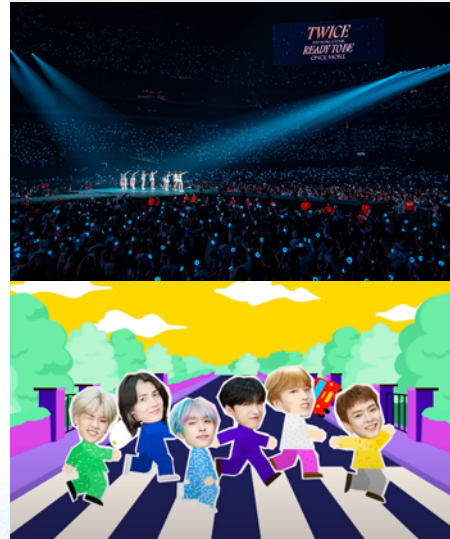
- Reinforcement of creators' rights
- Safety management at performance and shooting venues



We have established our in-house music production infrastructure and have an impressive roster of producers and songwriters with successful track records proven under JYP Publishing. We have also entered into partnerships with major international record labels and distributors, further expanding global distribution channels for our music.

Management of Commercials & On-air Appearances

- Pursuit of fair cooperation and shared growth with partners
- Protection of artists' human rights



JYP Entertainment provides management and promotion services for our artists at home and abroad, including broadcasts, advertising, and content. We strive to prevent risks that may occur in the casting process preemptively and focus on establishing casting plans that are customized to artists' characteristics and competencies.

Merchandise and IP Licensing

- Production of albums and merchandise with low environmental impact
- Expansion of eco-friendly values through content



Led by JYP Three Sixty, JYP Shop is in operation as the online MD mall, and various collaborative partnerships are being forged to expand IP licensing businesses in view of the rising value and needs for intellectual properties.

Artist Development and Support

- Unique and distinct systems for artist development
- Mental care and personality development/ethical value education for artists



From the phase of selecting trainees, we identify talents with the right qualifications and good characters and support them to grow as artists with sound minds and good personalities through our well-planned training system.

JYP Artists



J.Y. Park 1994.09 ~

Leading South Korean artist with numerous hits and a prominent producer who has discovered and developed several global K-POP artists



2PM 2008.09 ~

JUN. K, NICHKHUN, TAECYEON, Jang Wooyoung, Lee Junho, CHANSUNG

Legendary K-Pop wave originators that have captured the hearts of fans around the world with their powerful, masculine performances



DAY6 2015.09 ~

SUNGJIN, Young K., WONPIL, DOWOON

K-Pop's leading talented band that composes and arranges their own music and is loved by the public for their unique musical style and expression



TWICE 2015.10 ~

NAYEON, JEONGYEON, MOMO, SANA, JIHYO, MINA, DAHYUN, CHAEYOUNG, TZUYU

K-POP's leading girl group that has been achieving mega hits with every song they release and capturing hearts around the world with catchy melodies



Stray Kids 2018.03 ~

Bang Chan, Lee Know, Changbin, Hyunjin, HAN, Felix, Seungmin, I.N

Iconic boy group loved by K-Pop fans around the world, setting new records with every release, including four consecutive number one hits on the Billboard 200 chart



ITZY 2019.02 ~

Yeji, Lia, Ryujin, Chaeryeong, Yuna

'K-POP's representative performer' girl group that has drawn global K-Pop fans' attention with their confident performances and solid skills that were showcased in their second world tour, which included 32 concerts in 28 regions



Xdinary Heroes 2021.12 ~

Gun-il, Jungsu, Gaon, O.de, Jun Han, Jooyeon

A band group that embraces the idea that anyone can be a hero, captivating fans around the world with their powerful music and exceptional instrumental and vocal skills



NMIXX 2022.02 ~

LILY, HAEWON, SULLYOON, BAE, JIWOO, KYUJIN

A representative fourth-generation girl group that has impressed K-Pop fans around the world with its members' strong skills while presenting differentiated music and concept called MIXX POP

JYP Global Artists



BOY STORY 2018. 09 ~

HANYU, ZIHAO, XINLONG, ZEYU, MINGRUI, SHUYANG

JYP's first localized boy group leading the Chinese idol market and winning acclaims for having opened the era of nurtured idols 2.0 with its entry into the Billboard Hot Trending Songs charts for the first time in Chinese boy group history



YAOCHEN 2019. 06 ~

Had a spectacular debut on Tencent's audition program in China! Popular Chinese artist with energetic music and multivarious activities



NiziU 2020.12 ~

MAKO, RIO, MAYA, RIKU, AYAKA, MAYUKA, RIMA, MIIHI, NINA

With multiple songs topping major charts such as Oricon and Billboard Japan since their pre-debut song, 'Make You Happy,' NiziU became a representative Japanese girl group active in both Japan and Korea; their first Korean single 'HEARTRIS' was well received in Korea



VCHA 2024. 01 ~

LEXI, CAMILA, KENDALL, SAVANNA, KG, KAYLEE

A global rookie girl group formed through the 'A2K' program, jointly produced by JYP and Republic Records. They have received high expectations since their debut.



NEXZ 2024. 05 ~

TOMOYA, YU, HARU, SO GEON, SEITA, HYUI, YUKI

Rookie boy group formed through 'Nizi Project 2,' produced by JYP and Sony Music Japan. The group name 'Next Z (G)eneration' carries the message that Gen Z members in charge of the future intends to open up a new era with their music and performance'



ESG STRATEGY & MATERIALITY

JYP Entertainment's ESG vision, "Leader of Change," conveys our commitment to create a world where everyone can dream together and realize their dreams.

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19	Shareholder Engagement		

2023 ESG Highlights

1 Declaration of Human Rights Policy and Assessment of Human Rights Impact 


As part of our efforts to establish a human rights management system, we declared a human rights policy for all shareholders and set company-wide principles for human rights management. Furthermore, we conducted human rights impact assessments for employees and developed a human rights checklist for artists, writers, and trainees.

2 Enhanced Health and Safety Risk Assessments 

We established risk assessment guidelines to prevent occupational accidents and health hazards by identifying risk factors at our workplaces in advance. In 2023, we introduced five improvements in the first half of the year and nine in the second half of the year. All 14 improvements resulted in a drop of risk levels to values between 1 and 4, confirming the effectiveness of the measures.

3 Acquisition of ISO 37001 Certification for Anti-bribery Management 

To establish an anti-corruption management system and obtain international certification, we specialized in diagnosis and evaluation of company-wide corruption risks in 2023 and obtained international certification for the Anti-bribery Management System (ISO 37001).

4 Establishment of the Carbon Neutrality Roadmap and Detailed Implementation Plan 

We established the '2050 Carbon Neutrality Roadmap' in 2023 for the sustainability of the planet. The Roadmap sets the goals of carbon neutrality and GHG reduction to reach 50% reduction from 2022 levels by 2035 and achieve carbon neutrality by 2050.

5 'LOVE EARTH CHALLENGE' for Spreading Eco-friendly Values 

Since 2020, we have held the 'LOVE EARTH CHALLENGE' campaign every year to commemorate the International Coastal Cleanup Day. In 2023, we engaged in daily activities for the ocean under the theme of 'Action for Ocean.' Artist and fans participated a total of 1,860 times and JYP Entertainment donated a total of KRW 37.2 million, KRW 20,000 per activity, for conservation of the oceanic environment.

6 Establishment of IT LAB, an Information Security Management Organization 

Following the appointment of a Chief Technology Officer (CTO) in 2023, we hired a new security officer as part of our ongoing efforts to protect information security and the valuable personal information of our employees and users. We also established the IT LAB to operate a more efficient and systematic information security management organization.

7 Launched 'FANS' to Improve User Accessibility 

We launched the platform service 'FANS' to improve the convenience of fan activities and allow users to communicate freely and intimately with artists, enabling them to enjoy various functions within a unified platform environment.

8 Social Content 'JYP 4 EARTH' Production 

In our social content series, JYP 4 EARTH, we produced "Recyclable Fashion for the Earth," with NMIXX, and "Disaster Response Heroes," with Xdinary Heroes, suggesting activities viewers can adopt for a better planet.

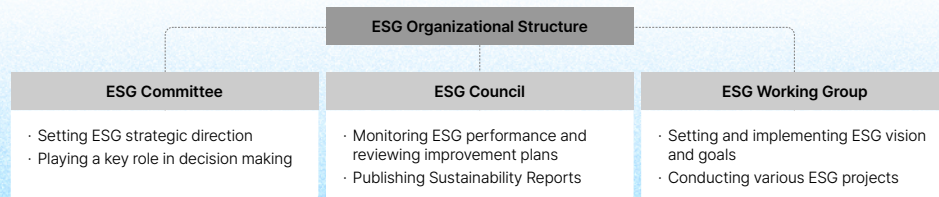
Leader of Change

ESG Strategy

JYP Entertainment set "LEADER IN ENTERTAINMENT" as its core value and goal, and established the ESG vision of "Leader of Change" to contribute to realizing a sustainable tomorrow. The value of "Leader of Change" encapsulates JYP Entertainment's promise to lead a new wave of change in K-POP and to create a sustainable world where listeners of JYP's music can dream together and realize their dreams. This is our strong commitment to extend our impact to do good not only toward the people and shareholders who create and enjoy our music and performances, but also to the communities and Earth where we live and work. JYP Entertainment will continue to lead the sustainability management of the entertainment industry through its commitment to being a Leader of Change.

ESG Management System

In 2022, JYP Entertainment formed the ESG Committee under the Board of Directors to realize its ESG vision, Leader of Change, in a more effective and efficient manner. The Committee takes a key role in decision-making and setting strategy and direction related to ESG. A total of three meetings of the ESG Committee were held between the second quarter of 2023 and the first quarter of 2024, and JYP Entertainment fulfilled its responsibilities in establishing ESG management strategies and activities, including reports on ESG management activity plans, ESG performance and management activities, and progress on the carbon neutrality roadmap. In addition, to enable the ESG Committee manage its work systematically, the Committee's ESG Council and ESG Working Group take charge of practical sustainability management. The ESG Council monitors the performance of projects implemented by the ESG Committee, reviews various ESG issues, and reports findings to the ESG Committee. The ESG Working Group sets the ESG vision based on the ESG strategic direction established by the Committee and cooperates with related departments for effective implementation of strategic tasks.



JYP Core Value

LEADER IN ENTERTAINMENT

ESG Vision

ESG Pillars

Key Initiative

Enabler

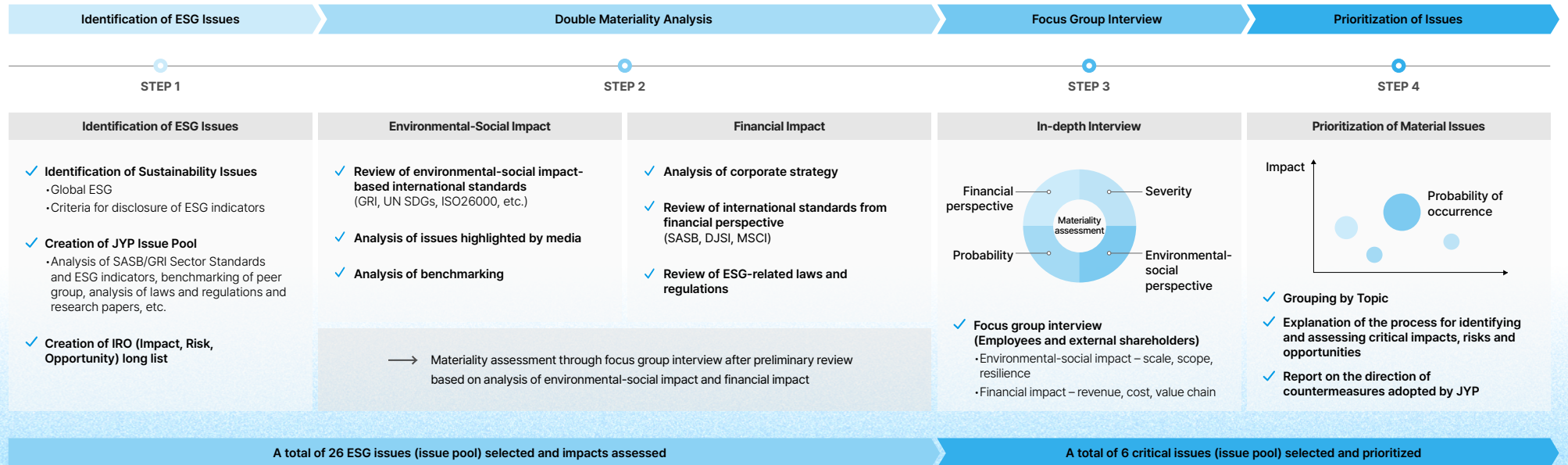


Double Materiality Assessment

JYP Entertainment conducted a double materiality assessment based on the environmental and social impacts of the company's business activities and the effect of sustainability issues on the company's financial performance. The methodology complies with the 2021 revision of the Global Reporting Initiative (GRI), effective from 2023, and has been enhanced in accordance with the European Union (EU) Corporate Sustainability Reporting Directive (CSRD.) We also

conducted focus group interviews with employees and external experts to improve the reliability and accuracy of the assessment. JYP Entertainment reports the results of the materiality assessment to the Board of Directors and ESG Committee for review and approval, ensuring that material issues are managed systematically at the executive level.

Double Materiality Assessment Process

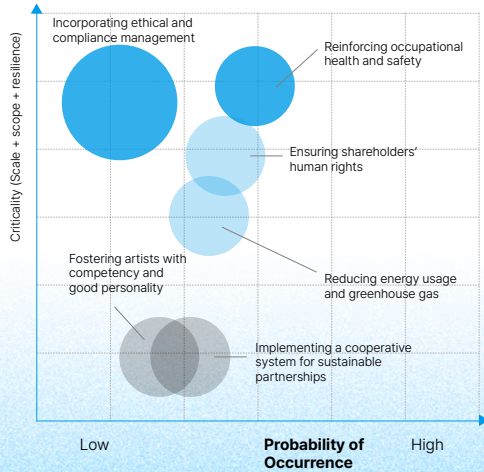


Double Materiality Assessment

Assessment of Sustainability Issues

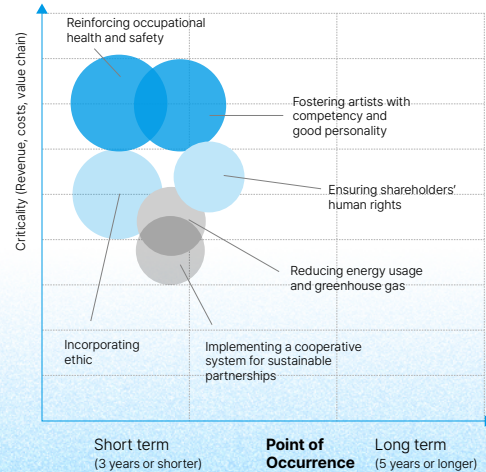
JYP Entertainment identified sustainability issues through the analysis of global ESG disclosure standards such as ESRS (European Sustainability Reporting Standards) and GRI (Global Reporting Initiative), assessment indicators set by external ESG rating agencies such as DJSI (Dow Jones Sustainability Indices) and MSCI (Morgan Stanley Capital International), media research, and benchmarking of peer group. Based on the analysis of material sustainability issues, JYP Entertainment derived the following six issues as having high materiality, and the top six issues were prioritized and selected as key issues.

Environmental and Social Impact



*Size of circle signifies the scale of impact
 *● High Issue / ● Middle Issue / ● Low Issue

Financial Impact



*Size of circle signifies the scale of impact
 *● High Issue / ● Middle Issue / ● Low Issue

Focus Group Interview

For the top six issues, we conducted a focus group interview to identify impacts across our business operations and derived specific risks and opportunities for each issue (IROs) across the value chain. We evaluated in detail the scale and scope of positive and negative material impacts and the financial implications of material risks and opportunities associated with each issue. Scale refers to the severity of the impact, while scope refers to the number of individuals affected or the extent of environmental damage. For environmental-social impacts, we considered their criticality (scale, scope, resilience) and probability of occurrence, and for financial impacts, we evaluated their severity (revenue, costs, value chain) and time of occurrence. The detailed results of assessment are disclosed on the following pages.

No.	Areas	2022 Issues
1	Society	Fostering artists with competency and good personality
2	Environment	Implementing environmental campaigns
3	Society	Improving community welfare



No.	Areas	2023 Issues
1	Society	Ensuring shareholders' human rights
2	Society	Reinforcing occupational health and safety
3	Governance	Incorporating ethical and compliance management
4	Society	Fostering artists with competency and good personality
5	Society	Implementing a cooperative system for sustainable partnerships
6	Environment	Reducing energy usage and greenhouse gas

*Compared to the previous year, "Reducing energy usage and greenhouse gas," "Ensuring shareholders' human rights," "Incorporating ethical and compliant management," "Implementing a cooperative system for sustainable partnerships," "Reinforcing occupational health and safety" have been newly derived as key issues.

Double Materiality Assessment

Results of Double Materiality Assessment

*Top 30% ●●● / 31-70% ●●○ / 71~100% ●○○

Issue	Environmental and Social Impact			Financial Impact			GRI	Reporting Level
	Type	Impact	Criticality	Type	Impact	Criticality		
Ensuring shareholders' human rights	Negative	• Unreasonable working conditions leading to the violation of laborers' human rights	●●○	Risk	• Damage to corporate image due to unfair labor conditions or violation of labor rights	●●○	405, 406	20-24
	Positive	• Promotion of workers' rights by creating an organizational culture that upholds respect for human rights	●●○	Opportunity	• Increasing employee productivity by creating a workplace where human rights are respected	●○○		
Reinforcing occupational health and safety	Negative	• Damage to corporate image in cases of violations of the Serious Accident Punishment Act	●●●	Risk	• Costs incurred for medical services and treatment due to industrial accidents (investigation, damages, fines, etc.)	●●●	403	25-31
	Positive	• Reduction of safety accidents and casualties involving artists, employees, fans, etc. by reinforcing safety at performance venues	●○○	Risk	• Costs incurred on account of postponement or cancellation of performance due to accidents related to performances	●●○		
Incorporation of ethical and compliance management	Negative	• Negative public opinion and the reduction of fandom size due to ethical and compliance issues.	●●●	Opportunity	• Partnerships and revenue increased through cooperation with ethics and compliance-conscious partners	●●○	205, 206	32-36, 72
	Negative	• Development of the overall entertainment industry undermined due to unethical behavior and non-compliant practices	●●○	Risk	• Damage to investment value due to negative corporate reputation (drop in stock prices, loss of investors, boycotts, etc.)	●●●		
Fostering artists with competency and good personality	Negative	• Negative impact on the public (fans, youth, etc.) due to issues related to artist's personality and skills	●●●	Risk	• Increased instability of corporate revenue due to issues related to artist's skills or personality	●●●	-	48-52
	Positive	• Improved credibility of JYP Entertainment's artists	●●○	Opportunity	• Corporate brand value enhanced and corporate competitiveness secured through a differentiated system for fostering artists' personality and skills	●●○		
Implementing a cooperative system for sustainable partnerships	Positive	• Greater contribution to the partner ecosystem through sustainable cooperation with partners	●●○	Risk	• Financial instability caused by supply chain risks associated with partners (boycott, contract termination, etc.)	●●○	414	57-58
	Positive	• Credibility of corporate activities enhanced by establishing a sustainable cooperation system with partners	●●○	Risk	• Monetary losses such as fines and damages resulting from violations of fair trade laws	●●○		
Reducing energy usage and greenhouse gas	Positive	• Awareness of climate change enhanced through environmentally friendly content and MDs, album productions, etc.	●●○	Risk	• Financial instability increased due to concert cancellations, rescheduling, etc.	●●○	302	39-46
	Positive	• Reduction of carbon footprint through increased use of renewable energy	●○○	Opportunity	• Enhanced corporate brand image as an eco-friendly company	●●○		

Double Materiality Assessment

Shareholders' Opinion



Ensuring Shareholders' Human Rights

Issues related to artists and trainees' human rights are perceived as highly important by society and entertainment companies are required to take active measures to ensure their human rights, and implement specialized management for each shareholder. Particularly, the human rights of underage artists and trainees require active management at the agency level.



Incorporating Ethical and Compliant Management

Considering the social impact of entertainment companies, issues of corporate ethics and compliance can have a significant impact and the recovery process can be slow once issues occur. In contrast, active measures internalize ethics and compliance can help build a positive corporate reputation.



Operating a Cooperative System for Sustainable Partnerships

Cooperation with partners is essential for entertainment companies in operating their business, and establishing a sustainable cooperation system that considers human rights, safety, and the environment in the process can help build a positive corporate image and create opportunities for new revenue models.



Reinforcing Occupational Health and Safety

Safety management of venues and concert facilities that host large crowds is a major responsibility for entertainment companies. In case of a performance-related accident, delay or cancellation of the performance may result in long-term damage to the company's image and finance. We expect that safety laws and regulations related to performances and concerts will be tightened in the future.



Fostering Artists with Competency and Good Personality

Artist-related issues can have significantly negative impacts in terms of scale and scope, and may impact fans on a personal level. Issues with an artist's personality and skills can also lead to tarnished image of the company.



Reducing Energy Usage and Greenhouse Gas

Since the entertainment industry does not require high energy consumption or cause significant carbon emissions due to its nature, the direct environmental impact is not significant. However, we expect that our efforts to produce environmentally friendly content, merchandises, and albums will have a positive impact on driving eco-friendly consumption and brand value.

Shareholder Engagement

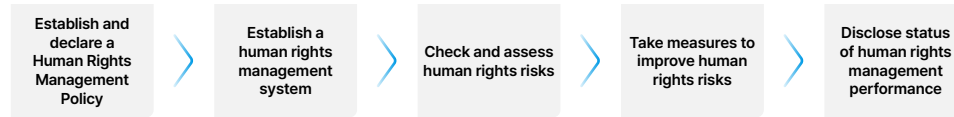
JYP Entertainment actively engages with shareholders through various channels to identify issues of interest to them and incorporate these issues into our business activities. As part of this effort, we have a well-structured system in place to promote shareholder engagement and communication. With an aim to facilitate communication with various shareholders, we have classified them into users, employees, partners, shareholders & investors, local communities, and the government & the media as follows:

Shareholder Group	Key Communication Channel	Areas of Interest	Key Activities
Employees	<ul style="list-style-type: none"> • Company-wide groupware • Employee suggestion program (CHANGE) • Employee survey system • Listening to trainees' opinions (JYP Talk) • Public reporting system (JYP Whistleblowing) 	<ul style="list-style-type: none"> • Incorporating ethical and compliance management • Ensuring work-life balance • Improving the organizational culture • Reinforcing occupational health and safety 	<ul style="list-style-type: none"> • Notifying key management activities • Receiving and applying suggestions through the employee suggestion program • In-house training • Public reporting system
Partners	<ul style="list-style-type: none"> • Company website • Conducting business meetings • Participating in conferences, etc. 	<ul style="list-style-type: none"> • Establishing a sustainable cooperation system with partners • Providing support and training for partners' growth • Promoting fair trade practices 	<ul style="list-style-type: none"> • Operating a business partnership communication channel on the website • Providing news on shared growth programs • Listening to partners' opinions
Customer	<ul style="list-style-type: none"> • Company website • SNS • Apps • Email (fan@jype.com) • Media report 	<ul style="list-style-type: none"> • Fostering artists with competency and good personality • Implementing privacy protection • Producing social contents 	<ul style="list-style-type: none"> • Sharing main news and information on events • Publishing new content • Engaging with and listening to customers
Shareholders & Investors	<ul style="list-style-type: none"> • General meeting of shareholders • Earnings conference call • Conference with major security firms • Periodical reports and disclosures • Company website • Non-Deal Roadshow (NDRs) • Visit to the Company 	<ul style="list-style-type: none"> • Promoting shareholder value and improving engagement • Evaluating governance performance and ensuring fairness in compensation • Disclosing performance information and improving transparency 	<ul style="list-style-type: none"> • Organizing general meetings of shareholders • Electronic disclosures • Performance disclosure (including financial statements and information on share prices) • Hosting IRs for internal and external shareholders and investors • Responding to shareholders' inquiries
Local Communities	<ul style="list-style-type: none"> • Company website • Email (csr@jype.com) • SNS 	<ul style="list-style-type: none"> • Promoting community welfare • Improving content accessibility for the socially marginalized • Implementing environmental campaigns 	<ul style="list-style-type: none"> • Organizing EDM corporate philanthropy programs • Implementing environmental campaigns • Issuing notifications on corporate philanthropy activities • Signing MOUs
Government & Media	<ul style="list-style-type: none"> • Company website • Press releases • Sustainability report • Round-table meetings 	<ul style="list-style-type: none"> • Compliance with laws and regulations • Strengthening environmental policy and norms 	<ul style="list-style-type: none"> • Participating in key policies • Creating economic performance and paying taxes faithfully • Distributing press releases • Responding to inquiries

Materiality 1 Human Rights Management

Human Rights Management System

Human Rights Management Process



Governance for Human Rights Management

JYP Entertainment engages in human rights management to ensure respect for the human rights of all shareholders in all aspects of its business operations and take responsibility in this regard. In addition, the company has created a dedicated organization for human rights management to implement human rights management systematically. The organization dedicated to human rights management consists of the Board of Directors, CEO, Human Rights Management Council, and an autonomous human rights organization (URI JYP). The ESG Committee is in charge of making the highest level of decisions related to human rights and monitors human rights management activities. The CEO is responsible for listening to opinions and making decisions on human rights-related issues. The Human Rights Management Council identifies possible human rights risks at JYP Entertainment and draws up and implements improvement measures accordingly through quarterly meetings. The autonomous human rights organization (URI JYP) created through employee voting, facilitates internal communication, listens to employees' opinions on human rights-related issues on a regular basis, and monitors human rights issues through meetings with the Human Rights Management Council.

Dedicated Bodies
BOD (ESG Committee)
CEO
Human Rights Management Council
Autonomous human rights organization (URI JYP)

Roles
Decision making on human rights at the highest level
Decision making and monitoring of human rights management
Identifying human rights risks and developing and implementing improvement plans
Planning and conducting human rights training
Internal and external communication
Listening to employees' opinions on human rights issues

Human Rights Management Policy

JYP Entertainment strives to practice respect for the human rights of all its shareholders, including all employees at its headquarters, subsidiaries, and overseas offices, as well as business partners, fans, and user communities. In this regard, JYP Entertainment has declared its support for the human rights principles outlined in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. To fulfill its commitment, JYP Entertainment practices human rights management, prevents violations of shareholders' human rights, and ensures respect for all rights through the establishment and implementation of its Human Rights Management Policy. This Human Rights Management Policy includes the principles of ensuring comfortable working conditions, respecting diversity, prohibiting discrimination, treating people with dignity, prohibiting forced labor, and ensuring workers' safety and health.

JYP Entertainment Human Rights Management Policy [↗](#)

① Respect for Diversity and Prohibition of Discrimination	JYP Entertainment prohibits wrongful discrimination against any employee on the basis of gender, religion, disability, age, social status, place of origin, language, culture, nationality, and marital or pregnancy status in all personnel matters, including hiring, training, assignment, promotion, compensation, and retirement, without a reasonable cause.
② Compliance with Working Conditions and Hours	JYP Entertainment complies with the working hours and corresponding break hours stipulated by the labor laws of the countries in which it operates, and provides specific information on the legitimate working conditions such as wages, designated working hours, holidays, and annual paid leave to all employees when signing employment contracts.
③ Treatment of Employees and Prevention of Human Rights Violations	JYP Entertainment respects the privacy of all employees and thoroughly protects their personal information, and prohibits workplace harassment such as abuse of a superior position, groundless and unfair work orders, causing mental or physical pressure, sexual harassment, and sexual violence. To prevent workplace harassment, JYP Entertainment also provides all employees with professional training and solid remedy procedures to build a healthy organizational culture.
④ Freedom of Association and Collective Bargaining	JYP Entertainment guarantees freedom of association and collective bargaining rights for all employees as guaranteed by the Labor Relations Act, and provides employees with abundant opportunities for communication to discuss the organizational culture and labor-related issues.
⑤ Prohibition of Forced Labor	JYP Entertainment prohibits all kinds of forced labor against employees' free will by means of violence, intimidation, confinement, or any other means that unreasonably restrain their mental or physical freedom, and guarantees employees' freedom to work and leave voluntarily.
⑥ Employee Safety and Health	JYP Entertainment manages its facilities through workplace monitoring to ensure all employees work in a safe and hygienic work environment. We also offer regular training to raise safety and health awareness among all employees, and take special safety and health measures for pregnant employees, employees with disabilities, and other employees with vulnerabilities.

