

LEADER OF CHANGE

2025 JYP ENTERTAINMENT
SUSTAINABILITY REPORT

About This Report



Cover Story

The expansive blue light and fluid flow of color symbolize the scalability of transformation and a sustainable future, reflecting JYP's commitment to creating positive impact through responsible leadership as a "LEADER OF CHANGE."

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Report Overview

This report is JYP Entertainment's fifth Sustainability Report, published to transparently disclose our sustainability management direction and performance across economic, environmental, and social dimensions under our "LEADER IN ENTERTAINMENT" vision. During the publication process, we conducted a double materiality assessment to identify the significance of environmental and social impacts as well as financial impacts and to gather and reflect stakeholder feedback in selecting report topics. JYP Entertainment will continue our commitment to transparency by disclosing and managing our mid- to long-term strategies, goals, and management status through our sustainability reports.

Reporting Period

This report covers JYP Entertainment's key sustainability management activities and performance from January 1 to December 31, 2025, and includes some matters pertaining to management in the first half of 2026. Quantitative performance includes three-year data from 2023 to 2025 to show year-over-year trends. This report is published annually and was issued in June 2026.

Reporting Scope

The scope of this report includes the ESG management activities and performance of the domestic headquarters, subsidiaries, and overseas subsidiaries. For data included in the Appendix, the reporting scope for each indicator is provided on page 127 of this report. Financial information is consistent with the consolidated criteria under the Korean International Financial Reporting Standards (K-IFRS). Any material changes are indicated in separate footnotes for the relevant items.

Reporting Principles and Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, the international standard for sustainability reporting. It also includes relevant information based on the criteria, guidance, and indicators presented in the SASB (Sustainability Accounting Standards Board) industry standards. In addition, JYP Entertainment supports the UN SDGs (Sustainable Development Goals) and reports on implementation activities aligned with each goal.

Independent Assurance

To ensure the fairness, reliability, and completeness of this report's preparation process and all information contained herein, JYP Entertainment commissioned Korea Productivity Center Quality Assurance, an independent assurance provider, to conduct a third-party review. In addition, assurance of GHG emissions and energy use was conducted by DNV Business Assurance Korea Ltd., an independent assurance provider. The results of the assurance of this report, as well as that of GHG emissions and energy use, can be found in the respective assurance statements.

Disclaimer
This report contains not only JYP Entertainment's current and past activities and performance for sustainable growth and the creation of social value, but also information regarding its future directions, plans, goals, outlook, and related matters. Expressions such as "outlook," "expectation," "estimate," "anticipation," "plan," "goal," "scheduled," and "promote" included in this report constitute forward-looking statements, which are based on reasonable assumptions and expectations as of the date of preparation of this report. However, actual results may differ from the information presented in this report due to changes in the business environment, market conditions, laws and regulations, stakeholder demands, and other uncertainties. JYP Entertainment does not guarantee the accuracy or completeness of the forward-looking information contained in this report and assumes no obligation to separately update any changes to such information after the publication of this report. In addition, this report may not be used as evidence of legal liability in relation to investors' investment decisions or investment outcomes.

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Founder/Chairman Message



Greetings. This is J.Y. Park.
I would first like to extend my sincere gratitude to all of the dear fans
and stakeholders who have joined JYP Entertainment’s journey with unwavering love and trust.

Under the slogan “LEADER IN ENTERTAINMENT,”
JYP Entertainment has worked to become a leader that goes beyond the industry to create positive change in the world.
In a rapidly changing field, we have always remained grounded in sincerity toward people and society,
and have worked to create an environment where artists, trainees, and employees can grow in good health.
We also support communication and shared growth with a wide range of stakeholders.
This report presents our journey toward positive influence and our sincere commitments to the planet
and society as we continue to grow into an esteemed company.

JYP Entertainment will continue to create value for a better world without losing sight of our essence amid a rapidly changing environment.
We ask for your warm interest and encouragement as we work toward a sustainable future.

Thank you.



J.Y. Park Founder, JYP Entertainment

CEO Message



Wook Jeong CEO, JYP Entertainment

Greetings to our stakeholders. This is Wook Jeong, CEO of JYP Entertainment.

Under the slogan “LEADER IN ENTERTAINMENT,” JYP has continued to think deeply about how to move beyond the cultural significance of our music and create a positive impact in society. As we publish our fifth Sustainability Report, we would like to share with you the achievements we made over the past year and our journey toward a better future.

Growth Beyond Numbers into Value

In 2025, JYP once again demonstrated solid financial growth, recording KRW 821.9 billion in revenue. In particular, the successful debuts of new boy group KickFlip and Chinese local boy group CIIU showed that our creative system has taken firm root on the global stage and continues to bear fruit. Our 12.63 million copies in annual album sales also serve as a meaningful indicator of our deep emotional connection with global fans. We place value-based management at the foundation of all our activities to ensure these achievements also connect to social value that extends beyond global chart records and contribute to a better world together with our fans.

Internalizing Sustainability

Behind this growth lies JYP’s sincere effort to put our ESG vision, “Leader of Change,” into practice as a core principle of corporate operations. We have established an institutional foundation by clearly reflecting our management direction in our Articles of Incorporation, and on this basis, we are advancing human rights management and spreading a culture of respect for diversity across the organization. In particular, we are operating employee grievance channels in an effort to create an environment where all employees are respected.

A Culture of Respect for Human Rights and Shared Growth

JYP aims to build a healthy entertainment ecosystem that encompasses not only artists and employees, but also the key partners who work with us. As part of this effort, we have expanded the scope of our human rights impact assessment to include employees, artists, trainees, creators, and partners to systematically manage potential risks, while the operation of a company-wide human rights management council has strengthened our response system. We also support artists and trainees so they can demonstrate their capabilities in a healthy environment, while building the foundation for shared growth with partners through communication and capability-building programs.

Our Responsibility to the Environment and Our Future

JYP’s efforts to respond to climate change and minimize environmental impact are expanding across all areas. The establishment of our GHG inventory has expanded our management scope beyond Scopes 1 and 2 to include Scope 3 and allowed us to complete the transition of 100% of our headquarters' electricity use to renewable energy. Since 2024, our subsidiary BLUE GARAGE has also reorganized its energy use system around renewable energy, further strengthening our group-wide carbon neutrality performance. We are also continuing waste reduction activities by introducing mobile tickets for concerts, using digital materials to reduce paper consumption, and applying eco-friendly materials to merchandise packaging. Based on these efforts, JYP has been recognized by global rating organizations for our sustainability management performance, being ranked No. 1 both globally and in Korea in TIME magazine's "World’s Best Companies in Sustainable Growth 2026."

JYP will continue to fulfill its role as a responsible leader in the global entertainment industry based on sustainability management, and will continue to achieve steady growth and create positive value for society, grounded in trust with our stakeholders. Thank you.

About JYP

JYP, LEADER IN ENTERTAINMENT

Since our establishment in 1996, JYP Entertainment has been committed to leading the entertainment industry. Led by Asia’s top producer J.Y. Park, JYP has elevated K-POP's international status by producing leading global artists such as 2PM, DAY6, TWICE, Stray Kids, ITZY, Xdinary Heroes, NMIXX, and KickFlip.

Through the discovery and development of creative and proactive talent, JYP Entertainment is realizing our "LEADER IN ENTERTAINMENT" vision across the domestic and global music industry based on the core values reflected by "Leading Company" and "Respected Company."

Company Overview

(As of December 31, 2025, on a consolidated basis)

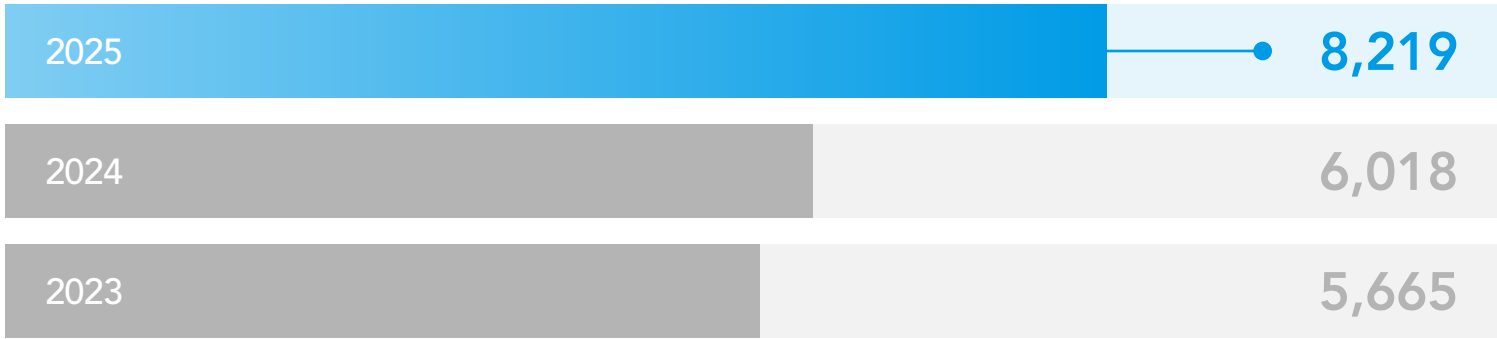
Company Name	JYP Entertainment Corp.	Consolidated Subsidiaries	BLUE GARAGE Co., Ltd.
CEO	Wook Jeong		JYP Partners Co., Ltd.
Founded	April 25, 1996		INNIT Entertainment Co., Ltd.
HQ Location	205, Gangdong-daero, Gangdong-gu, Seoul (Seongnae-dong, JYP CENTER)		JYP Entertainment Hong Kong LIMITED
			JYP Entertainment Japan Inc.
			JYP America Inc.
Number of Employees	496 employees (146 male, 350 female)*	Main Business	Album business, merchandise and IP licensing, artist management, concert planning, etc.
Business Locations	Domestic: Seoul / Overseas: China, Japan, United States		

* Based on headquarters (separate basis), excluding registered executives and including employees on leave, etc.

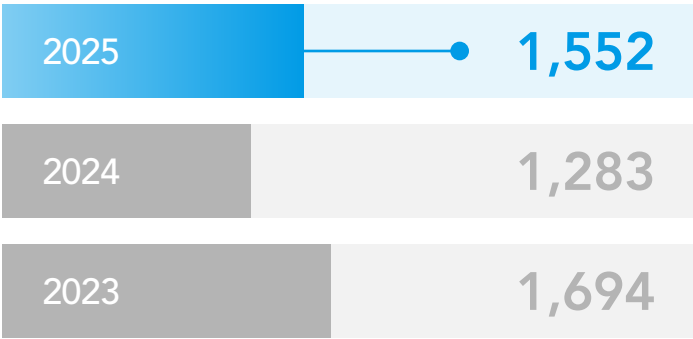
Financial Performance

(As of December 31, 2025, on a consolidated basis, Unit: KRW 100 million)

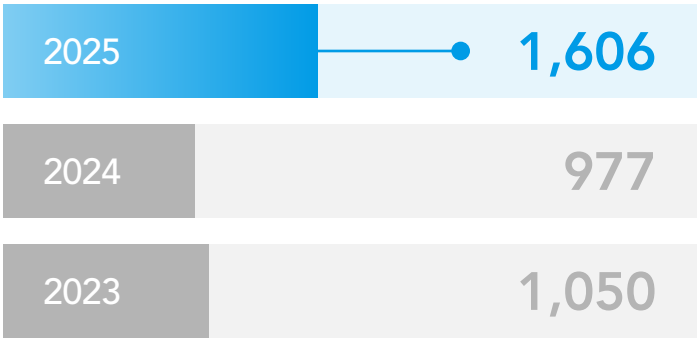
Revenue



Operating Profit



Net Income



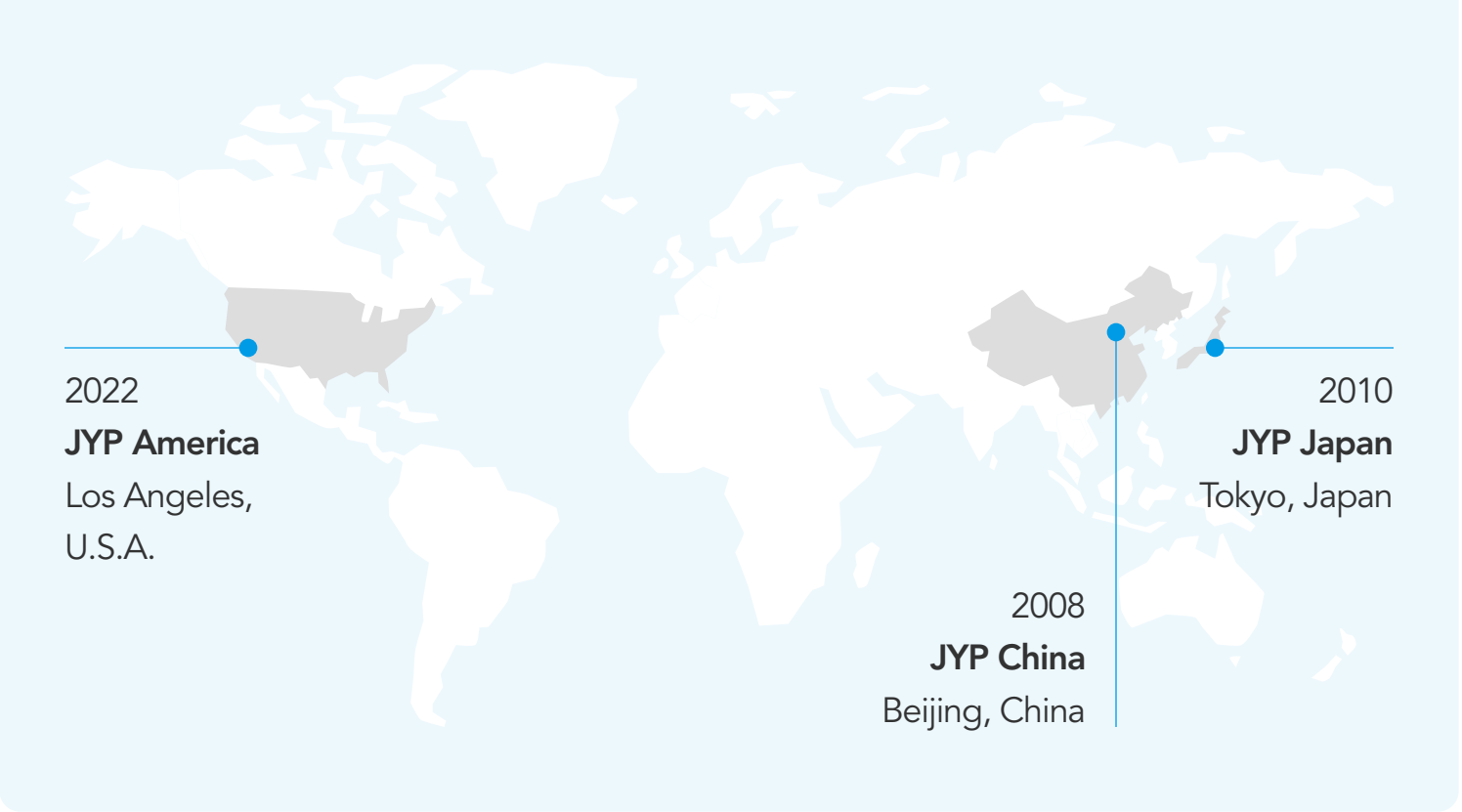
Domestic Subsidiaries

Through BLUE GARAGE, a subsidiary specializing in platform business, JYP Entertainment is expanding and advancing business models based on artist IP in diverse ways. In addition, through JYP Partners, a strategic investment organization, we identify and invest in companies that will lead the future of the cultural content industry, creating business synergies and driving mutual growth across the industry. Based on its professional management system and planning capabilities, INNIT Entertainment is taking on new challenges that transcend the boundaries across actor management and a wide range of music genres, including K-POP and trot (Korea traditional music genre).

Overseas Subsidiaries

JYP Entertainment has established JYP China, JYP Japan, and JYP America, closely communicating with music markets around the world and continuously expanding the global influence of K-POP content.

Global Network



Our History

Company History



1996

- Established Company

2001

- Changed the company name to JYP Entertainment Corp.

1996

2001

1999

- god

2000

- Park Jiyeon

2002

2012

2002

- RAIN
- Byul
- Noel

2005

- Lim Jeong Hee

2007

- Wonder Girls

2008

- Established JYP China

2010

- Established JYP Japan

2008

- JOO
- 2AM
- 2PM

2010

- miss A

2012

- Baek A Yeon
- 15&

2013

2026

2014

- GOT7
- NakJoon (Bernard Park)

2015

- DAY6
- TWICE

2018

- Stray Kids
- BOY STORY

2019

- ITZY
- YAOCHEN

2020

- NiziU

2021

- Xdinary Heroes

2022

- NMIXX

2024

- NEXZ

2025

- KickFlip
- CIIU
- GIRLSET
- PARK YOONHO
- LEE HYUNJUN

2026

- dodree

2021

- Established JYP Three Sixty (currently BLUE GARAGE)

2022

- Established JYP USA (currently JYP America)

2023

- Established JYP Partners

2024

- Established INNIT Entertainment

Leader’s Code

Vision and Strategy

JYP Entertainment has continued to prove our value on the global stage by discovering and developing top-tier, representative K-POP artists. Together with fans around the world, we are also showcasing K-POP's value and cultural influence while faithfully fulfilling our responsibilities as a leading company in the global entertainment industry.

Based on our vision as a “LEADER IN ENTERTAINMENT,” JYP Entertainment consistently practices our unique management philosophy, Leader’s Code. This is a set of principles that all employees follow, as well as a promise we keep to everyone who shows so much love for JYP Entertainment’s music and performances.

In addition, JYP Entertainment acts based on Integrity, Sincerity, Humility, and Love in accordance with the core values and principles of conduct established in Leader’s Code. We aim to lead the entertainment industry while growing into a respected company as we exemplify these values in our creative ideas and efficient execution. Furthermore, through our strong sense of compliance and ethical management, we will continue to be a leader who fulfills our social responsibilities and spreads a positive influence to bring about a better world.



Our Business

Business Areas

Music



- Strengthen the foundation for producing high-quality music content
- Create music with distinct value through original producing

JYP Entertainment plans and produces high-quality music content through Music Lab with the support of a pool of talented composers and lyricists. We create an efficient and supportive creative environment by providing the systematic studio facilities and infrastructure required for music production while continuing the legacy of JYP Entertainment’s distinct musical value through trend-leading original sounds and customized production for each artist.



NMIXX 1st Full Album <Blue Valentine>

Performance



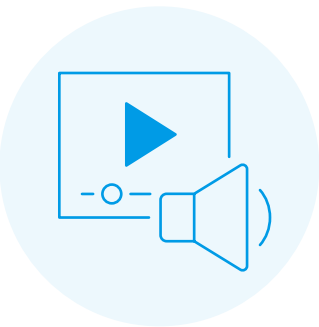
- Expand K-POP through global advancement
- Plan original performances and collaborate with partners

Leading the worldwide spread of K-POP content, JYP Entertainment plans and directs performances optimized for each artist’s characteristics and concept alongside our global network. In particular, we combine our original choreography planning capabilities with organic collaboration alongside external experts to provide our artists with truly well-rounded performances that maximize their stage value and deliver immersive and engaging concert experiences to audiences.



ITZY 3RD WORLD TOUR <TUNNEL VISION>

Advertising & Broadcasting



- Expand the scope of artists’ activities
- Proactive content risk management and customized support

JYP Entertainment continues to expand our artists’ global stage by carrying out multifaceted media activities across online and offline channels, including broadcasting, advertising, and digital content. In particular, we proactively review potential risks that may arise throughout the entire content production process and establish customized strategies that maximize each artist’s unique characteristics and capabilities. Through these efforts, we provide systematic and professional management support so that artists can carry out more stable and successful activities.



KickFlip Original Content (KickKick Original)

Our Business

Business Areas

MD(merchandise)/IP Licensing



- Expanding IP business globally and platform innovation
- Strengthening artist branding and enhancing fan engagement

JYP Entertainment develops multifaceted business models utilizing artist IP together with BLUE GARAGE. We respond swiftly to rapidly growing IP demand and market changes, and continue to expand licensing areas through leading domestic and global partnerships. FANS SHOP combines an online merchandise store with community functions to provide fans with a unique experience. JYP Entertainment maximizes artists’ brand value while innovatively strengthening fan touchpoints, creating distinctive business value within the entertainment industry.



Stray Kids SKZOO × Zootopia 2

Artist Empowerment



- Differentiated artist development and care system
- Supporting balanced growth with both character and capability

JYP Entertainment focuses on discovering talent with sound values and unlimited potential from the trainee selection stage. Through a systematic and specialized training system, we provide full support to help artists grow into talented individuals with not only outstanding skills, but also with a balanced mindset and a sophisticated human character. This reflects JYP Entertainment’s firm commitment to developing artists who act as a positive influence in society. We create an optimal environment where each artist’s originality and potential can be expressed in harmony, supporting their healthy growth.



TWICE <THIS IS FOR> Choreography Video

JYP Artists

1

J.Y. Park

Debut | September 1994

J.Y. Park

A “living legend” artist who continues to expand the boundaries of K-POP with relentless passion, performing on stages around the world, and a global producer leading the industry with his innovative vision.

Key Activities

Dec. 2025

Concert <Happy Hour>

Dec. 2025

Released <Happy Hour> digital single

Dec. 2024

30th anniversary Concert <Still JYP>

1



2

2PM

Debut | September 2008

JUN.K, NICKKHUN, OK TAEYEON, JANG WOORYOUNG, LEE JUNHO, HWANG CHANSUNG

An early driver of the K-POP phenomenon and a globally iconic group loved by fans around the world for their mature charm, unrivaled presence, and powerful and commanding performances.

Key Activities

Jun. 2026

JUN.K released digital single <Midnight Ticket>

May 2026

2PM 15th Japan Debut Anniversary Concert “THE RETURN”, held at Tokyo Dome

Sep. 2025

JANG WOORYOUNG released his 3rd mini album, <I’m into>

2



3

DAY6

Debut | September 2015

SUNGJIN, Young K, WONPIL, DOWOON

A leading K-POP band known for singing the emotions of the times through sincere lyrics and original melodies, comforting the hearts of fans across generations.

Key Activities

Mar. 2026

WONPIL (DAY6) released his 1st mini album <Unfiltered>

Sep. 2025

Released 4th regular album <The DECADE>

Aug. 2025

Currently on 10th anniversary world tour <The DECADE>

3



4

TWICE

Debut | October 2015

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

A leading K-POP girl group that is constantly writing records that continue to captivate the world with their signature positive energy and powerful global influence.

Key Activities

Oct. 2025

Released 10th anniversary special album, <TEN: The Story Goes On>

Jul. 2025

World Tour <THIS IS FOR>

Jul. 2025

Released 4th regular album, <THIS IS FOR>

4



JYP Artists

5

Stray Kids

Debut | March 2018

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

A leading global boy group that is driving trends in the global music market and elevating K-POP’s global status through record-breaking Billboard chart achievements and unrivaled “self-producing” capabilities.

Key Activities

- Mar. 20266TH fan meeting, <STAY in Our Little House>
- Nov. 2025Released SKZ IT TAPE “DO IT”
- Oct. 2025<dominATE: celebrATE> World Tour



6

BOY STORY

Debut | September 2018

HANYU, ZIHAO, XINLONG, ZEYU, MINGRUI, SHUYANG

The first example of globalization by localization, a local Chinese boy group with trendy sounds and solid skills.

Key Activities

- Apr. 2026ZIHAO debuted as a member of MODYSSEY
- Jan. 2026XINLONG debuted as a member of ALPHA DRIVE ONE
- Jul. 2025HANYU, ZIHAO, and XINLONG appeared on Mnet’s BOYS II PLANET

7

ITZY

Debut | February 2019

YEJI, LIA, RYUJIN, CHAERYEONG, YUNA

A girl group that has made its mark as a “leading K-POP performer” and is expanding its global influence through an unrivaled stage presence and message of independence that has inspired fans around the world.

Key Activities

- Feb. 20263rd world tour & 12th mini album, <Motto>
- Sep. 2025All ITZY members renewed their contracts
- Mar. 2025ITZY’s YEJI released “AIR” & YUNA released “Ice Cream”



8

YAOCHEN

Debut | June 2019

YAOCHEN

A leading Chinese solo artist who has solidified his popularity in the industry by expanding his activities beyond China into the global market with his limitless musical spectrum and commanding stage presence.

Key Activities

- Apr. 2026Released new album, <ROLL THE DICE>
- Jan. 2026YAOCHEN’s first Chinese drama, 秋雪漫過的冬天 (Chinese version of My Mister), aired
- Aug. 2025YAOCHEN held solo camping-themed performance, <Special Party of the Great Wall>

JYP Artists



9 NiziU

Debut | December 2020

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

A leading girl group that has established itself as a successful model of JYP’s localization strategy, expanding its global reach through solid talent and diverse charms beyond dominating local charts in Japan.

Key Activities

- Apr. 2026 Released 2nd Japanese EP, <GOOD GIRL BUT NOT FOR YOU>
- Nov. 2025 Released 3rd Japanese regular album, <New Emotion>
- Mar. 2025 Released 2nd Korean single, <LOVE LINE>



11 NMIXX

Debut | February 2022

LILY, HAEWON, SULLYOON, BAE, JIWOO, KYUJIN

A girl group that shows a unique presence as a pioneer of genre-crossing “MIXX POP,” with all members demonstrating exceptional talent and distinctive musical experimentation.

Key Activities

- May. 2026 Released 5th mini album, <Heavy Serenade>
- Nov. 2025 1st World Tour, <EPISODE 1: ZERO FRONTIER>
- Oct. 2025 Released 1st regular album, <Blue Valentine>



10 Xdinary Heroes

Debut | December 2021

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

A next-generation band that is opening new horizons for K-bands with experimental and powerful sounds that bring intense energy to music fans around the world.

Key Activities

- Apr. 2026 Released 8th mini album, <DEAD AND>
- Nov. 2025 <Beautiful Mind> World Tour
- Oct. 2025 Released 7th mini album, <LXVE to DEATH>

12 NEXZ

Debut | May 2024

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

A global boy group leading the flow of a new era with refined performances and fresh musical sensibilities, presenting their vision for the future global music market as the “Next Generation.”

Key Activities

- May. 2026 NEXZ LIVE TOUR 2026, <Hellmate>
- Apr. 2026 Released 2nd single album, <Mmchk>
- Oct. 2025 Released 3rd mini album, <Beat-Boxer>



JYP Artists



13 KickFlip

Debut | January 2025

KYEHOOON, AMARU, DONGHWA, JUWANG, MINJE, KEIJU, DONGHYEON

Flip it, Kick it! Turn the world upside down! Just kick away the hard times!
A passionate growth-driven boy group whose bold vibe embodies vibrant, youthful energy.

Key Activities

- Apr. 2026 Released 4th mini album, <My First Kick>
- Jan. 2026 Nationwide fan concert tour, <From KickFlip, To WeFlip>
- Sep. 2025 Released 3rd mini album, <My First Flip>



14 CIIU (奔赴少年)

Debut | August 2025

LUO YAN, HUANG WENJIN, BAI YUANHAO, WANG TIANYI, LIU ZEHENG

Launched by JYP China as the second local boy group under JYP's localization strategy, with a name that means “we will surely reach you, no matter how far away.”

Key Activities

- Dec. 2025 Released season song, “喜歡祢 (Like U)” and held fan tour
- Sep. 2025 Won WMA “年度新銳團體 (2025 Best New Group)”
- Aug. 2025 Released debut EP, “我們的出發 (Our Departure)”, and successfully completed first debut stage at 2025 TMEA



15 GIRLSET

Debut | August 2025

Lexi, Camila, Kendall, Savanna

A U.S.-based multinational girl group whose name, GIRLSET, reflects the idea of defining one’s own purpose without constraints and looking toward a limitless future.

Key Activities

- Mar. 2026 Released <Tweak>
- Nov. 2025 Released <Little Miss>
- Aug. 2025 Released <Commas>

INNIT Artists

1

dodree

Debut | January 2026

Na Yeongjoo, Lee Songhyun
A female duo set to lead K-culture through a new genre called “K-rossover Pop,” with a team name combining “Dodeuri,” a traditional Korean rhythmic cycle, and “Free.”

Key Activities
Jan. 2026 Released 1st digital single, <It Felt Like a Dream>



2

LEE HYUNJUN

Debut | December 2021

A promising next-generation actor and former model with an attractive image and limitless potential.

Key Activities
Nov. 2025 Appeared in drama, <As You Stood By>



3

PARK YOONHO

Debut | December 2023

A rising actor expanding his own spectrum with diverse character range and solid acting skills.

Key Activities
Jul. 2025 Appeared in drama, <Trigger>
May 2025 Appeared in drama, <Our Unwritten Seoul>
Jan. 2025 Appeared in drama, <Study Group>

Membership & Recognition

Memberships

Domestic

- Korea Popmusic Industry Association (KPIA)
- Korea Entertainment Producer’s Association
- K-RE100

Overseas

- 1% for the Planet*

* 1% for the Planet membership applies to :
JYP Soulcup

Awards

Category	Organization	Award Name
2025	TIME	The World’s Best Companies in Sustainable Growth 2026 (JYP Entertainment, No. 1 in Korea / No. 1 globally)
	iF International Forum Design	iF Design Award 2025 Communication Category Branding Winner Main Award (NEXZ official group logo)
	Recording Industry Association of Japan	Japan Gold Disc Awards • Music Video of the Year (“Stray Kids 2nd World Tour ‘MANIAC’ ENCORE in JAPAN”) • Best 3 Albums (Stray Kids’ 2nd Japanese full-length album, GIANT) • Best 5 New Artists (NEXZ)
	iHeartMedia	2025 iHeartRadio Music Awards K-pop Album of the Year (Stray Kids <ATE>)
	Nickelodeon	2025 Kids Choice Awards Favorite Music Group (Stray Kids)
	Tencent Music Entertainment	TMELive International Music Awards • International Music Industry Leader of the Year (J.Y. Park) • Most Influential International Group of the Year (TWICE) • Best International Stage Performance of the Year (ITZY)
		Tencent Music Entertainment Awards • Talented Artist of the Year (YAOCHEN)
	Korea Creative Content Agency	16th Korea Popular Culture and Arts Awards Prime Minister’s Commendation (TWICE)
	Design Zentrum Nordrhein Westfalen, Germany	Red Dot Design Award Main Award in the Brand Design & Identity Category (NEXZ official group logo)
2024	TIME	The World’s Best Companies in Sustainable Growth 2025 (3rd globally, 1st in Korea)
	Korea Creative Content Agency	15th Korea Popular Culture and Arts Awards Minister of Culture, Sports and Tourism’s Commendation (DAY6)
	NBC	2024 People’s Choice Awards Group/Duo of the Year (Stray Kids)
	Recording Industry Association of Japan	Japan Gold Disc Awards Best 5 Singles (Stray Kids’ “Social Path (feat. LiSA)” / “Super Bowl – Japanese ver.–”)
	iHeartMedia	2024 iHeartRadio Music Awards K-pop Album of the Year (Stray Kids’ 5-STAR)
	SSFF & ASIA Executive Committee	Short Shorts Film Festival & Asia 2024 Global Spotlight Award (Stray Kids music drama, SKZFLIX)
	Billboard	Billboard Music Awards Top Global K-Pop Artist (Stray Kids)

ESG Ratings

	KCGS (Integrated Ratings)	MSCI
2025	B+	AA
2024	B	A
2023	B+	AA

JYP ESG STORY

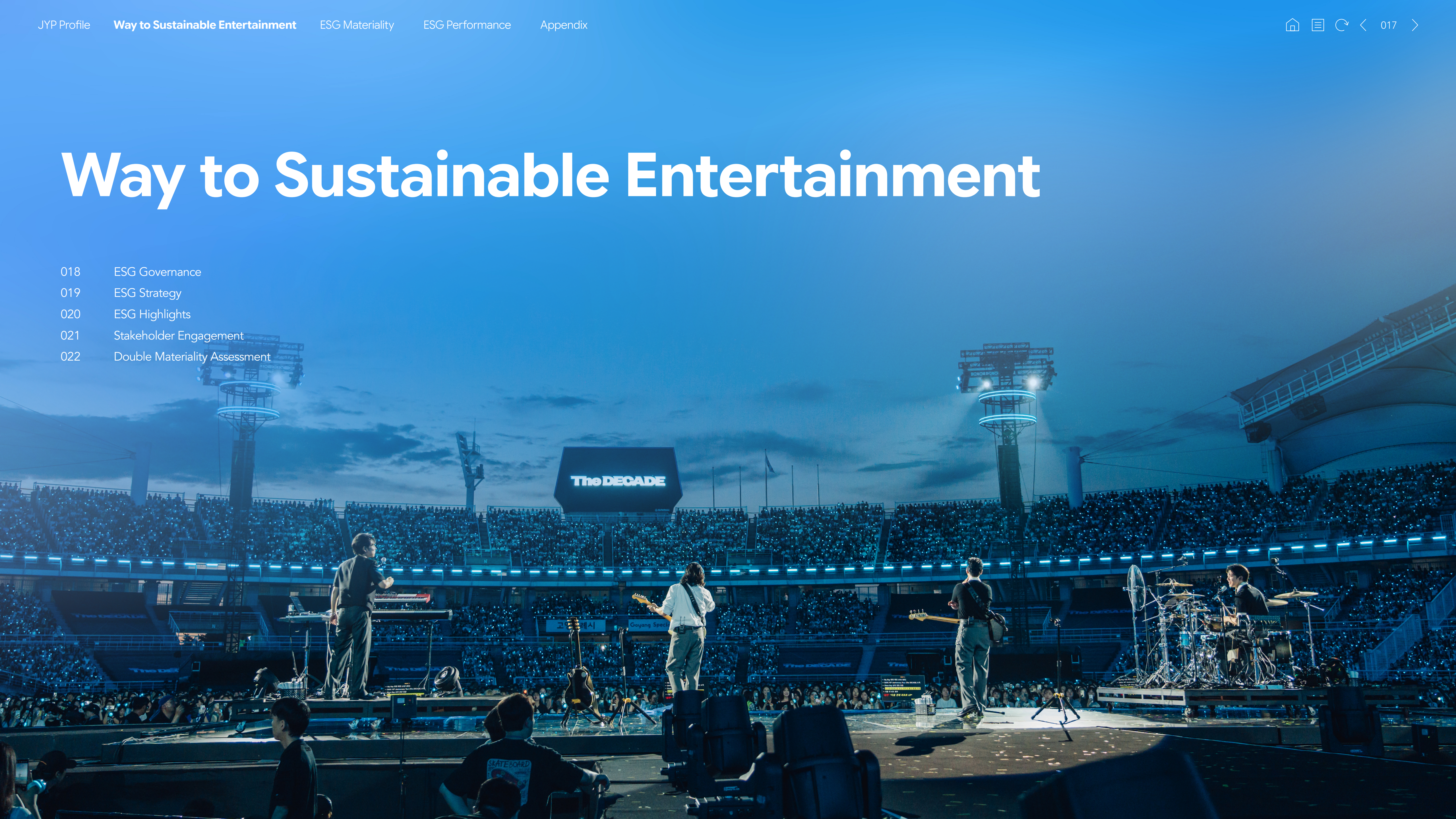
JYP Entertainment
selected by U.S. TIME magazine as
No. 1 globally and No. 1 in Korea
in the “World’s Best Companies
in Sustainable Growth 2026”



The U.S. weekly magazine TIME selected JYP Entertainment as No. 1 globally in the World’s Best Companies in Sustainable Growth 2026 in a joint announcement with German market research firm Statista. JYP Entertainment also achieved No. 1 in Korea for the second consecutive year, following last year. This assessment comprehensively reflects our corporate sustainability and growth capabilities, including revenue growth rate, financial stability, and environmental performance. JYP Entertainment received 97.59 out of 100 points in recognition of our outstanding performance across all categories. Driven by our “Leader of Change” vision, JYP Entertainment will continue our efforts for sustainable growth while fulfilling our responsibility in leading the global entertainment industry, from RE100 implementation to our internal dedication to human rights and diversity.

Way to Sustainable Entertainment

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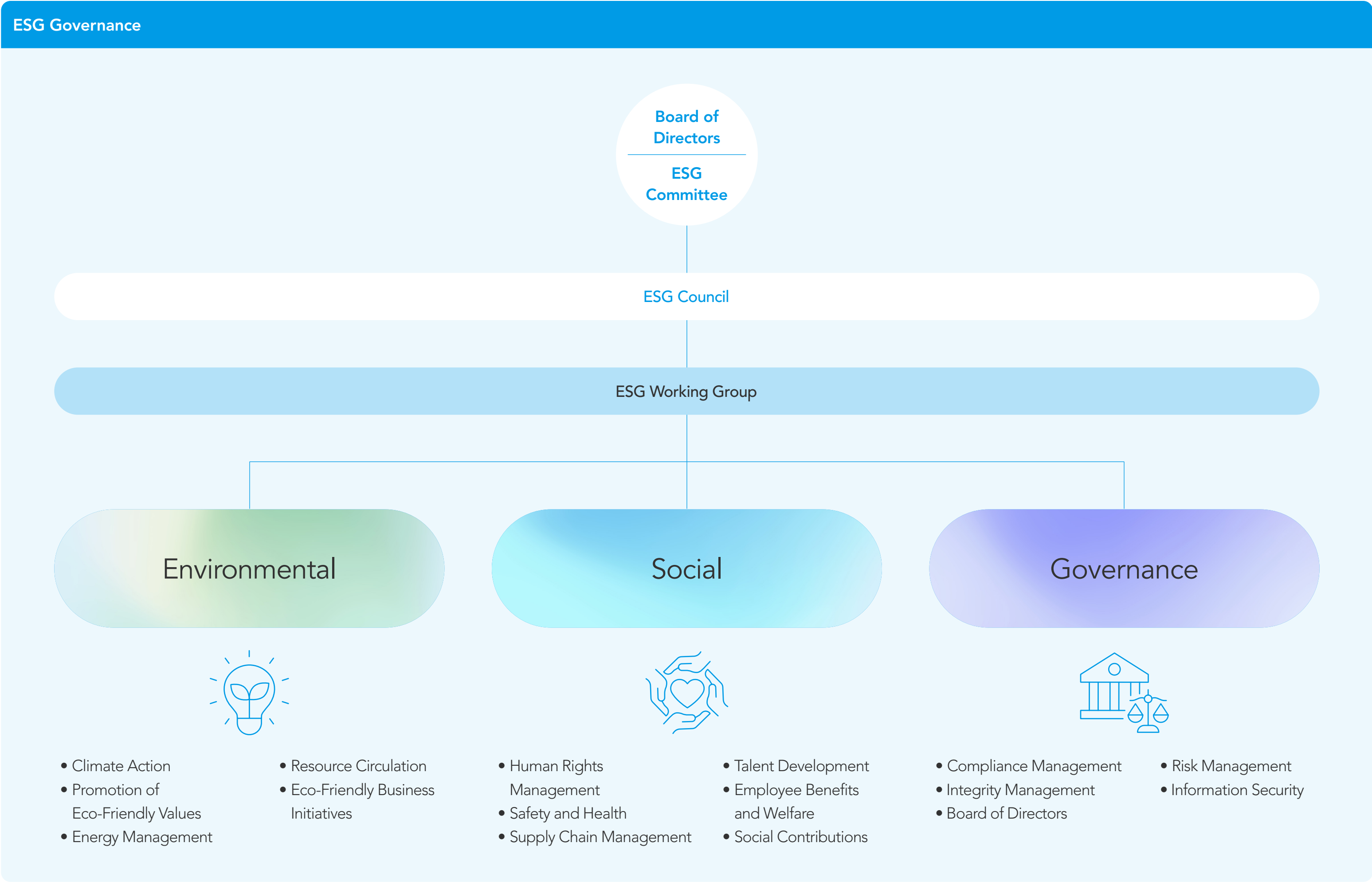


ESG Governance

ESG Governance and Roles

JYP Entertainment has established an organic decision-making system consisting of the ESG Committee under the BOD, the ESG Council, and the ESG Working Group to systematically manage ESG strategies and implementation across all areas. The ESG Committee reviews and resolves company-wide ESG strategies and key agenda items, while the ESG Council gathers company-wide ESG-related opinions and reviews ESG issues and tasks. The ESG Working Group is responsible for establishing detailed action plans and implementing tasks, and promotes practical activities in collaboration with each department.

ESG areas are divided into Environmental, Social, and Governance, with specialized units established to practice responsible management. The Environmental area leads the expansion of eco-friendly business practices, including climate action and resource circulation, while the Social area focuses on creating social value through human rights management, safety and health, and mutually beneficial cooperation. In the Governance area, related departments with specialized capabilities collaborate to strengthen risk management and compliance management systems in order to create a transparent and fair management environment. Through this organically integrated system, JYP Entertainment manages the entire ESG process in an integrated manner, from strategy development to performance evaluation.

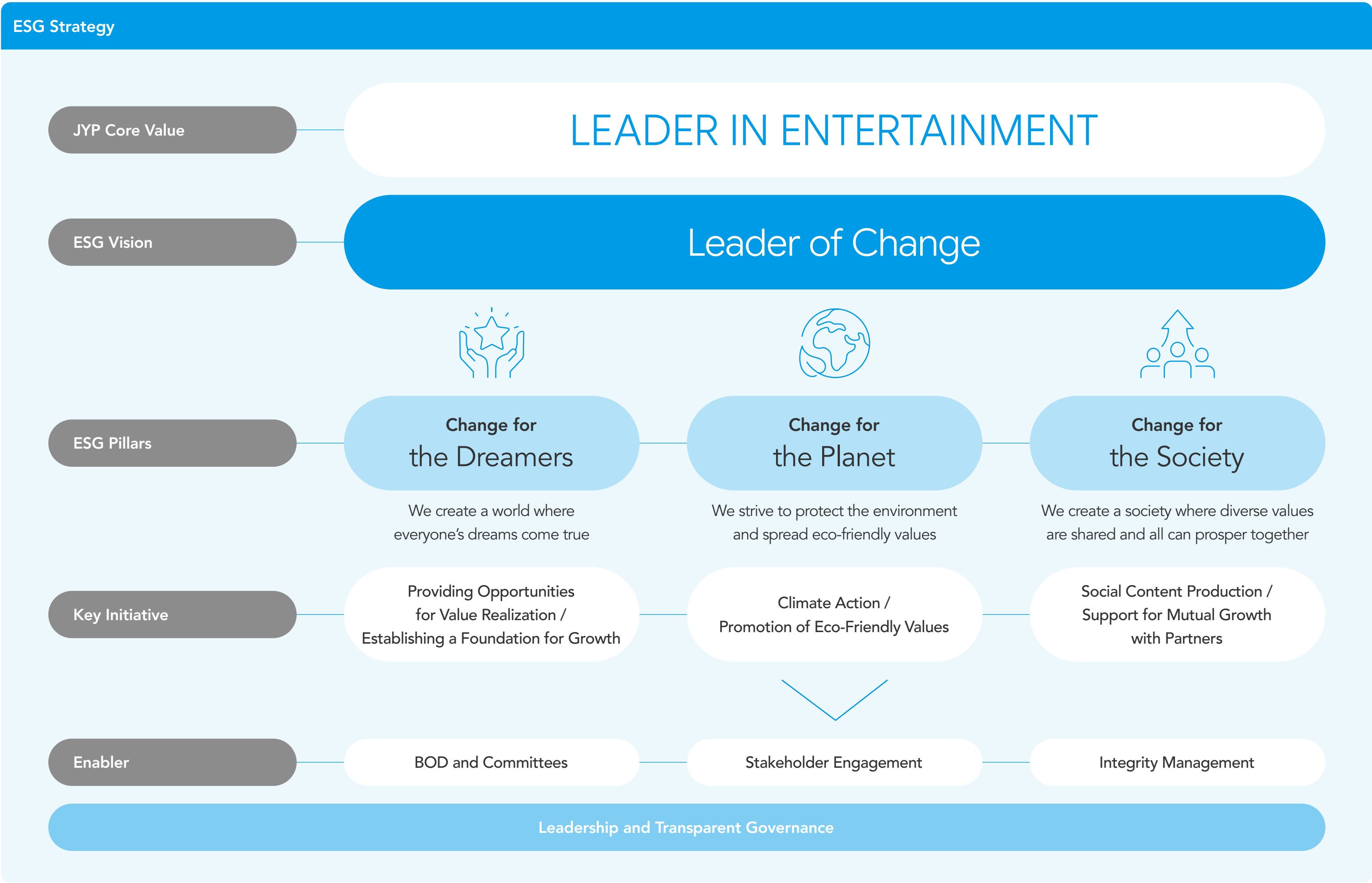


ESG Strategy

ESG Strategy and Framework

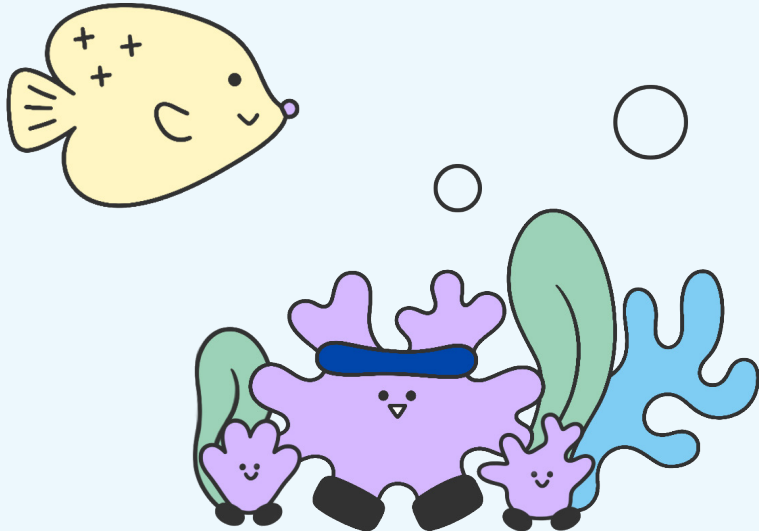
Based on the core values outlined in our “LEADER IN ENTERTAINMENT” vision, JYP Entertainment has established a “Leader of Change” message for our ESG vision to imagine a sustainable future and built a strategic framework to realize it. This reflects a practical commitment to going beyond fulfilling corporate social responsibility and driving positive change across the entertainment industry.

First, “Change for the Dreamers” focuses on creating an environment where all stakeholders can realize their dreams, expanding opportunities for value realization, and establishing a fair foundation for growth. Second, “Change for the Planet” is an environmental management strategy for responding to the climate crisis and practicing environmental protection. By setting climate action and the promotion of eco-friendly values as key initiatives, JYP Entertainment manages environmental impact throughout the entire process of content production and operations, while strengthening sustainability. Lastly, “Change for the Society” seeks to create a fair content production environment based on cooperation with a wide range of stakeholders and explore multifaceted support measures for mutual growth with partners. Furthermore, as the foundation for strategy execution, JYP Entertainment has established a governance system centered on the BOD and ESG Committee, and is enhancing execution capabilities through stakeholder engagement, integrity management, and a transparent decision-making structure.



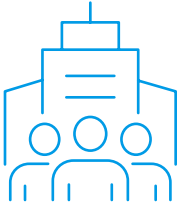
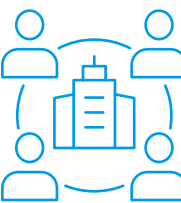
ESG Highlights

2025–2026 Key ESG Achievements

Environmental	Social	Governance
Promoting IP Waste Reduction Activities - Contributed to reducing waste in the content production process and minimizing environmental impact by considering set and prop reuse from the planning stage Expanding Biodiversity Conservation - Cleaned approximately 7.4 km of coastline and collected approximately 7.3 tons of marine waste through LOVE EARTH CHALLENGE ‘Race for Ocean’ - Contributed to creating a sustainable marine environment through marine biodiversity activities 	Strengthening the Human Rights Management System - Expanded the scope of the human rights impact assessment to cover employees, artists, creators, trainees, and some partners, establishing human rights risk management across the supply chain Establishing a Performance Accessibility System - Improved performance accessibility for audiences with hearing limitations by introducing hearing assistance systems - Established a barrier-free performance culture that everyone can enjoy 	Advancing the Information Security System - Established information security policies and guidelines reflecting information security-related laws and regulations - Obtained Information Security Management System (ISMS) certification for subsidiary BLUE GARAGE Conducting BOD Evaluation - Conducted an annual self-evaluation of the BOD to enhance its accountability and operational efficiency - Conducted evaluations across five areas: roles and responsibilities of the BOD, BOD composition, BOD operation, committees within the BOD, and individual directors 

Stakeholder Engagement

Stakeholder Engagement and Communication

Stakeholders	Members	Partners	Users	Shareholders and Investors	Local Communities	Government and Media
						
Communication Channels	- Internal groupware - Internal suggestion system (CHANGE) - Trainee feedback channel (JYP Talk) - Corporate website - Grievance channels	- Corporate website - Business meetings - Email - FGI (Focus Group Interviews) - Grievance channels	- Corporate website - Social media - Application - Email - Media coverage	- Regular General Meeting of Shareholders - Investor meetings - Periodic reports and disclosures - IR activities	- Corporate website - Email - Social media - Media coverage	- Corporate website - Press releases - Sustainability Report - Meetings
Key Activities	- Announcements of major management activities - Collection and reflection of opinions through the internal suggestion system - Internal training - Collection of human rights grievances and opinions - Operation of the JYP whistleblowing platform	- Operation of business partnership channel on the website - Provision of updates on mutual growth programs - Collection of partner feedback	- Major news announcements - Publication of new content - Customer communication and feedback collection	- Operation of General Meetings of Shareholders - Electronic disclosure - Disclosure of performance (financial statements, stock price information, etc.) - IR activities for domestic and global shareholders and investors - Response to inquiries	- Operation of EDM social contribution programs - Environmental campaigns - Publication of social contribution activity content - Signing of MOUs	- Participation in major policies - Creation of economic performance and payment of taxes - Distribution of press releases - Response to inquiries
Representative Activities	Through our internal suggestion system, CHANGE, JYP Entertainment freely receives a wide range of opinions from employees to support the company's development and create a happy workplace.	JYP Entertainment operates communication channels where partners can share their opinions and has established a system to review grievances and improve upon feedback.	JYP Entertainment operates channels through the FANS platform that enable fans and artists to communicate and has established a system to ensure smooth platform use through continuous monitoring and regular collection of feedback.	JYP Entertainment regularly operates corporate briefings and General Meetings of Shareholders to communicate with shareholders and investors and provides disclosures on our website to ensure convenient access to information for diverse stakeholders.	Based on our "Every Dream Matters!" vision, JYP Entertainment carries out a variety of EDM social contribution activities, including emergency relief, volunteer activities, and artists' public interest activities.	JYP Entertainment actively responds to government policies and requests through meetings with government ministries to support the sound development of the entertainment industry, continuously communicating with external stakeholders through media relations.