Human Rights Management

Management of Human Rights Risks

Diversity and Inclusivity

At JYP Entertainment, we not only respect applicants' diversity but also work continuously on building a culture where diversity is respected. This approach is crucial to finding and nurturing creative and proactive talents who will lead the industry, and also demonstrates the efforts we make to remain a respected leader. Additionally, we strive to create an inclusive environment at work so as for all employees to make their voice heard without hesitation. We ensure that employees accept and respect each other's differences, through which they can come up with more innovative and creative ideas. We aim to continuously expand recruitment of national meritorious persons, individuals with disabilities, and foreigners to enhance diversity in our talent composition. As of 2023, these employees comprise 4.7%, the highest proportion in the last three years. We are set to increase this proportion to 5% by 2025 to further enhance diversity in our company.

[Employee Diversity]*

(Unit: pers.)

Name of Indicator		2021	2022	2023
Total No. of Employees		363	423	523
Gender	Male	125	142	173
	Female	238	281	350
Employment form	Regular	317	373	463
	Non-regular	39	42	46
Employees with physical disability		-	-	2
Foreign employees		37	39	48

*Based on all sites (head quarters, subsidiaries at home and abroad)

Human Rights Training

We drive efforts to raise human rights awareness and respect and protect employees' rights through the implementation of human rights training on a regular basis throughout the Company. The training course mainly consists of three parts: ethics, managers' awareness of human rights, and integrity management. Specifically, the ethics training includes subjects such as preventing sexual harassment, raising disability awareness, and preventing bullying on the workplace. Starting from 2024, human rights education is being provided to managers to strengthen their abilities to prevent human rights violations and take appropriate action to address such violations. Going forward, we will continue to organize human rights training as part of our endeavors to build a culture where employees, artists, writers, trainees, and business partners respect one another.

Name of Training Program	Key Contents	Schedule
Ethics	Training on prevention of sexual harassment, raising awareness regarding the physically challenged, prevention of bullying at work	2023, 2024
Human rights awareness for managers 1	Summary, cases, operation, etc. of human rights management	May, 2024
Integrity management	Integrity management/procedure of processing the public reporting system, etc.	2H of 2024 (Planned)
Human rights awareness for managers 2	Managers' operation and communication of human rights management, etc.	2H of 2024 (Planned)

Human Rights Management

Management of Human Rights Risks

Identifying Human Rights Risks

At JYP Entertainment, we manage human rights risks in consideration of the changing managerial landscape in and outside the Company. To identify potential human rights issues, we applied the human rights principles of the UN Global Compact (UNGC) and the guidelines of the National Human Rights Commission of Korea. In consideration of the nature of the entertainment industry, benchmarking of the industry as well as media research were conducted, and shareholders for each risk were divided into specific categories to include not only employees but artists, writers, and trainees. Furthermore, human rights risk factors have been confirmed through discussions with relevant departments and professional third-party consultation, and based on the identified human risks, we developed a checklist for human rights impact assessments. By analyzing the level of the impact of human rights risks identified through the human rights impact assessment on shareholders, we are identifying the risk level of the issue and implementing improvement measures.

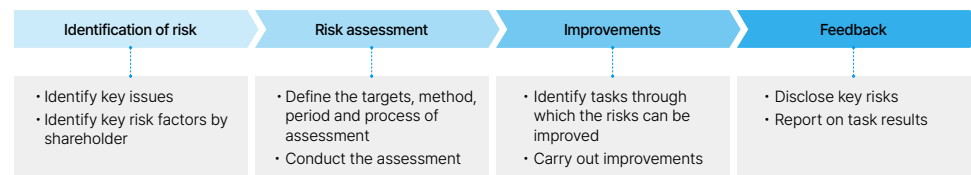
Human Rights Impact Assessments for Employees

We assess the potential and actual impact of our management activities on shareholders using a global-level human rights impact assessment method. This assessment is conducted on members specified within the scope of our human rights management policy to identify significant human rights risks and their associated levels. We are committed to enhancing our human rights management system by conducting human rights impact assessments regularly and expanding the scope of these assessments.

Mitigation of Human Rights Risks

Through human rights impact assessments, we identified eight high-risk items under four areas. We started making improvements on the related items based on the human rights management system. Through human rights management process, two items with risks were confirmed that they have been mitigated by promoting improvement activities in the short term. For the remaining six items whose risk should be mitigated in the mid- to long-term, we will continue to observe and implement appropriate measures and will disclose the progress to the public after checking of the extent to which the risk is mitigated based on another human rights impact assessment scheduled for later.

Human Rights Impact Assessment Process



Identified Human Rights Risks

Human Rights Risks	Description	Identification of shareholders		
		Employees	Artists/ writers	Trainees
Building a human rights management system	Announcement of policies related to respect for human rights, regular assessments of human rights impact, corrective measures	●		
Employee diversity and prohibition of discrimination	Non-discrimination in employment and employee gender and non-discrimination against non-regular workers	●		
Guarantee for the freedom of association and collective bargaining	Freedom of association and collective bargaining, and guarantee for and sincere fulfillment of collective bargaining	●		
Artists/writers' human rights	The right to work, right to live, protective rights, right to participate, and property rights		●	
Children/adolescents' human rights	The right to work, right to live, protective rights, right to development, right to learn, property rights, and right to participate		●	●
Health and safety	Workers' safety and health, protection of pregnant employees and employees with disabilities, safety and health training	●	●	●
Respect for employees' dignity and prevention of human rights violations	Eradication of power abuse, prohibition of bullying at work, prevention of sexual harassment and assault	●	●	●
Guarantee for workers' right to work	Compliance with basic labor rights, ban on forced labor, maternity protection and work-life balance	●	●	●
Responsible management of the supply chain	Prevention of human rights violations in partner companies, and pursuit of mutual growth with partner companies	●		
Protection of consumers' human rights	Compliance with laws for consumer protection, corrective measures for product default, and protection of privacy	●	●	●

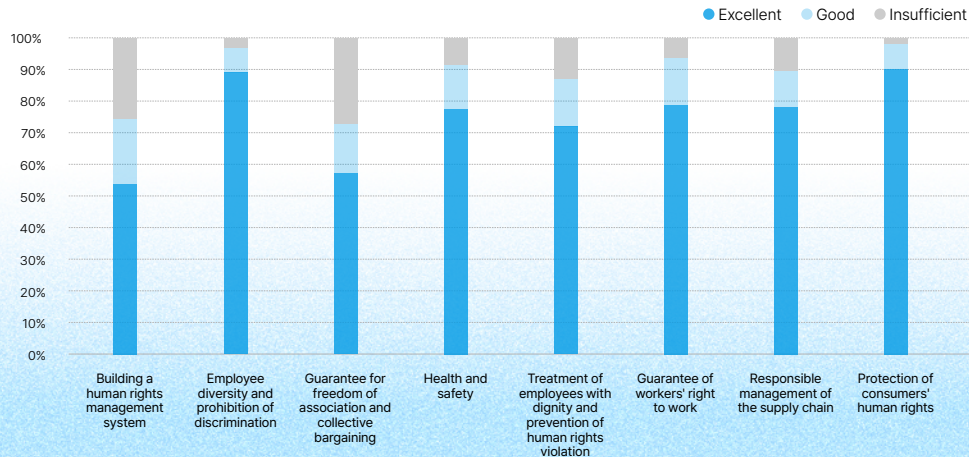
Human Rights Management

Management of Human Rights Risks

Result of Human Rights Impact Assessment for Employees

JYP Entertainment conducted a human rights impact assessment for employees from the headquarters and subsidiaries at home and abroad to diagnose the status quo of each human rights issue. The assessed categories included building a human rights management system, employee diversity and prohibition of discrimination, guarantee for freedom of association and collective bargaining, health and safety, treatment of employees with dignity, and prevention of human rights violation. We received more than 50% of positive responses on average for the assessed items. Categories in need of improvement include building a human rights management system, guarantee for freedom of association and collective bargaining. Based on answers from the assessed employees, the sub-categories requiring supplementary measures the most are workers' health and safety and eradication of power abuse as well as prohibition of bullying at work, while the categories of expanding the staff lounge and giving instructions before or after work hours need to be managed by priority.

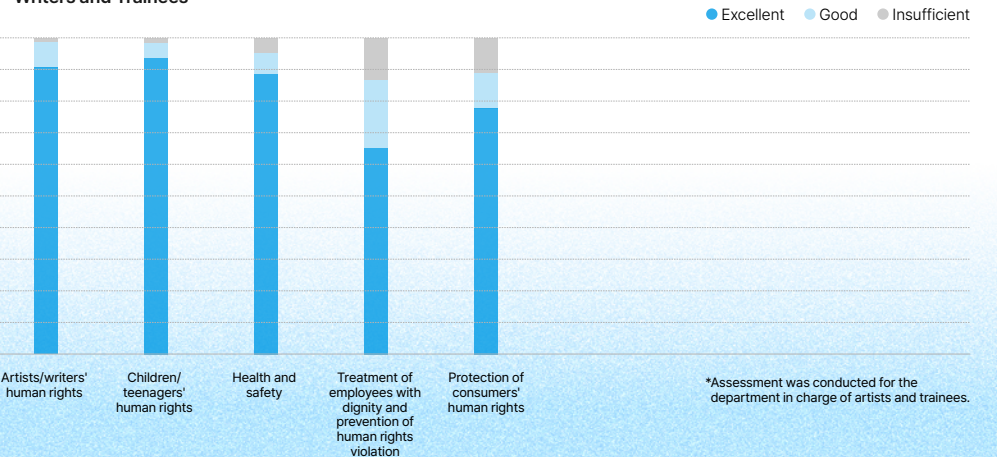
Result of Human Rights Impact Assessment



Developing a Human Rights Checklist for Artists, Writers and Trainees

We have developed a checklist for human rights assessment on artists and trainees. The checklist consists of artists/writers and children/teenagers' human rights, health and safety, treatment of employees with dignity, prevention of human rights violation, and protection of consumers' human rights. Assessment was conducted for employees from departments in charge of each artist, writer, and trainee. According to the results for various categories, upward of 80% of the respondents gave positive answers on average, while policies related to treatment of employees with dignity and prevention of human rights violation require additional improvements to be made in relative terms.

Result of Human Rights Impact Assessment for Artists, Writers and Trainees*



*Assessment was conducted for the department in charge of artists and trainees.

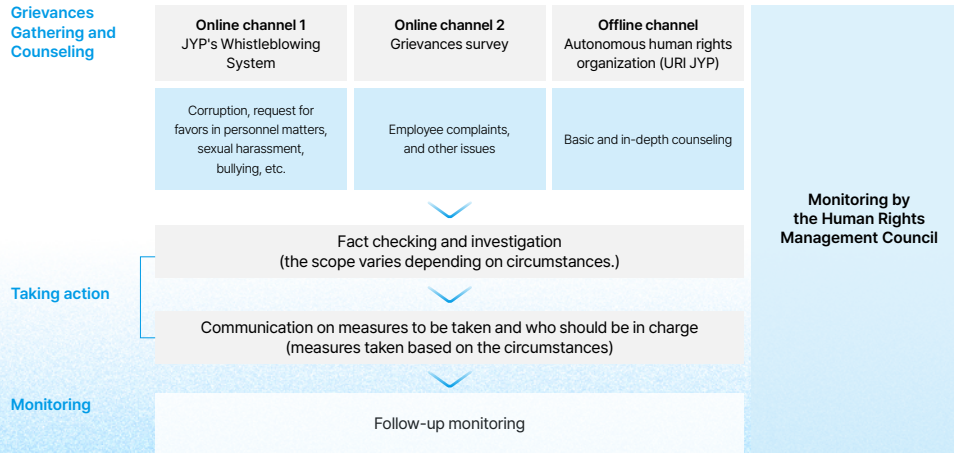
Human Rights Management

Management of Human Rights Risks

Mechanism for Handling Grievances

At JYP Entertainment, we have established a whistleblowing channel as part of our efforts to prevent human rights violations. Through this channel, shareholders can report potential human rights violations, potential human rights risks, and other issues that might occur at an enterprise-level. For the reports received, fact-finding and monitoring are carried out for the department in question, and proactive measures are taken to correct the issues concerned. The Whistleblowing System, JYP's online public reporting channel, and grievances survey are in operation currently, and we are planning to introduce an offline channel for handling human rights grievances for broader availability of the mechanism and better communication with employees.

[Grievances Handling Process]



Goals for Human Rights Management

Starting with building systems and organizations for human rights management, we have been running programs to monitor human rights conditions and prevent related violations. As a first step, we established a human rights management system by formulating a human rights management policy and conducting human rights impact assessments, and established a human rights management council. Moving forward, we plan to enhance the system and guidelines by incorporating improvement tasks based on the outcomes of the human rights impact assessments in 2025. Additionally, we aim to diversify and operate grievance handling channels through both online and offline platforms to ensure accessibility for all members. In the mid- to long-term, we intend to further advance our human rights management system by strengthening our mechanisms for preventing and monitoring human rights violations. We are committed to promoting the human rights of all shareholders through human rights training for managers and expanding the implementation of the human rights impact assessments

Human Rights Management Roadmap

	2023-2024 Establishing a human rights management system	2025 Incorporating human rights management	2026 Advancing human rights management
Human Rights Management Governance	Forming a Human Rights Management Council	Operating a dedicated organization for human rights management	Advancing the organizational system dedicated to human rights management
Human Rights Management Policy	Formulating human rights management policy	Promoting improvement tasks based on human rights management policy	Based on human rights due diligence results Revising human rights management policy
Human Rights Risk Management	Implementing human rights impact assessments for executives and employees	Conducting human rights impact assessments regularly and expanding the scope	Expanding the implementation scope of human rights impact assessments (headquarter/subsidiaries/overseas branches)
Grievance Handling Mechanism	Establishing human rights communication channels for executives and employees	Diversifying grievance handling channels considering employee accessibility	Strengthening the prevention and monitoring system for human rights issue
Human Rights Management Training	Conducting human rights management training for employees and managers and changing awareness of human rights management	Subdividing human rights training topics for employees, and conducting manager training and employee satisfaction surveys	

Materiality 2 Building a Safe Workplace

Safety and Health Management System

Safety and Health Management Policy [↗](#)

We at JYP Entertainment put the safety of our employees, partner companies and customers first, and strive to ensure they enjoy a safe environment. To that end, we stipulated a safety and health management policy to drive company-wide efforts toward protecting the life and safety of both our employees and all shareholders.



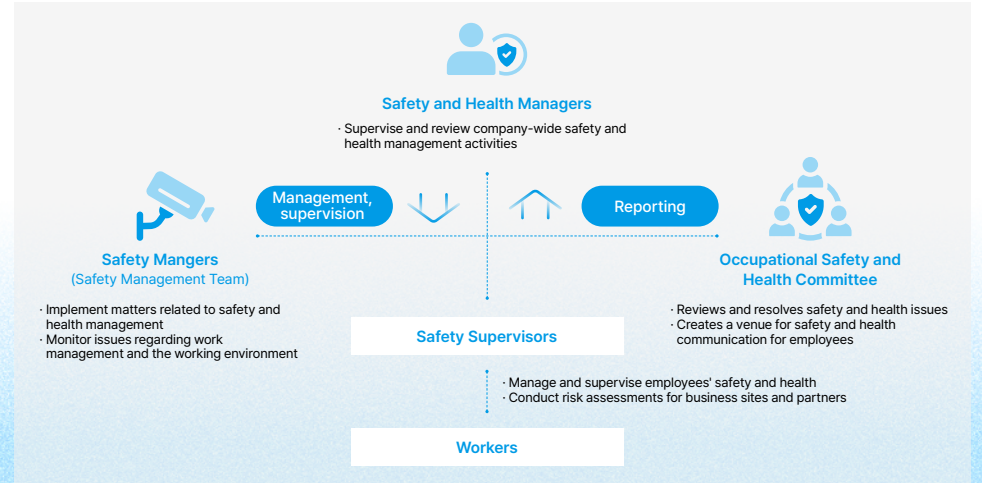
[JYP Entertainment Safety and Health Management Policy](#)

- ① We put safety first and take all measures to protect employees, partner companies and customers from accidents or disasters.
- ② We comply with safety and health laws and regulations and identify and address risk factors preemptively.
- ③ We provide a safe and pleasant working environment and prevent accidents in line with JYP Entertainment's core value system.
- ④ We offer full financial and regulatory support to promote safety management.
- ⑤ We strive to prevent disasters through systematic education and training, as well as improvement activities.
- ⑥ We disseminate safety and health management policies to employees, customers, and other shareholders and engage in active communication with them to establish a robust safety and health management system.

Safety and Health Organization

A safety and health management organization was newly installed to run the Company's safety and health management system. This organization plays a central role in implementing measures in response to the Occupational Safety and Health Act and the Serious Accidents Punishment Act. Currently, we have safety managers and professional safety supervisors working under the health and safety manager, and the safety supervisors check when, how and on what items business sites and partners conducted risk assessment in order to identify risk factors and build and implement a mitigation plan. Additionally, the Occupational Safety and Health Committee consisting of user members and worker members review safety and health-related matters on a quarterly basis and facilitate efficient safety and health management practices at work through discussions.

[Safety and Health Organizational Chart]



Building a Safe Workplace

Management of Safety and Health Risks

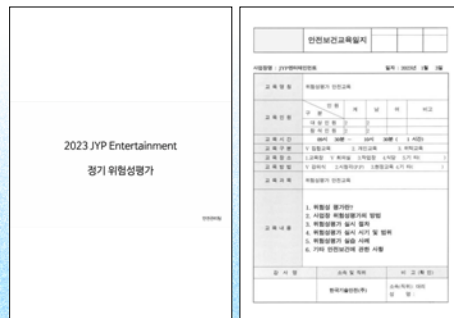
Assessment of Safety and Health Risks

Risk Assessment System

We created risk assessment guidelines in 2023 to identify risk factors at the business sites preemptively and prevent occupational disasters and health hazards. The guidelines specify the overall procedure for risk assessment, such as selection of assessment method and process, determination of risk, measures for risk reduction, and establishment of an improvement plan for their implementation. Risk assessment is categorized into three: initial assessment, regular assessment, and non-regular assessment, of which regular assessment is carried out regularly once a year after initial assessment is completed, while non-regular assessments are conducted additionally once a month in view of the heightened risk assessment standards. The Safety and Health Manager supervises the overall procedure of risk assessment, and the Safety Supervisor who understands the details of tasks identifies hazard and risk factors and takes improvement measures accordingly. For the identified hazard or risk factors, risk is estimated and determined based on a combination of probability (frequency) and materiality (severity), and improvement actions are developed after determining whether a certain risk is acceptable. In case a risk is not acceptable, improvement actions are formulated, mitigation measures are implemented, and the effectiveness of the mitigation measures is assessed qualitatively.

Implementation of risk mitigation actions

100%



Results of Risk Assessment

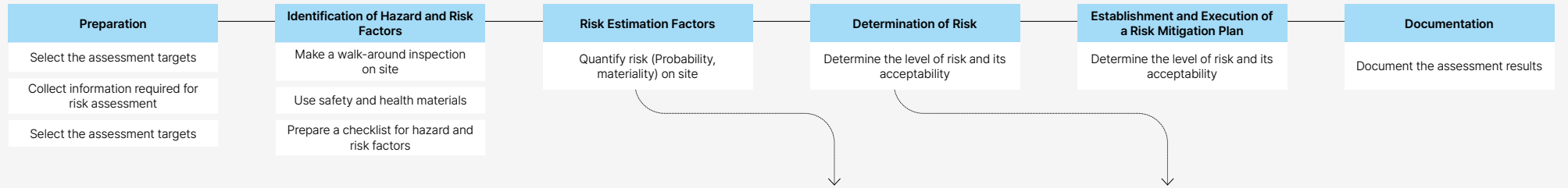
Under the authority and supervision of the safety and health management body, we conduct on-going risk assessment every month. Concrete mitigation measures are developed to address the risk factors identified through the assessment, and the effectiveness of such measures is evaluated for thorough prevention of safety incidents. Five and nine improvement measures were taken respectively in the first and second halves of 2023, and the assessment results indicated that risk levels of those 14 identified factors reduced to between 1 and 3, confirming the effectiveness of the measures taken.

Identify risk factors		Develop risk mitigation measures	Evaluate the effectiveness
Risk factor	Risk before improvement is made	Safety, health measures	Risk after improvement is made
Risk of disasters caused by insufficient contingency actions taken in case of fire due to incorrect location of the fire extinguishing system (fire extinguishers)	Probability = 2 Materiality = 3 Dangerousness = 6 (Significant risk)	1. Place the fire extinguisher at the designated place 2. Attach a location tag to the fire extinguisher 3. Inform employees of the fire extinguisher's location	Probability = 1 Materiality = 3 Dangerousness = 3 (Acceptable)
Risk of workers falling from a ladder due to not attaching a fall hazard warning label to the ladder backrest	Probability = 2 Materiality = 3 Dangerousness = 6 (Significant risk)	1. Attach fall hazard warning labels to ladders 2. Train workers on safety	Probability = 1 Materiality = 3 Dangerousness = 3 (Acceptable)
Delay in escape due to difficulty in finding an emergency exit during a fire	Probability = 3 Materiality = 3 Dangerousness = 9 (Material risk)	Comply with the National Fire Safety Code for Exit Lights and Leading Signs (NFSC303) - Replace the existing lights with emergency floor lights to make it easy to find the exit in case of a fire	Probability = 1 Materiality = 1 Dangerousness = 1 (Acceptable risk)
Damage in the radius of water sprinkling due to a dent in the sprinkler head	Probability = 2 Materiality = 3 Dangerousness = 6 (Significant risk)	Comply with the National Fire Technology Code for Sprinkler Systems (NFTC 103) - Fix and re-attach the sprinkler head	Probability = 1 Materiality = 1 Dangerousness = 1 (Acceptable)
Danger of electric shock due to lack of extroverted ground installed in the panel board	Probability=2 Materiality = 3 Dangerousness =6 (Significant risk)	Comply with the Korea Electro-technical Code (KEC) 142.7 - Install the extroverted ground to all panel boards on each floor	Probability = 1 Materiality = 2 Dangerousness = 2 (Acceptable)

Building a Safe Workplace

Management of Safety and Health Risks

Risk Assessment Process



Probability (Frequency)

Category	Probability	Description
High	High 3	<ul style="list-style-type: none"> High probability of damage Accidents that might occur more than once a quarter There are no safety measures, safety signs and labels, or safety guidelines and operation standards in place.
Middle	Normal 2	<ul style="list-style-type: none"> Potential damage can occur if not careful Accidents that might occur more than once a year Safety guidelines and other measures are in place, but still potential damage is likely.
Low	Low 1	<ul style="list-style-type: none"> Low probability of damage There are proper safety guidelines in place, which are easy for people to follow. Accidents that might occur more than once every three years

Materiality (Severity)

Category	Probability	Description
Material	Potential death or disability 3	<ul style="list-style-type: none"> Death or permanent incapacity to work, injury or illness with lasting disabilities KRW 500 million or more in physical loss, such as damages to facilities or equipment
Normal	Injury or illness that requires leave of absence 2	<ul style="list-style-type: none"> Significant injury or illness requiring leave of absence (Return to work or full recovery is possible) KRW 50 to 500 million in physical loss, such as damages to facilities or equipment
Mild	Treatment not required 1	<ul style="list-style-type: none"> Mild injury or illness so that the person in question can go right back to work as before No safety loss caused by the disaster Less than KRW 50 million in physical loss, such as damages to facilities or equipment

Risk Estimation

Materiality	Material (3)	Normal	Mild
High	Material risk (9)	Significant risk (6)	Mild risk (3)
Middle	Significant risk (6)	Significant risk (4)	Negligible (2)
Low	Mild risk (3)	Negligible (2)	Negligible (1)

Determination of Risk

Risk Level	Management Rules	Acceptability	Remarks
9 Material risk	Immediate improvement	Acceptable	<ul style="list-style-type: none"> A level where damage caused by an accident is lethal, so immediate safety measures must be taken to lower the risk level. A risk for which immediate improvement needs to be made to continue the work
4~6 Significant risk	Administrative measures	Conditional acceptance of unsafe work	<ul style="list-style-type: none"> A situation where there is the potential for an accident and it is necessary to implement activities to lower the risk A risk where work can be continued once safety measures are taken, but on the premise that such measures are implemented before the planned maintenance and repair period
1~3 Negligible	Preservation of the status quo	Acceptable	Maintain the current safety measures

Building a Safe Workplace

Safety and Health Activities

Safety and Health Management for Events and Filming

Safety and Health Management Process for Events and Performances



- Provide safety training for all event organizers
- Develop an emergency evacuation plan and conduct drills
- Conduct safety training for workers and staff



- Conduct safety monitoring for facilities at events
- Carry out safety inspection for stage facilities
- Take safety measures to prevent safety-related incidents



- Equip artists with safety guidelines in advance (Flow planning, special effects, and more)
- Manage emergency exists for the audience



- Ensure safe dismantling and disposal of stage facilities
- Check if there were safety accidents, and take follow-up measures where necessary

Revision of the Event Safety Manual

Performance venues typically have many shareholders including artists, audiences, event staff and employees gather together throughout the entire steps from stage installation to its dismantling. Therefore, we revised our event safety manual in 2023 to ensure more thorough safety inspections, and a new electrical expert was added to the Safety Management Team to strengthen professional safety management capabilities per process including occupational safety, fire protection, and electricity. In fact, we conducted preliminary safety inspections on twelve performances organized in 2023, through which 89 risk factors were identified and 100% of the risk factors were corrected prior to the performances. As a result of our thorough safety management, there was no single performance-related safety incident in 2023.

No. of safety incidents related to events and performances in 2023

0 case



Special

Safety Management for Stage Installations and Issuance of a Casebook for Artist-related Incidents

As part of efforts to prevent stage performance-related incidents, we have issued in-house casebooks describing potential risk factors in and around stages. The newly issued Casebook of Safety Deficiencies in Stage Installation presents types of incidents that could occur due to construction deficiencies or lack of protection gear during stage installation. In addition, we put together types of potential incidents that could occur to artists during performance in the Casebook of Artist-related Incidents, raising employee awareness regarding safety incidents and managing related risk factors preemptively. We are planning to update the casebooks continually by extending them to include overseas stage managements. Through this, we will drive efforts to create an environment where everyone can enjoy performances safely.



Building a Safe Workplace

Safety and Health Activities

Safety and Health Management for Stage Performances and Filming

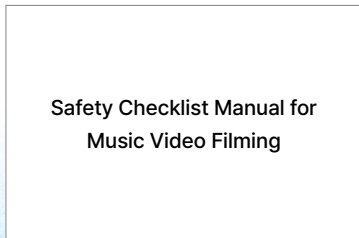
Safety Manual for Music Video Filming

JYP Entertainment developed the Safety Manual for Music Video Filming in 2023 to identify and control onsite risk factors during the filming of music videos in advance. Since the filming not only involves our employees but signing contracts with multiple suppliers, this Manual specifies all the safety rules to be followed from the moment of contract signing to preparation leading up to filming. When signing a contract, relevant suppliers are required to submit a safety and health pledge to ensure that they comply with our safety rules, while safety training is provided to onsite workers prior to the filming. Furthermore, the Artist Division and suppliers make joint preliminary surveys on the filming site to take preventive measures on potential safety concerns, and are required to prepare and submit a safety checklist to the Safety Management Team prior to the commencement of filming. As a result of this thorough approach, we recorded zero safety incidents related to music video filming in 2023, and will continue to conduct full safety inspections for prevention of any risks associated with the filming.