Double Materiality Assessment

Materiality Assessment Process

Issue Pool Identification

To comprehensively understand the economic, environmental, and social impacts arising across its management activities, JYP Entertainment analyzed domestic and global peer benchmarking, global ESG disclosure standards and evaluation indicators, and major initiatives. Based on this, we systematically identified sustainability-related risks and opportunities, updated the issue pool, and ultimately selected 21 ESG issues.

Impact, Risk, and Opportunity (IRO) Identification

JYP Entertainment analyzed IRO (Impact, Risk, Opportunity) for each of the 21 identified key issues. By comprehensively reviewing domestic and global laws and regulations, major ESG agendas, peer cases, and news on industry trends, we identified risk and opportunity factors that could arise in the short, medium, and long term from a business operations perspective. We also identified positive and negative impact factors from environmental and social perspectives.

Environmental, Social, and Financial Impact Assessment

JYP Entertainment comprehensively considered the business significance and impact, as well as the environmental and social significance and impact, of each of the 21 identified issues. With this in mind, we first identified 10 key issues with significant impact.

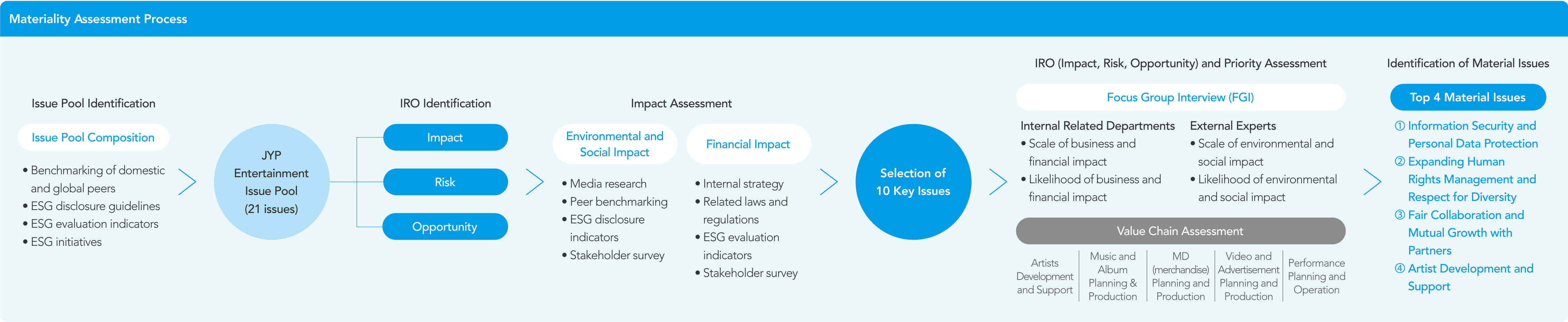
Environmental and Social Impact Assessment — In order to systematically assess environmental and social impact, JYP Entertainment reviewed major ESG standards such as GRI, UN SDGs, ISO 26000, and ESRS, and conducted media analysis for 2025 and peer benchmarking. In addition, we conducted a survey of external stakeholders to reflect the level of social impact of major issues from multiple perspectives.

Financial Impact Assessment — To assess financial impact, JYP Entertainment analyzed its internal management strategies and ESG Committee agenda items, and reviewed related domestic laws and regulations. We also reflected major ESG evaluation indicators such as KCGS, MSCI, and SASB, and conducted an internal survey of employees to comprehensively analyze the impact of each issue on the company’s financial performance.

Selection of Material Issues

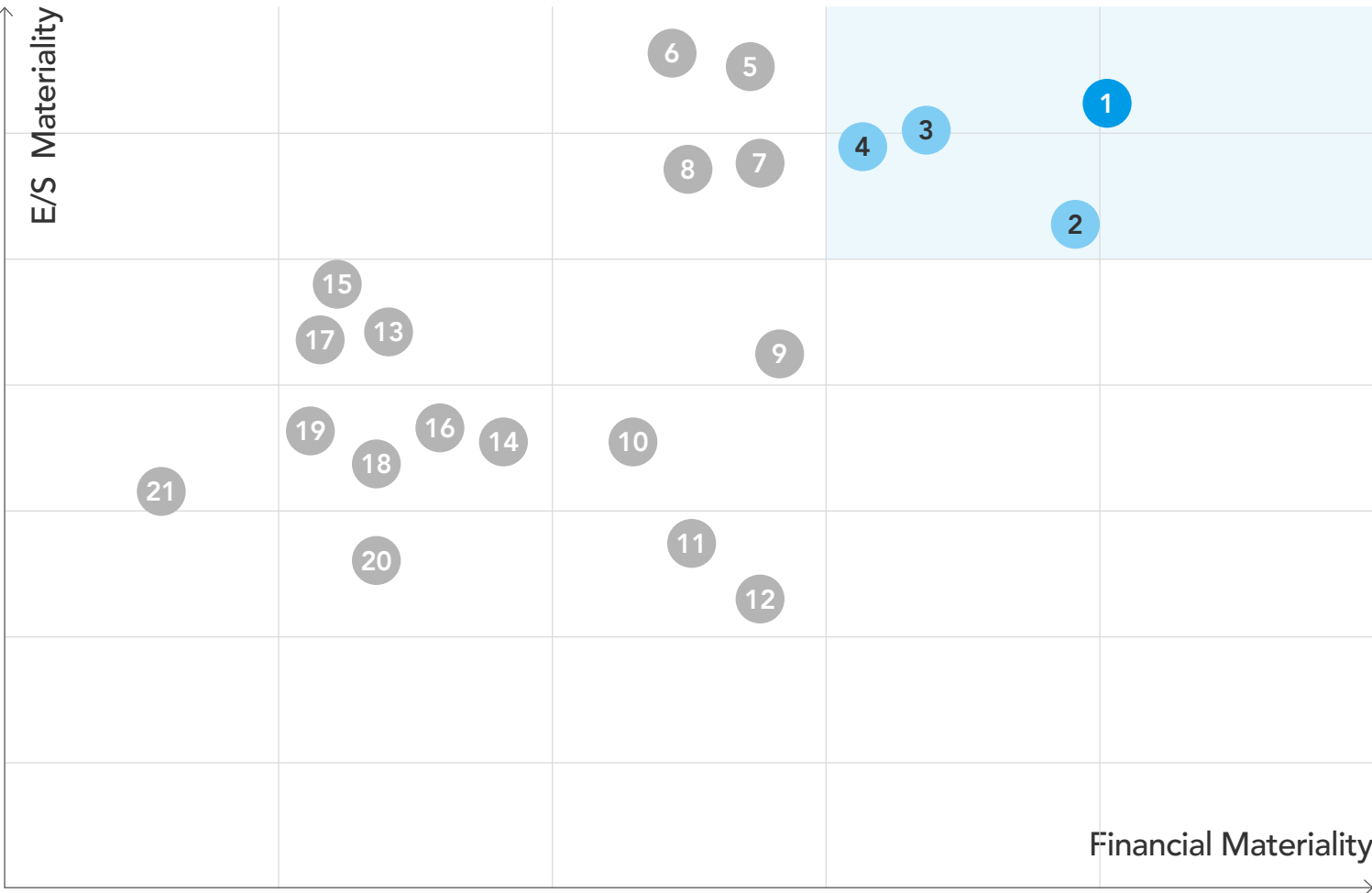
JYP Entertainment formed stakeholder groups related to each of the 10 identified key issue by considering the expertise and understanding of internal and external stakeholders, then conducted Focus Group Interviews (FGI). Through the interviews, we comprehensively evaluated the financial impact (scale and likelihood) of the risks and opportunities associated with each issue on business operations, as well as positive and negative impacts (scale and likelihood) from environmental and social perspectives.

In addition, we analyzed the scope of each issue’s impact across the major value chain, including Artist Development and Support, Music and Album Planning & Production, MD (merchandise) Planning and Production, Video and Advertisement Planning & Production, and Performance Planning and Operation. Opportunities and risks for each material issue were reported to the BOD, and through this assessment process, a total of four material issues were finalized: Information Security and Personal Data Protection, Human Rights Management and Respect for Diversity, Fair Collaboration and Mutual Growth with Partners, and Artist Development and Support.



Double Materiality Assessment

Materiality Assessment Results



— Identification of Material Issues

No.	Category	Issue	Issue Description	Change
1	Governance	Information Security and Personal Data Protection	In the digital content environment, information security is a key task directly linked to corporate trust. JYP Entertainment has established information security policies, training, and a security management system, and is carrying out systematic information protection activities by protecting personal data and guaranteeing the rights of data subjects.	▲ 3
2	Social	Promoting Human Rights Management and Respect for Diversity	As global activities expand, human rights protection and respect for diversity form the foundation for sustainable growth. JYP Entertainment manages human rights issues in an integrated manner through our Human Rights Management Policy and human rights impact assessment, and raises human rights awareness through employee training.	▼ 1
3	Social	Fair Collaboration and Mutual Growth with Partners	Fair and transparent trading practices are key elements for ensuring continued cooperation and competitiveness. JYP Entertainment applies our Partner Code of Conduct and Fair Trade Guidelines, and operates a mutual growth system through support programs and communication channels.	▲ 16
4	Social	Artist Development and Support	It is an important value for JYP Entertainment that artists can freely pursue their dreams in a healthy environment. JYP Entertainment supports the holistic growth of artists through a systematic development system, character education, and health and psychological support programs.	▼ 1

— General Issue Pool

No.	Category	Issue
5	Social	Strengthening Fan Engagement
6	Governance	Establishing an Integrity and Compliance Management System
7	Social	Talent Scouting and Management
8	Environmental	Resource Circulation and Waste Management

No.	Category	Issue
9	Social	Creating a Safe Workplace
10	Environmental	Climate Change Risk Management
11	Social	Contributing to Social Impact through Content
12	Social	Contributing to Local Community Development

No.	Category	Issue
13	Governance	Intellectual Property Management and Protection
14	Environmental	Biodiversity and Water Resource Management
15	Governance	Fair and Transparent BOD Composition
16	Social	Building a Healthy Organizational Culture

No.	Category	Issue
17	Environmental	GHG Emissions Management and Reduction
18	Environmental	Development of Eco-Friendly Content and Services
19	Governance	Building Trust through Stakeholder Engagement
20	Environmental	Advancement of Environmental Management
21	Governance	BOD and Executive Compensation

Double Materiality Assessment

Materiality Assessment Results

Material Issue IRO Assessment Results

JYP Entertainment conducted an IRO (Impact, Risk, Opportunity) assessment to analyze the environmental, social, and financial impacts of the 10 identified key issues in greater detail. The IRO assessment was conducted by classifying environmental and social impacts into positive and negative impacts, and financial impacts into risk factors and opportunity factors. In addition, we analyzed the impacts on business operations and stakeholders from multiple perspectives by comprehensively considering the likelihood and scale of impact of each factor.

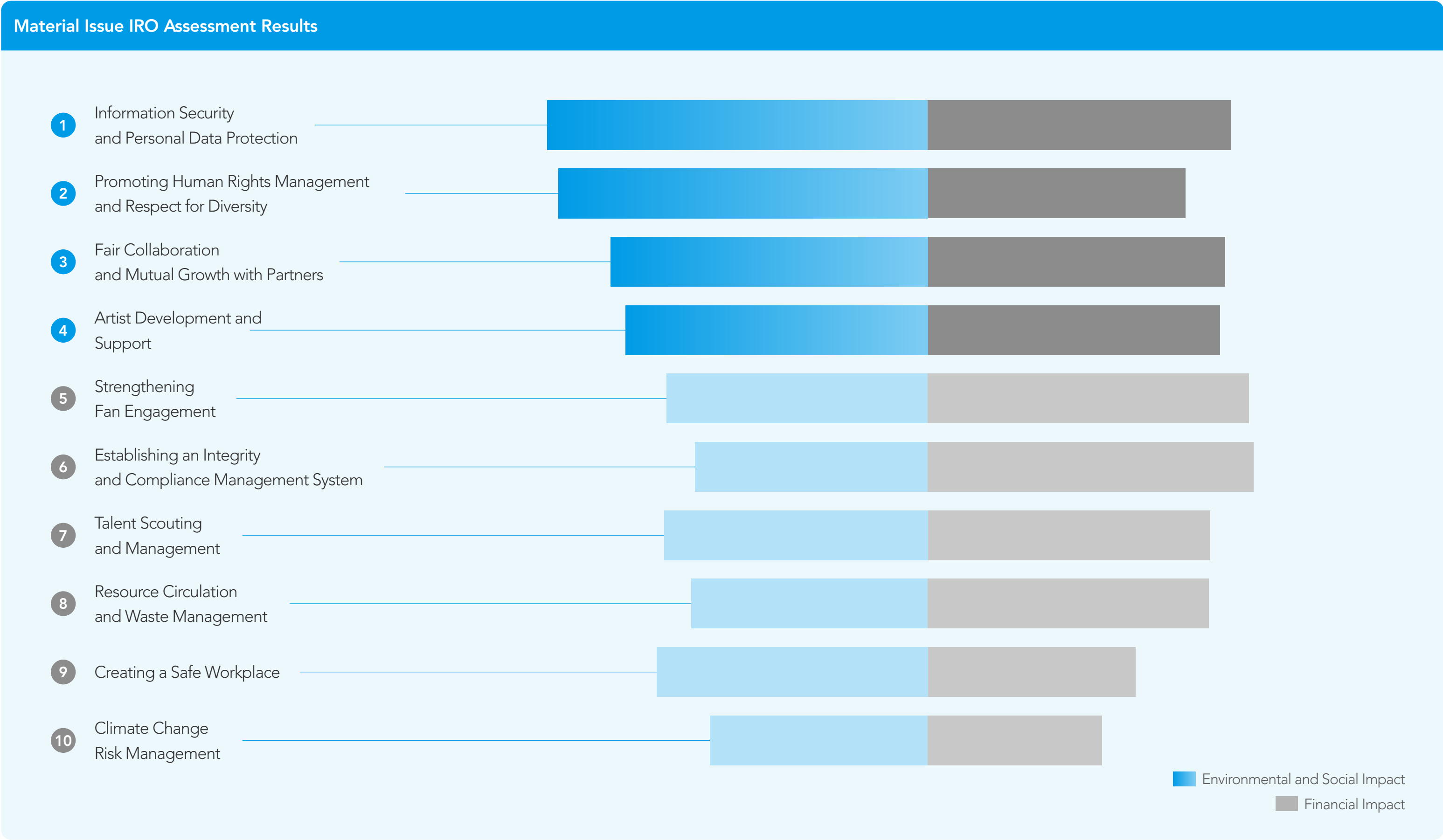
This report presents detailed assessment results focused on four material issues: Information Security and Personal Data Protection, Expanding Human Rights Management and Respect for Diversity, Fair Collaboration and Mutual Growth with Partners, and Artist Development and Support.

The assessment found that “Information Security and Personal Data Protection” is a highly material issue in terms of both environmental and social impact and financial impact. It is directly linked to service reliability and legal and regulatory compliance, while risks such as user turnover and revenue loss in the event of an incident were also identified.

“Promoting Human Rights Management and Respect for Diversity” showed high environmental and social impact. While it presents opportunities to strengthen brand competitiveness based on diversity, it was also analyzed to involve reputational and financial risks in the event of human rights issues.

“Fair Collaboration and Mutual Growth with Partners” showed balanced financial impact and environmental and social impact, with supply chain stability and stronger competitiveness based on fair transactions identified as key opportunity factors.

“Artist Development and Support” was analyzed as an issue directly linked to core competitiveness based on its financial impact and environmental and social impact, with factors such as stable revenue generation, image risk, and increased investment costs considered together.



Double Materiality Assessment

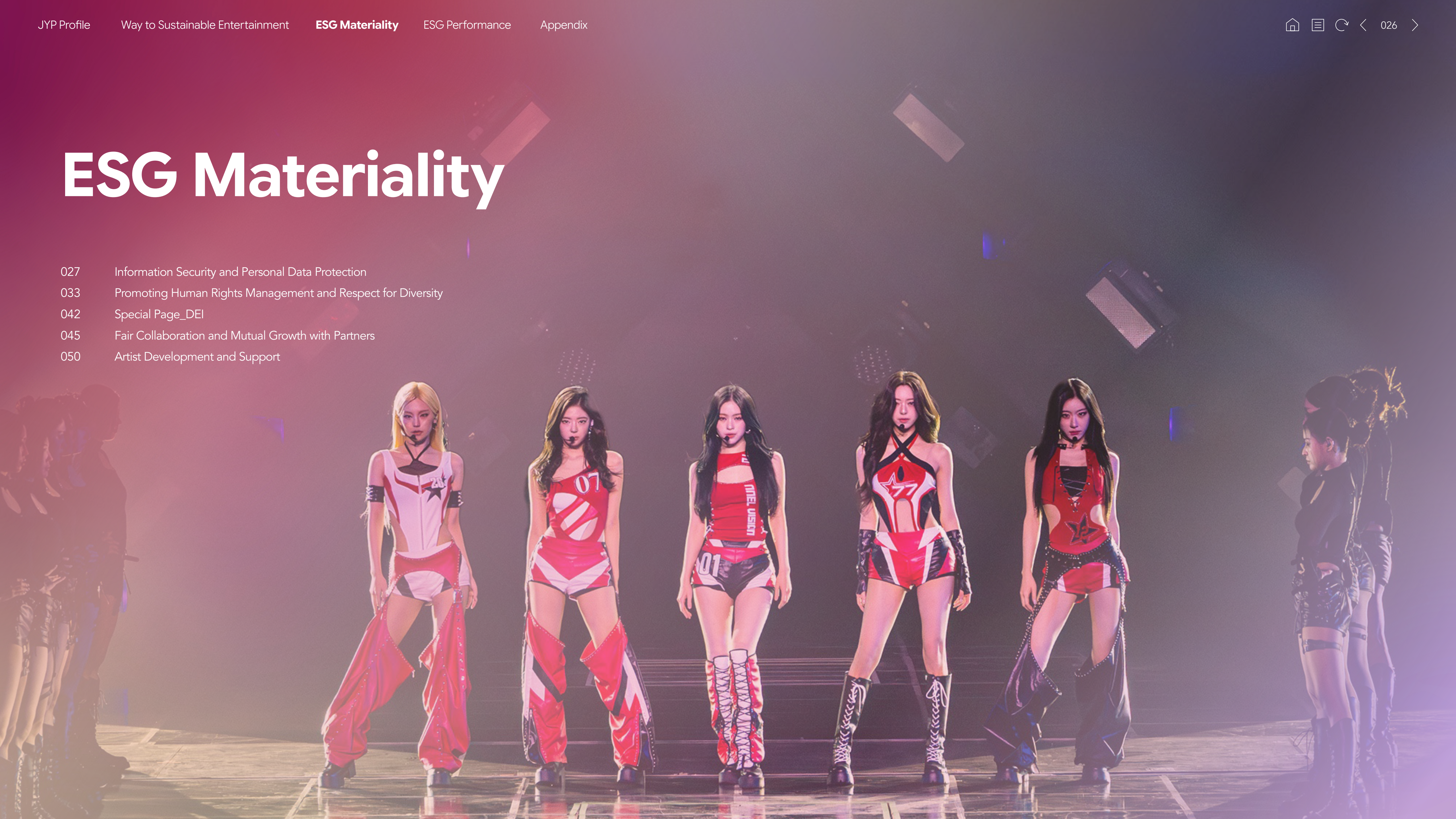
Material Issue Management*

Issue	Environmental and Social Impact				Financial Impact				Response Strategy				
Information Security and Personal Data Protection Affected Key Stakeholders Members, Partners, Users, Shareholders, and Investors	Likelihood	●●●○○		Impact	●●●●○		Likelihood	●●●●○		Impact	●●●●●		27~32
	Key Positive and Negative Impacts (Environmental & Social)	P Preventing risks of privacy infringement for platform users and employees at the source through an advanced security system N Threats to artist safety and harm to users in the event of a personal data breach				Key Financial Opportunities and Risk Factors	R Administrative fines and litigation costs in the event of non-compliance with the Personal Information Protection Act R Direct revenue loss and recovery costs due to user turnover and reduced service usage in the event of an incident O Securing business continuity by protecting systems from cyberattacks						
Expanding Human Rights Management and Respect for Diversity Affected Key Stakeholders Members, Partners, Users, Shareholders, and Investors	Likelihood	●●●○○		Impact	●●●○○		Likelihood	●●●○○		Impact	●●●●○		33~44
	Key Positive and Negative Impacts (Environmental & Social)	P Promoting cultural diversity by ensuring equal creative opportunities and creating an inclusive environment based on mutual respect N Deepening prejudice and discrimination across society due to the production and distribution of stereotyped or biased content				Key Financial Opportunities and Risk Factors	O Enhancing mid- to long-term market competitiveness by diversifying global brand partnerships and expanding the fan base. R Decline in content revenue and termination of advertising contracts due to reputational damage caused by human rights issues						
Fair Collaboration and Mutual Growth with Partners Affected Key Stakeholders Partners	Likelihood	●●○○○		Impact	●●●○○		Likelihood	●●●○○		Impact	●●●○○		45~49
	Key Positive and Negative Impacts (Environmental & Social)	P Securing the management stability of partners and creating a sustainable ecosystem by establishing mutual growth and fair trade with partners P Contributing to stronger competitiveness across the cultural industry by improving partners' technical capabilities and accumulating operational experience through mutually beneficial cooperation				Key Financial Opportunities and Risk Factors	R Administrative fines, reputational damage, and penalty payments to partners in the event of non-compliance with the Subcontracting Act and Fair Trade Act O Improved content quality and expanded stable supply based on fair transactions						
Artist Development and Support Affected Key Stakeholders Members, Users, Shareholders, and Investors	Likelihood	●●●○○		Impact	●●●●○		Likelihood	●●●●○		Impact	●●●●●		50~57
	Key Positive and Negative Impacts (Environmental & Social)	P Contributing to the formation of healthy values among the public through artists' socially responsible influence. P Building a foundation for the long-term activities of creators and artists by strengthening well-balanced capabilities.				Key Financial Opportunities and Risk Factors	O Enhancing content market competitiveness and stable revenue through stronger trust-based fandoms O Securing management stability and preventing loss of corporate value through proactive risk prevention						

* P (Positive), N (Negative), R (Risk), O (Opportunity)

ESG Materiality

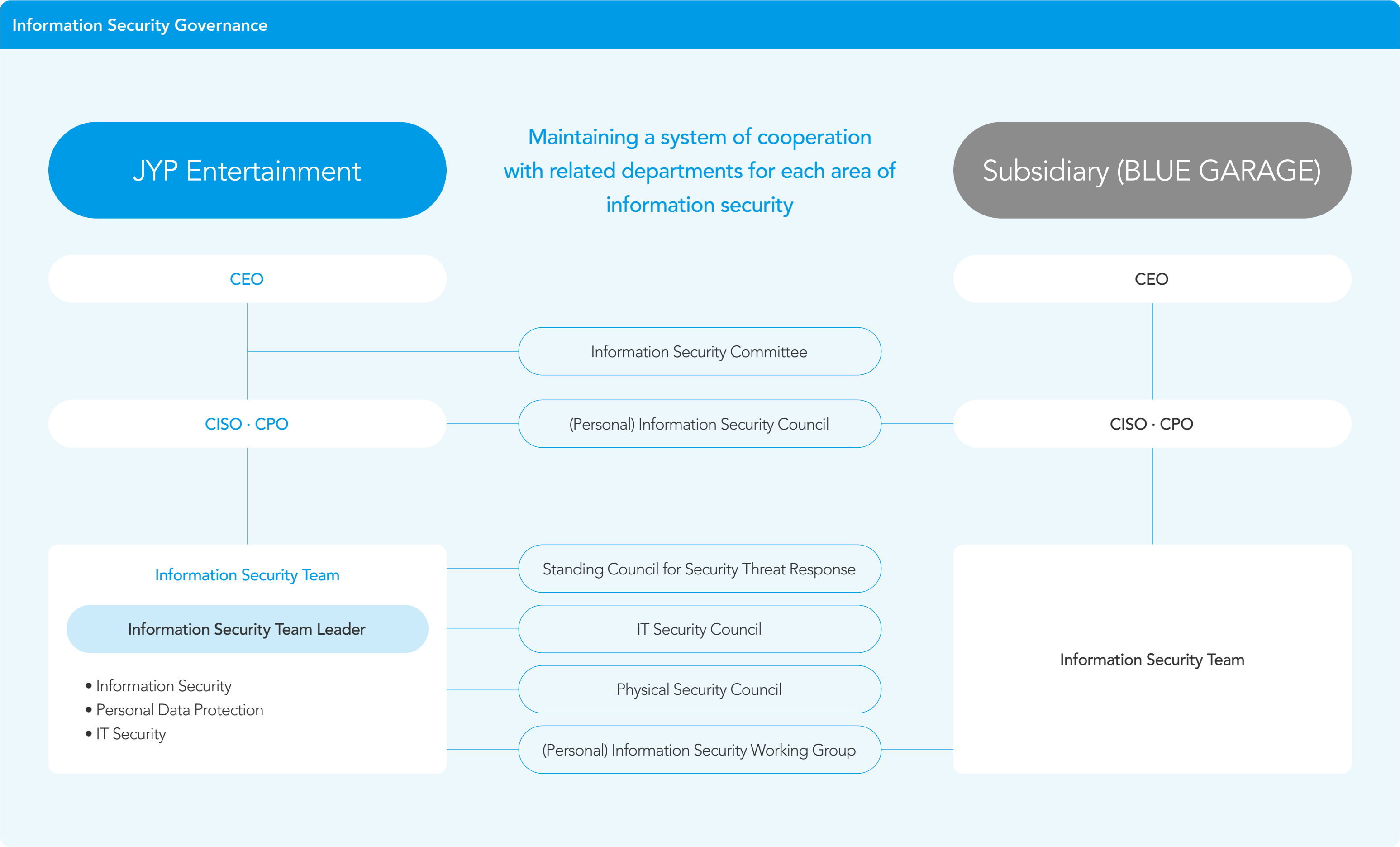
- 027Information Security and Personal Data Protection
- 033Promoting Human Rights Management and Respect for Diversity
- 042Special Page_DEI
- 045Fair Collaboration and Mutual Growth with Partners
- 050Artist Development and Support



Information Security and Personal Data Protection

Governance

Implementation Organization



JYP Entertainment discusses major information security issues and risk response measures through the 2025 Information Security Committee. The Information Security Committee is chaired by the CEO and attended by executives and management. Committee meetings are held regularly at least once a year and convened on an ad hoc basis when necessary. The Committee reviews the enactment and revision of information security policies, related business plans, and investments, and checks major security risks and response status. In addition, key information security matters are reported to the Committee under the leadership of the CISO, enabling oversight of the company-wide information security management system.

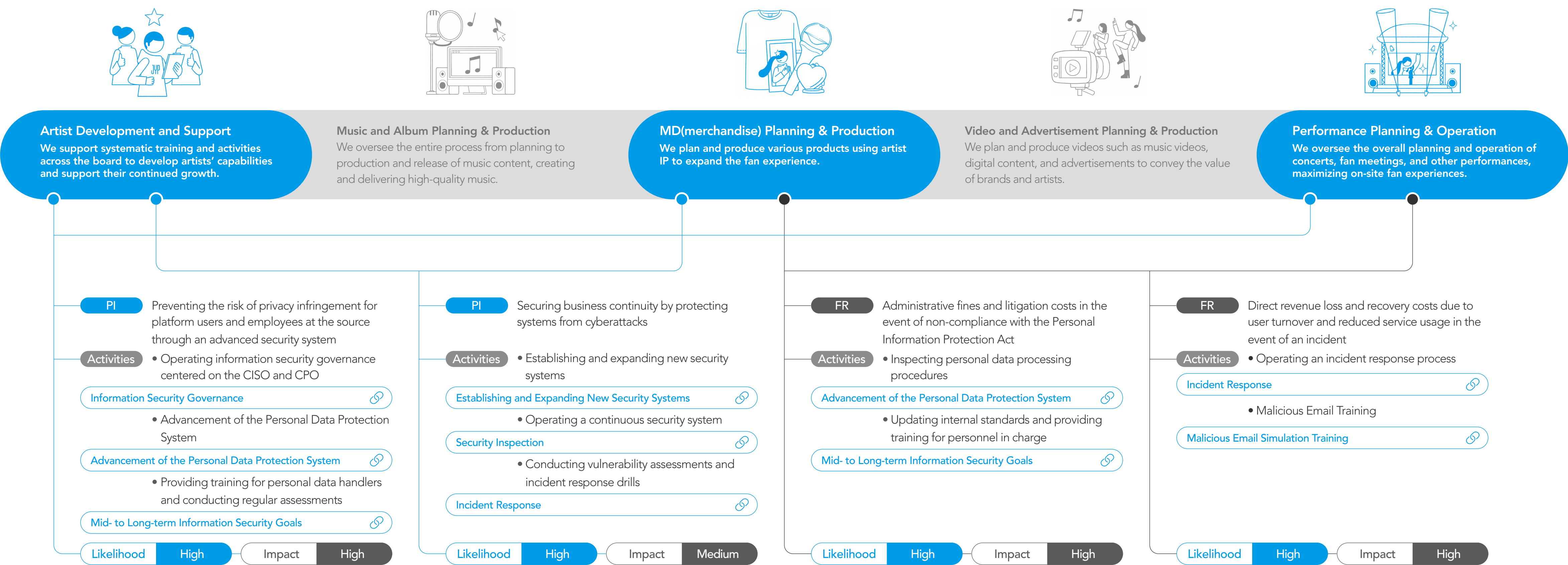
JYP Entertainment is strengthening our company-wide information security and personal data protection management system through the Company-wide Information Protection Council. In particular, subsidiary BLUE GARAGE has separately designated its CISO and CPO and operates a regular council with JYP Entertainment. The Company-wide Information Security Council is responsible for establishing company-wide information protection policies, reviewing major security issues, and developing response strategies, and discusses security risk management and measures to improve employees’ security awareness. In addition, working-level departments operate the Standing Council for Security Threat Response, IT Security Council, Physical Security Council, and (Personal) Information Security Working Group. Each council is jointly attended by the information security organizations of JYP Entertainment and BLUE GARAGE, and collaborates in function-specific areas of expertise such as security system operation, threat response, physical security management, and response to working-level personal data protection issues. Through these efforts, we continue to advance the company-wide level of information security.

Information Security and Personal Data Protection

Strategy

Risk Factors and Opportunity Factors Related to Information Security and Personal Data Protection*

JYP Entertainment discloses the impacts that material issues may have on our financial position in accordance with IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information). In particular, we identified positive and negative impacts, as well as risk and opportunity factors related to Information Security and Personal Data Protection, and analyzed the impacts of each factor from environmental, social, and financial perspectives. We also systematically organized each impact factor based on its scope of influence on the overall business model, likelihood, and magnitude of impact. Details can be found in the following Strategy section.



* PI (Positive Impact), NI (Negative Impact), FR (Financial Risk), FO (Financial Opportunity)

Information Security and Personal Data Protection

Strategy

Advancing the Information Security Policy and Risk Response System

— Information Security Policy

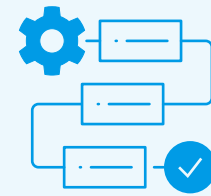
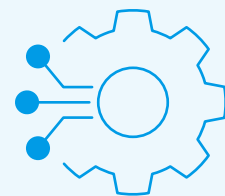
In 2025, JYP Entertainment established company-wide information security policies and guidelines reflecting information security-related laws and regulations. The policies aim to create a safe work environment for all employees, and include internal control standards for information systems, personnel security, and physical security, along with the information security organizational system. In addition, we have established a mid- to long-term information security roadmap and operate a systematic information security management system to continuously improve our technical and policy-based security levels.

[JYP Entertainment Information Security Declaration](#)

Information Security Strategy

Providing a Safe Work Environment through the Application of a Security System

Applying security governance optimized for JYP Entertainment's business



Establishing a Security Management System

Applying Business Security

Preventing/Responding to Security Threats

Network Security

Preventing intrusions and leakage through networks

System Security

Including APP, PC, server, etc.

Data Security

Trade secrets, personal data, etc.

Personnel Security

Preventing leakage caused by personnel

Physical Security

Access control for unauthorized persons, etc.

— Improving the Security Management System Across Legal Entities

JYP Entertainment has established an integrated management system to maintain a consistent level of information security across subsidiaries, including BLUE GARAGE, which is responsible for major digital platforms and content distribution and services within the group. To this end, JYP Entertainment and BLUE GARAGE have standardized our information security policies and clearly defined the roles and responsibilities (R&R) of each organization, minimizing overlaps and blind spots in security management. In particular, to safely protect various information assets generated in the operation of artist content, fan platforms, and digital services, we have strengthened security governance across legal entities and operate security inspection and response systems based on integrated standards. Through this, we are advancing the group-wide information protection management system and are continuing to strengthen our capabilities to provide stable services and respond to information security risks in a rapidly changing digital environment.

— Improving the Security Management System for Partners

JYP Entertainment distributes and provides guidance on relevant guidelines and forms so that partners can apply and comply with our information security regulations. In addition, we provide an information security checklist for partners to review the requirements they must comply with when collaborating with JYP Entertainment. Going forward, we plan to establish a system to inspect and evaluate partners' information security levels and manage them on a regular basis.

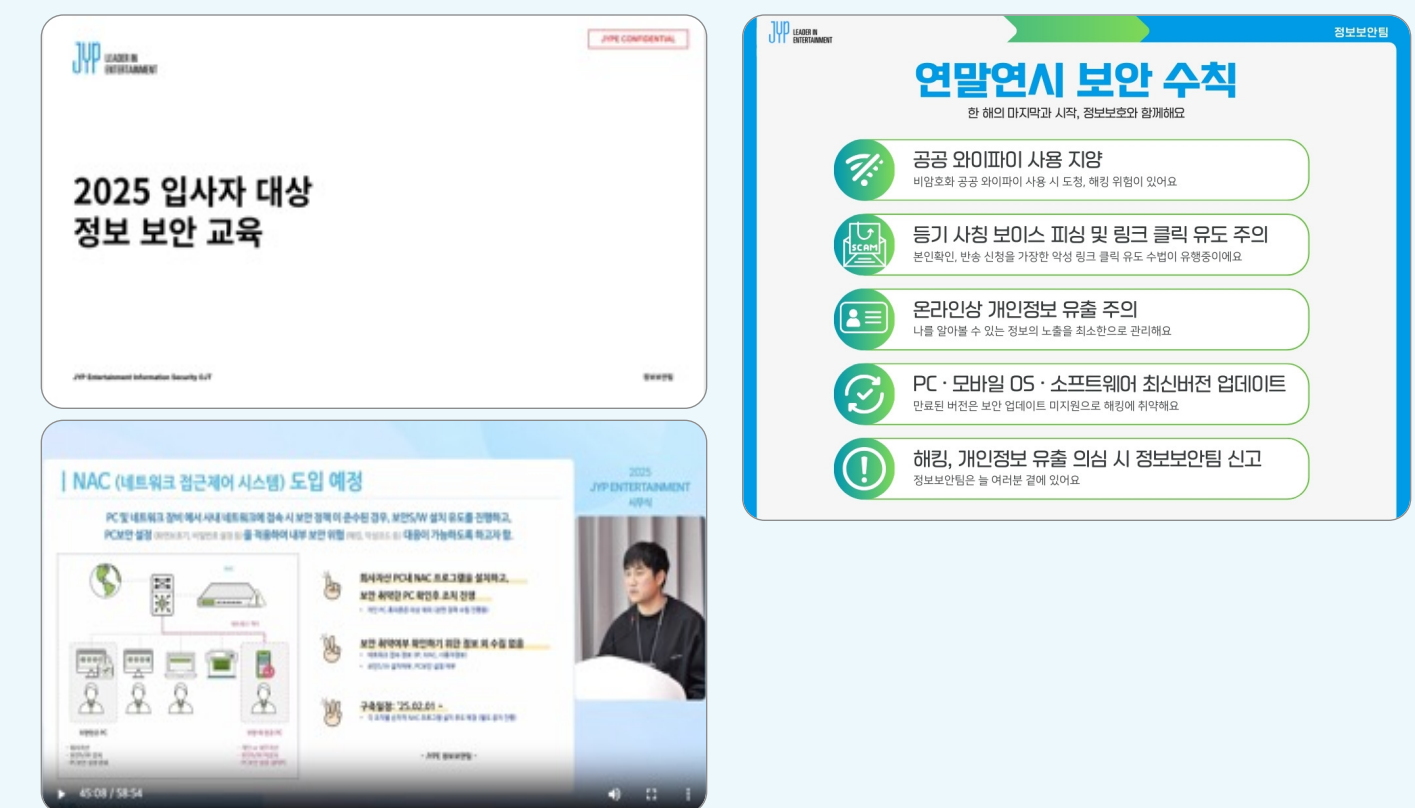
— Establishing and Expanding New Security Systems

JYP Entertainment is newly establishing security systems and continuously advancing infrastructure to protect information assets and improve the security environment for employees. Through the establishment of NAC, we control network access for terminals that do not comply with security standards, and prevent the leakage of personal data and confidential information by introducing a DLP solution. In addition, we are strengthening network security by improving firewall policies and gradually applying SASE to establish a zero-trust-based work environment, while advancing access control systems through the introduction of SSO and the establishment of account and permission management procedures. We are also continuously improving the overall system security level by conducting OS and DB access control and server security inspections.

Information Security Training

JYP Entertainment continues to operate company-wide information security training to internalize a culture of information protection. Information security training is provided to all employees regardless of employment type, and company-wide training is conducted regularly along with the continuous distribution of training materials through groupware. In 2025, to enhance the effectiveness of training, we expanded content focused on practical work applications beyond conventional principle-based training, and strengthened advanced training that reflects the characteristics of each job. In particular, we provided information security training to 99 new employees hired after April 2025 and held three company-wide meetings to raise employees' security awareness. We also expanded the scope of training by providing security training for trainees. In addition, we are raising everyday awareness of information security through promotional activities using groupware and internal digital channels (such as signage). Going forward, in 2026, we plan to expand information security training to trainees and further promote awareness-raising activities, including content-based campaigns using internal digital signage.

Information Security Training

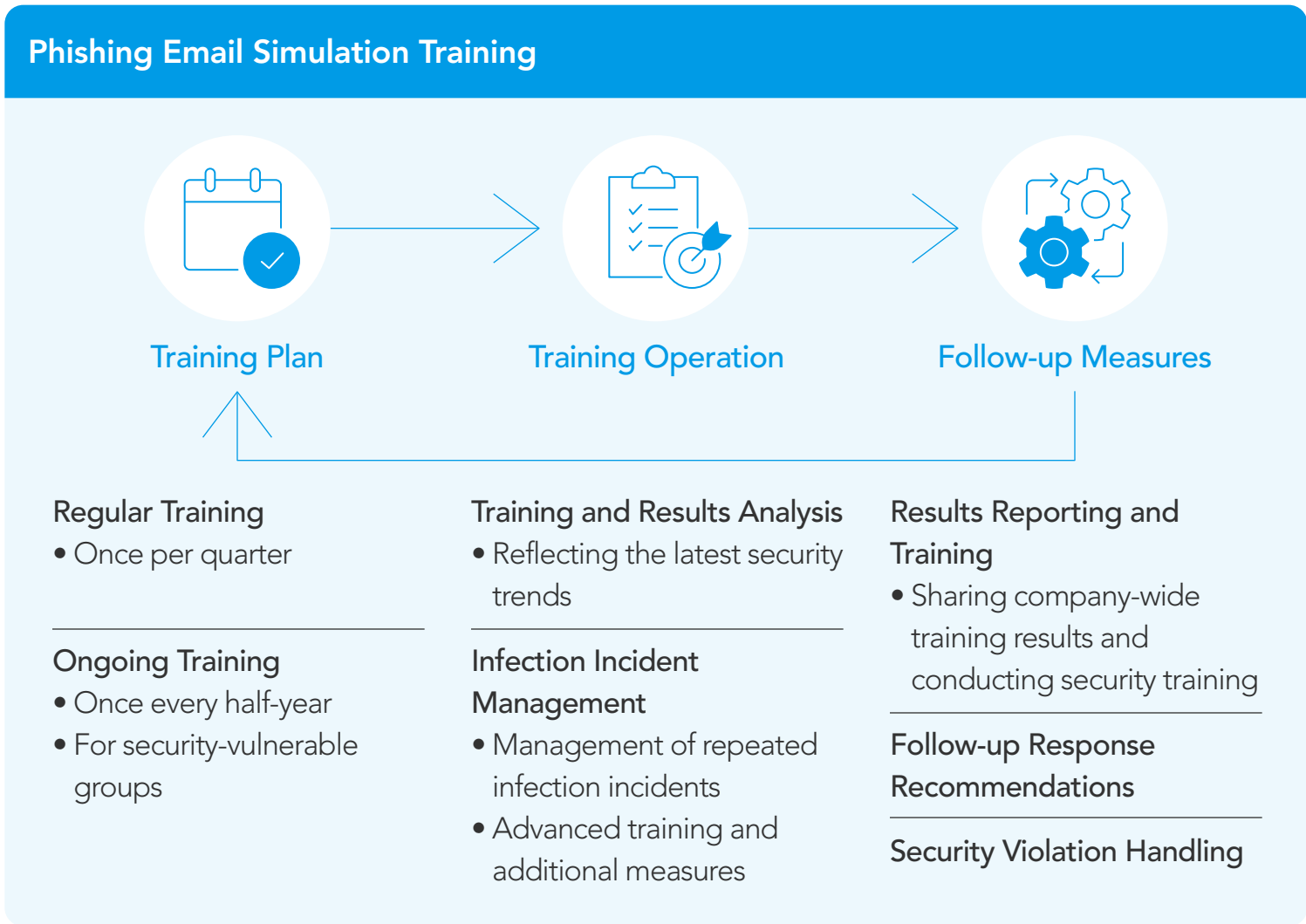


Information Security and Personal Data Protection

Strategy

Malicious Email Simulation Training

JYP Entertainment regularly conducts simulated malicious email training to raise employees' security awareness and strengthen response capabilities in real work environments. This training is operated for JYP Entertainment and our subsidiaries, and we manage the entire process from training plan development to operation and follow-up measures. Training is conducted six times in total, with regular training held once per quarter and irregular simulated training held in each half of the year, and tests employees' response levels based on scenarios reflecting the latest security threat trends. In particular, we analyze user responses during training and manage repeat infection incidents, conducting additional training and improvement measures as needed to strengthen focused management of vulnerable groups. Training results are shared company-wide and used in connection with security training. When necessary, we also provide follow-up response recommendations and take measures for security violations, continuously improving the level of information security across the organization.



Enhancing Personal Data Protection System

JYP Entertainment is continuously advancing our company-wide personal data protection management system to comply with laws and regulations related to personal data protection and protect the rights of data subjects. In 2025, after establishing an annual plan for personal data protection, we systematically identified internal and external personal data flows, reviewed the management level of personal data processing systems, and broadly checked and managed the status of personal data processors. In addition, we prepared personal data flow charts for major business processes such as auditions and recruitment, strengthening transparency and management across personal data processing. Alongside this, we established a personal data review process to systematize procedures for personal data destruction and security reviews, and strengthened management standards in personal data processing involving external stakeholders, such as by providing guidance on precautions when fan club membership recruitment is conducted through ticket sales agencies. JYP Entertainment also has implemented a Privacy Policy so that data subjects can easily understand how their personal data is processed. In particular, we provide a separate simplified Privacy Policy for children and adolescents applying for auditions.

- [JYP Entertainment Privacy Policy](#)
- [Easy-to-Understand Privacy Policy for Children and Adolescents](#)

알기 쉬운
개인정보 처리방침*

개인정보 처리방침에서 안내하고 있는 내용을 오디오에 지원하는 아동·청소년들이 쉽게 이해할 수 있도록 적었어요. 제이와이피엔터테인먼트는 여러분의 개인정보를 안전하게 관리하고 있어요.

* 개인정보 처리방침은 개인정보를 어떻게 수집·이용·공개·관리하는지를 밝히는 문서예요.



수집



이용



제공



삭제



권리보장



변경

Automatic Collection of Personal Data and Refusal of Collection

JYP Entertainment provides notice regarding the automatic collection of personal data through our Privacy Policy. We respect data subjects' right to choose regarding the automatic collection of personal data (cookie installation), and do not save cookies that store and frequently retrieve usage information to provide individually customized services to users.

Handling Data Subject Rights Requests

JYP Entertainment responds promptly and faithfully to requests from data subjects to access, correct, delete, or suspend the processing of their personal data. Rights may be exercised in writing, email, or other means, and may also be exercised through the data subject's legal representative or authorized representative. Requests to access or suspend the processing of personal data may be restricted pursuant to Article 35(4) and Article 37(2) of the Personal Information Protection Act. Requests for correction or deletion of personal data may be made unless other laws specify the personal data as subject to collection.

Measures to Ensure the Security of Personal Data

JYP Entertainment implements technical and managerial measures to ensure the security of personal data. Technical measures include the operation of access control systems and installation of security programs, while managerial measures include employee security training. Technical stability has also been secured for software such as DB and OS access control systems. If the collection of sensitive personal data increases in the future, we plan to strengthen related technical measures.

Information Security and Personal Data Protection

Risk Management

Security Inspection

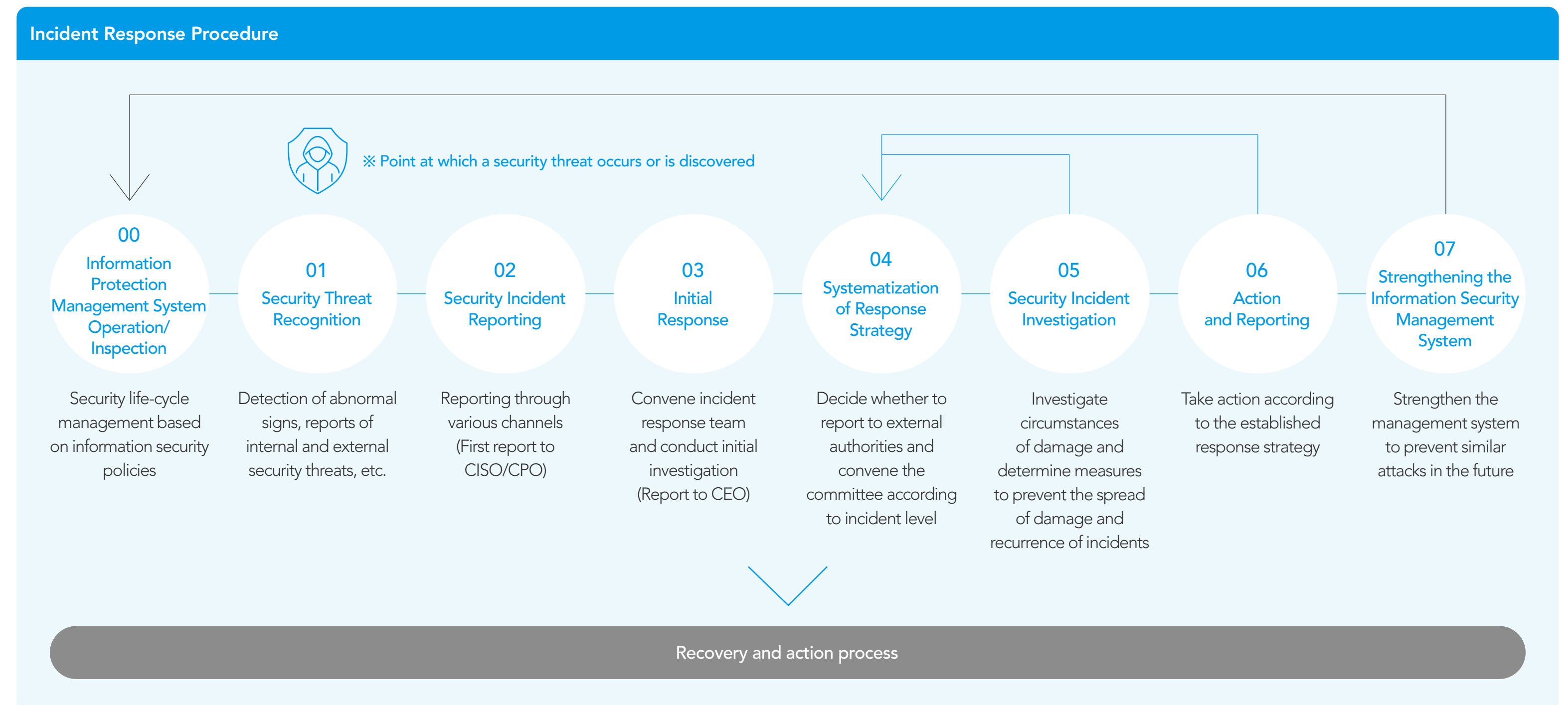
To protect IT assets, JYP Entertainment conducts internal audits to assess the likelihood and impact of risks and identify information security vulnerabilities, such as account management and log inspection. Improvement items identified through this process are addressed through the development and implementation of specific measures. In the second half of 2025, we conducted inspections over a total of eight weeks, including an on-site survey of IT asset status, identification of internet-facing assets, vulnerability assessments of internet-facing assets, and backup system inspections.