[Safety checklists for each department]

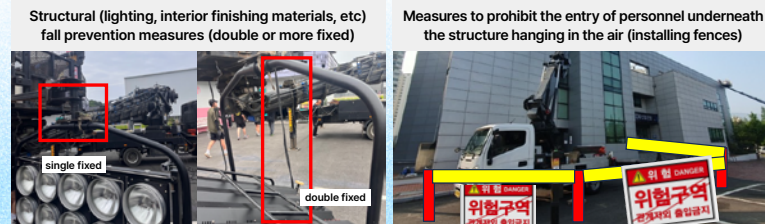
Safety Management Team	Artist Division
<ul style="list-style-type: none"> • Check all safety-related matters prior to the commencement of filming • Establish and manage safety rules • Inspect and manage partners' safety activities 	<ul style="list-style-type: none"> • Inform partners of our safety rules when signing contracts with them • Cooperate with the Safety Management Team to check on artists' physical and mental stability
Partners	Artists
<ul style="list-style-type: none"> • Comply with safety rules provided by the Company • Taken corrective measures to resolve safety issues detected during safety inspection 	<ul style="list-style-type: none"> • Check on safety conditions prior to the commencement of music video filming • Stop the filming immediately and examine safety conditions when a safety risk is detected

[Safety Checklist Manual for Music Video Filming]



Inspection of work at height_Danger of structural/material fall

Identification of hazardous risk factors		Mitigation measures
process	Hazardous risk factors	
work at height	Danger of fall structural/material fall	Structural (lighting, interior finishing materials, etc) fall prevention measures (double or more fixed) Measures to prohibit the entry of personnel underneath the structure hanging in the air (installing fences)



Inspection of work at height_Danger of fall

Identification of Hazardous Risk Factors			Mitigation measures
process	Hazardous risk factors		
work at height	Danger of fall	Non-compliance with work at height instructions	Wearing worker's protective gear (safety helmet, safety belt, etc.) Working in pairs Installation of workstation handrails when scaffolding is used



Building a Safe Workplace

Safety and Health Activities




Safety and Health Activities for Employees

Safety and Health Training

To foster a safe environment, JYP Entertainment conducts regular safety and health training for all workers and staff, in addition to in-depth job training for safety and health managers. In 2023, we achieved a 100% completion rate for employee safety and health training as well as managerial training. Additionally, our F&B teams receive safety and health training from an external professional company, which is recognized by the Specialized Review Board for Kitchen Food Safety and Fair Audit and accredited by a CPR training institute, to prepare them for potential safety accidents at our in-house restaurants and cafes. Moreover, we use the employee safety bulletin board to communicate safety-related suggestions, provide guidance on preventive measures for workplace accidents and actively conduct various trainings to ensure our employees can work safely in their environment.

Emergency Response Training

Prioritizing employee safety, we operate 'JYPKIMI,' an autonomous safety response organization that provides swift evacuation guidance and emergency measures during emergencies. JYPKIMI has enhanced its emergency response capabilities through four theoretical and practical sessions annually. In 2024, the number of employees participating in JYPKIMI doubled compared to 2023. Additionally, we conduct an annual emergency evacuation drill and fire safety training at the JYP Center. In the first quarter of 2024, we further bolstered employee safety measures by providing fire blankets, oxygen masks, and skin cooling water.

JYPKIMI	Goals	Key Roles	Appointment
	 <p>As an autonomous safety response organization, JYPKIMI aims to respond independently to emergency situations through rigorous safety training and practical simulations that mimic real-life scenarios.</p>	 <ul style="list-style-type: none"> - Extinguish fires in the early stage and lead evacuation procedures in case of a fire - Provide first aid to the injured - Providing guidance on the use of descending lifelines during emergencies 	 <p>The name "JYPKIMI" was derived based on employees' designated workspace.</p>

Management of Employee Health

To promote employee health, JYP Entertainment organized a special lecture on health care in 2023. The lecture was conducted by professional medical staff as external lecturers, covering topics such as management of chronic diseases and stress for office workers. To prevent potential musculoskeletal disorders among employees, we conduct inspections on physical conditions every three years to identify hazards. Furthermore, we have partnered with personal training facilities, dental clinics, and orthopedic specialists to offer comprehensive medical check-ups and flu vaccinations. Moving forward, JYP Entertainment will continue to expand its health management programs to support all employees in their efforts to lead healthy daily lives.

Safety Management for Artists and Trainees

Since the second half of 2023, JYP Entertainment has implemented monthly tremor inspections through an external company on the floors that are affected by the impact of tremors stemming from dance practices within the company building. The inspection checks the safety conditions of lights, finishing materials, ceiling fixtures, as well as the integrity of bolts and nuts securing sound equipment on a regular basis. This ensures that trainees and artists can practice in a safe environment. By thoroughly managing these factors in advance, we strive to minimize the risk of potential accidents that our trainees and artists may encounter.

[Conducting tremor inspections within company building]

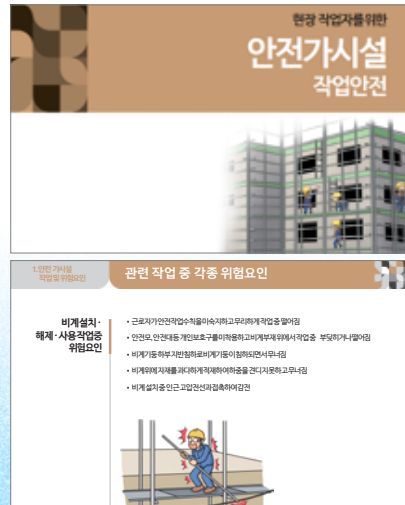


Building a Safe Workplace

Safety and Health Activities

Safety and Health Activities for Partners

JYP Entertainment develops and distributes safety training manuals to guide the safety and health activities of the company and its partners. In 2024, we initiated specialized safety training for our employees, focusing on the operation of forklift trucks and the installation of structures for stage construction and music video filming venues. Furthermore, we draw up written pledges on safe management to raise safety awareness among our partners and employees, protecting them from dangerous situations. Additionally, we conduct monthly council meetings with partners based at our head office, actively communicating with each other regarding safety.



Safety and Health Goals

Roadmap for Safety and Health Management

JYP Entertainment has established and is operating a roadmap for the management of safety and health goals to advance safety and health management. We reinforce the safety system to prevent industrial disasters proactively by operating the improved safety and health management system and by assessing hazardous facilities and tasks. Furthermore, we are developing an external diagnosis system for effective management of safety and health. At the same time, we are conducting occupational safety and health training to instill a strong safety culture throughout the company. Looking ahead, we will promote a safety culture that ensures a safe working environment for all our employees by establishing internal safety standards that are stricter than those mandated by the Safety and Health Act.

Safety and Health Goals

- Achieve zero industrial accidents through the safety and health management system
- Ensure 100% of employees complete occupational safety and health training courses
- Achieve 100% improvement in assessing risks related to hazardous or dangerous facilities and tasks
- Conduct semi-annual inspections to verify compliance with safety and health laws, achieving 100% implementation rate



Materiality 3 Integrity Management

Integrity Management System

Integrity Management Policy



Anti-Corruption Policy

JYP Entertainment is committed to legal compliance and ethical standards, and makes dedicated efforts to maintain a culture of integrity and fulfill its social responsibilities as a global entertainment company. To uphold these principles and promote integrity management, we hereby declare our anti-corruption policies.

- All workers and staff must adhere to domestic and international anti-corruption laws, as well as the internal regulations governing our business operations.
- Prohibition of all forms of corrupt practices, including bribery and lavish entertainment
- Establishment, operation, and continuous improvement of an anti-corruption management system.
- Establishing and implementing a whistleblowing system to facilitate reporting of corruption-related information and ensuring comprehensive protection for whistleblowers against potential disadvantages in personnel matters.

CEO, JYP Entertainment
Wook Jeong

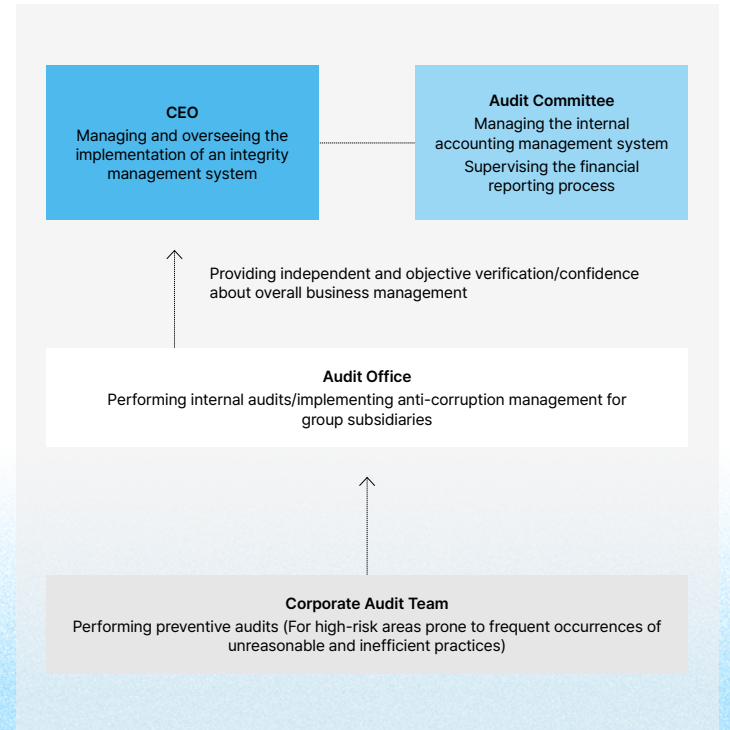
Integrity Management Governance

Integrity Management Organization

JYP Entertainment practices integrity management through a dedicated organization. The CEO and the Audit Committee are entrusted with responsibilities at the highest level for systematic supervision of integrity management. To ensure complete independence in internal audit governance mandated by the International Professional Practices Framework (IPPF), we have established and operate the Audit Office under the direct supervision of the CEO. The Audit Office comprises internal auditors (IAs) who hold prestigious global professional certifications such as CIA, CISA, and CDPSE. Each year, we conduct continuous professional education (CPE) to enhance the advanced knowledge and practical competencies of our internal auditors, thereby ensuring continuous quality control (QC) in internal auditing at a global level.

The internal auditors of the Audit Office maintain impartiality and avoid conflicts of interest, providing independent verification and instilling confidence in the CEO and Audit Committee members through their objective audit findings. In 2023, we further bolstered our audit capabilities by establishing a corporate audit team within the Audit Office, dedicated to enhancing preventive audits across our subsidiary management system. Through this, we are proactively addressing the requirement for global internal audit governance.

[Organizational Chart of the Integrity Management System]

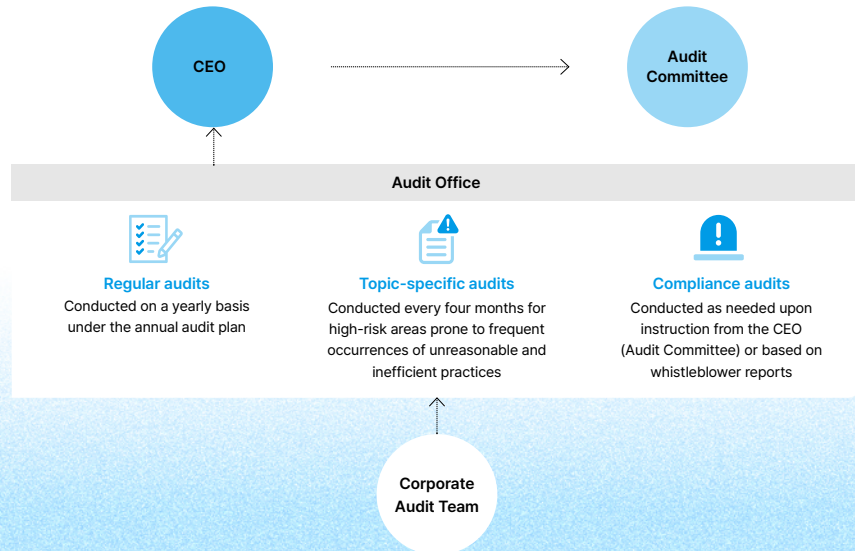


Integrity Management

Integrity Management Activities

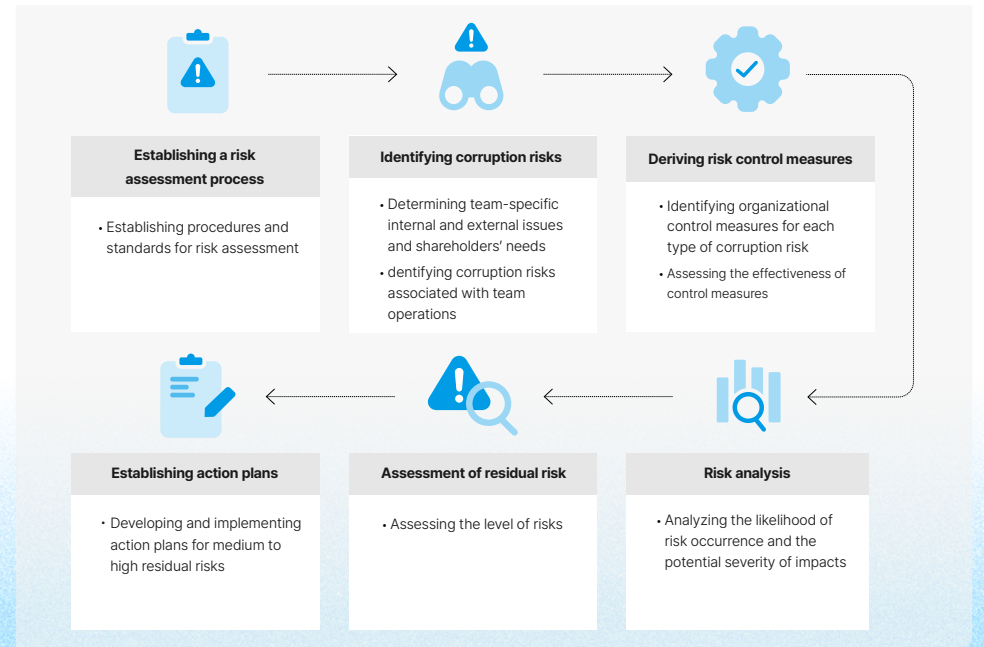
Establishing the Audit System

JYP Entertainment established an audit system in collaboration with a global accounting firm, introducing a standardized internal audit system based on global standards. This is intended to address various risks, and aligns with the high expectations of external shareholders. Through systematically organized auditing protocols, we are elevating our standards for integrity and compliance management across our head office, subsidiaries, and overseas operations. The Audit Office's audit system is designed to deliver independent and objective verification, instilling confidence in the CEO and the Audit Committee regarding the overall management of group subsidiaries under our jurisdiction. This auditing process not only aims to enhance company-wide corporate value but also seeks to optimize overall business management practices.



Supervision System for Integrity Management with Emphasis on Corruption Risks

JYP Entertainment established an anti-corruption management system aligned with ISO 37001 and obtained international certification. The Audit Office plays a crucial role in preventing corruption proactively through an assessment and supervision system that evaluates both financial and non-financial soundness. It also runs a risk supervision system to ensure healthy and sustainable business practices.



Integrity Management

Integrity Management Activities

Integrity Management for Employees and Partners

We strive to reinforce anti-corruption measures for both our employees and partners. As part of the efforts to strengthen integrity management, we issue the CEO's Integrity Management Notice twice a year. This initiative aims to foster healthy and collaborative growth among our employees and partners. With this commitment, we aim to fulfill our responsibilities and duties as a leading company in the entertainment industry, adhering to laws, ethical standards, and social norms.

Ethics Training

We conduct ethics management training for all employees as well as new hires. Employee ethics management training is conducted online once a year, and it aims to promote awareness regarding the importance of ethical management and its practice, as well as help build an ethical mindset. In 2023, a total of 378 employees completed the ethics training. Additionally, the training was conducted for employees both in Korea and in our overseas operations. Through this, JYP Entertainment supports all of its employees in fostering a sense of ethics in their work.

[CEO's Integrity Management Notice]

CEO's Notice on Integrity Management

JYP Entertainment strives to remain a respected and trusted company that fulfills its responsibilities and duties as a leader of the entertainment industry by ensuring compliance with laws, ethical standards, and social norms. To this end, we do our utmost to establish a transparent and integrous organizational culture by fulfilling our social responsibilities based on integrity management and strengthening anti-corruption efforts. In pursuit of this commitment, we have established and run the Audit Office under my direct supervision. We do not tolerate unjust/corrupt practices such as unfair transactions, bribery or lavish entertainment, or any unethical behaviors that tarnish our reputation. If you witness any employee engaging in behaviors contrary to the principles of integrity, including making unjust demands, please report the matter promptly to our audit office at au@jype.com. Moving forward, we will continue to promote a culture of honesty and rationality not only among individual employees but also throughout our organization, fostering healthy growth alongside our shareholders. During this Lunar New Year, I extend my heartfelt wishes for a prosperous and joyous holiday with your loved ones. May your families and businesses thrive in the coming year.

Wook Jeong CEO, JYP Entertainment

Special

Acquired "ISO 37001" Certification, the International Anti-Corruption Management Standard

JYP Entertainment has continuously endeavored to strengthen ESG management and enhance its governance system in line with international standards. As a global company, we strive to comply with the anti-corruption principles of the UN Global Compact. Accordingly, we have established an anti-corruption management system that meets the certification requirements of the international anti-corruption standard (ISO 37001) and conducted a company-wide professional diagnosis and assessment of corruption risks in 2023 to obtain international certification. In 2023, we conducted a company-wide professional assessment of corruption risks to establish an anti-corruption management system meeting the requirements for ISO 37001 certification. In November 2023, we achieved international certification for our anti-corruption management system (ISO 37001) from the British Standards Institution (BSI), the world's foremost national standard-setting and authoritative body. This makes JYP Entertainment the first domestic entertainment company in Korea to attain such certification. Our comprehensive anti-corruption management system aligned to international standards enables us to prevent and monitor corruption-related violations such as bribery, embezzlement, and improper personnel practices by entities including executives, employees, or agents within the organization. This system is applied to anti-corruption risk audits. Moving forward, we will remain committed to advancing our high-level systems for the management of ESG as well as integrity and compliance to lead the global entertainment industry.



Integrity Management

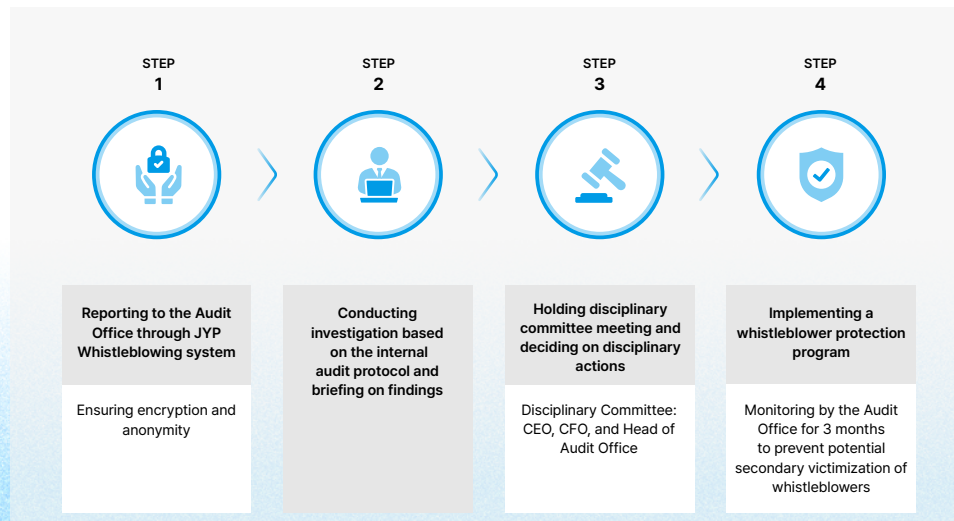
Integrity Management Activities

JYP Entertainment Public Reporting System: 'JYP Whistleblowing'

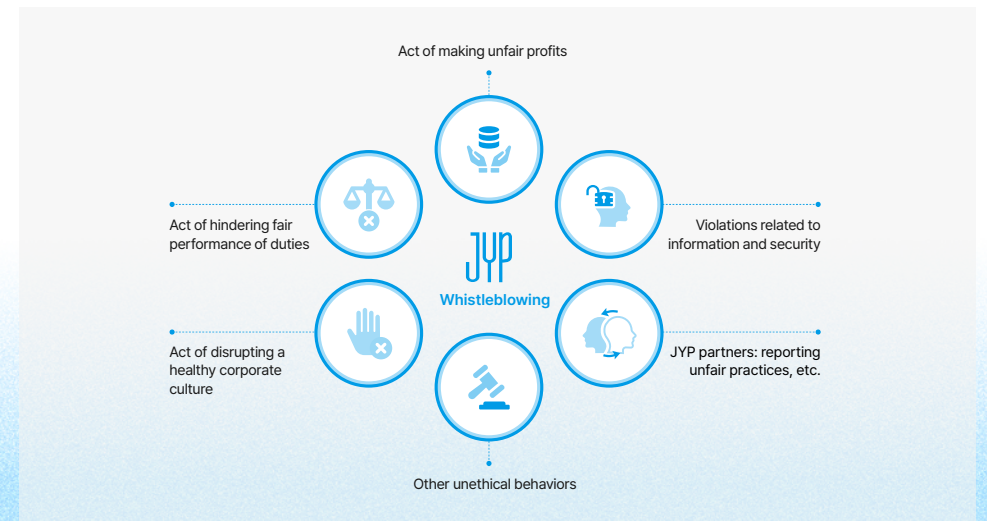
JYP Entertainment runs a public reporting system known as "JYP Whistleblowing" to ensure transparent corporate operation based on the principles of integrity management. This system guarantees global-level technical anonymity, preventing potential secondary victimization and protecting the human rights of the whistleblowers. To achieve this, reports are encrypted on overseas servers, and generated data is deleted automatically after issue resolution, preventing adverse consequences for the victims. The Whistleblowing system supports reporting in Korean, English,

Japanese, Chinese, and other languages, facilitating access for employees across our head office, subsidiaries, and overseas branches 24/7. In 2023, we made this system more sophisticated, enhancing accessibility through application-based reporting, and the efficiency of reporting was improved by clearly defining the reporting categories. In 2023, JYP Whistleblowing received reports of 10 integrity management violations, leading to disciplinary actions in five cases. Going forward, we will remain committed to preventing and addressing internal anti-corruption risks continuously.

[JYP Whistleblowing Process]



[JYP Whistleblowing Reporting Categories]



Integrity Management

Integrity Management Goals

In 2023, JYP Entertainment established a new corporate audit team under the Audit Office, reinforcing preventive audits across its entire group of companies. In addition, we aimed to implement integrity and compliance management not only within our subsidiaries but also across our overseas operations by implementing the Audit Program, a standardized global-level internal audit system. These efforts enabled us to become the first domestic entertainment company to obtain "ISO 37001" certification, an international standard for anti-corruption management, thereby consolidating our commitment to integrity management at an international level. Furthermore, JYP Entertainment is in the process of establishing infrastructure for data analytics-based diagnosis of financial risk targeting overseas subsidiaries in Japan, China, and the United States. To build a financial risk audit infrastructure for subsidiaries, the Audit Office is leveraging Computer-Aided Auditing Techniques (CAATS)* at present to review fund transaction records and using audit analysis tools to develop a system for detecting fund embezzlement. Additionally, we are running simulations of risk scenarios related to fraudulent use of corporate credit cards at the company level and building a system to detect misuse and abuse by utilizing audit analysis tools. As a leader in the global entertainment industry, we will remain dedicated to upholding integrity management at a global level and promoting a culture that reflects this value.

*CAATS: Computer-Aided Auditing Techniques

ESG FACTBOOK

At JYP Entertainment, we strive to minimize the environmental impact of our business activities and promote eco-friendly values. We seek to grow together with our artists, employees, and partners, and realize social value through social contribution activities.



ENVIRONMENTAL		SOCIAL		GOVERNANCE	
39	Environmental Management	48	Artists	67	BOD and Committees
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43	Promotion of Eco-Friendly Value	57	Partners	72	Compliance Management
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ENVIRONMENTAL

Our Approach

Climate change has become a critical issue that presents major threats to our daily lives and livelihoods, and companies need to respond proactively to the challenges. JYP Entertainment was the first company in the Korean entertainment industry to achieve RE100, and as a leader of the entertainment business, we are responding proactively to the climate crisis. We have established our own 2050 carbon neutrality roadmap and a company-wide GHG inventory for JYP Entertainment, including our overseas companies and subsidiaries. Moreover, we will expand the inventory gradually, starting with Scope 3 (employee commutes) to reduce all GHG emissions. Furthermore, we are making various efforts to reduce the negative environmental impacts associated with our album and merchandise production processes and hold environmental campaigns with our shareholders. JYP Entertainment will continue its efforts to create a sustainable future for the global environment by promoting eco-friendly values.

Contents

- Environmental management system

- Climate change strategies
- Climate response activities

- Activities to reduce environmental impacts
- Environment projects

Link to SDGs



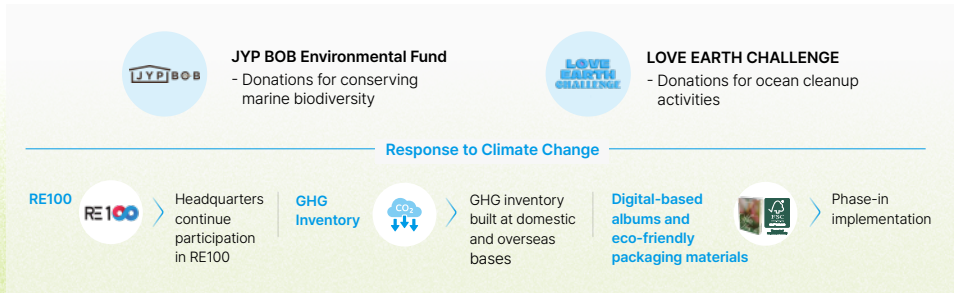
Environmental Management

Environmental Management System

Environmental Management Strategy

JYP Entertainment adopted 'respond to climate change' and 'promote eco-friendly values' as its main environmental management strategies and established goals and promotion systems to minimize environmental impacts. As the first company in the Korean entertainment industry to participate in RE100, we continue its implementation and have expanded the GHG inventory (Scope1 + 2) from domestic bases (headquarters, subsidiaries) to international bases (headquarters, subsidiaries, overseas branches) to manage GHG emissions extensively. Moreover, we are in the process of building a Scope 3 inventory to identify indirect GHG emissions generated from business activities, and we plan to establish and gradually upgrade the Scope 3 emission management system, starting with employee commutes (Category 7). In addition, we are striving to reduce the environmental impact generated by our album and merchandise production processes by developing digital-based albums and environmentally friendly packaging materials. We engage in various activities to promote eco-friendly values at home and abroad and take an active role in global environmental issues. Externally, we host annual environmental campaigns involving employees, artists, and fans to promote biodiversity and environmental protection activities, raising awareness of environmental issues and working toward a sustainable future. JYP Entertainment will continue its efforts to reduce the environmental impact of its operations and create a better planet.

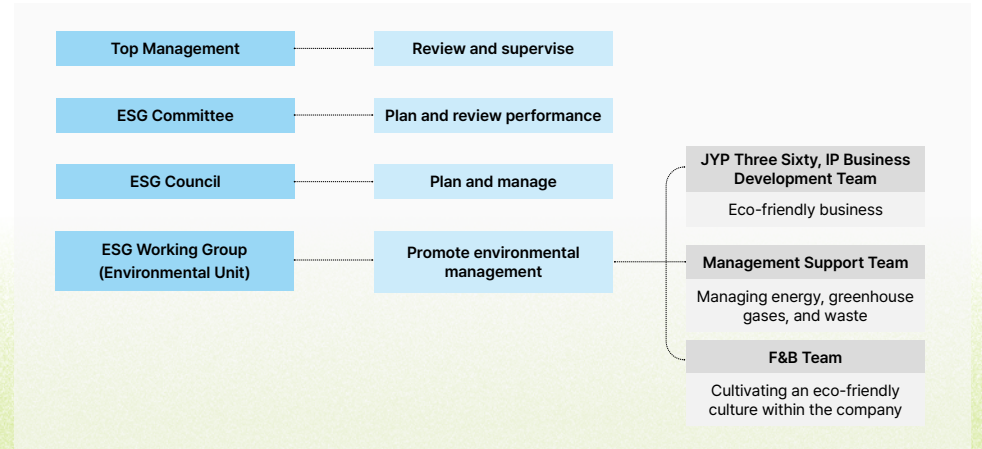
Promotion of Eco-Friendly Value



Environmental Management Organization

At JYP Entertainment, the Environment Unit under the wing of the ESG Working Group plays a key role in establishing and implementing strategic tasks for environmental management. The Environment Task Unit reports on environmental management plans to the ESG Committee and the BOD once a year and monitors the progress on implementation. The top management manages and supervises the environmental management implementation process. In 2023, we established KPIs for the environmental performance of executives (CEO, CFO, and CCO) to ensure greater accountability for the environmental impact caused by the business. The KPIs include management of GHG emissions, transition to renewable energy, and implementation of carbon neutrality.