Results of Intensive System Security Inspections in 2025

Inspection Item	Period	Result
IT Asset Status and Internet-facing Asset Status	Sep.- Nov. 2025	Management was found to be sound, with related systems already introduced → Plan to maintain ongoing management through annual regular inspections
Vulnerability Assessment of Internet-facing Assets	Oct.- Nov. 2025	Identified required security measures and security settings through system penetration testing and security assessments of infrastructure, external services, and endpoints → Plan to conduct regular inspections twice a year
Backup System Inspection	Nov. 2025	Confirmed that services can be restored within 30 minutes to 3 hours in the event of a disaster or emergency → Plan to conduct training by each IT organization at least once a year

Incident Response

JYP Entertainment operates incident response procedures to respond quickly and systematically when security threats occur. We standardize and manage the entire process from security threat recognition, incident reporting, initial response, investigation, and action to post-incident improvement. In the event of an incident, an incident response team led by the CISO/CPO and involving the Information Security Team and related departments is formed to carry out the response. In addition, we have established a company-wide integrated response system by applying different levels of response and reporting systems according to the severity of the incident, and by reporting to the Information Security Committee and submitting external reports when necessary. Through this, we continue to strengthen our information protection management system by preventing the spread of incidents and establishing measures to prevent recurrence.



Information Security and Personal Data Protection

Risk Management

Metrics and Targets

Third-party Information Security Inspection and Diagnosis

JYP Entertainment conducted third-party consulting through an external professional organization to objectively diagnose our information security level and continuously improve it. Through this, we have been identifying security risk factors and establishing and implementing systematic response measures based on the improvement tasks identified. Going forward, we plan to conduct third-party diagnoses, including penetration testing, to strengthen technical security, thereby further enhancing the reliability and stability of JYP Entertainment’s information security.

Third-party Information Security Certification

JYP Entertainment obtained ISMS certification in the second half of 2025 to provide stable and highly reliable services through our subsidiary BLUE GARAGE. We have established a robust information protection system and continue to work to advance the information protection system through agreements with specialized companies.

BLUE GARAGE ISMS Certificate

CERTIFICATE
OF
Information Security Management System

1. Certificate Number : ISMS-KISA-2025-149

2. Name of Organization : BlueGarage Corporation

3. Name of Representative : Byungh 21. Minjong Chung

4. Scope of Certification : BlueGarage Online Service Operation

5. Period of Validity : 2025.11.05 ~ 2028.11.04

6. Examination Institution : Korea Association for ICT Promotion

정보보호 관리체계 인증

ISMS

Information Security Management System

- **Company Name:** BLUE GARAGE Co., Ltd.
- **Certification Scope:** Operation of BLUE GARAGE online services
- **Validity Period:** November 5, 2025 – November 4, 2028

Information Security and Personal Data Protection Metrics and Targets

Completion of Information Security and Personal Data Protection Training

Category	Cycle	Target	Number of Participants
Online Personal Data Protection Training	Once a year	JYP Entertainment	502 persons
Information Protection Training for New Employees	Once a month	JYP Entertainment, subsidiaries	128 persons

Number of Personal Data Breaches

Metric	Unit	2023	2024	2025	Target
Number of Personal Data Breaches	Cases	0	0	0	0
Percentage of Breaches Involving Personally Identifiable Information (PII)	%	0	0	0	0
Number of Users Affected by Personal Data Breaches	Persons	0	0	0	0
Monetary Losses Due to Legal Proceedings Related to Personal Data Protection	KRW	0	0	0	0

Mid- to Long-term Information Security Goals

Goal | Improving JYP’s Security Readiness through Information Security Stabilization

Stabilization of the Information Security Management System

- ① Policy revision and guideline segmentation
- ② Documentation of application cases
- ③ Identification of improvements through inspections

Expanded Scope of Security Training

- ① Diversification of security training
- ② Posting of promotional materials
- ③ Malicious email training
- ④ Incident response training

Stabilization of System Security Policies

- ① Regular inspection of cloud environments
- ② Security system inspection and improvement
- ③ Backup system inspection

Strengthening security threat identification and analysis

- ① Establishment of threat intelligence response process
- ② Penetration testing/vulnerability assessment
- ③ Removal of internal threat factors

Mid- to Long-term Personal Data Protection Goals

JYP Entertainment plans to conduct advanced personal data training by target group (personal data handlers, personal data processors) for “security compliance risk management.” In addition, through periodic compliance inspections of personal data processors and processing systems, we plan to improve compliance with relevant laws and JYP Entertainment’s internal policies/guidelines to prevent breaches. We also manage personal data handlers by inspecting the volume of personal data they retain and monitoring external transfers to prevent leaks.

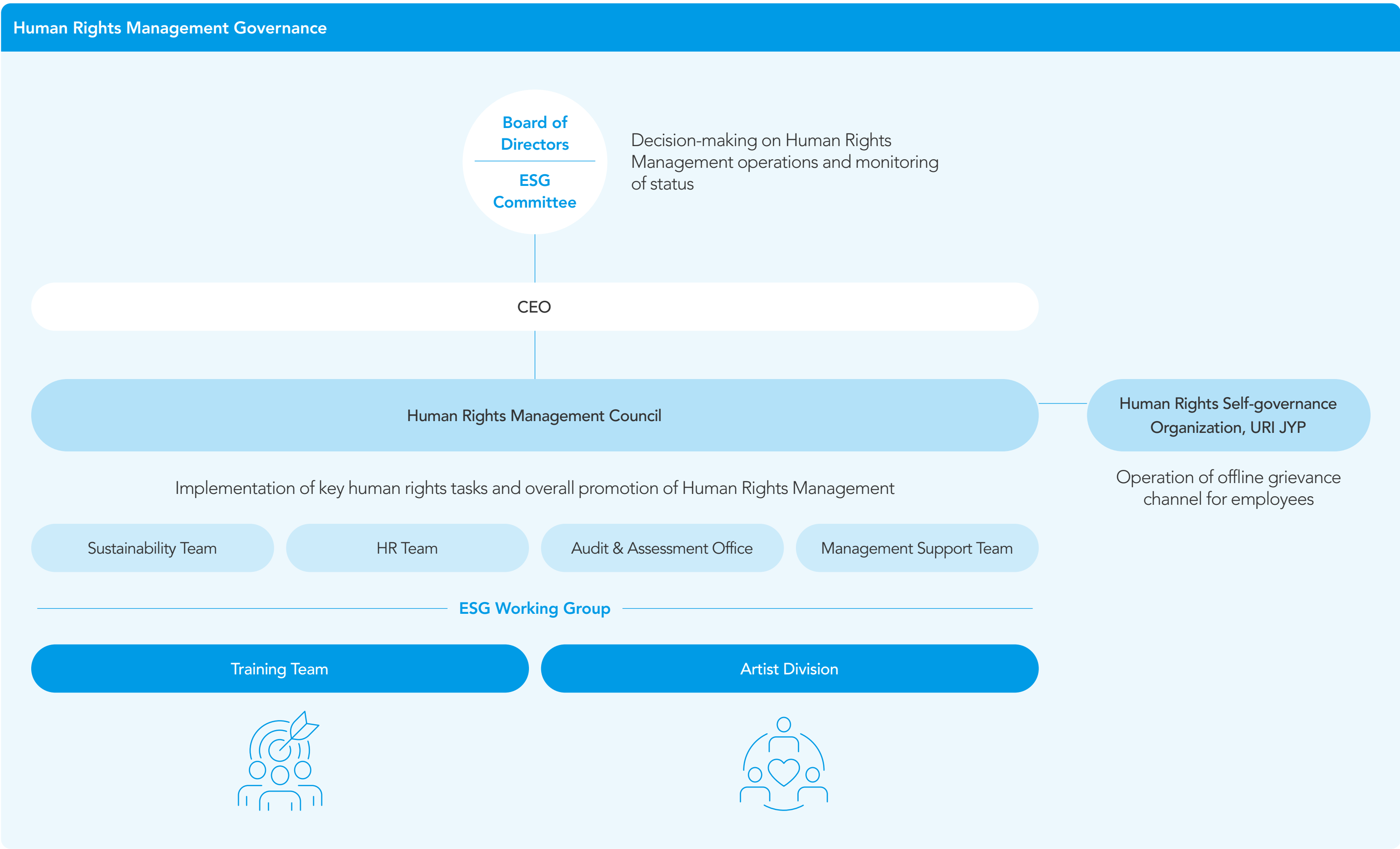
Target	Detail
JYP Personal Data Handlers	Training on personal data collection, use, and destruction
Personal Data Processors	Training on personal data processing consignment relationships
JYP IT Personnel	Secure coding training when developing/modifying systems

Promoting Human Rights Management and Respect for Diversity

Governance

Implementation Organization

Under the oversight of the ESG Committee and the CEO, JYP Entertainment implements human rights management centered on the Human Rights Management Council. The Council is a key body that promotes a culture of mutual respect among employees, artists, trainees, creators, partners, and other stakeholders, while establishing a practical human rights protection system. Through regular meetings, the Council discusses key tasks and oversees the overall execution of human rights impact assessments and human rights training, while proactively identifying and managing potential risks. In addition, when human rights violations occur, it promptly implements remedial measures and regularly reviews grievances received through “URI JYP”, the company’s autonomous human rights organization, to drive practical institutional improvements.

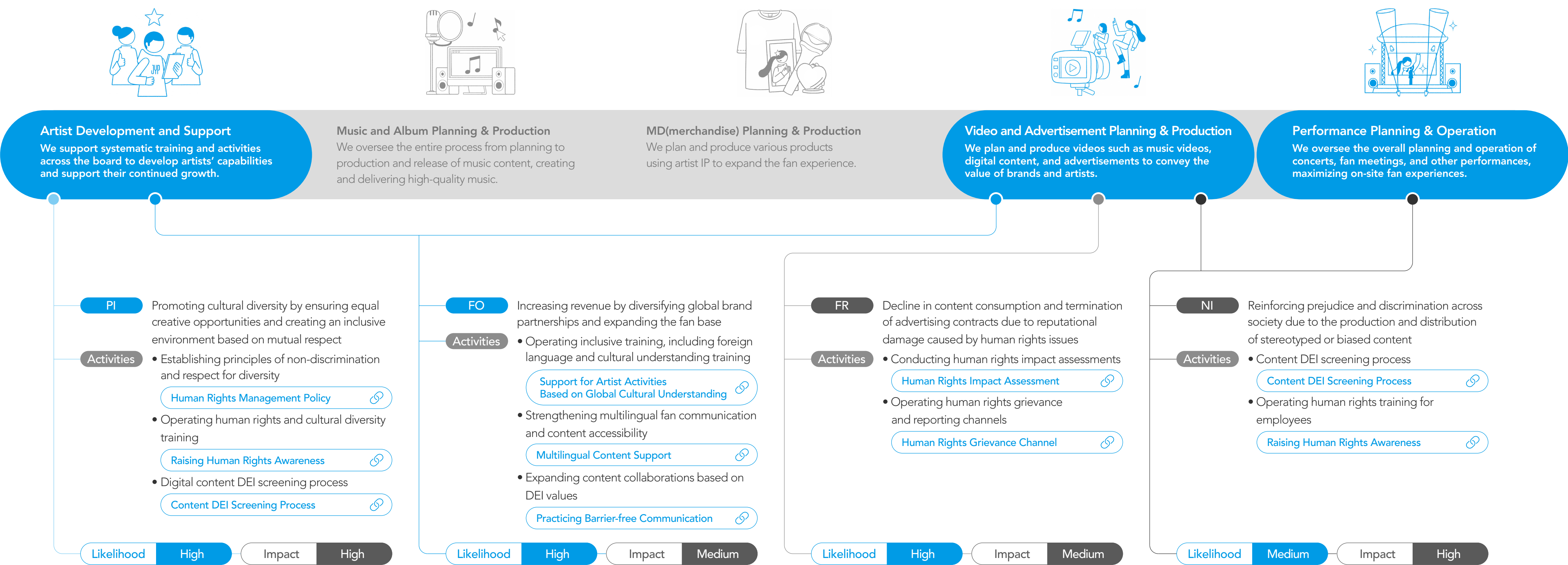


Promoting Human Rights Management and Respect for Diversity

Strategy

Risk Factors and Opportunity Factors Related to Human Rights Management*

JYP Entertainment discloses the impacts that material topics may have on our financial position in accordance with IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information). In particular, we identified positive and negative impacts, as well as risk and opportunity factors related to Human Rights Management and Respect for Diversity, and analyzed the impacts of each factor from environmental, social, and financial perspectives. We also systematically organized each impact factor based on its scope of influence on the overall business model, likelihood, and magnitude of impact. Details can be found in the following Strategy section.



* PI (Positive Impact), NI (Negative Impact), FR (Financial Risk), FO (Financial Opportunity)

Promoting Human Rights Management and Respect for Diversity

Strategy

Human Rights Management Policy

JYP Entertainment promotes Human Rights Management to prevent human rights violations that may occur across business operations and to protect and respect the human rights of all stakeholders. Based on this commitment, we established the Human Rights Management Policy with approval from the CEO. The policy applies to all stakeholders, including all employees the headquarter, domestic and overseas subsidiaries, as well as partners, users, and local communities.

This policy includes major human rights issues such as respect for diversity and non-discrimination, compliance with appropriate working conditions and working hours, respectful treatment, freedom of association and collective bargaining, prohibition of forced labor, and safety and health, thereby systematically establishing the foundation for implementing Human Rights Management.

JYP Entertainment Human Rights Management Policy



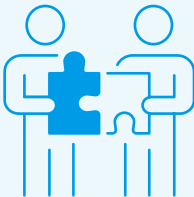
Human Rights Issue Management

JYP Entertainment manages company-wide human rights issues in an integrated manner through processes based on the Human Rights Management Policy. We have established policies reflecting our commitment to respecting human rights, and we have built and operated a Human Rights Management system to implement them. In addition, we periodically inspect and assess human rights risks across business operations, and for identified risks, we establish improvement tasks and implement them in stages. Furthermore, even after improvement activities, we manage Human Rights Management so that it leads to implementation and improvement through continuous monitoring and issue management.

Raising Human Rights Awareness

JYP Entertainment provides human rights training for all employees to broaden a culture of respect for human rights and prevent human rights risks. This is intended to create a healthier work environment based on mutual respect and cooperation among employees. In addition to regular legally mandated training every year, we provide managers with case-based training reflecting the characteristics of the entertainment industry, thereby substantially strengthening their ability to protect human rights in practice.

Basic Principles of the Human Rights Management Policy



Employees

- Respect for diversity and non-discrimination
- Compliance with working conditions and working hours
- Respectful treatment of employees and prevention of human rights violations
- Freedom of association and collective bargaining
- Prohibition of forced labor
- Worker safety and health



Artists·Creators·Trainees

- Protection of the human rights of artists, creators, and trainees
- Protection of the human rights of children and adolescents



Partners

- Including human rights protection provisions and obtaining written consent when signing contracts



Users

- Compliance with laws and regulations for user protection
- Caution regarding access to and handling of personal Data



Local Communities

- Prevention of human rights violations involving local residents
- Collecting and incorporating local community feedback

Human Rights Training Status

Category	Target	Key Content
 Human Rights Management Training	All employees	• Human rights of employees • Human rights in the entertainment industry
 Ethics Training	All employees	• Prevention of sexual harassment • Disability awareness improvement • Prevention of workplace harassment • Integrity Management training

Promoting Human Rights Management and Respect for Diversity

Strategy

Human Rights Grievance Channel

— Operation of Human Rights Grievance Handling and Reporting Channels

JYP Entertainment operates online and offline human rights grievance handling and reporting channels to promptly and transparently manage employee grievances and protect employees’ rights and interests. Various channels are continuously open to receiving complaints relating to human rights issues within the organization, such as work environment, HR systems, workplace harassment, and sexual harassment. All channels guarantee anonymity and are operated under the principle of protecting whistleblowers. JYP Entertainment guarantees anonymity across all channels and operates them based on the principle of protecting the identities of whistleblowers and applicants and preventing any disadvantage. In addition, by systematically managing the entire process from grievance receipt to review, action, and improvement, we are creating an organizational culture where employees can raise concerns with confidence.

— Grievance Reporting Channel

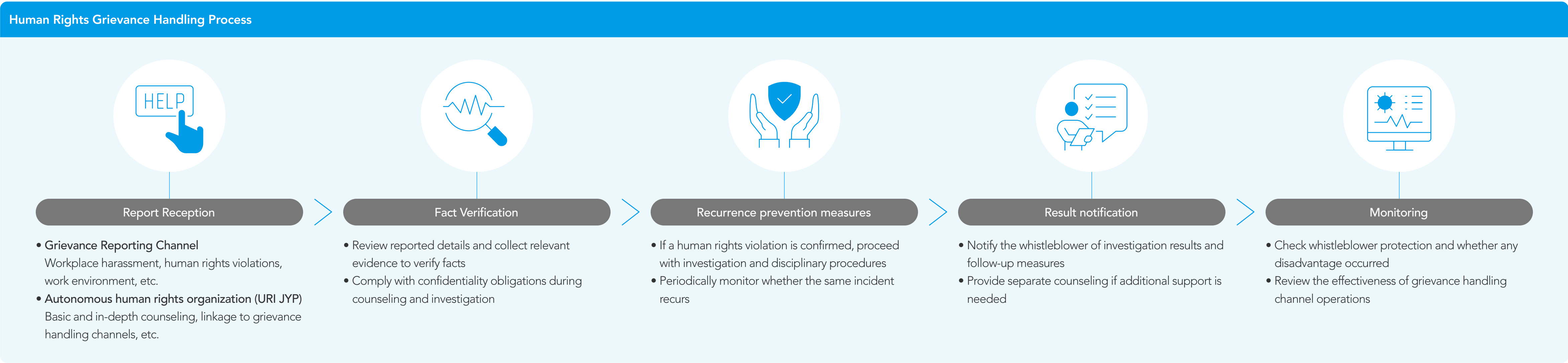
Online, JYP operates the INQUIRY (Ethics & Human Rights) channel on its official website, enabling stakeholders to freely raise various inconveniences and grievances they experience in daily life. This channel broadly collects opinions on various topics, including workplace harassment, human rights violations, work environment and institutional improvements, as well as employee grievances and partner feedback. Received grievances are reviewed in consultation with relevant departments and, when necessary, lead to improvements in systems and environments, contributing to higher employee satisfaction and psychological stability within the organization.

JYP Grievance Reporting Channel



— Autonomous Human Rights Organization (URI JYP)

Offline, JYP listens to employees’ grievances in greater depth through URI JYP, a human rights self-governance organization. URI JYP is a trust-based counseling channel where employees listen to one another, empathize, and share concerns comfortably and safely. Staff members are selected through voluntary applications and provide interviews tailored to employees’ situations on an ongoing basis. When grievances are received, we implement follow-up measures such as stronger communication within the organization and organizational culture improvement activities. We are also continuing to strengthen the foundation for activities, including staff training, interview support, and rest opportunities, to ensure smooth operation.



Promoting Human Rights Management and Respect for Diversity

Risk Management

Human Rights Impact Assessment

Human Rights Impact Assessment Procedure

JYP Entertainment defines human rights impact assessment as an essential management procedure to identify and prevent actual and potential human rights impacts that may arise in the course of business operations.

We conduct regular human rights risk assessments for diverse stakeholders related to our overall business, including employees, artists, creators, trainees, and partners, and we carry out improvement activities based on the assessment results and share the results with stakeholders.

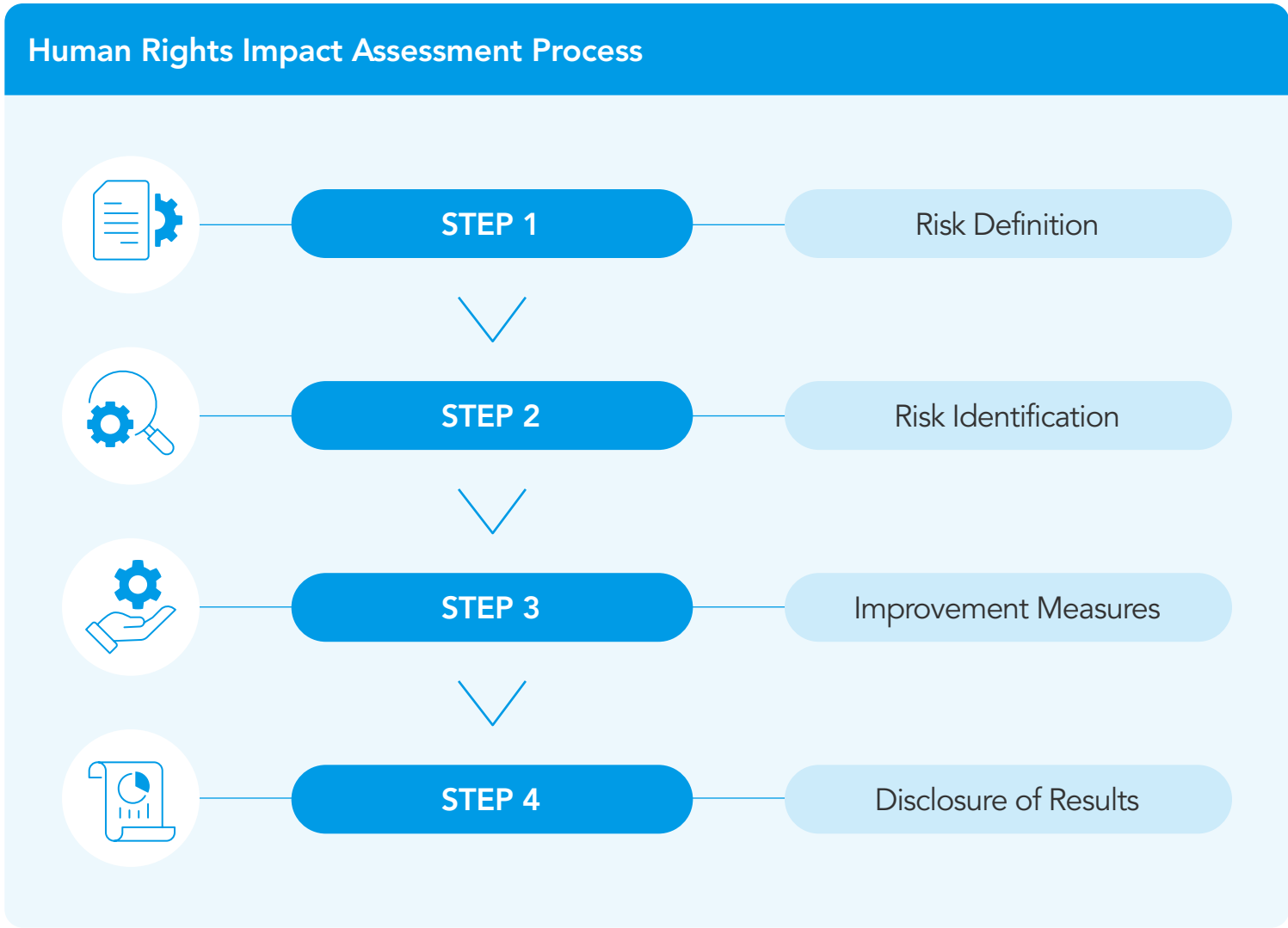
Targets and Scope of Human Rights Impact Assessment

JYP Entertainment segments assessment targets based on the scope defined in our Human Rights Management Policy and conducts human rights impact assessments in differentiated ways that reflect the roles and activity characteristics of each stakeholder. We classify employees, artists, creators, and trainees as independent assessment types, identifying major human rights risks based on the work environment and characteristics of each type and assessing the risk level.

In 2026, we also expanded the scope of human rights impact assessments to some key partners to strengthen human rights risk management across the supply chain. All members (employees, artists, creators, and trainees) directly participate in the assessment, building an assessment system that reflects actual field experiences and perceptions.

Process for Pre-identifying and Deriving Human Rights Risks

JYP Entertainment identifies major risks through a systematic analysis process to pre-identify human rights risks by stakeholder and minimize the possibility of human rights violations. Based on the National Human Rights Commission of Korea’s Human Rights Management Guide, we identified human rights risks related to our business and developed a checklist by benchmarking human rights management cases in the entertainment industry and other industries. In addition, we identified additional practical risks by reflecting actual cases through media research related to the entertainment industry. Through this process, we derive final human rights risks, classify and organize them by stakeholder, and reflect them in the human rights impact assessment and management system.



Human Rights Risks by Stakeholder

Category	Details	Affected Stakeholders				
		Employees	Artists	Creators	Trainees	Partners
Establishment of Human Rights Management System	Human rights respect policy declaration, regular human rights impact assessments, establishment of remedy procedures, etc.	●	●			●
Member Diversity and Non-Discrimination	Non-discrimination in employment, gender equality in employment, non-discrimination against non-regular workers, etc.	●				●
Rights of Artists and Trainees	Labor rights, right to survival, right to protection, right to development, right to participation, etc.		●	●	●	
Safety and Health	Safety and health, protection of vulnerable employees, implementation of safety and health training, etc.	●	●	●	●	●
Respectful Treatment of Members and Prevention of Human Rights Violations	Eradication of abuse of power, prohibition of workplace harassment, prevention of sexual harassment and sexual violence, etc.	●	●	●	●	
Member Labor Rights Protection	Compliance with fundamental labor rights, prohibition of forced labor, maternity protection, work-life balance, etc.	●	●	●	●	●
Responsible Supply Chain Management	Prevention of human rights violations by partners, mutual growth with partners, etc.	●				
Information Protection	Personal data collection and consent procedures, personal data protection, etc.	●	●	●		

Promoting Human Rights Management and Respect for Diversity

Risk Management

Human Rights Impact Assessment

— Design and Advancement of Human Rights Impact Assessment Indicators

JYP Entertainment develops human rights impact assessment indicators based on identified human rights risks and builds a customized assessment system that reflects stakeholder characteristics. Based on the Human Rights Management Policy, we establish common assessment indicators by reflecting domestic and global human rights standards and industry trends. At the same time, we consider differences in the roles and work environments of key stakeholders, including employees, artists, creators, trainees, and partners, and reorganize and operate indicators optimized for each target group within a similar structure.

In particular, we designed the indicators to enable more practical risk identification by differentiating assessment items around the major human rights issues each stakeholder may face, and we continue to strengthen the effectiveness of the indicators by reflecting past human rights-related cases and employee feedback. Currently, the assessment for employees consists of 70 items across seven areas, the assessment for artists consists of 65 items across six areas, the assessment for trainees consists of 36 items across four areas, the assessment for creators consists of 36 items across five areas, and the assessment for partners consists of 20 items across four areas. In addition, we are continuously advancing the assessment system through regular reviews and improvements reflecting global human rights standards, related laws and regulations, and industry-specific issues. Through this, we manage potential and actual human rights risks in greater detail and strengthen prevention-focused Human Rights Management.

Trainee Human Rights Impact Assessment Indicators	Number of indicators
Rights of Trainees	17
Safety and Health	6
Respectful Treatment of Members and Prevention of Human Rights Violations	10
Safe and Supportive Trainee Environment	3

Employee Human Rights Impact Assessment Indicators	Number of indicators
Establishment of Human Rights Management System	17
Member Diversity and Non-Discrimination	14
Safety and Health	10
Respectful Treatment of Members and Prevention of Human Rights Violations	14
Member Labor Rights Protection	8
Responsible Supply Chain Management	4
Information Protection	3

Creator Human Rights Impact Assessment Indicators	Number of indicators
Rights of Creators	11
Safety and Health	7
Respectful Treatment of Members and Prevention of Human Rights Violations	13
Member Labor Rights Protection	4
Information Protection	1

Artist Human Rights Impact Assessment Indicators	Number of indicators
Establishment of Human Rights Management System	13
Rights of Artists	24
Safety and Health	9
Respectful Treatment of Members and Prevention of Human Rights Violations	13
Member Labor Rights Protection	4
Information Protection	2

Partner Human Rights Impact Assessment Indicators	Number of indicators
Establishment of Human Rights Management System	8
Member Diversity and Non-Discrimination	1
Safety and Health	3
Member Labor Rights Protection	8

Promoting Human Rights Management and Respect for Diversity

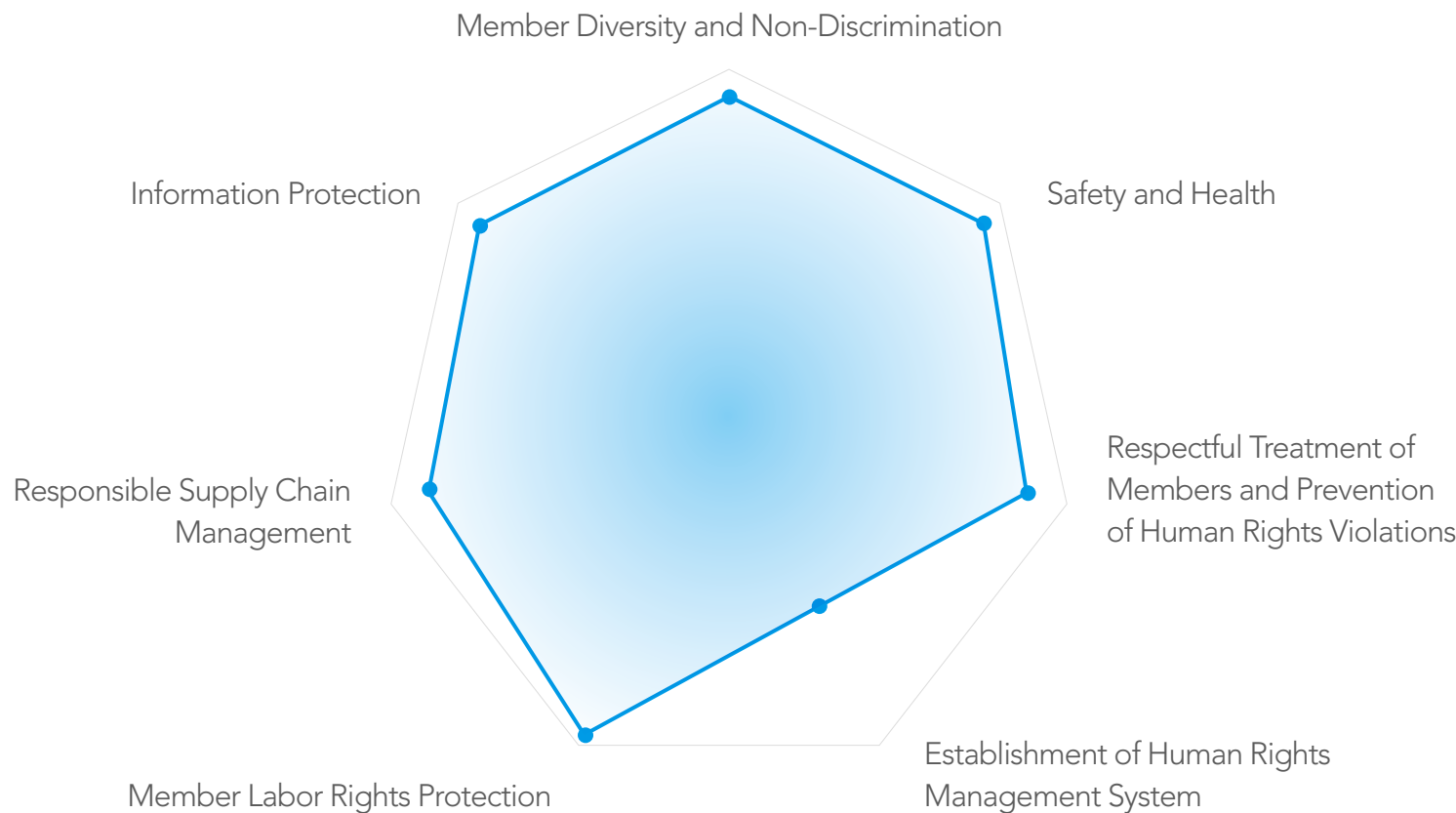
Risk Management

Human Rights Impact Assessment

Human Rights Impact Assessment Results and Improvement Tasks

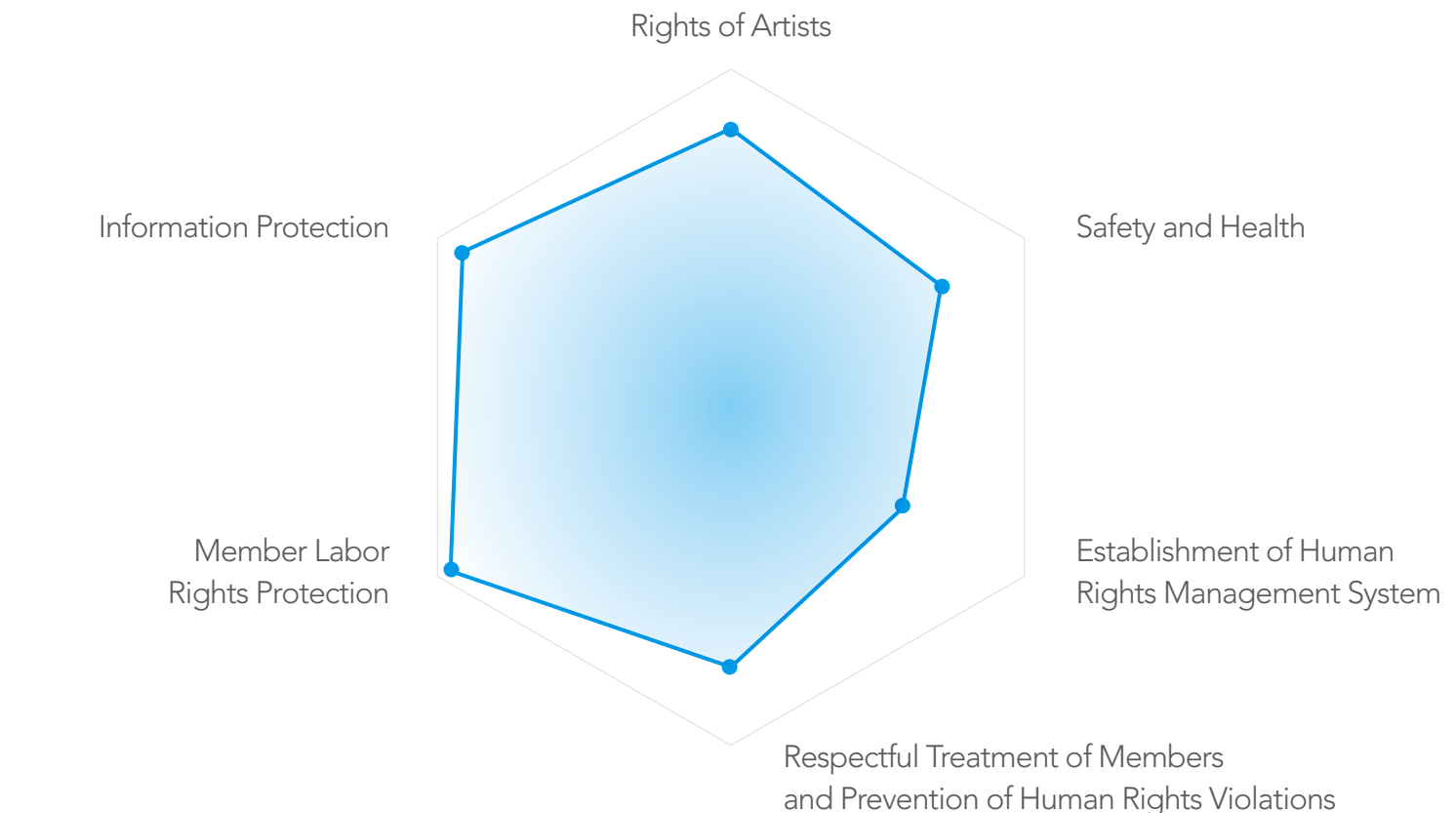
Employees — JYP Entertainment conducted a human rights impact assessment of all employees across headquarters, domestic and overseas subsidiaries to systematically diagnose human rights risks across the group. The assessment found the highest positive response rate in the “Member Labor Rights Protection” category, and confirmed that Member Diversity and Non-Discrimination, Safety and Health , and Information Protection systems are being operated in a stable manner. Areas requiring improvement included relatively higher risks identified in areas such as “Establishment of Human Rights Management System.” This was assessed as indicating that some employees have a limited level of awareness of the Human Rights Management policy and implementation system. Based on these results, we plan to provide training to raise internal awareness of human rights management, as well as management training on employee protection for the leadership by inviting external experts. Based on the results of this diagnosis, JYP Entertainment plans to actively pursue improvement tasks to strengthen the execution of human rights management and create an internal culture where everyone can enjoy working.

(Unit: %)



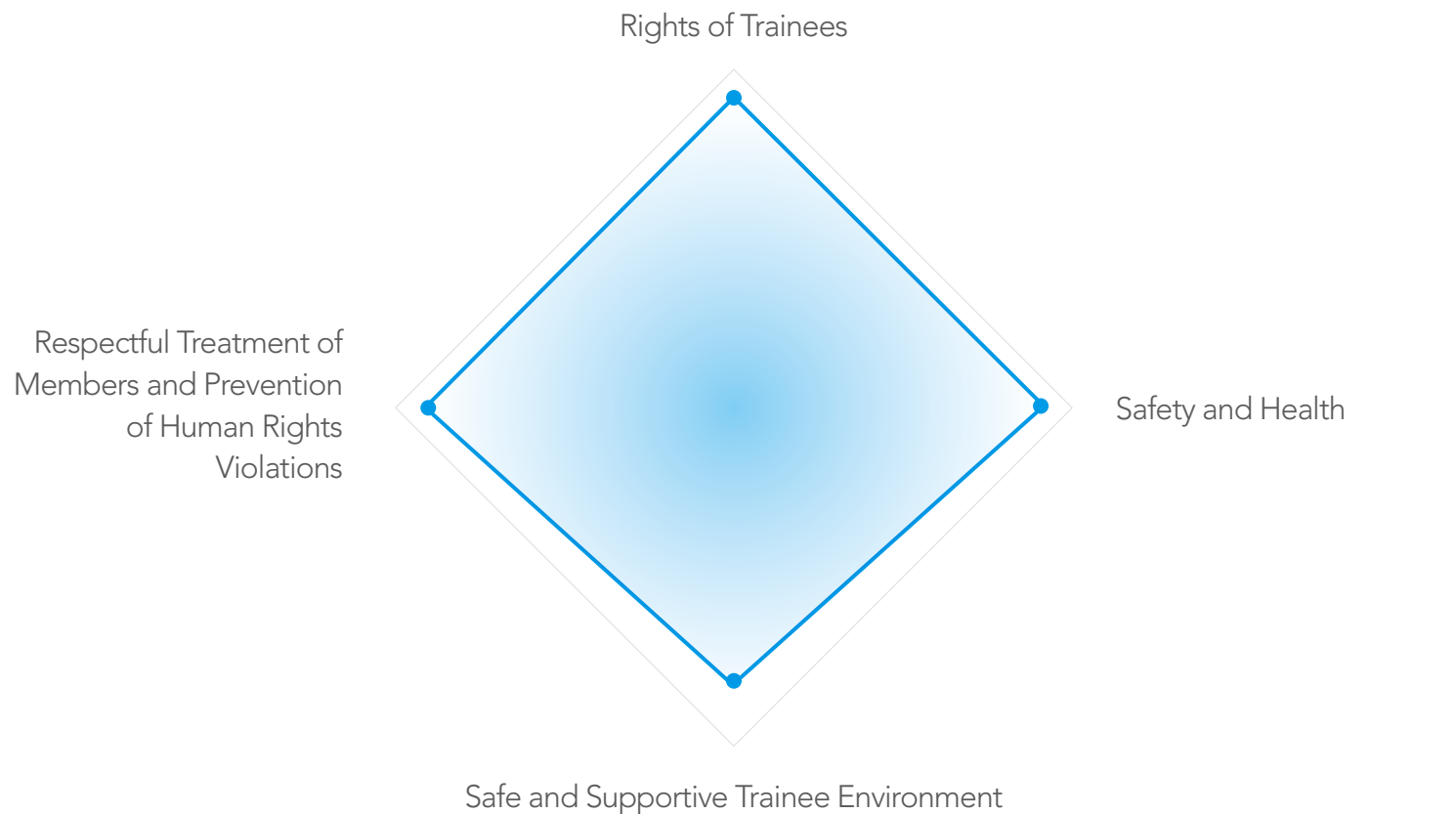
Artists — JYP Entertainment diagnosed human rights risks through a human rights impact assessment of our artists. The assessment showed the highest positive response rate in the “Member Labor Rights Protection” category, followed by responses indicating that the human rights protection system is well established in the areas of information protection and respectful treatment of artists and prevention of human rights violations. This indicates that the system is well established to ensure stable operation throughout the overall journey of artist activities. On the other hand, we identified improvement tasks related to the need to raise awareness in the area of “Establishment of Human Rights Management System.” We plan to conduct training to improve understanding of human rights management and explain its implementation throughout artists’ activities. Based on the results of this diagnosis, JYP Entertainment plans to actively pursue improvement tasks to protect artists and continue advancing the protection system so that artists can demonstrate their capabilities in a physically and mentally healthy environment.

(Unit: %)



Trainees — JYP Entertainment conducted a human rights impact assessment of our trainees. The assessment confirmed a generally sound level of human rights management, with high positive responses across all areas. This indicates that management systems to protect trainees’ safety and health, ensure respectful treatment, and safeguard their rights are generally maintained. However, as trainees are key stakeholders in the process of growth, physical and psychological protection and the creation of a stable educational environment remain consistently important. Accordingly, JYP Entertainment provides guidance on training hours by grade level and additional training guidelines through the trainee handbook, and explains the related details to legal representatives and obtains their consent when contracts are signed. Going forward, we plan to continue informing trainees and legal representatives of existing operational matters, including academic schedule and attendance management, as well as support for medical expenses in the event of injury or illness during training activities, and to inspect the management system so that key decisions related to trainee life are sufficiently shared. Through this, we will support trainees so they can demonstrate their capabilities in a stable and respectful growth environment.

(Unit: %)



Promoting Human Rights Management and Respect for Diversity

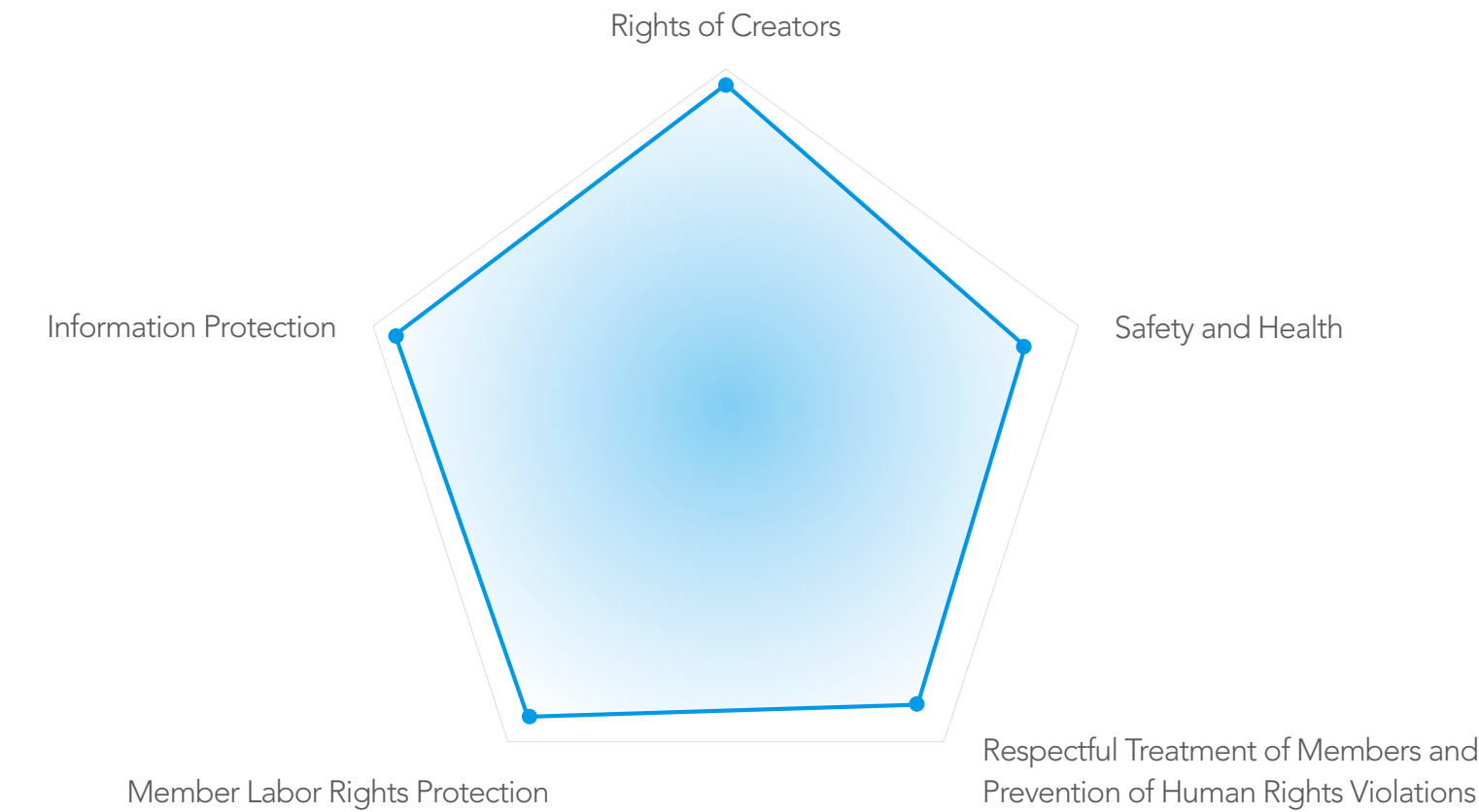
Risk Management

Human Rights Impact Assessment

Human Rights Impact Assessment Results and Improvement Tasks

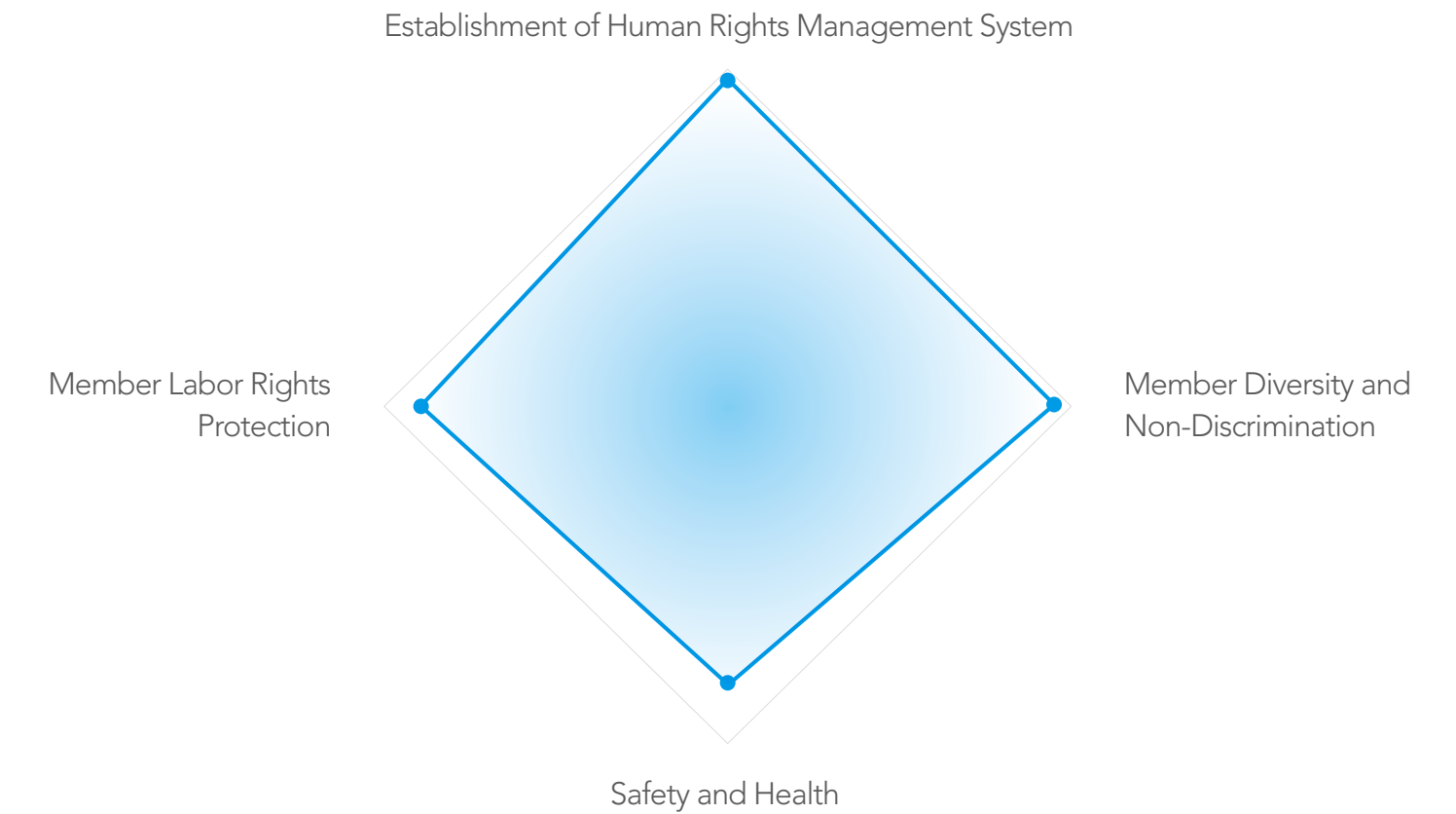
Creators — JYP Entertainment conducted a human rights impact assessment of our creators. The assessment showed the highest positive response rate in the “Rights of Creators” category, with positive responses in the order of “Information Protection,” “Member Labor Rights Protection,” “Respectful Treatment of Members and Prevention of Human Rights Violations,” and “Safety and Health.” Given the nature of creators’ work, it is important to continuously manage rights protection during the creative process, ensure transparency in contracts and settlements, and maintain a safe working environment. Based on the assessment results, JYP Entertainment will review improvement tasks for protecting creators’ rights and creating a fair collaborative environment, and will continue to strengthen the human rights protection system so that creators can demonstrate their capabilities in a stable environment where they are respected. We will also advance the operation of communication channels by diversifying them online and offline so that creators’ opinions can be collected more smoothly.