[Environmental Management Organizational Structure]



Climate Change

Climate Change Strategy

Climate Change Risks and Opportunities

JYP Entertainment analyzed climate change risks and opportunities in line with TCFD recommendations. Risk factors were categorized into transition risks and physical risks, and opportunities associated with climate change were analyzed considering a range of aspects including products and services. We categorized the identified risk and opportunity factors of climate change by period (short-term, medium-term, and long-term) and scope of impact, and analyzed the financial impact of each factor. This completed our overall review of the impact of climate change on our business.

Carbon Neutrality Roadmap

JYP Entertainment established the "2050 Carbon Neutrality Roadmap" in 2023 to contribute to solving global environmental issues and to ensure a sustainable environment for future generations. To this end, JYP Entertainment first analyzed its energy usage and derived a BAU (Business As Usual) scenario for 2050. Based on the derived BAU, the company established carbon neutrality goals and calculated the reduction of GHG emissions. JYP Entertainment aims to halve the 2022 GHG emission volume by 2035 and attain carbon neutrality by 2050. Furthermore, JYP Entertainment reviewed various implementation measures to achieve its GHG reduction targets and established plans to switch 100% of its current vehicles to electric vehicles by 2035 and introduce eco-friendly facilities actively when relocating to the new headquarters. In addition, we plan to maximize the use of renewable energy by purchasing renewable energy certificates (RECs) and signing power purchase agreements (PPAs), while taking direct approaches to reducing electricity usage, such as automatic control of lighting, heating, and cooling based on building energy control solutions and remote power control through smart plugs. We will implement various activities continually to reduce GHG emissions and strive to achieve carbon neutrality by 2050.

[Climate Change Risks]

*Short-term: 0~3yrs; Mid-term: 3~10yrs; Long-term: 10yrs and beyond

Type	Category	Reason	Impact	Term	Financial Impact
Transition risk	Policy and Rules & Regulations	Not subject to current regulations related to climate change	Low	-	-
	Market and Reputation	Increase in shareholders' demand for declaration of climate change and carbon neutrality efforts and outcomes	Medium	Mid-term	Damage to corporate image and lower ESG ratings in the event of failure to address climate change
	Technology	Increase in demand for digital-based albums, MD using eco-friendly packaging, and REC-based music recording	Medium	Mid-term	Loss of customers to eco-friendly products and costs to develop eco-friendly technologies
Physical risk		Increased incidence of extreme weather phenomena such as heavy rain, hail, and heavy snow	Medium	Short-term	Reduced revenue in case of unexpected cancellations and rescheduling of outdoor activities such as concerts or filming

[Climate Change Opportunities]

*Short-term: 0~3yrs; Mid-term: 3~10yrs; Long-term: 10yrs and beyond

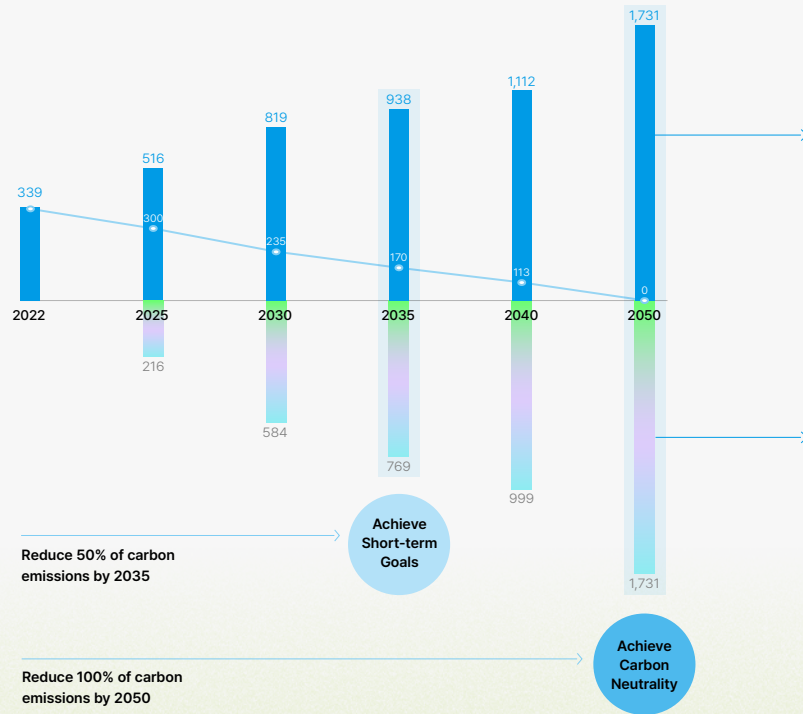
Type	Category	Reason	Impact	Term	Financial Impact
Products and Services	Change in consumer preference	Introduction of digital-based albums and eco-friendly MD, and expansion of eco-friendly packaging technology development	Medium	Long-term	Increased revenue based on the rising demand for products and services

Climate Change

Climate Change Strategy

- BAU(Business As Usual)
- GHG reduction
- ◁ Carbon neutrality targets

* Market-based calculation (Unit: tCO₂eq)



Scope 1 & 2

- Stationary emissions
- Mobile emissions
- Electricity consumption



Switching to Electric Vehicles

A significant portion of Scope 1 direct emissions within the JYP Entertainment organization is mobile emissions from vehicle operations. To reduce Scope 1 emissions, we will convert 50% of our operating vehicles to electric vehicles by 2032 and 100% by 2035.



Environment-friendly Facilities in New Headquarters

In order to reduce JYP Entertainment's stationary emissions and realize energy efficiency, we are developing and implementing a plan to enhance energy efficiency by adopting environment-friendly facilities such as heat pumps during the construction of our new headquarters.



Sourcing Renewable Energy

In 2023, JYP Entertainment replaced all electricity used in our headquarter with renewable energy through the purchase of Renewable Energy Certificates (RECs). To achieve carbon neutrality and K-RE100, we will explore various strategies, including establishing self-generation facilities (solar) and Power Purchase Agreements (PPAs).

Climate Change

Climate response activities

JYP Entertainment understands the severity of climate change and is committed to joining the global efforts to address the issue. To reduce GHG emissions, we are managing our in-house energy usage of both domestic and overseas sites and shifting to renewable energy sources. By doing so, we will continue strengthening our response to climate change, which is a challenge for all of humanity, and striving to ensure a safe environment for future generations.

Energy Management

JYP Entertainment monitors and manages the annual energy consumption at both its domestic and overseas sites as an immediate response to climate change. In the past few years, JYP Entertainment has been expanding its business sites in line with the company's growth as a leader of the domestic and global entertainment industry. Although this has resulted in an increase in overall energy use, our energy use as a percentage of sales, or energy intensity, has been decreasing every year, falling by approximately 53% since 2021. We are also working to reduce GHG emissions by sourcing electricity from renewable energy. JYP Entertainment will continue to work on energy management activities going forward.

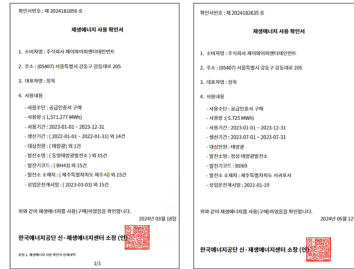
[Energy Consumption]

Indicators		Unit	2021	2022	2023
Total energy usage		TJ	14.88	19.99	22.06
Non-renewable energy	LNG	TJ	0.59	0.67	0.58
	Electricity	TJ	0.91	1.69	2.19
	Gasoline	TJ	-	1.03	1.76
	Diesel	TJ	-	2.77	2.44
Renewable energy usage (amount of REC purchase)		TJ	13.37	13.83	15.09
Energy intensity		TJ/KRW 100 million	0.008	0.006	0.004

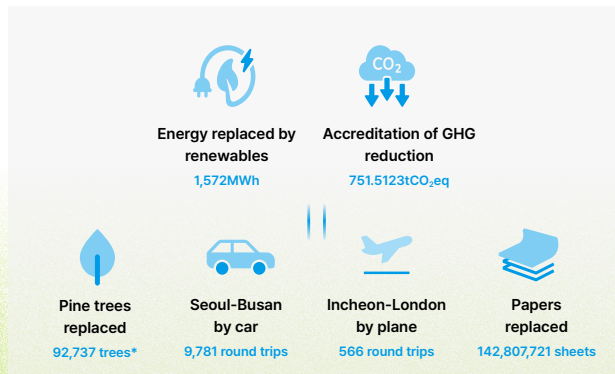
RE100

JYP Entertainment is participating voluntarily in the Korean RE100 (K-RE100) campaign, and aims to obtain 100% of the company's electricity demand from renewable energy sources, for the first time in the Korean entertainment industry. As part of this drive, JYP Entertainment replaced 100% of the electricity (1,570 MWh) used at JYP's headquarters in 2023 with renewable energy.

As a result, all the electricity used by JYP Entertainment's artists in the process of recording music in 2023 was supplied from renewable sources. JYP Entertainment is committed to minimizing the environmental impact of its contents from production to consumption going forward.



[2023 Renewable Energy Use Certificate]



* Calculated based on annual carbon uptake per 30-year-old pine tree in the Gangwon region, National Institute of Forest Science, Standard Carbon Uptake of Major Forest Tree Species, 2019

GHG Inventory

JYP Entertainment established Scopes 1 and 2 GHG inventories in 2022 using its digital GHG management program. In 2023, the company added GHG inventories for its overseas operations to expand the scope of GHG emissions management and monitoring. The company also voluntarily participates in the Carbon Disclosure Project (CDP) to manage risks and opportunities related to climate change systematically under the TCFD framework. Moreover, JYP Entertainment plans to start calculating Scope 3 emissions by calculating the emissions generated from employees' commuting to and from work (Category 7) and move on to include Scope 3 emissions generated across various supply chain activities related to the goods and services produced by JYP Entertainment. Calculations for 2023 show that a total of 1,180.74tCO₂eq of GHG emissions (including Scope 1 and Scope 2) were directly generated within JYP Entertainment's organizational boundaries, including its headquarters, subsidiaries, and overseas branches. JYP Entertainment will continue to manage and monitor its GHG inventory to achieve carbon neutrality by 2050 and contribute to the transition to a low-carbon society.

[2023 GHG Emissions]

(Unit: tCO₂eq)

Organization	Scope 1	Scope 2	Scope 1+2	Total emissions targets
Domestic operations	JYP CENTER	299.63	0	299.63
	JYP Publishing	2.87	29.49	32.36
	JYP Three Sixty	2.52	14.85	17.37
	JYP Partners	-	0.6	0.6
	Total	305.02	44.94	349.96
Global operations	JYP JAPAN	-	30.98	30.98
	JYP CHINA	14.07	32.7	46.77
	JYP USA	-	1.52	1.52
	Total	14.07	65.2	79.27

* Market-based calculation

Promotion of Eco-Friendly Value

Activities to Reduce Environmental Impact

Producing Green Albums

JYP Entertainment is adopting and operating environmentally friendly technologies by producing digital-based albums that provide access to music and content via QR codes. From 2023 to April 2024, we produced four albums in this format, including DAY6's "FOUREVER" and TWICE's "With YOU-th," and are planning to expand the production of future albums in the digital format. We are also taking steps to minimize the environmental impact of album production by converting the physical components of both digital and physical albums to eco-friendly materials. JYP Entertainment utilizes KODAC's process-free plate printing technology to ensure zero generation of chemical waste and produces albums using FSC-certified eco-friendly paper and soy oil. In addition, we use cornstarch PLA materials, recyclable kraft paper, and bio-ecogenic plastics.

[Green Certified and Digital-based Albums]



Switching to Eco-Friendly Packaging Materials

JYP Entertainment recognizes the environmental impact of its merchandise packaging and is working to reduce its carbon footprint by transitioning JYP SHOP's packaging to eco-friendly materials. With the transition proceeding step by step starting from 2022, we are using FSC-certified boxes and sugar-rush paper bags currently and will continue to seek and implement improvement measures to minimize our environmental impact.

* Sugar Rush is an eco-friendly packaging material made from 100% sugar cane paper, sourced from by-products of sugar extraction and not coated.

[JYPSHOP Eco-Friendly Packaging Transition Journey]



Promotion of Eco-Friendly Value

Activities to Reduce Environmental Impact

Environmental Trainings for Employees

JYP Entertainment provides environmental trainings to new hires to raise employees' awareness regarding environmental issues. In 2023, we held 13 trainings to inform employees of our environmental management activities and the businesses we conduct in consideration of environmental impacts.

Eco-Friendly Office Culture

At JYP Entertainment, we adopted an electronic documents for approval to create a paperless work environment and use GREENGUARD-certified office furniture to reduce our environmental impact. We adhere to the principle of using organic, pesticide-free, and antibiotic-free ingredients. In our company cafeteria, we exclusively use cooking and eating utensils that do not emit environmental hormones. This commitment helps our employees experience and embrace an environmentally friendly office culture.

Tumbler at Work Campaign

JYP-Soulcup, JYP Entertainment's in-house café, encourages employees, partners, artists, and trainees to use reusable cups by offering discounts on drink prices when using tumblers and provides tumbler washers and reusable cup sterilizers. To further promote the usage of tumblers in the company, we installed tumbler washers on all floors of the building and raised tumbler drink discounts from KRW 200 to KRW 400 in 2024. In February 2024, we launched a campaign to encourage the use of tumblers by giving away organic cotton handkerchiefs as a substitute for tissues and wipes when bringing in tumblers. As a result, the usage rate of reusable cups increased by 8.9%, from 25.6% in January 2024 to 34.5% in February. We will continue our efforts to internalize a culture that considers the company's environment.

Environment Projects

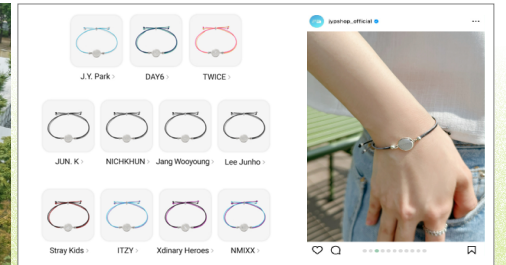
GREEN PROJECT

In celebration of the opening of JYP SHOP in 2022, JYP Entertainment launched the GREEN PROJECT, in which the proceeds from the production and sale of environmentally friendly merchandises are donated to environmental organizations. All proceeds from these eco-friendly merchandises were donated to FOREST FOR LIFE, an environmental organization leading the creation of a healthy society through expanding forests, and used to create a forest in Omok Park in Yangcheon-gu, Seoul in 2023. In particular, 57 Korean Winter Hazel trees, a rare plant and protected species, were planted in the park, in addition to 1,489 trees and shrubs, including mountain hydrangea, bridal wreath, lace shrub, mock orange, Japanese rose, and beauty berry, which are recommended tree species for reducing fine dust. Calculations show that the project contributed to the sustainable urban life of the citizens in the following ways: absorption of 8,346 g/year of fine dust; 41,146 kgC of carbon storage per tree; 8,089 kg CO₂/year of carbon dioxide uptake per tree; and 0.32°C of temperature reduction. In 2023, we produced bracelets made of recycled polyester and silver charms using yarn extracted from discarded plastic bottles and made through metal processing that minimizes the emission of pollutants. The proceeds of KRW 20 million from the 2023 GREEN PROJECT were donated to the 'Forest for Life' to support the project, 'Creating a Forest Space for Everyone', which will rebuild school playgrounds into spaces in harmony with the forest, providing children with greenery and spaces for the ecological experience. This project is expected to contribute to raising awareness of sustainable development as well as healthy living. As such, JYP Entertainment aims to continue its journey for the Earth alongside artists and fans by producing MDs with reduced environmental impact

[Results of Yangcheon-gu Omok Park Creation]



[2023 GREEN PROJECT Products]



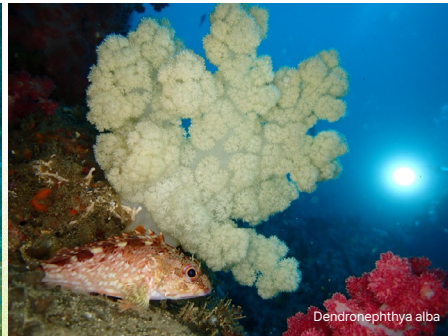
Promotion of Eco-Friendly Value

Environment Projects

JYPBOB Environmental Fund Program

JYP Entertainment's cafeteria, JYPBOB, operates a reservation system and collects environmental funds for no-shows and unreserved meals to minimize food waste. In 2023, we received a suggestion through our internal suggestion system, CHANGE, to donate to biodiversity conservation activities for a more meaningful use of the environmental fund. We reviewed the suggestion positively and signed an agreement with Paran Ocean Citizen Science Center, an environmental organization engaged in the restoration of marine ecosystems, and started supporting coral protection activities. Corals are very sensitive to water temperature and cover only 0.1% of the ocean, but they are an important part of the marine ecosystem, housing 25% of the world's marine life. JYP Entertainment participated in activities for the protection of corals and marine ecosystems by identifying, recording, and promoting 120 species of corals in the Munseom and Beomseom areas of Seogwipo City in Jeju Island, which are designated as a natural reserve and marine ecosystem protection zone. We will continue to expand our support for ecosystem conservation activities to raise awareness regarding the importance of marine ecosystems and corals as a vital link to biodiversity.

[Coral Awareness and Support Activities for Marine Ecosystems]



1% for the Planet Member Activities

'1% for the Planet' is a global environmental network of businesses, non-profit organizations, and individuals working together for a healthier Earth. JYP Entertainment joined '1% for the Planet' in 2020 and has been participating in efforts to resolve pressing environmental issues in solidarity with domestic and overseas environmental organizations such as the Forest for Life and Our Sea of East Asia Network. In 2023, we donated 1% of the sales revenues generated at our in-house café (JYP-Soulcup) to Our Sea of East Asia Network to help publish the ICC (International Coastal Cleanup) Annual Report, donated to Forest for Life through our GREEN PROJECT to participate in forest planting activities, and are making efforts to make a difference for the planet.

[1% for the Planet donation certification]



Special



LOVE EARTH CHALLENGE

2020 'TUMBLER FOR EARTH'

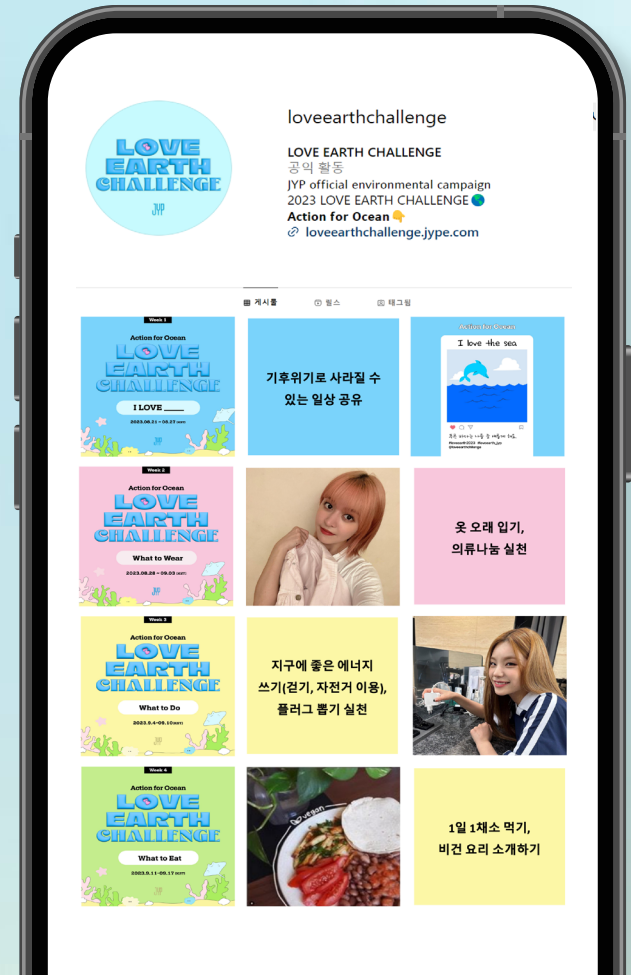
2021 'CLEAN SWELL'

2022 'LOVE OCEAN'

2023 'ACTION FOR OCEAN'

Every year since 2020, JYP Entertainment has been holding the LOVE EARTH CHALLENGE, a campaign to protect the environment, in recognition of International Coastal Cleanup Day. In 2023, we suggested a four-week action plan for the Earth under the theme of 'ACTION FOR OCEAN' and held challenges for artists and fans to participate in weekly missions together. In addition, we opened a separate Instagram channel @loveearthchallenge to share what it means to participate by providing card news on the changes these actions make for the planet and sharing information on environmental issues and donated KRW 10,000 plus KRW 10,000 matching fund by JYP Entertainment for each member's participation in the mission. As a result, 1,860 fans participated and donated a total of KRW 37.2 million to the 'Our Sea of East Asia Network' to perform 26 ocean cleanup activities. Moreover, JYP Entertainment employees also participated in the volunteer cleanup activities and raised awareness of ocean protection.

[JYP Employees Participate in Coastal Cleanup Activity]



loveearthchallenge
 LOVE EARTH CHALLENGE
 공익 활동
 JYP official environmental campaign
 2023 LOVE EARTH CHALLENGE
 Action for Ocean
 loveearthchallenge.jype.com

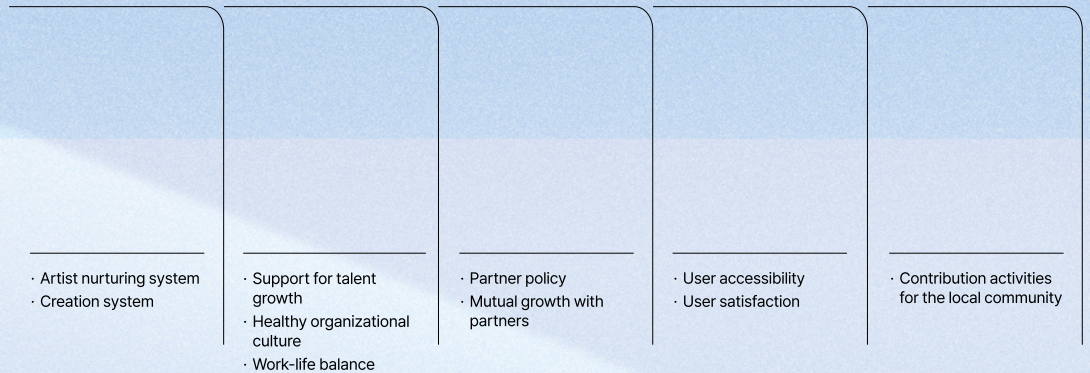
<p>Week 1 Action for Ocean LOVE EARTH CHALLENGE I LOVE _____ 2023.06.11 - 06.17 am</p>	<p>기후위기로 사라질 수 있는 일상 공유</p>	<p>Week 2 Action for Ocean I love the sea. 2023.06.18 - 06.24 am</p>
<p>Week 3 Action for Ocean LOVE EARTH CHALLENGE What to Wear 2023.06.25 - 06.30 am</p>	<p>옷 오래 입기, 의류나눔 실천</p>	<p>Week 4 Action for Ocean LOVE EARTH CHALLENGE What to Do 2023.07.01 - 07.07 am</p>
<p>Week 5 Action for Ocean LOVE EARTH CHALLENGE What to Eat 2023.07.08 - 07.14 am</p>	<p>지구에 좋은 에너지 쓰기(걸기, 자전거 이용), 플러그 뽑기 실천</p>	<p>1일 1채소 먹기, 비건 요리 소개하기</p>

SOCIAL

Our Approach

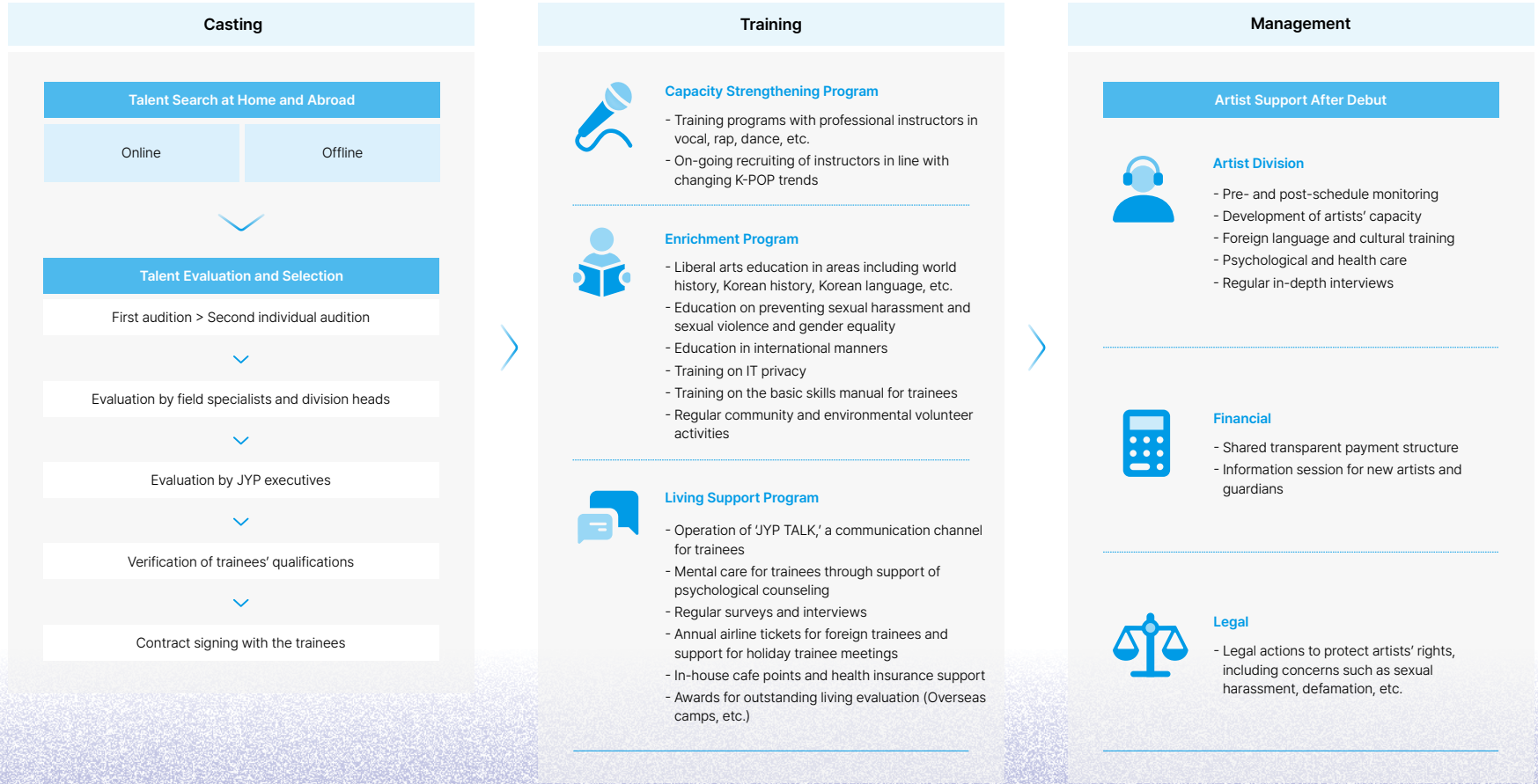
K-POP has emerged as a global culture shared among fans from all over the world. It is therefore essential that the entertainment industry and its members play their roles properly and take responsibility for leading the K-POP culture. JYP Entertainment is committed to fostering the next generation of talents to lead the future of K-POP through fair selection and ensuing training programs in various fields to strengthen their capabilities and enrich their minds. We also operate various systems to secure work-life balance and promote a healthy organizational culture. Moreover, we seek mutual growth with our partners to build a sustainable entertainment ecosystem and listen to inputs from the users of JYP Entertainment's content. All employees, including artists, creators, and trainees, are striving to nurture JYP Entertainment's growth into a company that has positive impacts on the society. We promise to fulfill our rightful roles and responsibilities continually as a leader of the entertainment industry.

Contents



Artists

Artist Nurturing System



Artists

Casting

Local and International Talent Search Process

JYP Entertainment has established and implemented a systematic talent acquisition process to identify creative and proactive talents who will lead the entertainment industry. We seek applicants of all genders and nationalities through online and offline auditions and select trainees with diverse gifts and talents through a step-by-step evaluation process. Not only do we focus on our trainees' talents and skills, but we also screen our candidates through individualized Q&As and expert opinions to ensure that we have the best talent to connect with the global music market.

JYP Open Recruitment Audition Program

JYP Entertainment has been conducting its own open recruitment auditions since 2007 to discover artists who have the potential to represent the K-Pop industry. With artists such as 2PM's Wooyoung, TWICE's Nayeon and Jeongyeon, Stray Kids' Seungmin, Xdinary Heroes' Jungsu, and many more, having been discovered through these auditions, our open recruitment auditions have attracted huge attention every year. In 2024, the 18th public audition was held in five cities across the country, and many Korean and international contestants applied and showcased their talents at the event.



Global Auditions

JYP Entertainment endeavors to innovate the global music industry continually. As part of this effort, we conduct a separate global audition to discover and support musical talents from around the world. JYP Global Auditions aim to find talented trainee candidates of all genders, nationalities, and cultures to promote diversity and inclusion in the music industry. Auditions were held in three cities in North America in 2023 and three cities in Japan in 2024. JYP Entertainment will continue its efforts to strengthen its position as a leader of the entertainment industry, both domestically and globally.



Training

Capacity Building Program

JYP Entertainment helps trainees develop their performance capabilities and grow as next-generation leaders of the K-POP market through a systematic training system. We strengthen our trainees' performance capabilities by providing comfortable practice areas and training programs with professional instructors in vocal, rap, and dance. We also offer a diverse range of programs by hiring new instructors in response to the changing K-Pop trends.

Capacity Strengthening Program

Training programs with professional instructors in vocal, rap, and dance

On-going recruitment of instructors in line with the changing K-Pop trends

Enrichment Program

JYP Entertainment provides a variety of programs focused not only on the musical competence of our trainees but also on the cultivation of their minds. Through education programs in national history, Korean language, and reading, we aim to cultivate artists with knowledge in humanities, and we provide legally mandated education on topics such as gender equality and prevention of sexual harassment and sexual violence to promote ethical awareness. In addition, we offer IT privacy training and basic skills manual training for trainees to help them grow as artists with skills and character, and all trainees participate in regular volunteer activities for community and the environment to practice and internalize these attitudes. JYP Entertainment also recognizes the global reach of the K-POP market and strives to foster talents suitable for the global market by providing education in world history and international manners.

Enrichment Program

Liberal arts education in areas including world history, national history, and Korean language

Sexual harassment and sexual violence prevention education and gender equality education

Education on international manners

IT privacy education

Basic skills manual training for trainees

Regular community and environmental volunteer activities

Artists

Training

Living Support for Trainees

JYP Entertainment ensures the health and safety of our child and teen trainees through various living support programs.

Health Support

We offer medical examinations for all trainees every two years to check and manage their health status. In addition, we help trainees maintain good nutrition and health during their growing years with organic diets and growth programs.

Mental Support

To ensure mental stability for our trainees, we strive to create a horizontal culture of two-way communication. We operate the 'Trainer-Trainee' program to provide personalized support to trainees, and we conduct regular surveys and individual interviews to address



[Training Center]

their concerns. Furthermore, we operate JYP Talk, a 24/7 communication channel for trainees, to facilitate communication, and provide counseling programs with professional psychologists to support trainees' mental health..

JYP Talk

JYP Talk is a 24/7 communication channel for trainees, offering them a way to anonymously communicate concerns that may be difficult for them to express in person. In 2023, we received a total of three submissions, which were reflected and addressed to improve the training environment and system. We will continue to utilize JYP Talk actively to listen to our trainees' concerns and provide them with quality training environments.

Other Support

We strive to create a friendly environment to help trainees adapt to their new surroundings. We provide airline tickets for foreign trainees once a year and support trainee meetings on holidays such as Chuseok and Lunar New Year to ensure no trainee is feeling neglected. We encourage trainees to lead a healthy lifestyle by evaluating their lifestyle and provide rewards such as overseas camps for those who perform well.

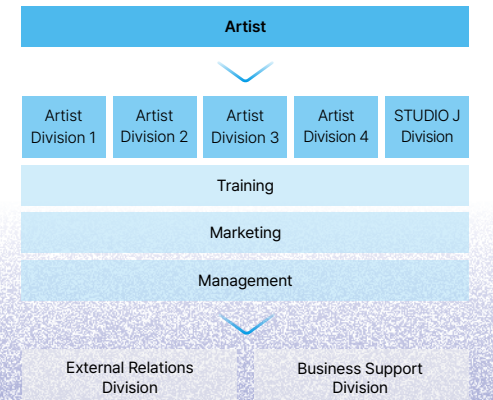
Management

Multi-Label Artist Support System

JYP Entertainment operates five independent labels, establishing the industry's first multi-label artist support system. This system, responsible for training, marketing, and managing artists under each division, serves as the foundation for the development of artists' competencies by providing close and systematic support. The dedicated staff for each artist is responsible for identifying the training needs, checking the psychological and health conditions of the artist, providing the optimal environment for the artist through continuous interviews, and sharing the status of the artist through regular communication with label leaders and staff. Especially, efforts are made to improve the artists' quality of life through interviews and artist rest breaks. Each label provides support with various trainings to develop each artist's capabilities as well as their quality of life. Through pre- and post-schedule monitoring and effective communication, we understand the direction that artists want to take, and based on this, we provide active support programs that help them develop their musical capabilities. We also support customized training for artists and provide foreign language and cultural education to develop their skills as global artists. JYP Entertainment takes all measures to protect artists' property rights and human rights. We manage the payment system for artists and share the payment

details transparently, and hold information sessions with guardians before the debut of new artists to fully explain the process. We also monitor malicious comments on the internet and, if necessary, take legal action to protect artists' rights and interests, including those related to sexual harassment and defamation.

[Multi-Label System]

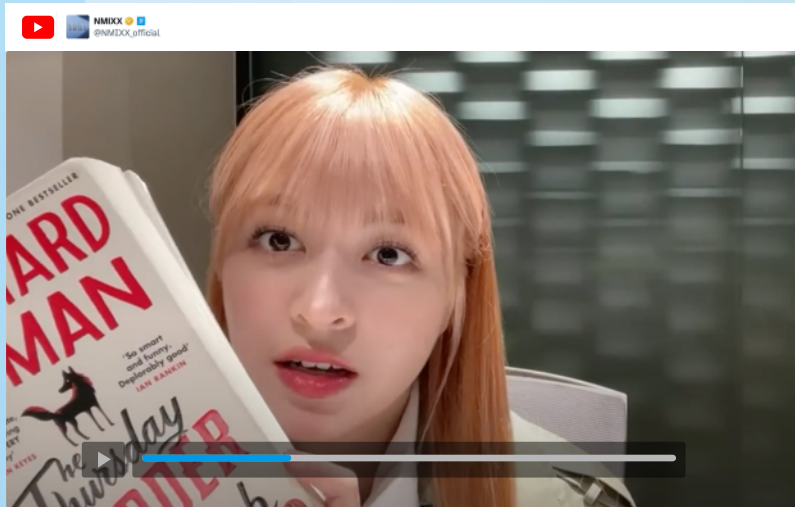


Special



Interactive Content Reading Movie Study

LILY, member of NMIXX, is running an interactive YouTube live content program (LILY's Lost the Plot) with a book club concept, where she selects a book or a movie every month and reviews it with her fans. We create posters introducing each month's selected books and movies and upload them to social media to provide advance notice to fans. Afterward, we share the content and impressions of the books and movies with fans on the live stream. Through this program, we aim to support our fans in their enrichment, while fostering a positive culture where people can communicate with each other in a casual and free manner. Season 1 of "LILY's Lost the Plot" was aired once a month from January 2023 to January 2024 with a total of 13 episodes, and Season 2 will resume in the future.



NMIXX @NMIXX_official
[📖] 릴리아의 릴리딩
LILY's Lost The Plot
#LILYs_Comment

안녕하십니까 릴리더스! 잘 지내실죠? 이번엔 함께 읽을 책은 The Giver (기억보다 배아리아 중에서 클래식이라고 부를 수 있는 책이요) 유토피아와 디스토피아서 빅스트리피어드 생각이 나네요! 라이브에 봐요!!

How are you Lil' Readers? The book we will be reading together Giver - Lois Lowry! You can say it's a classic in Sci-Fi genre. It de utopia and dystopia kinda like MIXXTOPIA! See you at the live g

#NMIXX #엔믹스
#릴리 #LILY
#릴리아, 릴리딩
#LILYs_Lost_The_Plot
Translate post

NMIXX @NMIXX_official
[📖] 릴리아의 릴리딩
LILY's Lost The Plot
#LILYs_Comment

안녕하세요 최고인 릴리더스! 좋은 하루 보내고 있나요? 이번엔 함께 볼 영화는 드림걸스 Dreamgirls (2006)입니다! 이 영화를 통해 아이코닉한 노래가 너무 많이 나왔고, 스토리가 매우 감동적인 것 같은데 함께 보실래요? 그리고 제가 원할 존경하는 Beyoncé님도 나왔어요! 친 원래 뮤지컬 영화를 매우 좋아해서 릴리더스와 함께 보고 이야기하면 재밌을 것 같아요!

Hello my favourite Lil' Readers! Hope you're having a good day. The movie we will be watching together this time is Dreamgirls (2006)! So many iconic songs have come from this movie and the story is very moving! Do you wanna watch with me? And also an artist I respect so much, Beyoncé님도 is in it! I love musical movies so I can't wait to watch and discuss this with my Lil' Readers!

#NMIXX #엔믹스
#릴리 #LILY
#릴리아, 릴리딩
#LILYs_Lost_The_Plot
Translate post

LIVE ON NMIXX YouTube
2023.09 COMING SOON

Artists

Artist Creative System

JYP Entertainment entrusts its five labels to create music and content independently for its artists. By creating an environment that facilitates diversified creative activities, JYP Entertainment seeks to provide a wide range of creative works and content. Furthermore, JYP Publishing conducts quarterly auditions to discover talents in the four fields of lyrics writing, songwriting, track making, and producing. Additionally, we are actively seeking top talent through various social media channels and partnerships with domestic music colleges.

Creator Management System

JYP Publishing introduced a creator management system for the first time in the domestic entertainment industry in order to support and manage the creative activities of composers and lyricists. JYP Publishing creates an optimal environment for creative work by providing work equipment and rest areas, and manages its creators' safety and health by supporting health and wellbeing programs such as flu shots and wellness examinations. Moreover, to support creators' activities of content production, JYP Publishing invites overseas creators to conduct "Song Camps" and offers creators the opportunity to participate in music recording and album production to help them better understand the processes of vocal direction and music production. In addition, we conduct activities to support and protect creators' activities by promoting their works, providing collaboration opportunities, and managing their contracts and copyrights.



SKZ - Rock Versachoi, 3RACHA



NiziU - Coconut J.Y. Park, Lee Hae Sol

Support to Build a Better Work Environment

JYP Entertainment is dedicated to cultivating an ideal work environment that facilitates the creative endeavors of its creators. We have established a conducive atmosphere for music creation by offering essential facilities such as 9 vocal rooms, 16 production rooms, and 13 recording studios. Additionally, we support them with accessible rest areas, including in-house cafes and restaurants. We continuously manage and improve these facilities. As a result of this support, we saw an increase in the number of composers and contract renewal rates in 2024.



Plagiarism Monitoring System

JYP Entertainment conducts plagiarism monitoring for upcoming releases through a team comprised of songwriters specialized in similarity monitoring at JYP Publishing and five external pop culture experts. We manage copyright issues such as plagiarism thoroughly by creating a monitoring checklist, collecting expert opinions on similarity, and conducting internal reviews to revise or cancel releases where necessary.

Content Settlement System

JYP Entertainment manages the distribution and settlement of all music content transparently through its in-house content settlement system, JMC (JYP Music Content Management System). Our exclusive contracts with artists stipulate that the right to collect stage performance fees is delegated to the company, and we sign a contract of collecting fees for neighboring rights with online service providers (OSP*) to collect stage performance fees directly from them and settle proceeds with the artists afterward. Written service contracts are signed with subsidiary performers (session musicians) and relevant information is delivered to the Federation of Korean Music Performers through the Korea Music Content Industry Association.

*OSP: Online Service Provider (Music streaming service companies and music platforms)

Employees

Support to Grow Talents

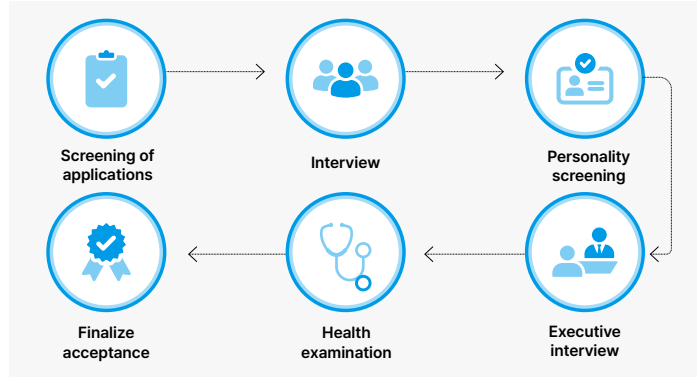
Talent Recruitment

JYP Entertainment focuses on finding and developing creative and proactive talent in the entertainment field. We comply with laws regarding equal opportunity in the recruitment process to ensure fairness in our hiring processes. We also comply with recruitment procedures to determine the suitability of applicants objectively during the hiring process and make efforts to improve applicants' experience and satisfaction. Our key executives are directly involved in the recruitment process and manage recruitment procedures, including personality tests, to select talent with both job competence and personality. In particular, for positions that prioritize creativity, we conduct random blind screenings to further ensure fairness. JYP Entertainment will continue to recruit creative and talented individuals to lead the entertainment industry.

Talent Development and Training

JYP Entertainment offers an educational environment where all employees can pursue personal growth with passion and determination. To do this, we provide company-wide training and various training programs to advance the expertise required for each job. Through our learning platform, which offers more than 9,000 different training courses, our employees can choose the courses they need to advance their skills, including job competencies, foreign languages, MOS, etc. Additionally, we survey the effectiveness of our training programs and participants' satisfaction to evaluate learning achievement, field applicability, and contribution to the organization. Apart from the learning platform, we actively support our employees' professional and personal growth through training for new hires, leadership development training, external training programs, and opportunities for participation in job-related conferences. In addition, we support employees in their efforts to grow as experts in their fields by providing job-specific training and covering the cost of certification.

[Recruitment Process]



[Learning Platform]

Category	Area	Number of Courses Supported		Max. support amount
		Month	Year	
Online	Job	1 course	-	KRW 200,000
	Language		-	KRW 150,000
	MOS		-	KRW 100,000
Offline	Job	1 course	2 times	KRW 500,000
	Language, MOS		5 times	KRW 100,000

[Talent Development Programs]

Category	Channel	Training	Training Program Details
Company-wide Common training	Offline	On-boarding training for new employees	Introductory training for new joiners and experienced workers, hands-on participation, onboarding, mentoring, etc.
		Job training	Job competency training
Competency training by job	Online	Applied job competency training	Training required for support roles, in areas such as languages
		Creative job competency training	Training required for creative roles, such as history, art, music, etc.

Special | 🔍

In-house Training Seminars for JYP Ent Creators

We held an in-house training seminar for creators to improve different skills in areas such as design, graphic editing, and video production, reflecting the latest technologies and trends. The seminar was designed to boost JYP Entertainment employees' creativity and innovation by inviting external specialists to provide insights into the latest trends and future prospects of technology, which could be applied directly to work. Also, a question-and-answer session was organized for the participants to interact directly with the speakers. A casual networking session held as part of the seminar expanded opportunities for information exchange and collaboration among the participants. The seminar provided an opportunity for participants to gain an in-depth understanding of the latest technology trends and receive useful information that can be applied to their work. We will continue to support employees' competency enhancement through regular seminars.

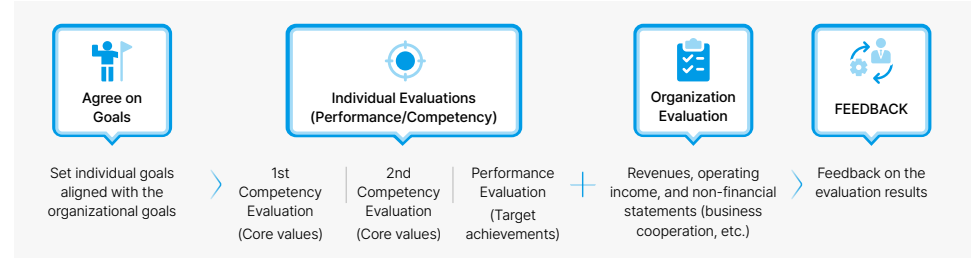
Employees

Support to Grow Talents

Evaluation and Compensation

Since 2012, JYP Entertainment has operated the Management By Objectives (MBO) HR system, which incorporates our core values, the Leader's Code, to help employees achieve their development goals and perform at their best. Through this system, individual growth goals are aligned with the company's growth goals. We use a multi-faceted leadership assessment to listen to employees' opinions on leaders and make improvements to the top-down HR system. Moreover, we reflect actual practices in our competency evaluations to ensure that our core values do not remain as mere slogans. In addition, we incorporate interdepartmental communication and collaboration into organizational evaluations while operating a performance management committee to ensure fair performance evaluation and compensation and striving to strengthen the fairness and transparency of our evaluation system. JYP Entertainment provides equal opportunities to employees based on their competencies and performance regardless of their job level, current placement, or gender, and sets goals, and provides compensation accordingly based on a culture of communication and consensus between the organization and individuals. In addition, JYP Entertainment distributes a portion of profits from the company's business activities to its employees through company-wide common pay. JYP Entertainment promises to make further improvements and create a fair human resources evaluation system that responds to the motivation and efforts of its employees.

[Evaluation Process]



[Appraisal Category Incorporating Leader's Code]

Classification	Core values	Competency	Evaluation criteria
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 their importance.
		Improvement of work	We streamline work processes that are within our control.
Respected Company	Integrity	Efficient communication	We give clear work instructions and request cooperation from relevant teams and people in consideration of the nature of the tasks.
		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 target in the short term.
		Mutual respect	We respect hard-working colleagues as they are regardless of their performance or capability..
	Humility	Teamwork	We cooperate sincerely on matters decided through agreement even when it is inconsistent with our own ideas.
Love	Positive thinking	We never lose confidence that we can do it, even in the face of poor performance or mistakes.	

Employees

Healthy Organizational Culture

Labor-Management Communication

At JYP Entertainment, we comply with the basic rules of the right to work recommended by the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work. In this regard, we run the Labor-Management Council to communicate with employees regularly. We also operate an employee suggestion program (JYP CHANGE) to improve the working environment and enhance the efficiency and effectiveness of work, and make improvements to our system and environment based on various opinions from employees. Going forward, we will listen closely to employees' voices in association with welfare systems, organizational culture, and the work environment, promoting labor-management relations based on mutual respect.

Flexible Seating

JYP Entertainment has implemented a flexible seating system to promote open interaction and equal communication among employees. By providing employees with office spaces that serve multiple functions, including spaces for focused work, spaces for collaboration, spaces to relax, and phone booths for private calls, we promote comfort and efficiency within the company. Employees can choose their own workspace when they arrive at work each day, which naturally increases interaction and spurs creativity.

Employee Suggestion Program 'CHANGE'

In 2022, JYP Entertainment introduced the employee suggestion program called "CHANGE" and established the CHANGE Committee for the successful implementation and operation of the new system. Through the program, every employee, regardless of their job title or function, can propose ideas and opinions that help develop the company or create a happy workplace.

In 2023, a total of 105 ideas were suggested through the program. Among them, the best proposal was to introduce a volunteer point system, through which employees can earn volunteer points for participating in the company's volunteer programs. By introducing a volunteer point system, we were able to encourage employees to participate in community service and make a positive impact on society. To promote the program further, we awarded outstanding volunteers at the end of the year and made donations on their behalf to the organization of their choice.

[Suggestion Process]



Suggest an idea



Adopt a suggested idea and set up a task force under the wing of the CHANGE Committee



Gather opinions from each team



Develop and implement a detailed execution plan

No. of CHANGE Suggestions

105 suggestions

Employees

Work-Life Balance

Introduction of a New Welfare System

JYP Entertainment has added new welfare programs to its existing welfare programs to support employees of different generations. We adopted a family-friendly welfare program that provides child learning support for employees with children between the ages of 4 and 18. In addition, the sabbatical leave, which was available for employees at 6 and 20 years of service, was improved by reducing the required duration of service to 3, 6, and 10 years. It was renamed "refreshment leave," indicating that it was available to employees who needed to refresh themselves. In addition, we have created a new pet mourning leave program, which grants employees one day of paid leave for the funeral of a pet.

Healthcare Benefits

At JYP Entertainment, we prioritize our employees' health and provide healthcare benefits. We provide support for wellness examinations once a year along with a vacation day for the examination. For employees over the age of 40, we provide an additional medical checkup for their spouse or parent. Through the smoking cessation program in partnership with the Gangdong-gu Public Health Center, we provide opportunities for employees who want to quit smoking and even offer congratulatory rewards to those who quit smoking successfully.

Mental Well-being Program

JYP Entertainment offers a mental well-being program to promote healthy minds and a positive environment at the workplace. The JYP Mental Well-being program provides one-on-one counseling with a professional counselor to help employees manage their mental health through a personalized experience. If face-to-face counseling is not possible inside the company, counseling is offered via video conference or in a separate location. We also offer online counseling programs for employees who work mostly outside the company.







Flexible Work Arrangements

Taking into consideration the characteristics of the entertainment industry, we have introduced flexible work arrangements through which employees can set or adjust their work hours voluntarily within core working hours. The flexible work arrangements allow employees to fix their work schedule monthly. Additionally, we support employees who wish to work from home once a week. Our core time-based selective work system and telecommuting policies contribute to enhancing work efficiency, improving the overall quality of life through work-life balance, and maximizing the autonomy and creativity of individuals.

Benefits and Well-being

JYP Entertainment operates various of benefits programs that enable employees to maintain a work-life balance. We expanded our long-term service leave and reward system that encourage employees to work hard towards long-term service, and we also support club activities to foster friendship among employees and provide leisure support, creating a work environment that promotes work-life balance among employees. In 2023, we responded to employees' opinions submitted through the suggestion program and expanded the number of employee welfare points to a total of 1,400,000 points per year.

[Benefits and Well-being System]

Category	Description	
Working hours	Flexible work arrangements	· Setting up a work schedule based on core time (focused work hours) and on a monthly basis
Working and living conditions	Free meals at the in-house cafeteria	· Free lunch and dinner at JYP BOB with a systematic organic diet
	 Benefit points at the in-house cafe	· Benefit points with an increased amount redeemable at the in-house café, JYP Soulcup
	Congratulations on returning to work from parental leave	· Gifts for those who return to work from parental leave
	Benefit points	· Points granted through the affiliated online mall on occasions such as national holidays and the Foundation Day, as well as in an annual total
	Congratulations and condolences support	· Congratulatory and condolence expenses (flower arrangements, etc.) and bereavement leaves, funeral service agency support (grandparents, parents, children, etc.)
	 Condolences support for pets	· Paid leave (1 day) for a pet's funera
	 Childbirth benefits	· Childbirth benefit amount increased 5X to encourage employees to have children
Healthcare	 Child learning benefit	· Child tuition support provided to employees with children aged 4 to 18 years old (Korean age)
	Mental well-being program	· Face-to-face and online one-on-one counseling by a certified psychological counselor
	 Expanded support for wellness examination	· Coverage of wellness visits to partnering clinics by employee, spouse, and parents and 1 day paid leave provided per year
Leisure and cultural activities	 Smoking cessation program	· Joint quitting program with Gangdong-gu Health Center offered with congratulatory reward for those who quit smoking successfully
	In-house clubs	· Allowance for club activities
	Vacation support	· Annual allowances for summer vacation
Other	Condominium discount benefits	· Discounts on affiliated resort facilities
	Support for employees who have completed specific tenures	· Paid refresh leave of 15 days provided for each of 3/6/10/15/20-year tenures - 10-year tenure: Golden key of fortune (37.5g) and appreciation plaque - 20-year tenure: KRW 5 million

Partners

Partner Policy

JYP Entertainment maintains guidelines and processes for transparent and fair selection of partners and sustainable win-win growth based on fairness and trust with partners. In addition, we operate communication channels for freely expressing opinions and promoting creativity, and in 2023, we made efforts to improve the working environment for our partners' resident employees. JYP Entertainment will strive to build a sustainable ecosystem of shared growth with our partners by establishing an order founded on ethical and fair trade and providing partners with various growth support programs.

Partner Selection and Operation

Fair Cooperation with Partners

JYP Entertainment complies with the 'JYP Partner Fair Cooperation Guide' to establish a transparent and fair cooperation system and foster shared growth with partners. We are implementing fair standards for partner selection and operations, along with guidelines applicable across all stages of cooperation. We will continue to practice sustainable fair cooperation with our partners based on a mutual trust and cooperation.

[JYP Fair Cooperation Guide for Partners](#)

Steps for partner selection	Steps for transaction terms agreement	Steps for transaction
Both existing and prospective partners should be offered fair opportunities for opening transactions and not be discriminated against.	Before commencing business with a partner, sufficient prior discussions should be conducted to confirm the transaction terms.	Any term changes should be preceded by full consultation with the counterparts to avoid unilateral changes.
Competitive partners should be selected, based on transparent and fair selection standards (Multiple comparisons, price, competitiveness, etc.) and procedures.	Discussion on the transaction terms should be carried out fairly based on mutual respect and on equal footing.	Accepting or asking for favors, gifts, or special treatment from partners is not allowed, and any unrequested gifts must be turned down politely.
Partner selection standards should be concrete and specific with no room for discretionary interpretation, and the selection results should be disclosed in a transparent manner.	The terms should be free of common practices of transaction and made from a mutually beneficial perspective, to avoid creating unfair transaction terms.	In case a contract has to be canceled due to inevitable reasons, prior agreed-upon cancellation terms must be followed.
Partner selection should not be solely based on close associations with the management or members, previous transaction history, or business convenience.	In cases where there are several different counterparties, the transaction terms should be based on objective standards and free of discrimination, such as being unilaterally advantageous to a company with a special relationship or affiliation.	

Partner Selection

JYP Entertainment adheres to the Korea Fair Trade Commission's 'Guideline for Selecting and Managing Business Partners' to provide fair trade opportunities to our partners and pursue mutual growth. Moreover, we established a systematic partner selection process to ensure a transparent and efficient selection of partners. JYP Entertainment implemented projects such as interior design and construction, design development, and service ordering based on this process. JYP Entertainment will continue to build a win-win culture with partners through a fair and transparent selection of partners.

[Plan for Implementation of Partner Selection and Management]

- Disclosing standards and procedure for partner selection and results
- Concrete and specific selection standards
- Fair selection standards and procedure
- Fair opportunities for opening transactions
- Disclosing standards and procedures in relation to the registration and cancelation of contracts with partners
- Concrete and specific standards in relation to registration and cancelation of contracts with partners
- Fair standards and procedures in relation to registration and cancelation of contracts with partners

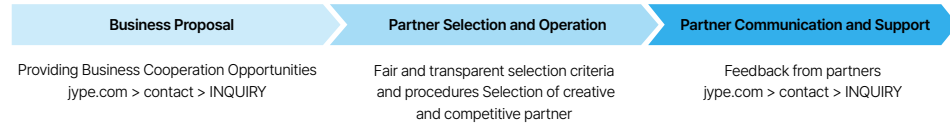
Partners

Shared Growth with Partners

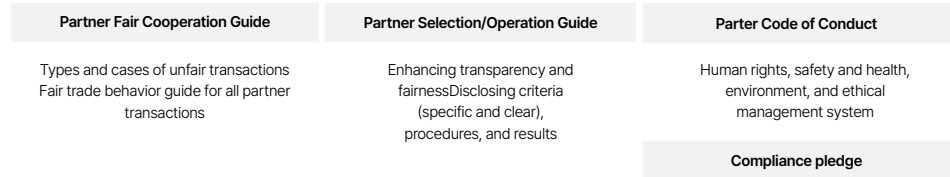
Partner Code of Conduct for Shared Growth [↗](#)

JYP Entertainment has implemented a Partner Code of Conduct aimed at fostering a sustainable ecosystem through shared growth with our partners. This code is mandatory for all entities engaged in business with us, detailing the purpose of establishment, its scope, and the responsibilities and roles of our partners.