(Unit: %)



Partners — This year, JYP Entertainment conducted a human rights impact assessment of some key partners for the first time. The assessment confirmed an overall sound level of human rights management systems. We also separately classified partners that lacked basic elements necessary for establishing a Human Rights Management system and reviewed items requiring improvement. As a result, it was found that some partners need to supplement basic human rights and labor management systems, such as operating grievance handling systems and specifying working conditions. Based on the assessment results, JYP Entertainment plans to identify improvement tasks, focusing on partners subject to guidance, and continuously inspect the status of partners’ human rights and labor-related system operations. Through this, we will proactively prevent human rights risks that may arise in major business processes such as concert planning and operation, and strengthen a responsible cooperation system with partners.

(Unit: %)



Promoting Human Rights Management and Respect for Diversity

Metrics and Targets

Human Rights Management Performance Metrics

— Employee Grievance Handling Status

Metric	2023	2024	2025
Number of Grievance Reports (cases)	0	3	3
Number of Grievances Handled (cases)	0	3	3
Number of Violations of Related Laws (cases)	0	0	0
Grievance Handling Rate (%)	100	100	100

Human Rights Management Targets

— Medium- to Long-term Human Rights Management Goals

JYP Entertainment has established mid- to long-term goals, categorized into the short-term (through 2025), medium-term (2026–2027), and long-term (2028–2029), and is implementing phased action plans to systematically advance human rights management.

In the short term, we focused on establishing a human rights management system by establishing the Human Rights Management Policy and conducting human rights impact assessments to identify key risks and derive improvement tasks. We also established grievance handling channels and conducted human rights training to raise members’ human rights awareness.

In the medium-term, we plan to strengthen our dedicated organizational structure for human rights management, regularly conduct human rights impact assessments, and implement improvement tasks with the goal of internalizing human rights management. JYP will also enhance effectiveness by diversifying grievance handling channels and advancing training programs.

In the long-term, we plan to advance our Human Rights Management Policy based on human rights due diligence results, strengthen systems for preventing and monitoring human rights issues, and expand the scope of participation in human rights training. In addition, progress toward these goals is regularly reviewed based on criteria such as whether human rights impact assessments have been conducted, the implementation status of improvement tasks, grievance handling rates, and the operation and participation scope of human rights training.

Medium- to Long-term Human Rights Management Goals

Short-term
Through
2025

Medium-term
2026-2027

Long-term
2028-2029

Establishment of Human Rights Management System

- Establishing the Human Rights Management Policy
- Conducting human rights impact assessments and establishing improvement tasks
- Establishing and activating human rights communication channels for employees
- Conducting Human Rights Management training for employees and managers

Internalization of Human Rights Management

- Advancing the dedicated Human Rights Management organizational system
- Promoting improvement tasks based on the Human Rights Management Policy
- Regularly implementing human rights impact assessments (biennially)
- Diversifying grievance handling channels, considering employee accessibility
- Segmenting human rights training topics for employees

Advancement of Human Rights Management

- Advancing the Human Rights Management Policy based on human rights due diligence results
- Strengthening the human rights issue prevention and monitoring system
- Expanding the scope of participation in human rights training

Special Page_DEI

JYP Entertainment is building a sustainable organizational and content ecosystem based on the diversity and inclusion of stakeholders.

JYP DEI Definition and Principles

JYP Entertainment regards diversity, equity, and inclusion (DEI) as core values and systematically applies them across our business operations and within relationships among employees. Thanks to the talents of our employees with diverse backgrounds and experiences, we communicate with global fandoms and create a content environment that respects each artist’s unique identity and creativity. We also build an inclusive organizational culture through equal opportunity and grievance communication systems, while creating a sustainable ecosystem in which all stakeholders can participate and empathize together.

Diversity

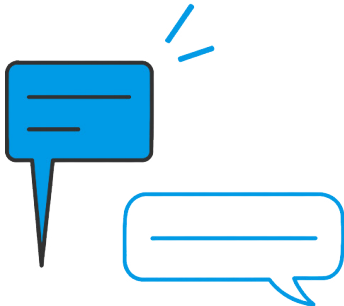
Securing diversity to create content loved by diverse fans in the global music market



- **Leadership Diversity**
We pursue diversity, independence, and expertise among the BOD and management to support decision-making that leads the company's sustainable growth.
- **Employee Diversity**
Employees with diverse backgrounds collaborate toward the shared goal of supporting the company's growth and artists.
- **Artists Diversity Diversity**
We discover and develop artists with outstanding capabilities and talent regardless of gender, nationality, or cultural background.

Equity

Ensuring fairness in opportunities and procedures so that employees can fully demonstrate and be recognized for their capabilities and talents



- **Equal Opportunity**
We provide fair opportunities across all HR processes and do not discriminate based on personal background, identity, cultural differences, or other factors.
- **Fair Evaluation & Compensation**
We evaluate employee performance based on reasonable and objective procedures and standards, and do not discriminate in compensation based on other factors.
- **Healthy Workplace Culture**
We create a culture where employees are treated equally and can demonstrate their capabilities without prejudice or discrimination.

Inclusion

Creating an organizational culture where employees respect one another and listen to stakeholder voices



- **Inclusive Communication**
We provide venues for harmony where employees with diverse backgrounds can communicate freely to realize the company's shared growth.
- **Fan Engagement**
We operate communication channels with fans and listen to stakeholder voices, aiming to realize dreams and create social value through content.
- **Content Accessibility**
We strive to create an environment where anyone can access content.

JYP DEI Management Framework

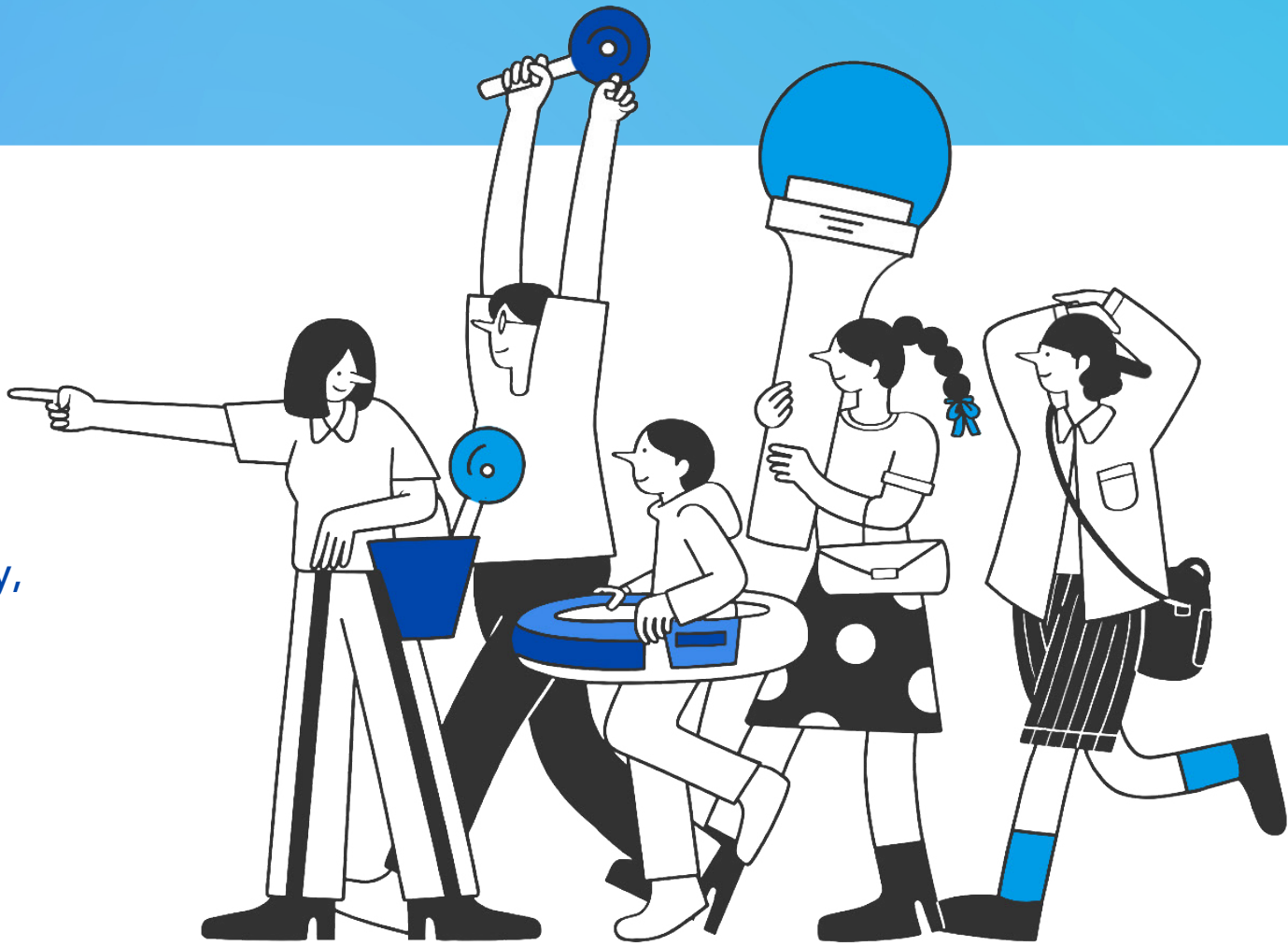
JYP Entertainment complies with domestic and global laws and regulations related to DEI, while building an inclusive organizational culture based on global principles and initiatives. To this end, we continuously monitor changes in the external and internal environment, and review and identify DEI tasks for the shared growth of the company, employees, and artists. We monitor the status of tasks carried out through consultations with related departments, and allow for goals to be met efficiently by supplementing and adjusting tasks when necessary.

Diversity, Equity, and Inclusion Management Framework



JYP DEI Implementation Areas

To internalize the value of diversity within the organization, JYP Entertainment encourages the hiring of talent from diverse backgrounds and experiences, and strives to discover a wide range of artists through domestic and global auditions regardless of gender, nationality, or race. In the area of equity, we conduct activities to prevent conflicts, discrimination, and harassment, and operate human rights grievance channels and counseling centers. In particular, we strive to foster a transparent and fair organizational culture by reflecting core values such as integrity, sincerity, and mutual respect in employee performance evaluations. In the area of inclusion, we not only operate various channels for open communication among employees, but also engage in activities to spread inclusive content that resonates with global fans, enhance content accessibility, and collect and reflect feedback from our fans.



Diversity, Equity & Inclusion Implementation Areas

DEI Principles	Implementation Direction	Employees	Artists
Diversity	Integrating Business and Diversity Elements	- Hiring and developing talent with global capabilities regardless of nationality or race under the principle of respect for diversity - Operating a flexible work system and autonomous seating system that allow adjustment of working hours and work environment in consideration of the diverse preferences of individual employees Work System Talent Recruitment	- Discovering a wide range of artists regardless of gender or nationality through diverse domestic and global audition channels - Providing trainees with gender equality training and opportunities to learn foreign cultures and languages Artist Casting Artist Training
Equity	Creating a Transparent and Fair Organizational Culture	- Operating open channels for whistleblowing and basic and in-depth counseling on conflicts, sexual and workplace harassment, and other issues within the organization - Conducting performance evaluations in connection with core values that include equity elements such as integrity and sincerity Human Rights Grievance Channel Performance Evaluation and Compensation	- Identifying grievances and supporting improvements through individual interviews along with regular surveys - Transparently disclosing artist settlement systems and performance results, and holding briefings for guardians before the debut of new artists employees Trainee Communication and Grievance Management Artist Activity Risk Assessment
Inclusion	Building Empathy Among Employees and Fans	Holding new employee meetings led by the CCO to present the company's direction and increase engagement in organizational life New Employee Town Hall Meeting	- Operating performance services to improve accessibility for persons with hearing impairments - Enhancing fan experience so that diverse fans can communicate smoothly through expanded multilingual support on the artist community platform FANS CASE 2. 2026 WONPIL SOLO CONCERT <Unfiltered> FANS Platform Operation

Artist DEI

JYP Entertainment recognizes the unique characteristics and cultural spectrum of each artist as core assets of global content competitiveness. When different musical colors and cultural essences come together in harmony, the depth of content is strengthened, leading to distinctive brand scalability. To this end, we discover talent from diverse nationalities and cultures through our global casting system, and operate a development system that respects these qualities from the trainee stage. We also support artists in growing and maintaining their individuality through customized training, while fostering an inclusive environment.

Support for Artist Activities Based on Global Cultural Understanding

JYP Entertainment conducts preliminary studies to enhance artists’ understanding of local cultures during overseas activities. In addition to teaching local greetings and basic language, we provide activity standards and guides based on an understanding of cultural and social issues as well as concert culture, thereby strengthening communication with global fans.

Content DEI Screening Process

We operate a DEI screening process when producing content to respect diversity throughout the entire production process. In particular, we have established a pre-production monitoring and post-production feedback system, while sharing these values with partners, thereby fostering an inclusive production environment across the entire content value chain.

Artist Diversity Status* Unit: Persons

Total Number of Artists	Gender		Age			Nationality					
	Male	Female	Under 30	30 - 49	Above 50	Korea	Japan	China	Australia	United States	Others
85	50	35	76	8	1	45	19	11	3	3	4



Practicing Barrier-free Communication

NMIXX’s BAE personally learned sign language and released content sincerely conveying her message to fans. To support barrier-free communication, she studied sign language, strengthened accessibility for fans, and broadened the inclusivity of her fandom’s culture.

NMIXX’s BAE’s “To NSWER”



Fair Collaboration and Mutual Growth with Partners

Governance

Partner Mutual Growth System and Operation

— Dedicated Organization for Mutual Growth and Cooperation with Partners

JYP Entertainment has established a “Partner Mutual Growth Governance” system to create a healthy cooperation ecosystem based on mutual trust with partners. The system is operated with the goal of going beyond simple support by diagnosing supply chain risks from multiple perspectives, strengthening partners’ self-sufficiency, and promoting sustainable growth. To this end, dedicated departments collaborate organically to manage and support partners.

The Management Support Team serves as the working-level department that implements management’s strategies and policies, and manages overall business operations with partners. It also operates training programs, promotes welfare activities, and provides capability-building support to substantively implement the partner mutual growth system. Furthermore, it operates regular exchange and communication channels to collect partner suggestions and manage them by linking them to improvement tasks, thereby promoting continuous improvement in cooperative relationships. The Sustainability Team focuses on protecting human rights in the supply chain and conducts regular human rights impact assessments. Through this, it identifies potential human rights risks, facilitates improvements, and supports sustainable growth with partners. Lastly, the Compliance Team identifies, evaluates, and signs contracts with partners in compliance with relevant laws and regulations, including the Subcontracting Act and the Act on the Promotion of Mutually Beneficial Cooperation, thereby building fair and transparent cooperative relationships.

Through this multifaceted governance system, we minimize partners’ management risks and share the outcomes of mutual growth. Going forward, we will further strengthen cooperation among specialized departments and continue sustainable cooperation with partners by harmonizing legal compliance, social responsibility, and practical management support.

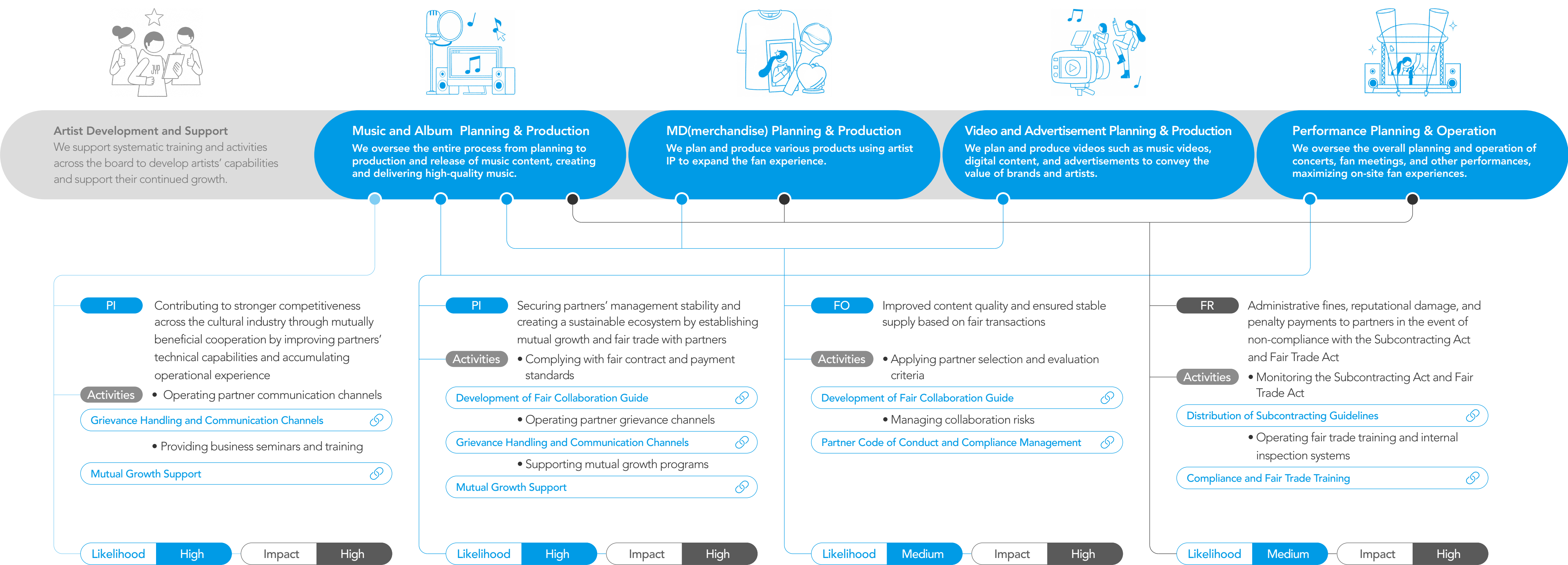


Fair Collaboration and Mutual Growth with Partners

Strategy

Risk Factors and Opportunity Factors Related to Mutual Growth with Partners*

JYP Entertainment discloses the impacts that material issues may have on our financial position in accordance with IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information). In particular, we identified positive and negative impacts, as well as risk and opportunity factors related to Fair Collaboration and Mutual Growth with Partners, and analyzed the impacts of each factor from environmental, social, and financial perspectives. We also systematically organized each impact factor based on its scope of influence on the overall business model, likelihood, and magnitude of impact. Details can be found in the following Strategy section.



* PI (Positive Impact), NI (Negative Impact), FR (Financial Risk), FO (Financial Opportunity)

Fair Collaboration and Mutual Growth with Partners

Strategy

Development of Fair Collaboration Guide

To build fair and transparent cooperative relationships, JYP Entertainment developed the JYP Entertainment Partner Fair Collaboration Guide based on the Fair Trade Commission's competition policy and supplier operation guidelines. This guide presents fair trade standards across the entire process, including partner selection, contract signing, transaction execution, and payment, and establishes a system to prevent unfair practices and protect partner rights.

By clearly disclosing partner selection criteria, procedures, and evaluation results while providing fair transaction opportunities, we ensure that all partners can collaborate under equal conditions. We also produce and distribute the Fair Collaboration Guide, which includes definitions and types of unfair transactions and standards of conduct for employees, to ensure fairness throughout the entire process.

JYP Entertainment Partner Fair Collaboration Guide



Mutual Growth and Capability Building

— Improving Partner Welfare

JYP Entertainment operates a variety of mutual growth programs to build sustainable cooperative relationships with partners. To improve the working environment for on-site employees of partners, we support the use of internal facilities (cafeteria, café, etc.), and provide shower rooms, business IT devices and software, and facility supplies. We also support partners' operating funds and liquidity through flexible and prompt payments, and foster strategic partners through startup investments and other initiatives.

In addition, to strengthen partners' competitiveness, we provide ethics management and performance safety management training, and extend our internal training programs to partners' employees, thereby enhancing capabilities across the creative ecosystem.

Partner Status

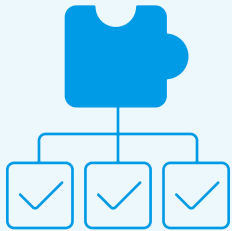
Metric	Unit	2023	2024	2025
Total Partners	Companies	3,011	3,760	5,557
New Partners	Companies	576	749	1,797
Total Purchase Amount	KRW 100 million	1,714	3,826	5,004

Partner Fair Collaboration Guide



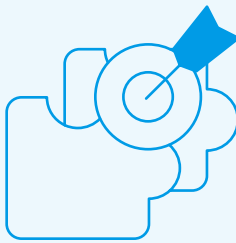
Selection of Business Partners

- Providing fair transaction opportunities to all existing and new partners
- Operating transparent selection procedures based on objective criteria such as price, quality, and service
- Clarifying and disclosing selection criteria and results
- Prohibiting arbitrary selection based on personal relationships or convenience



Agreement on Transaction Terms

- Confirming terms through prior consultation before starting transactions
- Equal and fair negotiations based on mutual respect
- Applying reasonable and reciprocal standards rather than customary practices
- Prohibiting discriminatory terms among partners



Transaction Execution

- Proceeding with contract changes based on mutual consultation
- Prohibiting the receipt, provision, or demand of entertainment or money and valuables
- Complying with pre-agreed terms when terminating contracts

Remodeling of Shower Rooms for Resident Partner Employees

Fair Collaboration and Mutual Growth with Partners

Strategy

Mutual Growth Support

JYP Entertainment operates a mutual growth support program worth KRW 200 million as part of our consent decree implementation tasks to strengthen mutual growth and cooperation with partners. The program consists of support for equipment and consumables purchases, health checkup expenses, holiday gifts, and training programs, and support is provided for up to three years. In 2025, we completed the establishment of the support system and selection of partners, and plan to begin support through semiannual applications from 2026. Selected partners were evaluated based on company size, responsiveness, and other criteria, and will receive support for video equipment, consumables, safety shoes, training programs, and more. Through this, we aim to establish a transparent and trusted culture of cooperation based on fair trade, and build a sustainable mutual growth system by improving partners’ working environments and welfare benefits. We also aim to contribute to enhancing industry-wide capabilities and spreading ethical management through partner training support, while reinforcing our commitment to ESG management and social responsibility.

Distribution of Subcontracting Guidelines

In November 2025, JYP Entertainment produced a subcontracting guide that includes the obligations of prime contractors, the rights of subcontractors, and reporting channels. The guide was shared through internal posting, with email distribution to subcontractors completed in February 2026. The guide includes key matters to note in subcontracting transactions, such as signing written contracts in advance, making payments within 60 days of receiving deliverables, and the subcontract price adjustment system, presenting standards for establishing a fair and transparent transaction order. It also increases practical applicability by providing guidance on the scope of application for major contract types, including video production, album and music production, MD(merchandise), and concert-related services. Going forward, we plan to develop a subcontracting contract management system within the legal management system and open it in the second half of this year. Through this, we aim to strengthen information accessibility and the management system, and continue advancing the foundation for fair trade with partners.

[JYP Entertainment Subcontracting Guidelines](#)

Overview of Mutual Growth Support Program

Support Program

- KRW 200 million scale
- Support for up to three years

Support Details

- Equipment and consumables
- Health checkup expenses
- Holiday gifts
- Training programs

Operation Status

- Completed the application process for partners (40 companies)
- Selection and mutual growth support in progress
- Selection Criteria: Company size and willingness to participate

Expected Effects

- Fair collaboration culture
- Improved working environment
- Enhanced industry capabilities

JYP Entertainment Subcontracting Guidelines

Section 1
Purpose and Scope of Application of the Subcontracting Transaction Guide

Section 2
Step-by-step Guide for Subcontracting Transactions

1. Subcontract Signing Stage

2. Subcontract Performance Stage

3. Subcontract Termination Stage

Section 3
Guidance and Application Procedures for Mutual Growth and Cooperation Support Measures

Section 4
Communication Channels in the Event of Disputes Related to Subcontracting Transactions

JYP엔터테인먼트
하도급거래 가이드

2025. 9.