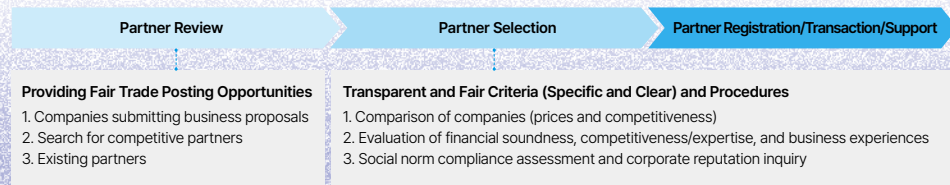
[Partner Rules and Shared Growth Process]



Guidelines



Process



Activities for Shared Growth with Partners

JYP Entertainment is engaged in various initiatives to build a cooperative system that enables mutual growth with our partners. We maintain various communication channels through which our partners can freely make business proposals and express their opinions. In addition, we provide partner training continually to strengthen their competitiveness. We also plan to provide partners with wellness examinations at the same benefit price as offered to our employees to improve the working environment for their resident employees. JYP Entertainment will continue to strive for sustainable win-win relationships with its partners with the conviction that they are not just partners, but companions who grow together with us.

Partner Communication [↗](#)

JYP Entertainment operates the Open Partner Pool (jype.com > Contact > INQUIRY Business collaboration) and the JYP Partner Channel (jype.com > Contact > INQUIRY Listening to partner opinions) for sustainable mutual growth. We listen to inputs and accept creative business proposals that potential partners can freely submit through the Open Partner Pool. In addition, we operate the JYP Partner Channel to enable our registered partners to suggest better directions and to accept them actively. Our partners can help create a better ecosystem of cooperation through this.

Support to Improve the Well-being of Partners

JYP Entertainment is committed to improving not only our own working environment, but also that of our partners' resident employees. We plan to offer wellness examinations to our partners at benefit prices that are offered to our employees.

Partner Training

JYP Entertainment conducted ethics training for key partners, with an emphasis on the CEO's message on ethical management, as well as training on performance safety management guidelines for our performance partners. JYP Entertainment promotes sustainable growth of the creative ecosystem and strives to enhance our partners' competitiveness through these programs.

[Partner Status]

	Unit	2021	2022	2023
Overall partners	Count	1,923	2,435	3,011
New partners	Count	537	512	576
Total purchases	KRW 100 million	532	1,055	1,714

Users

User Accessibility

Expanding Access to Performances

JYP Entertainment strives to expand the reach of K-pop culture by making its content accessible to all users. As K-POP is gaining worldwide attention, an increasing number of people are showing great interest in attending performances. To ensure that all users can access performances freely without physical constraints, we provide seats for wheelchair users, as well as seats for persons accompanying them as assistants. JYP Entertainment will strive relentlessly to lead a healthy K-POP culture where those who wish to attend performances do not feel excluded.

Multi-language Content Support

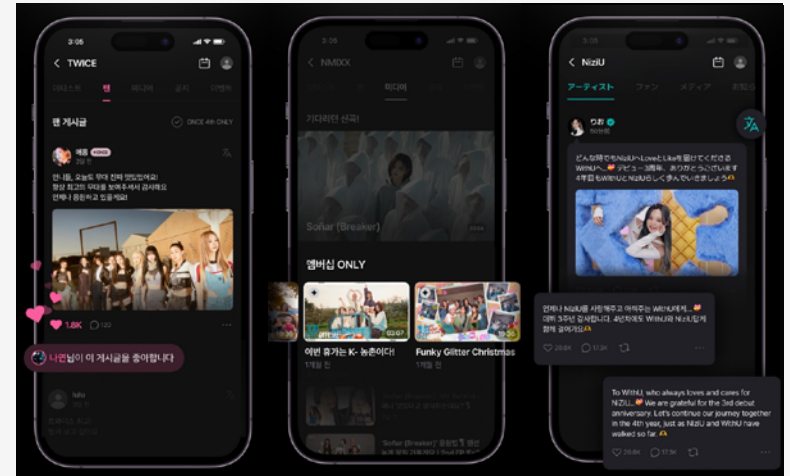
With JYP Entertainment’s artists extending their reach across the globe, our official YouTube channel now supports multiple languages, including Vietnamese, Thai, Hindi, and Spanish, to allow fans in Southeast Asia, North America, Latin America, and Europe to enjoy JYP Entertainment’s content. Moreover, we operate Beyond LIVE, a non-face-to-face concert platform, to enhance accessibility for global audiences.



FANS Platform



JYP Entertainment launched the global platform FANS, a space for artists and fans to interact with each other. The platform features artist-fan conversations on bulletin boards, and shares artist-related schedules and official images/videos. Exclusive content for fan clubs (membership) is also provided, as well as various events within the community. We will continue to expand useful features to bring artists and fans closer together beyond physical boundaries.



Streamlining Communication with Artists

Fans and artists can communicate intimately by leaving posts and receiving likes/comments on their posts.

Diversifying Content

Members can enjoy membership-only content available exclusively on FANS.

User Convenience with Multiple Languages

To minimize language barriers, the platform is offered in five languages, with real-time translation for posts in dozens of languages.

Users

User Satisfaction

FANS User Satisfaction and Communication

JYP Entertainment actively communicates and gathers feedback on improvement points and inconveniences that users have experienced while using FANS through channels within the service. Since opening, we have been promptly addressing customer complaints and making improvements according to their priorities. A great example of this is providing the light/dark mode, which was the most popular suggestion. We provided customers with the option to use the service on their preferred screen mode and received positive feedback. We aim to listen to our customers' voices through various channels, such as user interviews along with the ongoing FANS satisfaction survey, and will strive to deliver useful value to our users to provide a better experience of K-POP culture.

[Status of Customer Complaints and Suggestions]

Customer Complaints and Suggestions	Status
Light/ dark mode user settings feature	Complete
Enhanced content moderation (= address abusive posts and comments)	Underway
View original text of artist comments	Complete
Improvement of PUSH notification speed	Complete
System stabilization	Complete
Improved process for signing up for events	Complete
Improved quality of multilingual translations	Underway

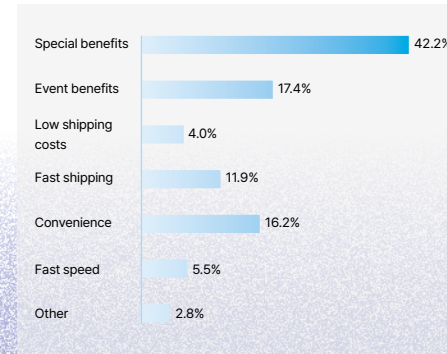
JYP SHOP User Satisfaction and Communication

At JYP SHOP, we continuously seek to improve our users' convenience. In 2023, we established the CX (Consumer Experience) department to provide better services to our users. The department is responsible for analyzing the overall consumer experience and actively applying it to product planning. To this end, we conduct regular satisfaction surveys as a way to actively listen to our users' opinions so that we can improve their experience and provide better services. Additionally, JYP SHOP conducted a survey on the overall satisfaction with JYP SHOP's services through the "Repair JYP SHOP EVENT" in celebration of its first anniversary. A total of 5,001 users participated in the survey, and the highest satisfaction scores were for special benefits such as photo cards, and the highest requests for improvements were related to shipping costs. Based on these consumer inputs, we have developed and partially implemented improvements to enhance the quality of our global shipping services and increase customer satisfaction. Furthermore, in 2024, we are preparing to celebrate the second anniversary of JYP SHOP by improving the UX/UI to offer faster and easier access to the service to our users. The service is available in Korean, English, Japanese, and Chinese for our global fans, and we will continue to work hard to provide even more satisfactory services for our users.

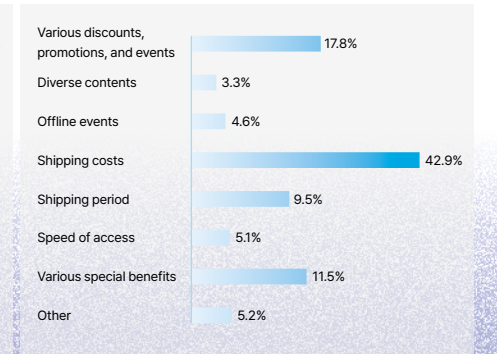
[Renewed JYP SHOP official website]



[Satisfaction with Using JYP SHOP]



[JYP SHOP Improvement Wishlist]



Local Community

Contribution Activities for Local Communities

Guided by the vision 'Every Dream Matters!', JYP Entertainment promotes our EDM social contribution activities with heart and soul. Further, we strive to build a sustainable society through social contribution activities and donations to local communities, joining forces with our employees and artists.

[Corporate Philanthropy System]



Children and youth		Local communities
EDM Medical Treatment Project	EDM Wish Project	Emergency relief and EDM CSR activities

[CSR Roadmap]

STEP 1 Introduction 2019~2021	STEP 2 Reinforcement 2022~2024	STEP 3 Expansion 2025~2027
Lay the groundwork <ul style="list-style-type: none"> Establishment of a dedicated organization: CSR Team Establishment of the CSR system: Vision, brand, business areas, etc. Launch of the representative project: EDM CSR activities CSR training 	Upgrade and advance CSR activities <ul style="list-style-type: none"> Advancement of EDM CSR activities <ul style="list-style-type: none"> Expand EDM partner institutions Strengthen expertise in EDM programs Create socially meaningful content Company-wide CSR training 	Promote CSR on a global level <ul style="list-style-type: none"> Incorporation of CSR activities in the organization Expansion of domestic and overseas CSR areas <ul style="list-style-type: none"> Expand the number of countries for EDM activities Increase the number of children who receive EDM support (above 10% per year) Expansion of the socially meaningful content categories

EDM Medical Treatment Project

JYP Entertainment has been organizing the EDM Medical Treatment Project since 2020 to support the medical treatment and surgery expenses for children in Korea and abroad so that they do not have to give up on their dreams due to their illness. The EDM Medical Treatment Project is our main EDM project, and in 2023, we signed MOUs with Samsung Medical Center, Seoul Asan Medical Center, and the National Cancer Center to further expand our domestic operations. Between 2020 and 2023, we donated a total of KRW 1.35 billion in medical expenses and helped a total of 141 children in Korea. Additionally, we are implementing an overseas project to support children with cancer by signing an MOU with the international relief and development NGO, World Vision. Between 2021 and 2023, the headquarters and overseas branches (JYP JAPAN) jointly supported a total of 1,310 children in five regions: Mongolia, the Philippines, Bangladesh, Vietnam, and Cambodia. We will continue to support children in difficult circumstances where the family struggles with the cost of surgery, and will continue to expand our support with medical expenses.

EDM Wish Project

JYP Entertainment signed an MOU with Make-A-Wish Korea in 2019 to conduct an EDM Wish Project that supports children with incurable diseases to pursue their cherished dreams. By 2023, we contributed a total of KRW 990 million to support the dreams of a total of 271 children with incurable diseases.



NMIXX Wish Day



TWICE Wish Day

Local Community

Contribution Activities for Local Communities

2023 JYP EDM DAY

JYP Entertainment has been hosting "EDM DAY" since 2020 to share with fans the achievements of its EDM social contribution project guided by the vision of 'Every Dream Matters!'. In 2023, J.Y. Park, JIHYO (TWICE), and Bang Chan (Stray Kids) hosted the event, and shared stories of the healthy changes that the EDM project has made throughout the year. The event featured Young K (DAY6) singing "Better Day," the grand prize song of "SONGS THAT CARE," a music content contest that aims to spread good influence through music, and talked directly with children and their caregivers who have received EDM medical treatment and participated in wish fulfillment activities.

"Throughout our five years of EDM, we've seen a lot of involvement from our artists, employees, and our valued fans, and we're happy that we've been able to reach more children."

- J.Y. Park



"I want to be an animator because drawing is fun and relieves stress. I want to thank JYP Entertainment and everyone who helped me and my family."

- Migas, a child recipient of EDM Medical Support



Donations to Local Communities

JYP Entertainment and its artists are dedicated to giving back to the community to repay the love they have received. JYP Entertainment's artists, including J.Y. Park, NAYEON (TWICE), and Felix (Stray Kids) have expressed their compassion through donations to various regions in need, both at home and abroad. In recognition of their ongoing contributions, Ryujin (ITZY), Changbin and Hyunjin (Stray Kids) were appointed as members of the first, second, and third Honors Clubs of the international development relief organization ThePromise, and Felix (Stray Kids) was inducted into the World Vision Honors Club, Save the Children Honors Club and UNICEF Honors Club, respectively. In 2024, NAYEON (TWICE) and Hyunjin (Stray Kids) were honored by the Community Chest of Korea's Honor Society and Soul Leader's THE SNAIL OF LOVE, respectively. Additionally, J.Y. Park and Lee Know (Stray Kids) were appointed to World Vision's Bob Pierce Honor Club. I.N (Stray Kids) became the youngest member ever to join the Childfund Korea's Green Noble Club, while Lee Junho (2PM) was inducted into the Community Chest of Korea's Honor Society, continuing to give back the love received from fans to the local community.

[Local Community Donation by JYP Entertainment Artists]

Description	Donor	Amount of donations (KRW)
Donation for Lou Gehrig's disease care facility	JIHYO (TWICE)	10,000,000
	J.Y. Park	1,000,000,000
Medical treatment support for vulnerable children in Korea and abroad	NAYEON (TWICE)	30,000,000
	Lia (ITZY)	30,000,000
Food and water projects in Laos	Felix (Stray Kids)	100,000,000
Project in response to the global food	Lee Know (Stray Kids)	100,000,000
Project for emergency relief for the earthquake in Japan	MOMO (TWICE)	88,000,000 (JPY 10 million)
Support for the hearing-impaired	Hyunjin (Stray Kids)	100,000,000
Support for vulnerable children in Korea	I.N (Stray Kids)	100,000,000
Support for vulnerable children overseas	Lee junho (2PM)	100,000,000

*As of April 2023 - June 2024

Local Community

Contribution Activities for Local Communities

JYP Members' Volunteer Activities

JYP Entertainment plans and conducts various volunteer programs to contribute to the local community every year, and not only employees but also trainees and artists participate in these volunteer activities. In 2023, we adopted a customized volunteer program and a volunteer point system for employees, and JYP employees, including artists and trainees, participated in various activities.

Customized Volunteering

JYP Entertainment implemented the "Customized Volunteer Activities System" to allow employees to participate freely in volunteer activities of their choice, thereby ensuring that employees can join a variety of volunteer activities that suit their interests. Employees with the same interests form volunteer teams to engage in various volunteer activities for the local community, including making cotton sanitary pads to promote girls' rights overseas, plogging to clean up the environment, and making stuffed animals from upcycled materials for children with illnesses.

Stray Kids DREAM DAY

JYP Entertainment organized the 'Stray Kids DREAM DAY' in partnership with World Vision, an EDM social contribution partner, for children in Korea who aspire to become singers and dancers. Following ITZY in 2022, members of Stray Kids held a one-day mentoring program in 2023 for underprivileged children who dream of becoming singers and dancers.



"Our future depends on what we do now, so I think children's dreams are even more special! The time I spent mentoring them brought back memories of my trainee days when I was eager to make my debut and helped me refocus, so I will continue to support their dreams sincerely!"

- Stray Kids

Stray Kids members Bang Chan, Lee Know, Hyunjin, HAN, and Seungmin met with the children and gave them point dance lessons based on their signature songs, including 'MANIAC' and 'S-Class' Furthermore, they were able to spread positive influence by sharing their experiences and giving honest responses to various questions about their dreams.

EDM Regular Volunteer Program

JYP Entertainment employees, Xdinary Heroes, NiziU, and trainees made and presented a total of 113 picture books with messages of comfort and support to sick children in Cambodia, one of the countries where EDM's medical treatment project is implemented abroad. The picture books were written in the Cambodian language to provide emotional and educational support for children in Cambodia. The picture book, "My Friend Lumbdual Flower," is based on the Cambodian national flower, the lumbdual flower, which is fragrant at night. The book is an encouraging reminder that even though you may feel slow and lagging behind, you will one day bloom and spread your own fragrance. It is a one-of-a-kind picture book created by our employees, artists, and trainees to encourage children to be courageous in times of illness, to stay positive, and to know that someone is there for them.



"There are so many good messages in the picture book that it was rewarding to participate in, and I hope the children who receive it will enjoy reading it and growing their dreams."

- Xdinary Heroes

Special



JYP 4 EARTH Sustainable Fashion for the Earth

JYP Entertainment has been producing the JYP 4 EARTH series, a social content program that delivers positive perspectives on how artists participate in activities for a better planet and strive to create a sustainable society. In 2023, JYP Entertainment produced two episodes of "Sus-tainable Fashion for the Earth" and two episodes of "Disaster Training Heroes" to spread a healthy perspective within society. JYP Entertainment will continue its efforts to fulfill its social responsibility by working with artists to promote good in society through content.

EP.1

A Host of the Special Clothes Party! [↗](#)



NMiXX attended 21% party!



KYUJIN's sewing machine challenge for upcycling!



Styling recommendations to promote sustainable fashion!

EP.2

Fashion Show! [↗](#)



HAEWON's outfit, coordinated using exchanged clothes!



SULLYOON's outfit, coordinated using exchanged clothes!



JIWOO's outfit, coordinated using exchanged clothes!

NMiXX became the host of a fashion bazaar (21% Party) and participated in creating contents suggesting sustainable styling ideas for the planet.

We organized a fashion bazaar (21% Party) that encouraged employees to reuse clothes lying dormant in their closets and created an opportunity for employees to exchange and mend unworn or ill-fitting clothes, as well as to promote sustainable fashion.

"I'm proud of the fun and meaningful memories we made. I think it was a great way to understand and experience circular fashion for the planet, and I'd love to do it again because it's for a good cause!"

-NMiXX

Special



JYP 4 EARTH Disaster Training Heroes

Xdinary Heroes participated in creating content that suggests ways to utilize daily items to protect oneself and even neighbors in disaster situations.

Xdinary Heroes learned how to safeguard themselves, their neighbors and pets with CPRs and survival kits in disaster situations caused by the climate crisis.

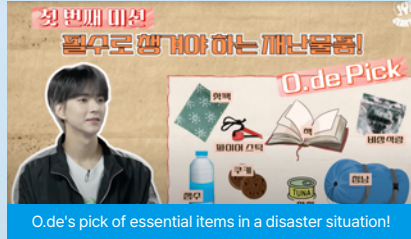
The session provided an opportunity to gain first-hand experience and training on ways to survive 'together' anywhere in the world.

EP.1

Mission to Escape from a Disaster!



Xdinary Heroes become disaster response heroes!



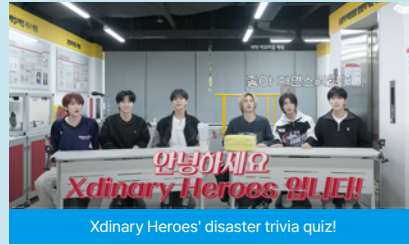
O.de's pick of essential items in a disaster situation!



Jungsu's and Jooyeon's strategies to raise body temperature!

EP.2

Hero Who Protects Me, My Neighbors, and Pets!



Xdinary Heroes' disaster trivia quiz!



Pet survival kit for disaster situations



Learn how to perform CPR on your pet!

Xdinary Heroes participated in creating content that suggests ways to utilize daily items to protect oneself and even neighbors in disaster situations.

Xdinary Heroes learned how to safeguard themselves, their neighbors and pets with CPRs and survival kits in disaster situations caused by the climate crisis.

The session provided an opportunity to gain first-hand experience and training on ways to survive 'together' anywhere in the world.

"We realized that training and advanced preparation are important in responding to a crisis properly, and more so for preventing incidents! We will do our best to remember and practice what we learned today to become real heroes who can protect ourselves, our loved ones, our pets, and even Villains in case of an emergency!"

- Xdinary Heores

GOVERNANCE

Our Approach

It is essential to establish transparent and sound governance to protect the rights and interests of various shareholders including shareholders, enhance value, and achieve sustainable management. To this end, JYP Entertainment secured the independence, diversity, and expertise of the Board of Directors, which serves as our foremost decision-making body. We implement sustainable management efficiently and systematically through dedicated subcommittees within the Board. In addition, we are promoting decision-making that spreads positive value to diverse shareholders, based on responsible management led by the Board. Furthermore, recognizing the importance of privacy protection and information security, we have set step-by-step goals to protect all shareholder information and established a specialized information security team. Based on Board-centered responsible management, we will spare no efforts to enhance shareholder value and pursue sustainable management.

Contents

- Composition and operation of the BOD
- Committees within the BOD

- Stocks and capital structure

- Compliance management activities

- Establishment of information security systems
- Information security risk management
- Information security activities

[Link to SDGs](#)



BOD and Committees

BOD Composition and Operation

BOD Composition

The BOD serves as the top decision-making body that mediates various shareholder interests and approves management decisions. Delegated with the highest authority by shareholders concerning corporate governance, the BOD exercises full responsibility and role in decision-making, operating under legal statutes and articles of incorporation. With a total of eight directors, the BOD maintains a consistent 50% ratio of independent directors, totaling four members, each selected for their expertise and independence across various fields. Additionally, the BOD enhances the management's accountability and efficiency by establishing the Audit Committee, the Compensation Committee, and the ESG Committee within its structure, thereby bolstering governance functions and independence.

[BOD Status]

Classification	Name	Gender	Term Expiry Date	Career highlights	Responsibility
Executive Director	Wook Jeong	Male	2026.03.27	(Current) CEO, JYP Entertainment	Chairman of the Board of Directors
Executive Director	Sangbong Byun	Male	2026.03.27	Accounting Team, Dongsuh Foods Co., Ltd. Team Leader, Management Support Team, E-Net Corporation (Current) Vice-president, JYP Entertainment	-
Executive Director	Jinyoung Park	Male	2026.03.27	Founder, JYP Entertainment Won Prime Minister's Citation in 2006 (For contribution to the export of cultural content) (Current) CCO, JYP Entertainment	-
Executive Director	Jiyoung Lee	Female	2024.03.28	Casting Manager, SM Entertainment Adjunct Professor of Entertainment Management, Seoul Arts College (Current) Head of Talent Development Division /Artist Division 4, JYP Entertainment	-
Independent Director	Wan Park	Male	2024.03.28	CPA, Hanyoung Accounting CPA, Samjeong KPMG Executive Director, Cell Bio Human Tech Co., Ltd (Current) CPA, Samhwa Accounting	Audit Committee ESG Committee Compensation Committee
Independent Director	Taeyong Gong	Male	2024.03.28	Lawyer, Gwangjang Law Firm Lawyer, Shinu Law Firm Representative Lawyer, Minsan Law Office (Current) Representative Lawyer, Yegeon Law Office	Audit Committee ESG Committee Compensation Committee
Independent Director	Hyunggeun Yoon	Male	2024.03.28	CPA, Daesung Accounting Director, Mirae Partners CPA, Chungmu Management Accounting Office (Current) Managing Director, Maymust	Audit Committee Compensation Committee
Independent Director	Kyungmee Moon	Female	2025.03.28	Head of Communication, Lutronic Strategic Planning Director, Pax Economic TV CEO, Block Monster Lab (Current) CEO, The Companies	ESG Committee

BOD and Committees

BOD Composition and Operation

Operation of the BOD

JYP Entertainment adheres to its articles of incorporation and the Board Operation Guidelines in overseeing the overall operations of the Board. We prioritize swift decision-making and ensure thorough discussion and review of agenda items. In 2023, we convened a total of 19 BOD meetings, nearly double the number from the previous year. Unless otherwise specified by relevant laws and regulations, a resolution of the BOD is made by a majority vote of the directors in attendance when a majority of the directors are present. During the 2023 meetings, the BOD approved significant business decisions such as the establishment of subsidiaries, acquisition of shares in other corporations, and real estate acquisitions. The Audit Committee, employing objective criteria, conducted inquiries and discussions leading to the selection of external auditors.

[BOD Meetings in 2023]

No.	Date	Agenda	Approval (Y/N)
1	2023.02.09	1. Report on 2022 Internal Compliance Control and 2023 Plan 2. Establishment of JYP PARTNERS 3. Approval of Concurrent Position for Internal Directors	Approved
2	2023.02.09	<Compensation Committee> Executive Compensation Matters	Approved
3	2023.03.10	Decision on Cash Dividend (KRW 369 per share)	Approved
4	2023.03.10	Resolution to Convene the 28th (2022) Annual General Meeting of Shareholders	Approved
5	2023.03.10	Report on the Operation of the Internal Accounting Control System and Board Resolution on Internal Settlement for 2022	Approved
6	2023.03.10	Resolution on Employee Incentives	Approved
7	2023.03.28	Appointment of CEO	Approved
8	2023.04.18	Acquisition of Shares in Other Companies (3 cases)	Approved
9	2023.07.28	<ESG Committee> Report on 2023 ESG Management Activity Plan	Approved
10	2023.05.30	Paid-in capital increase of subsidiaries and acquisition of shares in other corporations	Approved
11	2023.07.28	Paid-in capital increase of subsidiaries (2 cases) and acquisition of stocks in other corporations	Approved
12	2023.07.28	<ESG Committee> Report on 2023 ESG Performance and Management Activity Plan	Approved
13	2023.07.28	Changes to Investment Management Regulations and Audit Committee Member Education	Approved
14	2023.08.25	Changes to Major Issues Related to New Subsidiary Share Investment	Approved
15	2023.08.25	Facility Investment in Leased Buildings (2 cases)	Approved
16	2023.09.20	Participation in Subsidiary Capital Increase	Approved
17	2023.10.17	Participation in Joint Bidding for Tangible Assets (Land Purchase)	Approved
18	2023.10.24	Acquisition of Tangible Assets (Land)	Approved
19	2023.12.21	<Audit Committee> 1. Report on the Results of the 2023 Interim Audit Review 2. Selection of External Auditor	Approved

BOD and Committees

BOD Composition and Operation

Expertise and Diversity of the BOD

JYP Entertainment's Board of Directors comprises professionals with extensive experience in diverse fields such as accounting, law, and the entertainment industry. Leveraging this wealth of practical knowledge, the BOD conducts thorough deliberations on agenda items and monitors the efficient execution of management's duties. Additionally, directors are advancing sustainability by sharing knowledge and experience through conducting or participating in various seminars and forums on ESG management, corporate communication, and artificial intelligence (AI) trends. Meanwhile, we prioritize diversity within the BOD to establish a sound governance structure that represents varied experiences and knowledge, ensuring independence from specific shareholders. Currently, we have appointed women candidates to constitute 25% of our BOD members, thereby enhancing gender diversity within our governance framework. By transparently disclosing the composition of our BOD, including professional backgrounds, gender, and age distributions, we aim to provide shareholders with comprehensive insights. Moving forward, we will remain committed to enhancing both the expertise and diversity of our BOD continually.

[Expertise]

	Industry experience	Accounting	Finance	Law	Investment	ESG
Wook Jeong	○					
Sangbong Byun		○	○		○	
Jinyoung Park	○					
Jiyoung Lee	○					
Wan Park		○				
Taeyong Gong				○		
Hyunggeun Yoon		○				
Kyungmee Moon					○	○

Independence of the BOD

JYP Entertainment has structured the BOD with over 50% independent directors, verified for their independence. These outside directors do not have special relationships with management, are not involved in significant transactions or contracts with JYP Entertainment, and undergo scrutiny for any potential conflicts of interest to meet established criteria. This ensures they can monitor the company's operations independently, enhancing corporate value. We continually review directors to prevent conflicts of interest and ensure that they comply with BOD regulations to prevent any unfair advantages or disadvantages.

Director Appointment Process

JYP Entertainment appoints directors during the general shareholders' meeting. We assess the independence and expertise of candidates for the position of independent directors through the "Confirmation of Qualifications for Independent Directors" and the "Confirmation of Qualifications for the Audit Committee." Furthermore, to ensure a transparent and independent composition of the BOD, we examine candidates' backgrounds meticulously to verify if they have any affiliations or special interests related to the company.

[Composition of the BOD]

		2021	2022	2023
Total		7	8	8
By type	Executive directors	4	4	4
	Independent directors	3	4	4
By gender	Male	6	6	6
	Female	1	2	2

Evaluation and Compensation for Directors

JYP Entertainment compensates its directors within the approved limit as per the executive compensation regulations, which are determined by the Compensation Committee and ratified at the general shareholders' meeting. The board of directors' performance evaluation is conducted by comprehensively considering sales, operating profit, and contribution, and bonuses are disbursed within the executive compensation limit approved by the general shareholders' meeting. Additionally, salary calculation comprehensively considers job responsibilities, position, leadership, expertise, and other relevant factors as per Compensation Committee regulations, with payment based on business and ESG performance as the KPIs.

[Director Compensations]

(Unit: KRW 1,000)

		2021	2022	2023
Total	Total compensation paid	2,100,335	4,842,263	4,615,702
	Average compensation per person	269,936	609,252	576,962
Registered Directors (Excluding Independent directors and Audit Committee members)	Total compensation paid	2,013,341	4,723,027	4,470,102
	Average compensation per person	503,335	1,180,756	1,117,525
Independent Directors (Excluding Audit Committee members)	Total compensation paid	3,000	20,759	29,400
	Average compensation per person	3,000	20,759	29,400
Audit Committee Members	Total compensation paid	80,994	98,477	116,200
	Average compensation per person	26,998	32,825	38,733

BOD and Committees

Committees within the BOD

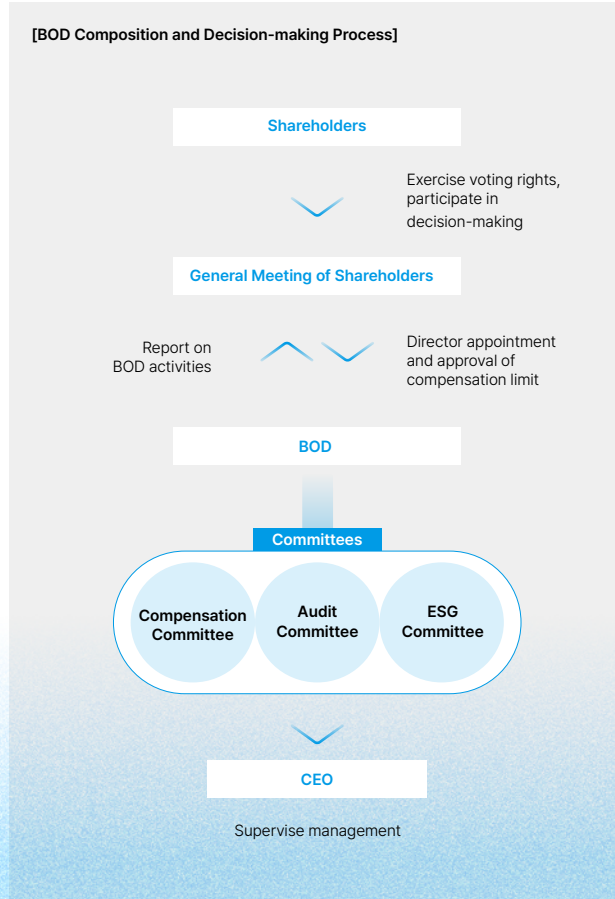
JYP Entertainment operates the Compensation Committee, the Audit Committee, and the ESG Committee within the BOD to ensure transparency while operating efficiently and systematically. We secured independence and sound management environment through the Audit Committee, which is comprised entirely of independent directors, with Audit Committee members appointed using 3% voting rights. In addition, we established the Compensation Committee to provide appropriate incentives for executives, encouraging responsibility in sustainable management through the setting of remuneration limits. Furthermore, we operate the ESG Committee that addresses crucial ESG-related topics, reinforcing the BOD's role and responsibility in sustainable management and striving to enhance long-term corporate value.

Audit Committee

The Audit Committee consists entirely of independent directors to enhance transparency compared to the previous audit system, ensuring objectivity from an independent position separate from the BOD and management. It includes experts in accounting and finance in compliance with relevant provisions of the Commercial Act. The Audit Committee oversees the internal accounting management system to ensure the preparation and disclosure of reliable financial information. It evaluates operational reports received from internal accountants to conduct accurate and transparent supervision and assessment of the financial reporting process. These efforts aim to bolster trust among the BOD and shareholders.

[Operation Status of the Audit Committee]

Ratio of independent directors	%	100
Ratio of accounting and finance professionals	%	67
Number of meetings held	Meetings	18
Attendance rate of independent directors	%	100
Number of agendas (Resolutions and reports)	Cases	27 (22/5)



Compensation Committee

The Compensation Committee reviews and performs deliberations on matters including preliminary discussions on director remuneration limits and other executive compensation-related issues. By establishing a rational and balanced compensation framework, the Committee ensures appropriate compensation for executive leadership in the mid- to long-term, fostering sustainable growth of the company and enhancing shareholder trust.

ESG Committee

The ESG Committee conducts deliberations on key ESG areas such as environment and society, oversees the establishment of an ESG management roadmap, and engages in communication with ESG-related shareholders. It continuously expands discussions on crucial ESG agendas to strengthen the BOD's role and responsibility in sustainable management and enhance long-term corporate value. To ensure systematic operations, we have formed the ESG Council and ESG Working Group under the Committee as well as appointed ESG personnel and defined their specific roles to enhance the Council's effectiveness. The ESG Working Group is responsible for setting mid- to long-term vision for the ESG strategic direction determined by the ESG Committee, fostering collaboration across departments to ensure its effective implementation.

[Status of ESG Committee Meetings]

Date	Agenda reported
April 18, 2023 (Tuesday)	Reporting on the CSR/ESG management plan for 2023
July 28, 2023 (Friday)	Reporting on ESG performance and management activity plan for 2023
January 23, 2024 (Tuesday)	1. Approval of the appointment of ESG advisors 2. Reporting on the launch of the Sustainable Management Report 3. Reporting on the progress of the carbon neutral roadmap

Promoting Shareholder Value

Stocks and Capital Structure

JYP Entertainment does not employ a differential voting rights system that grants multiple voting rights to specific shares, and adheres strictly to the principle of one-share, one-vote. The total number of treasury shares with restricted voting rights according to the Commercial Act is 2,399,433. As of December 31, 2023, a total of 33,118,059 shares with voting rights were issued (Accounting for 93.24% of the total issued shares).

Protecting Shareholders' Rights and Interests

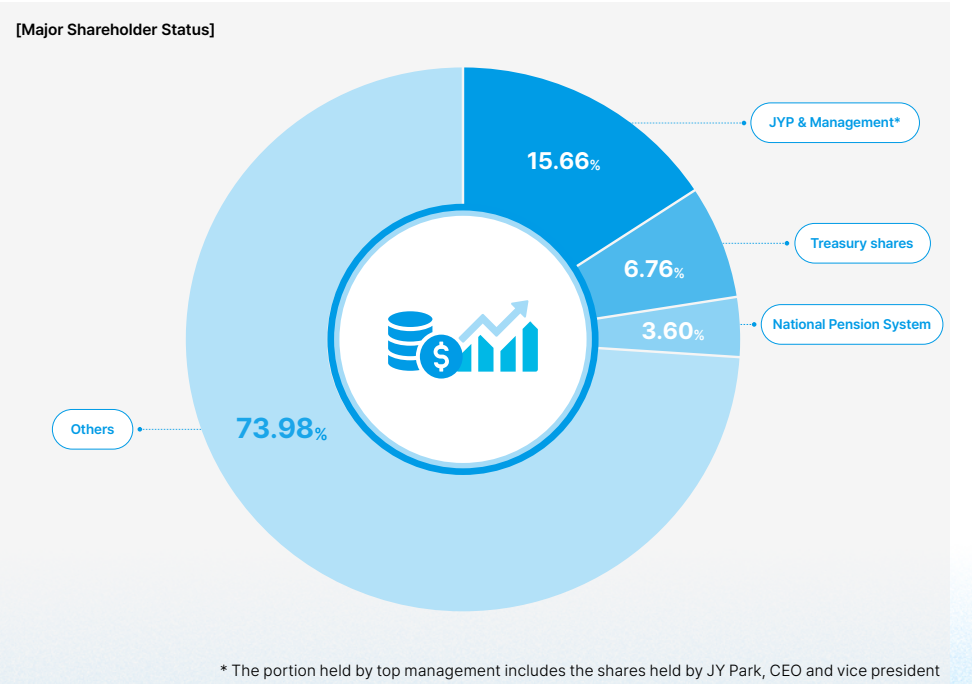
We provide shareholders with ample information well in advance of the general shareholders' meetings to enable them to exercise their rights effectively. Since 2020, we have introduced an electronic voting system as part of our efforts to enhance shareholder convenience, facilitating active participation in voting. Alongside the electronic voting system, we have implemented a cash dividend policy as part of our shareholder return strategy. Our dividend policy has been formalized since 2018, maintaining an annual dividend payout ratio of 16% to 18% based on consolidated net income, taking into consideration our financial structure, management environment, and investment needs. We plan to review and announce a new dividend policy that will take effect from FY2025, factoring in the CAPEX for the expansion of our new corporate headquarters. Additionally, we adhere to fair disclosure regulations and disclose information on stock prices, financial statements, disclosures, internal information management regulations, and ethical guidelines transparently through our company website.

Decision-Making System to Enhance Shareholder Value

JYP Entertainment annually approves financial statements and decides on dividend matters through resolutions of the BOD. Dividends approved by the BOD are ultimately confirmed at the general shareholders' meeting.

Goals and Strategies to Enhance Shareholder Value

JYP Entertainment is advancing its market share based on focused efforts to strengthen core businesses, global expansion through localization, and exploration of new markets. We are also diversifying revenue at each stage of artist growth. Furthermore, based on the label system introduced in 2016, we are increasing the number of artists continually. To enhance shareholder value, we decided to distribute dividends of KRW 574 per share for 2023, marking an increase of approximately 55.6% from the KRW 369 per share dividend in 2022.



Compliance Management

Compliance Management Activities

Compliance Training

At JYP Entertainment, the Legal Team Leader and Compliance Officer consistently conduct legal and compliance training for new employees. In response to the expansion of the artist-fan platform service FANS and the JYP MD online store JYP SHOP, we have implemented personal information compliance training for our executives and staff. In 2023, a total of 378 employees completed fair trade training. We are committed to raising our employees' awareness of compliance and enhancing their capabilities to mitigate compliance risks across all our management activities.

Improved Contract Process

To promote transparent operations and clarify responsibilities among shareholders, JYP Entertainment has updated its internal standard contract templates in compliance with current laws and regulations. Additionally, we have introduced new standard contract forms. We have also enhanced contract management regulations to improve employees' understanding of contract processes and developed a checklist for reference during contract negotiations. Moving forward, we are dedicated to building shareholder trust through rigorous adherence to legal regulations in our contracting practices.

Information Security

Establishing an Information Security System

Information Security Roadmap

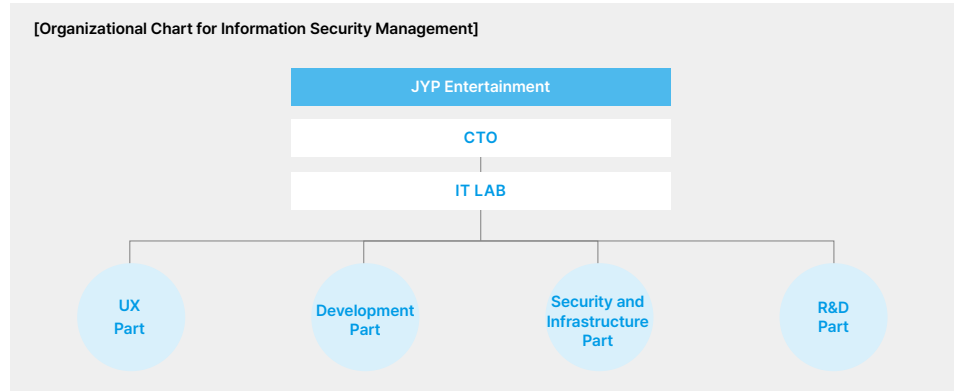
Information security is essential not only for the stable operation of an organization but also for building trust with shareholders. JYP Entertainment has constructed a technological, mid- to long-term policy roadmap to advance security. The establishment of an internal information protection policy is set as a core task to ensure compliance with the Act on Promotion of Information and Communications Network Utilization and Information Protection, the Privacy Protection Act and related laws and regulations. We aim to formulate policies related to information protection, including information protection organizations, personnel security, information systems and security incidents, networks, information devices, physical security, and servers within the scope of these policies. The guidelines for information device-related security and network-related security that are currently under development will be distributed in the second half of 2024. In addition, we plan to improve our technological capabilities continually through consultations with information security specialists and the adoption of NAC and NMS. Collaborating with the legal team, we will check and improve compliance with internal policies and regulations. Moving forward, we are set to carry out various campaigns and activities to internalize the information security system within the company.

~Until Q2 2024	~Until Q3 2024	~and Q4 2024
<p>Establishment of an Internal Security Policy</p> <ul style="list-style-type: none"> Analyze existing information security policies and guidelines Lay the foundations for a consulting project to establish internal information security policies in cooperation with a specialist company <p>Establishment of an Internal Inspection System</p> <ul style="list-style-type: none"> Establish systems for internal IT management and inspection/evidence data calculation (Application, account, server access control, etc.) <p>Review on the Introduction of Information Protection Solutions</p> <ul style="list-style-type: none"> Review NAC solutions and NMS deployments to strengthen endpoint and network security <p>Finding Ways to Raise Awareness of In-house Information Security</p> <ul style="list-style-type: none"> Operate an in-house data-sharing system for information protection Select a company specialized in information security and analyze external training 	<p>Advancement of the Internal Security Policy</p> <ul style="list-style-type: none"> Complement existing information security policies and guidelines Establish information security policies and reinforce internal compliance <p>Advancement of the Internal Inspection System</p> <ul style="list-style-type: none"> Advance and maintain the system for inspection/evidence data calculation Advance and maintain the data management system Analyze digitization/automation plans between data calculation and management processes <p>Introduction of Information Protection Solutions</p> <ul style="list-style-type: none"> Introduce NAC solutions and NMS to strengthen endpoint and network security Establish a ransomware prevention and response system <p>Operation and Advancement of Policy to Raise In-house Information Security Awareness</p> <ul style="list-style-type: none"> Advance the in-house data sharing system for information protection Select an information security specialist company and host external training Information protection training for new hires 	

Information Security

Establishing an Information Security System

Information Security Management Organization



JYP Entertainment is committed to information security and the protection of the valued personal information of its employees and users. Following the appointment of the Chief Technology Officer (CTO) in 2023, we hired a new security officer. In addition, we established an IT LAB to operate the information security management organization more efficiently and systematically. The IT LAB is divided into four parts, each of which is responsible for specific tasks to ensure expertise and efficiency. The UX Part plans and executes projects to advance internal systems and facilitates collaboration among relevant departments. It also integrates and advances company-wide brand and design identity to enhance overall consistency. The Development Part implements internal systems and links them with external solutions for maintenance. The UX Part and the Development Part communicate potential security issues and risks arising from development and system operations to the information protection manager. They analyze these issues, derive risk factors, report the findings to the CTO, form decisions and obtain approval. The Security & Infrastructure Part, dedicated to information protection, builds and implements a company-wide security roadmap, and oversees the management of network and hardware infrastructure. Lastly, the R&D Part investigates the latest technology trends in information security and coordinates collaboration among relevant departments.

Management of Information Security Risks

Strengthening Internal Security Systems and Guidelines

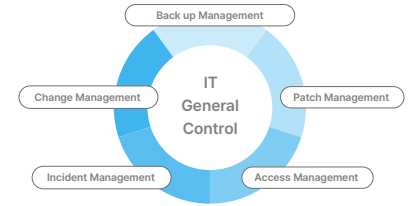
JYP Entertainment plans to strengthen internal security systems and guidelines to further prioritize information security and privacy protection. Our goal is to introduce additional endpoint security solutions and programs specialized in monitoring to bolster internal security systems. To establish a management framework for these programs and systems, we will refine standards related to regular inspections, reporting, monitoring, and logging. Moreover, we intend to explore practical approaches for effective and efficient policy implementation within operational organizations through initiatives such as revision of ITGC, mandatory information security disclosures, and external audits, rather than focusing on formal compliance requirements.



[Enhanced security of endpoint]



[Additional introduction of programs specialized in monitoring]



[ITGC revision]

[Privacy Protection and Information Security]

Category	Unit	2020	2021	2022	2023
No. of Privacy Violations	Cases	0	0	0	0
Percentage of breaches related to personally identifiable information (PII)	%	0	0	0	0
No. of users affected by privacy violations	No. of people	0	0	0	0
Financial losses from legal procedures related to privacy protection	KRW	0	0	0	0

Information Security

Management of Information Security Risks

Operation of Security Solutions and Related Investments

We conduct monitoring to respond to threats and infringement of cloud and internal infrastructure through 24-hour security control by an information security service provider. Operating firewalls and intrusion response equipment that have the best reference abroad, the information security service provider utilizes a systematic work process from initial response to risks, analysis, follow-up measures, and reporting. In addition, we apply solutions for integrated monitoring of our web services and sites, in order to monitor and respond to customer service failures in real-time. By adopting an advanced monitoring and reporting system through collaboration with a specialized cloud management company, we make an all-out effort to operate a stable IT system.

[Information Security Certification Activities]

Name of activity	ITGC revision
Period	2024.01.24~03.22
Method	Analyze the initial enactment of ITGC to identify areas requiring improvement and updates
Results	<ul style="list-style-type: none"> · Update IT Operations R&R · Update the internal system list · Modify the methodology of system operation · Add information security and failure management items

Information Security Activities

Information Security Certification Status

JYP Three Sixty, a subsidiary of JYP Entertainment, currently meets the criteria subject to mandatory ISMS certification and is preparing for a systematic response to the certification review by setting a goal of acquiring ISMS certification. In addition, we are working hard to establish a solid information protection system through an agreement with the best information protection company in Korea. JYP Entertainment and JYP Three Sixty are preparing for the acquisition of certification examination in stages to provide more reliable and stable services and quality customer experience to consumers of K-POP content.

Information Protection Training

We provide information security training every year to enhance awareness of information security and privacy protection among our employees, aiming to establish a culture of information protection. A total of 970 individuals have received privacy protection training as designated by statutory obligations over the past three years. Additionally, we share cases of phishing emails and various hacking attempts through our company intranet and take all measures to minimize information security risks such as leakage and misuse of employees' personal information. We will continue our efforts to further strengthen our employees' capabilities in information protection, ensuring comprehensive information security for all shareholders of JYP Entertainment.

[Information Security Training Status]

Account Information and Personal Information Verification Service	Check the details of personal information leakage and abuse on the dark web, and share information related to the misuse of personal information
Beware of Phishing (hacking) Emails	Share information on phishing emails and response measures through analysis of the inflow of phishing emails within the company
Watch Your Browser Auto-login Feature	Share the analysis of automatic login abuse cases and measures taken in response to vulnerabilities for each browser
MS Windows Security Updates	Share measures for PCs without access control and guidelines for Windows OS update
Beware of Hacking Using Windows Help Files (CHM)	Analyze cases of phishing emails abusing Windows Help files and share recommendations on how to handle less reliable external emails

APPENDIX



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ESG Data

Financial Performance

Consolidated Statements of Comprehensive Income

(Unit: KRW)

	27th	28th	29th
Revenue	193,899,561,773	345,892,110,215	566,500,542,871
Cost of sales	89,745,860,121	189,329,525,299	298,216,964,062
Gross profit	104,153,701,652	156,562,584,916	268,283,578,809
Selling General Administrative Expenses	46,249,940,539	59,931,044,946	98,839,668,860
Operating income	57,903,761,113	96,631,539,970	169,443,909,949
Other income	609,074,468	335,224,145	806,686,665
Other expenses	3,167,628,460	2,112,162,593	6,734,170,511
Financial income	18,482,931,348	5,898,372,520	6,088,723,978
Financial cost	2,600,977,793	7,327,785,447	17,757,610,617
Gains (losses) from investments in associates	14,685,257,283	695,391,798	3,825,325,960
Income before income taxes	85,912,417,959	94,120,580,393	155,672,865,424
Income tax expenses	18,411,687,983	26,619,321,899	50,656,124,683
Net income	67,500,729,976	67,501,258,494	105,016,740,741
Profit attributable to			
Controlling interests	67,460,902,491	67,483,723,822	105,466,839,210
Non-controlling interests	39,827,485	17,534,672	(450,098,469)
Other comprehensive income (loss)	1,845,141,829	(3,745,908,675)	(165,932,453)
Items that are or may be reclassified to profit or loss (other comprehensive income after tax)	1,664,304,641	(2,681,989,854)	(173,693,680)
Gains and losses on financial assets at fair value	180,434,719	0	0
Foreign currency translation difference for foreign operations	1,483,869,922	(2,681,989,854)	(173,693,680)

	27th	28th	29th
Items that will not or may not be reclassified to profit or loss (other comprehensive income after tax)	180,837,188	(1,063,918,821)	7,761,227
Gains and losses on financial assets at fair value through other comprehensive income	213,729,164	(1,106,377,397)	53,818,584
Share of changes in other comprehensive income (loss) of associates	(32,891,976)	42,458,576	(46,057,357)
Total comprehensive income	69,345,871,805	63,755,349,819	104,850,808,288
Profit attributable to:			
Controlling interests	68,893,899,634	63,839,739,366	105,376,990,075
Non-controlling interests	451,972,171	(84,389,547)	(526,181,787)
Earnings per share			
Basic earnings per share	2,038	2,039	3,186
Diluted earnings per share	2,037	2,038	3,184

ESG Data

Financial Performance

Consolidated Statement of Financial Position

(Unit: KRW)

	27th	28th	29th
Assets			
Total current assets	159,186,900,028	237,105,821,049	368,755,808,500
Cash and cash equivalents	49,138,232,915	139,647,280,323	217,189,672,861
Financial assets (current) at fair value through profit or loss	5,675,597,350	0	0
Other current financial assets	51,878,745,542	20,010,696,834	45,552,679,989
Trade and other receivables	46,946,321,942	68,206,650,598	71,041,490,706
Inventories	1,433,494,363	2,397,304,762	24,438,851,519
Other current assets	4,106,281,094	6,843,109,192	10,520,723,535
Current tax assets	8,226,822	779,340	12,389,890
Total non-current assets	158,231,406,055	174,016,489,083	202,777,637,642
Financial assets (non-current) at fair value through profit and loss	34,910,724,585	32,552,923,079	23,281,292,721
Financial assets at fair value through other comprehensive income	2,909,699,380	1,455,231,985	1,525,723,135
Other non-current assets	8,808,688,517	11,145,264,155	19,883,873,094
Investments in associates or joint enterprises	42,570,591,708	48,302,838,434	52,790,939,190
Property investments	0	0	67,325,126
Property, plant and equipment	38,286,277,286	37,763,727,474	56,287,042,425
Intangible assets	29,545,607,468	41,506,863,178	40,648,348,163
Other non-current assets	2,140,349	3,820,326	1,354,006
Deferred tax assets	1,197,676,762	1,285,820,452	8,291,739,782
Total assets	317,418,306,083	411,122,310,132	571,533,446,142
Liabilities			
Total current liabilities	58,331,683,486	101,383,995,470	154,345,051,751

	27th	28th	29th
Trade and other payables	14,514,656,591	31,556,538,448	55,642,713,036
Other current financial liabilities	2,392,309,254	3,214,591,918	5,335,329,080
Advance received	16,931,443,246	25,416,661,186	28,141,774,064
Other current liabilities	15,814,007,089	25,811,243,282	42,056,965,907
Income taxes payable	8,679,267,306	15,384,960,636	23,168,269,664
Total non-current liabilities	8,437,233,761	5,237,213,426	19,145,723,455
Other non-current financial liabilities	1,767,291,595	3,378,038,152	8,599,417,191
Net defined benefit liabilities	0	0	22,145,074
Provisions	61,913,876	78,243,008	1,384,170,666
Other non-current liabilities	4,735,861,713	1,178,196,309	1,621,166,555
Deferred tax liabilities	1,872,166,577	602,735,957	7,518,823,969
Total liabilities	66,768,917,247	106,621,208,896	173,490,775,206
Total shareholders' equity			
Equity attributable to owners	246,621,849,131	300,557,951,078	394,021,893,926
Capital stock	17,943,451,500	17,943,451,500	17,953,451,500
Capital surplus	76,955,682,199	76,955,682,199	78,164,159,199
Capital adjustment	(11,900,795,990)	(9,591,249,638)	(10,509,590,094)
Accumulated other comprehensive income	1,347,673,851	(2,296,310,605)	(2,386,159,740)
Retained earnings	162,275,837,571	217,546,377,622	310,800,033,061
Non-controlling interests	4,027,539,705	3,943,150,158	4,020,777,010
Total shareholders' equity	250,649,388,836	304,501,101,236	398,042,670,936
Total liabilities and equity	317,418,306,083	411,122,310,132	571,533,446,142

ESG Data

Environmental Performance

Energy

Category	Unit	2021	2022	2023
Total energy consumption		14.88	19.99	22.06
Non-renewable energy*	LNG	0.59	0.67	0.58
	Electricity	0.91	1.69	2.19
	Gasoline	-	1.03	1.76
	Diesel	-	2.77	2.44
Renewable energy (REC purchase)	Consumption	13.37	13.83	15.09
	Ratio	%	89.86	69.18
Energy intensity	TJ/KRW 100 million	0.008	0.006	0.004

* Data on gasoline/diesel (non-renewable energy) has been calculated starting 2022.

Water

Category	Unit	2021	2022	2023
Water consumption	m ³	6,026	7,409	9,982

Zero-emission Vehicle

Category	Unit	2021	2022	2023
No. of zero-emission vehicles	Vehicle(s)	0	0	2

Greenhouse Gas

Category	Unit	2021	2022	2023
Total GHG emissions		720.40	1,073.64	1,363.71
	Scope 1	30.43	298.24	319.09
	Scope 2	689.97	775.40	861.65
	Scope 3*	-	-	182.97
	- Category 7. Employee commuting	-	-	182.97
GHG emissions intensity	tCO ₂ eq /KRW 100 million	0.37	0.31	0.24

* Scope 3 has been built and calculated starting 2023.

Waste

Category	Unit	2021	2022	2023
Total waste generated	ton	75	97	100

ESG Data

Governance Performance

Composition of the BOD

Category	Unit	2021	2022	2023
No. of directors		7	8	8
By type	Executive director	4	4	4
	Independent director	Person(s)	3	4
By gender	Male	6	6	6
	Female	1	2	2
Independent director ratio	%	43	50	50

Director Compensations

Category	Unit	2021	2022	2023	
Total	Total compensation paid	2,100,335	4,842,263	4,615,702	
	Average compensation per person	269,936	609,252	576,962	
Registered directors (excluding independent directors and Audit Committee members)	Total compensation paid	2,013,341	4,723,027	4,470,102	
	Average compensation per person	503,335	1,180,756	1,117,525	
Independent directors (excluding Audit Committee members)	Total compensation paid	KRW 1,000	3,000	20,759	29,400
	Average compensation per person	3,000	20,759	29,400	
Audit Committee members	Total compensation paid	80,994	98,477	116,200	
	Average compensation per person	26,998	32,825	38,733	

Audit Committee

Category	Unit	2021	2022	2023
Independent director ratio		100	100	100
Accounting and financial expert ratio	%	67	67	67
No. of meetings held	Time(s)	10	8	18
Attendance ratio of independent directors	%	67	81	100
No. of agendas	Resolved	10	10	27
	Reported	Case(s)	1	2

Integrity Management*

Category	Unit	2021	2022	2023	
No. of violations in integrity management		-	-	10	
	Dismissal	-	-	2	
	Pay cut	Case(s)	-	-	6
	Reprimand	-	-	2	
No. of disciplinary actions taken		-	-	5	

*The whistleblowing System has been upgraded starting 2023.

Compliance Management

Category	Unit	2021	2022	2023	
No. of violation	Violation of environmental law	Case(s)	0	0	0
	Violation of anti-competition law	0	0	0	
Fine amount	Violation of environmental law	KRW million	0	0	0
	Violation of anti-competition law	0	0	0	

ESG Data

Social Performance

Employee Status Quo*

Category	Unit	2021	2022	2023
Total		363	423	523
By gender	Male	125	142	173
	Female	238	281	350
By age	Under 30	170	197	221
	Between 30 – 50	186	218	294
	Above 50	7	8	8

* No. of non-regular workers (ones stationed at the headquarters excluding full-time employees):
22 in 2021, 22 in 2022, and 29 in 2023

Recruitment and Turnover

Category	Unit	2021	2022	2023
No. of new hires		113	122	152
By gender	Male	22	28	37
	Female	91	94	115
By age	Under 30	93	75	85
	Between 30 – 50	17	47	66
	Above 50	3	0	1
No. of turnover		67	62	58
By gender	Male	20	11	12
	Female	47	51	46
By age	Under 30	45	33	30
	Between 30 – 50	20	28	27
	Above 50	2	1	1
Voluntary turnover		62	61	56
Voluntary turnover ratio*	%	17.1	14.4	10.7

* Voluntary turnover ratio = (No. of total employees/no. of turnover) * 100

ESG Data

Social Performance

Diversity

Category		Category	2021	2022	2023	
By employment type	Employees with unlimited duration of employment contract	Person(s)	317	373	469	
	Male		111	126	153	
	Female		206	247	316	
	Employees with limited duration of employment contract		39	42	46	
	Male		8	10	14	
	Female		31	32	32	
By age	Staff	Person(s)	Under 30	186	196	218
			Between 30 – 50	127	162	224
			Above 50	1	0	0
	Junior manager		Under 30	0	1	1
			Between 30 – 50	25	38	43
			Above 50	1	1	0
	Senior manager		Under 30	0	0	0
			Between 30 – 50	11	12	20
			Above 50	1	1	1
	Executive		Under 30	0	0	0
			Between 30 – 50	7	6	9
			Above 50	4	6	7

Category		Category	2021	2022	2023
By gender	Staff	Male	102	111	131
		Female	212	247	311
	Junior manager	Male	10	16	17
		Female	16	24	27
	Senior manager	Male	6	7	14
		Female	6	6	7
	Executive	Male	8	8	10
		Female	3	4	6
	Employees of revenue-generating departments	Person(s)	199	245	300
	Gender	Male	57	66	79
Female		142	179	221	
Ratio of males		%	28.6	26.9	26.3
Ratio of females		%	71.4	73.1	73.7
Employees with disabilities	No. of employees with disabilities	Person(s)	0	0	2
	Ratio of employees with disabilities	%	0	0	0.4
National meritorious employees	Person(s)	6	6	9	
Employees of foreign nationalities	No. of foreign nationals	37	39	48	
	Ratio of foreign nationals	%	10.2	9.2	9.2

ESG Data

Social Performance

Performance Evaluation*

Category	Unit	2021	2022	2023
No. of employees subject to evaluation	Person(s)	236	286	339
No. of employees subject to regular evaluation		236	286	339
Ratio of employees subject to regular evaluation	%	100	100	100

* Based on the number of full-time employees as of the end of September

Employee Remuneration

Category	Unit	2021	2022	2023
Ratio of female to male remuneration	%	80	79	78
Average employee remuneration	KRW 1,000	61,303	72,979	93,232
Male employee		69,781	81,409	101,144
Female employee		55,792	64,548	79,084
Average of CEO remuneration/employee remuneration	Time(s)	-	-	20

Parental Leave

Category	Unit	2021	2022	2023
No. of employees eligible for parental leaves	Person(s)	7	5	8
Male		4	2	1
Female	3	3	7	
No. of employees on leave	Person(s)	2	10	8
Male		0	3	1
Female	2	7	7	
No. of employees returning to work after parental leave	Person(s)	1	2	7
Male		0	0	1
Female	1	2	6	
No. of employees working for more than one year after parental leave	Person(s)	1	2	4
Male		0	0	1
Female	1	2	3	
Rate of employees returning to work after the leave	%	100	100	88
Male		0	0	100
Female	100	100	86	
Employment retention rate after parental leave	%	100	100	88
Male		0	0	100
Female	100	100	86	
Use of reduced work hours before childbirth	Person(s)	0	3	5

ESG Data

Social Performance

Employee Benefit

Category	Unit	2021	2022	2023
Total benefits cost	KRW	94,710	132,620	169,091
Per capital benefits cost	10,000	330	408	443

Retirement Pension Program

Category	Unit	2021	2022	2023	
Defined contributions (DC)	Amount in management	KRW million	1,063	1,246	1,610
	No. of subscribers	Person(s)	231	243	267

Labor Relations

Category	Unit	2021	2022	2023
No. of meetings held for the Labor-Management Council	Time(s)	4	4	4
Headcount subject to the Council	Person(s)	280	317	374

Employee Training

Category	Unit	2021	2022	2023	
Total training expenses	KRW million	6,936	7,105	15,431	
No. of participants per year	Person(s)	292	359	399	
Per-capita training expenses (those who actually participating in training)	KRW million	24	20	39	
Per-capita average training hour(s)	Hour(s)	33	29	33	
Language and on-the-job training	No. of participants	Person(s)	86	109	143
	Per-capita training hour(s)	Hour(s)	38	23	24
New hire training	No. of participants	Person(s)	67	81	97
	Per-capita training hour(s)	Hour(s)	21	25	31
Statutory training (= compliance training)	No. of participants	Person(s)	271	324	375
	Per-capita training hour(s)	Hour(s)	4	4	4
Safety and health training* (office workers)	No. of participants	Person(s)	253	296	325
	Per-capita training hour(s)	Hour(s)	3	3	3
Safety and health training* (non-office workers)	No. of participants	Person(s)	-	-	116
	Per-capita training hour(s)	Hour(s)	-	-	6
Fair trade training (= ethics training)	No. of participants	Person(s)	271	322	378
	Per-capita training hour(s)	Hour(s)	8	2	2
Environmental training	No. of participants	Person(s)	67	81	97
	Per-capita training hour(s)	Hour(s)	0.5	0.5	0.5

* Starting 2023, training has been provided, separating office workers and non-office workers. (The before for three hours and the latter for 6 hours per quarter)

ESG Data

Social Performance

Human Rights

Category		Unit	2021	2022	2023
Human rights grievances handling	No. of grievances reported	Case(s)	0	0	0
	No. of grievances resolved		0	0	0
	Ratio of grievance resolved	%	0	0	0
Violation in human rights law	No. of violation(s)	Case(s)	0	0	0
	Fine for negligence	KRW 1,000	0	0	0
	Fine for every violation		0	0	0

Occupational Safety and Health

Category		Unit	2021	2022	2023
No. of employees subject to the occupational safety and health management system			309	341	411
No. of industrial accident victims		Person(s)	1	1	1
	Employee		1	1	1
	Partner		0	0	0
Accident rate			0.32	0.29	0.24
	Employee	%	0.32	0.29	0.24
	Partner		0	0	0
Mortality			0	0	0
	Employee	Person(s)	0	0	0
	Partner		0	0	0
Mortality rate			0	0	0
	Employee	%	0	0	0
	Partner		0	0	0
No. of occupational illness			0	0	0
	Employee	Case(s)	0	0	0
	Partner		0	0	0

ESG Data

Social Performance

Partner

Category		Unit	2021	2022	2023	
Partner status	Partner	Total partners	1,923	2,435	3,011	
		New partners	537	512	576	
	Purchase	Total purchase amount	KRW 100 million	532	1,055	1,714
Investment in initial-stage startups	Accumulated amount of investment		405	405	405	
	No. of businesses invested		Company(s)	20	30	35
Partner complaint reporting	No. of complaints received		Case(s)	0	0	0
	Rate of complaints processed		%	0	0	0

Privacy Protection and Information Security

Category	Unit	2021	2022	2023
No. of personal information breaches	Case(s)	0	0	0
Violation rate in relation to PII (personally identifiable information)	%	0	0	0
No. of users affected by personal information breaches	Person(s)	0	0	0
Amount of financial loss due to legal proceedings related to privacy protection	KRW	0	0	0

Corporate Philanthropy

Category		Unit	2021	2022	2023	
EDM Medical Treatment Project	Total donation (HQ)		KRW 1,000	550,000	600,000	1,000,000
	Total donation (Japan)		Yen 1,000	12,000	12,000	12,000
	Domestic	Treatment expense support	KRW 1,000	250,000	300,000	600,000
		Recipient children	Person(s)	26	36	64
	Overseas	Treatment expense support (HQ)	KRW 1,000	300,000	300,000	400,000
		Treatment expense support (Japan)	Yen 1,000	12,000	12,000	12,000
	Recipient children	Person(s)	313	326	671	
EDM Wish Project	Total donation (HQ)			193,427	143,307	134,685
	JYP Entertainment donation		KRW 1,000	170,000	100,000	100,000
	JYP Fan's EDM debit card donation			12,350	34,237	34,685
	EDM website donation			11,077	9,070	0
	EDM wish granting activity volunteer		Person(s)	171	187	143
	Recipient children			71	50	40
Employee volunteer work	No. of volunteer activities		Time(s)	3	5	8
	No. of volunteers		Person(s)	67	111	143
Donation to local communities	JYP Entertainment donation		KRW 1,000	0	300,000	500,000
	JYP Entertainment artists' donation*			72,684	1,090,000	1,761,400
Environmental campaign	Love Earth Challenge	No. of participations	Time(s)	1,100	7,447	1,860
		Amount donated	KRW 1,000	30,000	74,470	37,200
	JYPBOB environmental fund	Amount donated	KRW 1,000	0	0	7,149

* The amount is based on the total sum of closed and non-disclosed donations.

Reporting Scope

Environmental

Category		Reporting Scope
Energy	Total energy consumption	HQ/subsidiary/overseas office
	LNG	
	Non-renewable energy	
	Electricity	
	Gasoline	
	Diesel	
Renewable energy (REC purchase)	Consumption	HQ
	Ratio	
	Energy intensity	HQ/subsidiary/overseas office
Greenhouse Gas	Total GHG emissions	HQ/subsidiary/overseas office
	Scope 1	
	Scope 2	
	Scope 3 - Category 7. Employee commuting	
	GHG emissions intensity	HQ/subsidiary/overseas office
Water	Water consumption	
Waste	Total waste generated	HQ
Zero-emission Vehicle	No. of zero-emission vehicles	

Governance

Category	Reporting Scope
Composition of the BOD	HQ
Director Compensations	
Audit Committee	
Integrity Management	
Compliance Management	

Social

Category		Reporting Scope
Employee status quo		HQ/subsidiary/overseas office
Recruitment and turnover diversity		
Diversity	By employment type	
	Employees with disabilities	HQ/subsidiary
	National meritorious employees	
	Employees of foreign nationalities	HQ/subsidiary/overseas office
Performance evaluation		HQ
Employee remuneration		
Parental leave		
Employee benefit		
Retirement pension program		
Labor relations		
Employee training		
Human rights		
Occupational safety and health		
Partner		
Privacy protection and information security		
Corporate philanthropy		

GRI Index

Universal Standards

Topic	Disclosure	Reported in	Remarks	
General Disclosures	2-1	Organizational details	6	
	2-2	Entities included in the organization's sustainability reporting	1	
	2-3	Reporting period, frequency and contact point	1	
	2-4	Restatements of information	79	Recalculated based on a changed energy consumption conversion method
	2-5	External assurance	92-94	
	2-6	Activities, value chain and other business relationships	6, 9-11	
	2-7	Employees	81-82	
	2-8	Non-regular workers	81	
	2-9	Governance structure and composition	67-70	
	2-10	Nomination and selection of the highest governance body	69	
	2-11	Chair of the highest governance body	67	
	2-12	Role of the highest governance body in overseeing the management of impacts	14, 70	
	2-13	Delegation of responsibility for managing impacts	14, 70	
	2-14	Role of the highest governance body in sustainability reporting	70	
	2-15	Conflicts of interest	69	
	2-16	Communication of critical concerns	68, 70	

Topic	Disclosure	Reported in	Remarks
General Disclosures	2-17	Collective knowledge of the highest governance body	67, 69
	2-18	Evaluation of the performance of the highest governance body	69-70
	2-19	Remuneration policies	69-70
	2-20	Process to determine remuneration	69-70
	2-21	Annual total compensation ratio	69, 83
	2-22	Statement on sustainable development strategy	3-5
	2-23	Policy commitments	20, 25, 32, 57-58
	2-24	Embedding policy commitments	20, 25, 32, 57-58
	2-25	Processes to remediate negative impacts	22, 26-27, 33
	2-26	Mechanisms for seeking advice and raising concerns	24, 35
	2-27	Compliance with laws and regulations	80
	2-28	Membership associations	8
	2-29	Approach to shareholder engagement	19
	2-30	Collective bargaining agreements	55, 84
Disclosure on Management Approach	3-1	Process to determine material topics	15-16
	3-2	List of material topics	17
	3-3	Management of material topics	16

GRI Index

Topic Standards

Topic	Disclosure	Reported in	Remarks
Economic Performance	201-1 Direct economic value generated and distributed	77-78	
	201-3 Defined benefit plan obligations and other retirement plans	84	
Indirect Economic Impacts	203-1 Infrastructure investments and services supported	61-63	
	203-2 Significant indirect economic impacts	86	
Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	34-35, 84	
	205-3 Confirmed incidents of corruption and actions taken	35, 80	
Energy	302-1 Energy consumption within the organization	42, 79	
	302-3 Energy intensity	42, 79	
	302-4 Reduction of energy consumption	42, 79	
Water	303-5 Water consumption	79	
Emissions	305-1 Direct (Scope 1) GHG emissions	42, 79	
	305-2 Energy indirect (Scope 2) GHG emissions	42, 79	
	305-3 Other indirect (Scope 3) GHG emissions	42, 79	
	305-4 GHG emissions intensity	79	
	305-5 Reduction of GHG emissions	41-42, 79	
Waste	306-1 Waste generation and significant waste-related impacts	43-44	
	306-3 Waste generated	79	
Employment	401-1 New employee hires and employee turnover	81	
	401-3 Parental leave	83	

Topic	Disclosure	Reported in	Remarks
Occupational Health and Safety	403-1 Occupational health and safety management system	25	
	403-2 Hazard identification, risk assessment, and incident investigation	26-27	
	403-3 Occupational health services	28-31	
	403-4 Worker participation, consultation, and communication on occupational health and safety	30	
	403-5 Worker training on occupational health and safety	30-31, 84	
	403-6 Promotion of worker health	30, 56	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	26-31	
	403-8 Workers covered by an occupational health and safety management system	25	
	403-9 Work-related injuries	85	
	403-10 Work-related ill health	85	
Training and Education	404-1 Average hours of training per year per employee	84	
	404-2 Programs for upgrading employee skills and transition assistance	53	
	404-3 Percentage of employees receiving regular performance and career development reviews	83	
Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	21, 69, 82	
	405-2 Ratio of basic salary and remuneration of women to men	83	
Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	80	
Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	74, 86	

SASB Index











SASB standards refer to the industry-specific sustainable accounting standards released by the Sustainability Accounting Standards Board located in the U.S. in order to help companies disclose financial material sustainability information to their investors. The SASB developed SICS (Sustainable Industry Classification System) is comprised of 11

Topic	Code	Metric	Reported in	Content of reporting
Environmental Footprint of Hardware Infrastructure	TC-IM-130a.1	(1) Total energy consumed, (2) Percentage grid electricity and, (3) Percentage renewable	42, 79	The HQs' total energy consumption for 2023 stood at 22.06TJ, of which 15.09TJ, or 68.41%, was replaced with renewable energy.
	TC-IM-130a.2	(1) Total water intake, (2) Total water consumed; Percentage of each in regions with High or Extremely High Baseline Water Stress	79	The total water consumption for 2023 was 9,982 m ³ .
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	74-75	We are internally taking actions for privacy protection and establishing and running an information security system.
	TC-IM-220a.2	Number of users whose information is used for secondary purposes	-	The number is 0. JYP Entertainment uses privacy data only after users' prior consent.
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	74, 86	There are no breaches of user data or legal proceedings in association with privacy data, hence no monetary losses.
Data Security	TC-IM-230a.1	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	74, 86	The number of data breaches in the last three years is 0.
	TC-IM-230a.2	Description of approach identifying and addressing data security risks, including use of third-party cybersecurity standards	73-75	Cybersecurity technologies and physical actions are in place for privacy protection.
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	21, 82	We have 48 foreign nationals, accounting for 9.2% of the total employees. (2023)

sectors which are subdivided into 77 industries, and JYP Entertainment is part of the Internet Media & Service and Media & Entertainment industries within the service sector.

Topic	Code	Metric	Reported in	Content of reporting
Intellectual Property Protection & Anti-Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	80	There is no such violation of anti-competitive behavior regulations, hence no monetary losses resulting from legal proceedings.
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, (3) all other employees	21, 69, 80-82	As of 2023, female employees account for 67% of the total employees and keep rising.
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	59-60	To enhance user accessibility without physical or geographical limitations, we are providing broader access for events and performances to the social marginalized, as well as offering content in multiple languages.
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	52	At JYP Publishing, a plagiarism prevention system is in place to protect intellectual property rights.

UN SDGs

Category	Goal	Activities in 2023	Reported in
Environmental	 7. Ensure access to affordable, reliable, sustainable, and modern energy for all	Implementing RE100 by replacing all of the electricity consumed by the head office in Korea with renewable energy	42
	 12. Ensure sustainable consumption and production patterns	Publishing 2023 JYP Entertainment Sustainability Report, 34.5 %, a rate of using reusable containers at the in-house cafe Promoting eco-friendly merchandise and introducing green packaging	1, 43-44
	 13. Take urgent action to combat climate change and its impacts	Reducing energy consumption and transitioning to environmentally-friendly fuels, Building an environmentally-friendly and paperless office Building 2050 Net Zero roadmap, calculating emissions for Scope 3_Category (employee commuting)	39-44, 79
	 14. Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	Engaging in activities to protect climate-vulnerable coral with the JYPBOB environmental fund raised in partnership with PARAN, an ocean citizen science center Promoting the eco-friendly campaign "Love Earth Challenge" under the theme of 'Action for Ocean'	45-46
	 15. Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Contributing to building urban forests through donating Green Projects' profit to "Forest of Life" Creating the content JYP 4 EARTH in collaboration with artists	44, 64-65
Social	 3. Ensure healthy lives and promote well-being for all at all ages	Offering EDM support to 735 children home and abroad EDM Medical Treatment Project_ KRW 600 million by the HQs and JPY 12 million by overseas branches Providing health care benefit to employees	56, 61, 86
	 4. Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all	Building a distinct trainee selection platform Providing a multi-label artist support system 8 employees using parental leave, and 5 using reduced work hours before childbirth	49-50, 56, 83
	 5. Achieve gender equality and empower all women and girls	Female employees accounting for 67% of the total employees Females accounting for 51% of the total senior managers in 2023	21, 81-82
	 8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	Recruiting 152 new hires Operating a fair cooperation process for partners	57-58, 81
Governance	 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels	Organizing compliance training and improving contract management process Expanding digital communication channels and providing content in multiple languages	59, 72
	 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	EDM Social Contribution Project Partnership: home_ Samsung Medical Center and National Cancer Center /abroad_ World Vision Environmental Partnership: home_ the Sea of East Asia Network OSEAN and the Ocean Citizen Science Center PARAN /abroad_ 1% for the Plant	45, 61

Greenhouse Gas Verification Statement

Introduction

DNV Business Assurance Korea Ltd. (“DNV”) was commissioned by JYP Entertainment Corporation (“Company”) to perform third party verification for the Greenhouse Gas Statement (“the statement”) of the Company and its subsidiaries. The Company is responsible for the preparation of the GHG statement on the basis set out within the ‘ISO 14064-1:2018’, ‘WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard/The Corporate Value Chain (Scope 3) Accounting and Reporting Standard’ and ‘IPCC Guidelines: 2006’. Our responsibility in performing this work is to the management of the Company only and in accordance with terms of reference agreed with them. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this verification opinion.

Objectives and scope of verification

The purpose of this verification is to present an independent verification opinion on the company’s Greenhouse Gas1 Statement, and the scope of verification is as follows;

- Organizational Boundary: JYP Entertainment Corporation, JYP Publishing Co.,Ltd., JYP Three Sixty Corporation, JYP Partners, JYP Entertainment Japan Inc., JYP Entertainment Hong Kong LIMITED(JYP Beijing Cultural Exchange Ltd.), JYP USA Inc.
- Operational Boundary: Scope 1 (Direct emissions), Scope 2 (Indirect emissions), Scope 3(Other indirect emissions, Category 7: Employee commuting of JYP Entertainment Corporation)
- Reporting period: 2023.01.01 ~2023.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the ‘ISO 14064-3:2019’, based upon a reasonable level of assurance for the domestic companies and a limited level of assurance for the overseas companies

and Scope3 Emissions of JYP Entertainment Corporation. We planned and performed our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows;

- Process to generate, aggregate and report the emissions data
- The data and information supporting the report were based on historical in nature. May include partially hypothetical and projected data and information

Conclusions

Based on the process and procedures conducted, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information;

- DNV presents an ‘Unmodified’ opinion on Greenhouse Gas Emissions

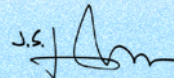
(Unit: ton CO₂-eq)

Company	Accounting Method	Direct Emissions (Scope1)	Indirect Emissions (Scope2)	Other Indirect Emissions (Scope3)	Total Emissions ¹⁾
JYP Entertainment and its subsidiaries	Location-based ²⁾	319,090	861,653	182,967	1,363,710
	Market-based ³⁾				612,198

Jang-Sub Lee

Country Representative DNV Business Assurance Korea

12 June 2024 Seoul, Korea



[Annex to AO_PRJN-744051-03-2024-AST-ENG Verification Opinion]

(Unit: ton CO₂-eq)

Company	Accounting Method	Direct Emissions (Scope1)	Indirect Emissions (Scope2)	Other Indirect Emissions (Scope3)	Total Emissions ¹⁾
JYP Entertainment Corporation	Location-based	299,634	751,512	182,967	1,234,113
	Market-based ³⁾		0		482,601
JYP Publishing Co.,Ltd.	Location-based	2,868	29,488	-	32,356
JYP Three Sixty Corporation	Location-based	2,523	14,850	-	17,373
JYP Partners	Location-based	-	0,599	-	0,599
JYP Entertainment Japan Inc.	Location-based	-	30,977	-	30,977
JYP Beijing Cultural Exchange Ltd.	Location-based	14,065	32,704	-	46,769
JYP USA Inc.	Location-based	-	1,523	-	1,523
Total	Location-based	319,090	861,653	-	1,523
	Market-based ³⁾		110,141	-	612,198

1) Total emissions is the sum of direct and indirect emissions

2) The ‘Location-based’ emissions are GHG emissions reported as Scope 2 based of local-grid.

3) The ‘Market-based’ emissions are GHG emissions reflected as Scope 2 by purchasing of a renewable energy certificate for taking part in K-RE100. (JYP Entertainment’s electricity consumption in FY23: 1,571.996MWh, JYP Entertainment’s REC purchase in FY23: 1,577,002MWh)

1 Shared offices are excluded from the boundary. JYP Beijing Cultural Exchange Ltd.is main subsidiary of JYP Entertainment Hong Kong LIMITED, so it is included in the boundary.

This Verification Opinion is valid as of the date of the issuance. Please note that this Opinion would be revised if any material discrepancy which may impact the Greenhouse Gas Emissions of the company is subsequently brought to our attention.

Independent Assurance Statement

Dear Shareholders of JYP Entertainment Corporation

Assurance Outline

Korea Productivity Center (hereinafter "KPC") was commissioned by JYP Entertainment Corporation (hereinafter "JYP Entertainment") to conduct an independent assurance on the 2024 ESG Sustainability Report (hereinafter "the report") and issues an assurance statement. JYP Entertainment has sole responsibility for the preparation of the data within the report. KPC's responsibility is to provide objective opinions on this report with the specified criteria and scope of assurance.

Objectives and scope of verification

This report describes JYP Entertainment's sustainability efforts and performance. The scope of assurance was included on activities from January 1, 2023 to December 31, 2023. Activities through 2024 has also been used in some areas. The report was assured focusing on the reporting of sustainable management policies, strategies, goals, businesses, and performance, and conformity of data collection and analysis, and the report creation process.

Criteria

The assurance was carried out in accordance with the following standards:

- AA1000AS v3
- KPC ESG Report Assurance Protocol

Levels

The assurance of this report was conducted in line with the requirements of the AA1000AS v3 Type 2(Adherence to the AA1000 four principles) at moderate level of assurance. The assurance was applied by professional judgement about materiality.

The report has been produced in accordance with GRI Standards. We confirmed that the report was complied with reporting principles of GRI Standards, Universal Standards, and Topic Standards based on the data and information provided by JYP Entertainment.

Universal Standards	
Organizational and its reporting practices	2-1 ~ 2-5
Activities and workers	2-6 ~ 2-8
Governance	2-9 ~ 2-21
Strategy, policies and practices	2-22 ~ 2-28
Shareholder engagement	2-29 ~ 2-30
Material topics	3-1 ~ 3-3

Topic Standards	
Economic Performance	201-1, 201-3
Indirect Economic Impacts	203-1, 203-2
Anti-corruption	205-2, 205-3
Energy	302-1, 302-3, 302-4
Water and Effluents	303-5
Emissions	305-1, 305-2, 305-3, 305-4, 305-5
Effluents and Waste	306-1, 306-3
Employment	401-1, 401-3
Occupational Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10
Training and Education	404-1, 404-2, 404-3
Diversity and Equal Opportunity	405-1, 405-2
Non-discrimination	406-1
Customer Privacy	418-1

Independent Assurance Statement

Methodology

- Review of Sustainability Performance Data and Management System
- Review of the reporting process and data management framework
- Review of materiality assessment process and Internal Analysis Procedure
- Review of media report on sustainability
- Interviews with executives and employees involved in material topics and report preparation
- Review of the overall report

Limitations

This assurance is limited assurance in limited criteria with comparative review of data provided by JYP Entertainment. It has its own limitations depending on the characteristics and calculation method of the data.

Conclusions

KPC conducted assurance on the draft by review of the data, onsite verification and interview with the employees. It was confirmed that all errors identified during the assurance were corrected.

As a result of the assurance of this report, no material errors or improper descriptions have been found and the conclusions are as follows.

• Inclusivity : Participation of shareholders

JYP Entertainment operates shareholder communication channels to gather opinions from various shareholders to derive material topics and ensure that they are reflected in decision-making.

• Materiality : Selection and reporting of material topics

JYP Entertainment presented sustainability performance data without any material omissions. Relating to the material issues in the report, nothing had come to our attention that would cause problem in decision-making process.

• Responsiveness : Organizational response to issues

KPC checked and reviewed the data related to the internal and external shareholders of JYP Entertainment, we confirmed JYP Entertainment identified the reporting scope and shareholders' interests and reflected them. We confirmed JYP Entertainment has management process of material topics through materiality assessment.

• Impact : Monitoring and measurement of business activities

KPC reviewed JYP Entertainment identified and monitored the impact of JYP Entertainment's business activities on shareholders. We confirmed the impact associated with material issues have been properly measured.

• Reliability : Reliability and quality of specified sustainability performance information

KPC conducted reliability verification of sustainability performance information provided by JYP Entertainment. We found no intentional errors or misstatements in the sustainability performance information through reviewing internal procedures for data measurement and management through interviews with the person in charge and sampling of data.

Independence of Assurance

The Korea Productivity Center is a fully qualified independent assurance agency. It is officially certified by Accountability that established AA1000, the international standard for shareholder engagement and assurance. It has the Assurance Committee with of experienced experts who are qualified for the consultation and assurance of sustainability practice.

KPC was not involved in any of the business operations of the JYP Entertainment and the assurance was conducted with independence.



June 2024
Korea Productivity Center
CEO Ahn Wan-ki