JYP LEADER IN ENTERTAINMENT

Fair Collaboration and Mutual Growth with Partners

Risk Management

Partner Code of Conduct and Compliance Management

JYP Entertainment has established a Partner Code of Conduct to manage ethics and compliance risks within the supply chain, and requires all business partners to comply with it. The Code of Conduct includes standards such as business ethics, legal compliance, and responsible management, and partners must submit a pledge to comply with the Code of Conduct. Through this, we enhance the level of ethics across the supply chain and prevent risks in advance.

JYP Entertainment Partner Code of Conduct



Grievance Handling and Communication Channels

— **Grievance Handling**

JYP Entertainment operates grievance handling and communication channels so that partners can freely raise issues within the supply chain. Partners can report grievances or suggestions for improvement arising during transactions through these channels, and the anonymity of reporters is thoroughly guaranteed. Submissions are reviewed and linked to improvement tasks, and then reflected in operations. These channels are also used to identify potential cooperation opportunities such as new business proposals, thereby expanding partnerships. In one case, we advised a on-site partner on its work system and supported the establishment of a stable operating environment by helping improve systems that can alleviate worker fatigue and safety risks.

JYP Grievance Handling Channel



Metrics and Targets

Partner Mutual Growth Metrics and Targets

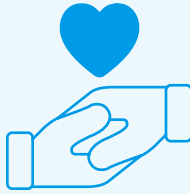
— **Partner Code of Conduct Compliance and Pledge Status**

Metric	Unit	2025	Target
Partner Code of Conduct Pledge Signed	%	100	100

— **Partner Grievance Handling Metrics and Targets**

Metric	Unit	2025	Target
Grievance Handling Rate	%	100	100

Partner Code of Conduct



Labor and Human Rights

- Voluntary labor
- Protection of underage workers
- Working hours
- Wages and welfare benefits
- Humane treatment
- Non-discrimination
- Freedom of association



Safety and Health

- Occupational safety
- Emergency preparedness
- Management of occupational injuries and diseases
- Industrial hygiene and health
- Safety and Health training
- Physically demanding work



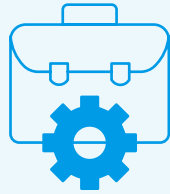
Environmental Protection

- Environmental permits and reporting
- Pollution prevention and reduction of resource use
- Management of hazardous substances
- Solid waste
- Air pollutants
- Substance regulation
- Water resource management
- Energy consumption and GHG emissions



Business Ethics

- Integrity
- Prohibition of improper benefits
- Information disclosure
- Intellectual property protection
- Fair trade, advertising, and competition
- Identity protection and non-retaliation
- Personal data protection



Management System

- Requirement to establish a management system that integrates human rights and labor practices, safety and health, environmental protection, and business ethics into corporate management decision-making processes

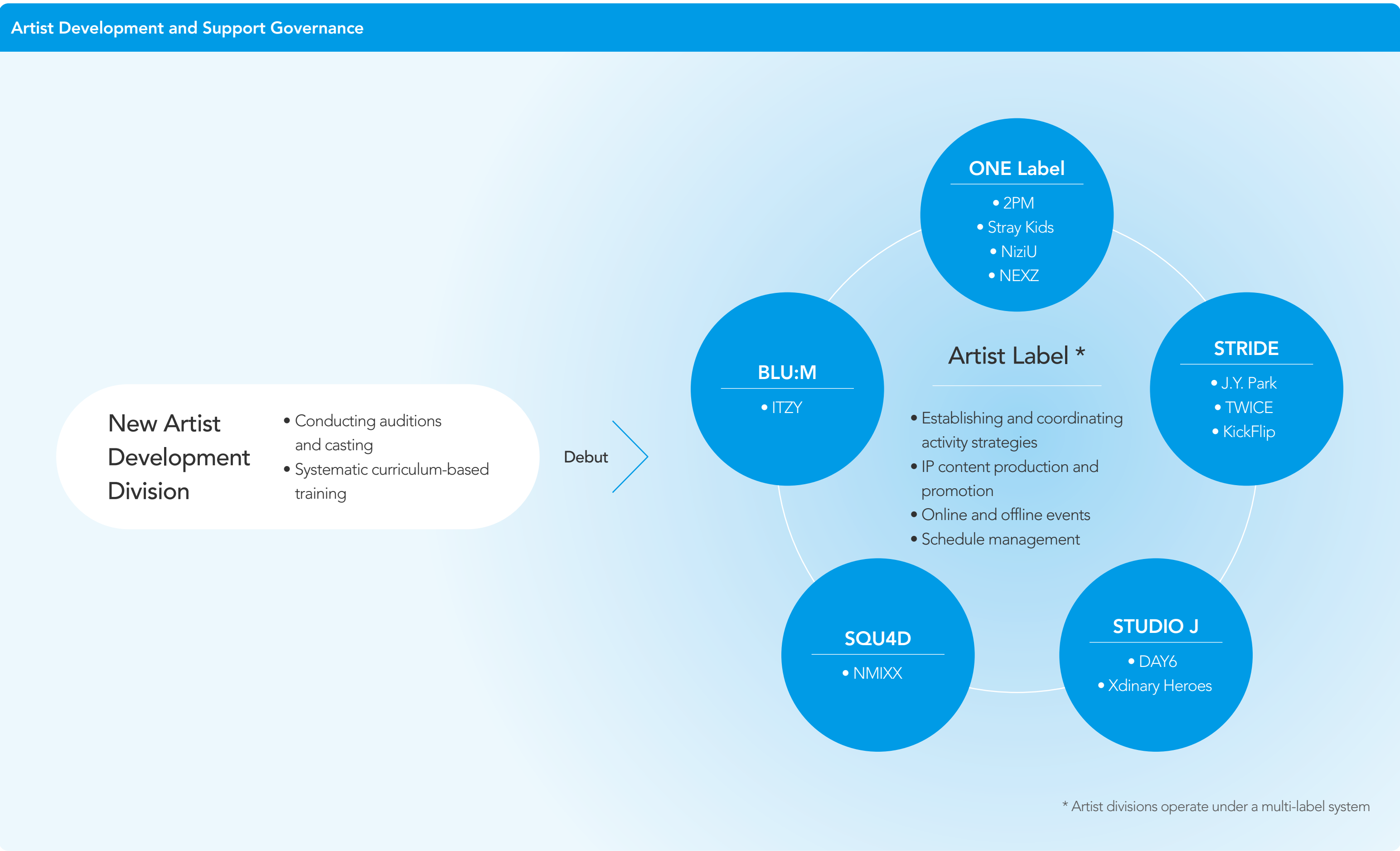
Artist Development and Support

Governance

Implementation Organization

JYP Entertainment has established and operates an artist governance system that organically links the entire process from artist discovery to training, debut, and activities. First, in the rookie development stage, we discover talent with potential through diverse domestic and global channels, and develop talent secured through auditions and casting according to a systematic curriculum. Through comprehensive training programs, including vocal, dance, foreign language, and character building, as well as individualized feedback and regular evaluations, we build the foundation for trainees to grow into artists.

JYP Entertainment operates a multi-label system, with dedicated support organizations for each artist. Each division provides customized activity support in areas such as marketing, management, production, and A&R, tailored to each artist’s characteristics, while continuously reviewing the development of artists’ capabilities and the direction of their activities. We also strive to create a stable and supportive environment for our artists through psychological and health management for artists and regular communication. Artist divisions support the organic linkage of the entire process, including IP content production (music, video, merchandise, etc.), online and offline events, and fan communication, through the establishment of mid- to long-term strategies for artists and coordination of collaboration among departments. At the same time, we promote stable and sustainable operations by preemptively reviewing and managing risks that may arise in the course of content production and activities. This systematic artist governance strengthens the connectivity of the entire process from discovery to development, debut, and activities, supports artists’ continued growth and competitiveness, and serves as the foundation for JYP Entertainment’s long-term corporate value creation.

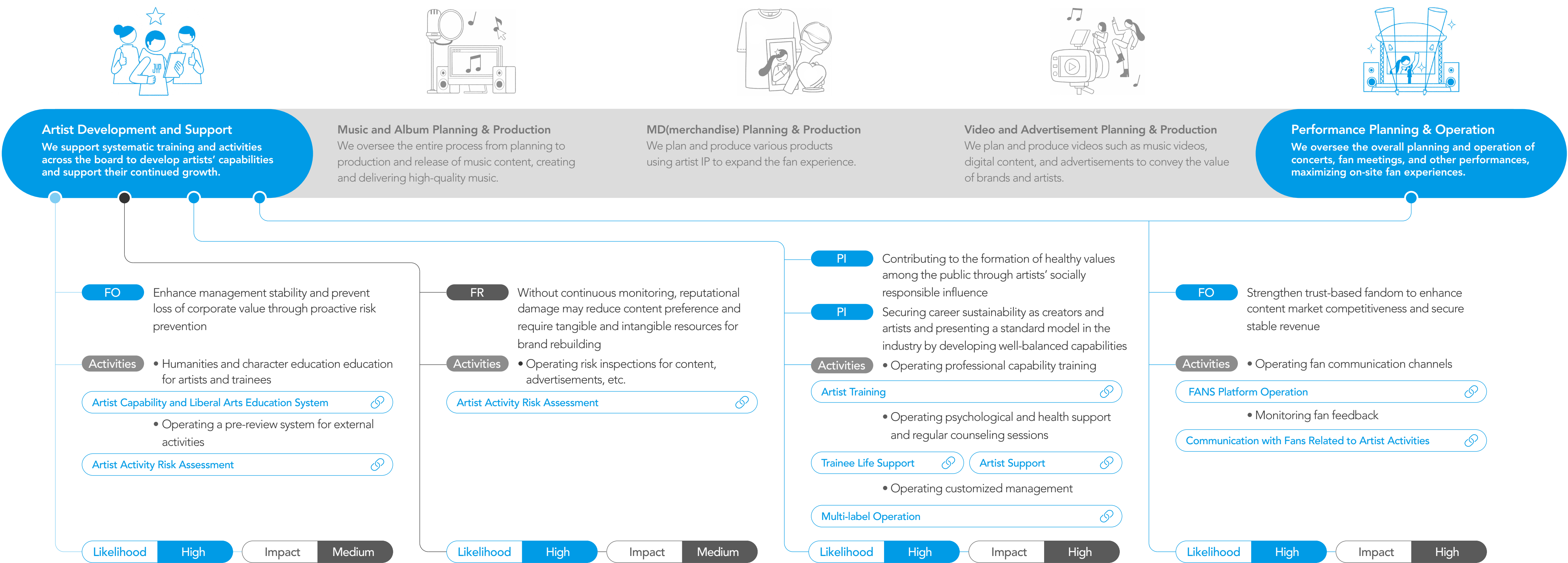


Artist Development and Support

Strategy

Risk Factors and Opportunity Factors Related to Artist Development and Support*

JYP Entertainment discloses the impacts that material issues may have on our financial position in accordance with IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information). In particular, we identified positive and negative impacts, as well as risk and opportunity factors related to Artist Development and Support, and analyzed the impacts of each factor from environmental, social, and financial perspectives. We also systematically organized each impact factor based on its scope of influence on the overall business model, likelihood, and magnitude of impact. Details can be found in the following Strategy section.



* PI (Positive Impact), NI (Negative Impact), FR (Financial Risk), FO (Financial Opportunity)

Artist Development and Support

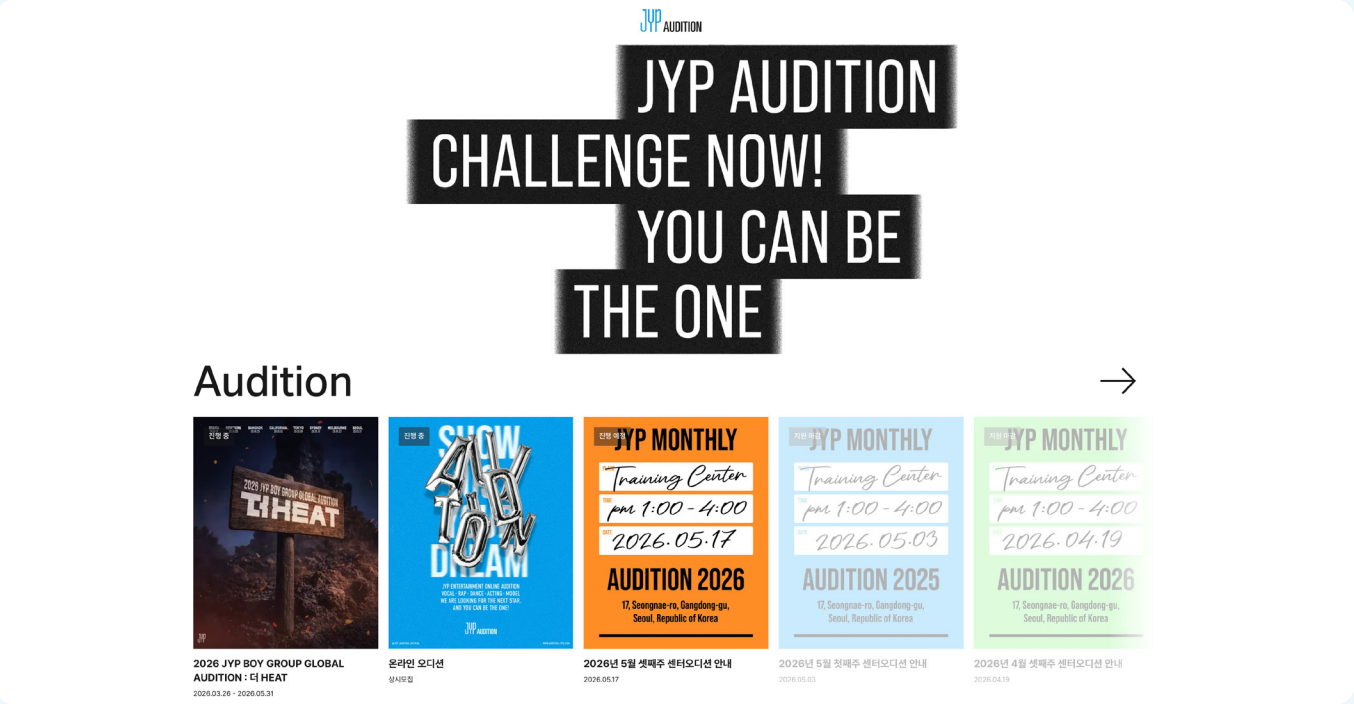
Strategy

Artist Casting

JYP Entertainment has established a diversified talent discovery system to develop artists with competitiveness in the global market. We discover talent with potential through a variety of channels, including open auditions, global auditions, ongoing casting, on-site auditions, and broadcaster collaboration programs, while expanding talent touchpoints through both online and offline approaches. We are also strengthening diversity and inclusion through an open selection policy that imposes no restrictions based on gender, nationality, or cultural background, and pursuing a proactive talent acquisition strategy that reflects changes in global fandoms and K-POP market trends.

JYP Audition Platform Renewal

In 2025, JYP renewed its official audition website to improve accessibility and convenience for applicants. Through this page, applicants can check audition information, apply online, and view progress status, as well as access integrated information needed for applications, including notices and FAQs. Multilingual support also expands accessibility and participation for global applicants.



JYP Official Audition Website

JYP Open Recruitment Auditions

JYP Entertainment has conducted our own open recruitment auditions since 2007. Many artists, including 2PM’s JANG WOORYOUNG, TWICE’s NAYEON and JEONGYEON, Stray Kids’ SEUNGMIN, Xdinary Heroes’ JUNGSU, and KickFlip’s KYEHOON, were discovered through these auditions. The 20th Open Recruitment Auditions in 2025 were held in five cities in Korea (Daejeon, Gwangju, Busan, Daegu, and Seoul), attracting many participants who showcased their talents.

Ongoing Casting

JYP Entertainment conducts ongoing casting to discover promising talent. We discover talent through diverse methods, including online channels such as social media and audition website operation, as well as offline methods such as center auditions. In line with the globalized K-POP market, we are actively conducting ongoing casting both in Korea and overseas.

Global Auditions

JYP Entertainment conducts global auditions to discover talented individuals in music around the world and lead innovation in the global music industry. In particular, our global auditions place no restrictions on gender, nationality, or culture in order to promote diversity and inclusion in the music industry and allow us to meet a wide range of applicants. JYP Entertainment has operated audition programs in various regions, including Asia and the Americas, and held auditions in China in 2025.



AI-based Audition Promotional Material Production

In July 2025, the JYP2ck audition poster combined AI technology with completed artwork to further enhance expressiveness. By adding dynamic elements to the visuals for each part, we conveyed the distinctiveness and energy of each element more effectively, and plan to apply this approach across various areas going forward.



Artist Development and Support

Strategy

Artist Training

— Artist Capability and Liberal Arts Education System

JYP Entertainment cultivates trainees’ professional capabilities and character development in a balanced manner based on a systematic training system.

First, to strengthen performance capabilities, we operate systematic training programs centered on professional instructors in each field, including vocal, rap, and dance, while creating a comfortable practice environment to enhance the effectiveness of training. We are also expanding our instructor pool and providing training programs that reflect the latest music and performance styles to respond flexibly to changing industry trends. In particular, we are strengthening the professionalism and consistency of training by using vocal training content directly led by J.Y. Park, CCO (Chief Creative Officer).

We also provide systematic foundational education so that trainees can achieve holistic growth as global artists. In addition to strengthening basic capabilities through humanities, including Korean language, Korean history, and reading, as well as IT education, we regularly conduct training on gender equality as well as sexual harassment and violence prevention to help trainees develop sound ethical awareness and responsibility. In particular, starting in 2025, we have conducted safety training once a year to raise awareness of safety and health.

JYP Entertainment encourages trainees to regularly participate in volunteer activities so they can put the values and attitudes gained through training into practice, and continues to expand their capabilities to perform on the global stage through foreign language, world history and literature, and international etiquette training. Through this integrated education system, we support trainees so they can grow into balanced artists with both talent and character.

Training Program	
Training Category	Training Content
 Capability Training	Talent training such as vocal, dance, and rap
	Workshops and community training
	Artist performance viewing
	Overseas camp score management and operation
 Humanities and Character Education	Korean language, Korean & world history, and world literature reading education
	Volunteer activities, IT (Social media) education, international manners/dining etiquette education, basic ethics training
	Safety and health training, sexual harassment/sexual violence prevention training, gender equality training

Trainee Talent Donation Volunteer Activities

As part of an education program that links trainee capability development with the realization of social value, JYP Entertainment carries out various volunteer activities, including performance-based and hands-on programs.

Trainees performed volunteer activities for pediatric patients at Samsung Medical Center using their performance capabilities as a talent donation. They also regularly participate in hands-on volunteer activities and other programs, helping them experience the joy of creating positive impact in society.



“
Even the short moment of joy we were able to provide to pediatric patients staying in hospital rooms was meaningful.
I hope they recover soon and that we can meet together at a concert venue.

I was grateful and proud to have the opportunity to earnestly sing for the children.
This volunteer activity, made me hope that
I can continue to become someone who gives strength to others.”

Artist Development and Support

Strategy

Artist Training

— Trainee Living Support

Healthcare Support — JYP Entertainment operates a support system that considers the safety and health of trainees. We provide regular health checkups for all trainees, and support medical expenses to ensure healthy recovery when injuries occur during training. We also support foreign trainees in signing up for health insurance, and provide organic meals for trainees in their growing years to support healthy eating habits.

Mental Care Support — JYP Entertainment operates a dedicated trainer system to ensure smooth two-way communication with trainees. Based on a horizontal communication culture, trainers in charge closely support trainees in their daily lives and overall training while continuously collecting opinions and grievances through regular surveys and individual interviews. We also communicate closely with the guardians of minor trainees. In addition, to support trainees’ emotional stability and mental health, we directly hire professional psychological counselors who have been trained at hospitals and operate counseling programs, implementing necessary follow-up measures after counseling to enable continuous support.

Living and Transition Support — JYP Entertainment operates various life support programs to help trainees adapt in a stable manner. We provide foreign trainees with one round-trip flight ticket per year and strengthen their sense of belonging through holiday gatherings. We also support the formation of healthy lifestyle habits through life evaluations, and provide reward opportunities such as overseas camps to outstanding trainees. In addition, we provide points for using the internal café “JYP Soulcup,” offering the convenience of accessing healthy food in a pleasant environment.

Support for Balance Between Study and Life — JYP Entertainment manages training schedules considering the age-specific characteristics of trainees. We adjust schedules by reflecting school attendance requirements so that trainees’ studies are not affected, and strive to create an environment that maintains balance between academics and training while guaranteeing rest time.

Self-directed Learning Support

To support trainees at the very beginning of their journey and help them adapt smoothly, JYP Entertainment provides a welcome kit when they first begin training. The welcome kit consists of a tumbler with the JYP Entertainment logo and a training diary, helping trainees manage their training systematically. In particular, the diary is designed to serve as a tool to support self-directed learning and growth. Along with a daily lesson journal for recording the day's lesson schedule, practice content, and improvement direction, it includes self-reflection sections that allow trainees to review what they did well and what needs improvement. It also includes weekly feedback sections where trainees can review their practice performance and record feedback from the Training Team, supporting continuous improvement of their capabilities.



Trainee Diary Cover

TODAY SCHEDULE (Daily)

- DATE, TIME, SCHEDULE
- Today's practice goals, today's lesson (content, feedback, assignments), today's self-check

+

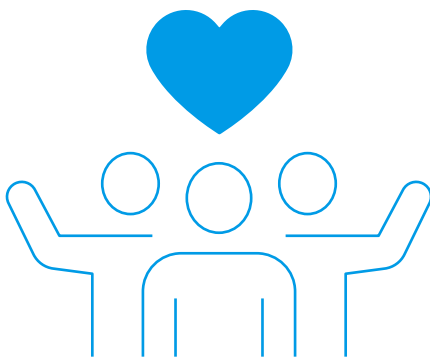
FEEDBACK (Weekly)

- DATE
- Weekly practice feedback, Training Team feedback

Artist Development and Support

Strategy

Artist Management



— Multi-label System

Based on its multi-label system, JYP Entertainment assigns dedicated personnel for each artist and provides overall support, including training, health, and psychological support. During the training process, we provide customized education for each artist through monitoring and communication, and support the strengthening of global capabilities through foreign language and cultural education. We also strive to create a stable environment for their activities by checking psychological and health conditions through regular counseling and providing rest periods when necessary.

— Artist Support

Artist Globalization — JYP Entertainment systematically supports artists’ global activities. Before overseas activities, we provide customized education on local languages and cultures to enable smooth communication during interviews, fan meetings, and other occasions. We also support content planning, promotions, and media activities targeting global fans based on collaboration with overseas subsidiaries.

Artist Counseling and Collaboration — JYP Entertainment provides customized support based on artist feedback by conducting regular interviews centered on artist divisions. In particular, CCO J.Y. Park communicates directly with artists to share musical direction and vision. We also create mutual synergy through content collaborations among our artists.

Mindset Development — JYP Entertainment supports the strengthening of cultural and communication capabilities so that artists can thrive in diverse environments. We provide education to foreign artists to help them understand Korean culture, and create a collaborative environment based on mutual respect between artists and employees.

Special Support for Junior Artists — JYP Entertainment provides customized support considering academic and living environments to support the stable activities of artists in the early stages after debut. We create an environment where artists can continue to grow by maintaining schedules that balance academics and activities, while also providing life support through dedicated managers.

Artist Creative System



— Creator Discovery and Recruitment

JYP Entertainment was the first in the entertainment industry to introduce and operate a management system that supports and manages the creative activities of creators, including composers and lyricists, through our Publishing Team. We discover talented creators through various channels, including regular auditions, social media, and referral systems. After signing contracts, we provide practical support for their activities through systematic creative support, opportunities to promote their creations, and contract and copyright management.

— Capability Development

JYP Entertainment continues to provide various forms of support to strengthen the creative capabilities of our creators. For new creators, we provide training videos produced by CCO J.Y. Park and genre-specific guidelines, helping them engage in creative activities with musical fundamentals and direction. We also operate song camps inviting overseas creators, and provide opportunities to participate directly in music recording and album production. For performance directors, we support expenses necessary to enhance field-based expertise, such as external lessons and performance observation, thereby encouraging job-related capability development and growth.

— Providing Work Spaces

JYP Entertainment creates an optimal work environment so that our creators and directors can focus on creation. We operate 10 practice rooms and eight creative rooms, and provide 16 workrooms where creators can concentrate on their creative work. We also provide convenience spaces such as an internal café and cafeteria, and maintain a pleasant work environment through continuous facility management and improvement.

— External Collaboration

JYP Entertainment creates the best results through collaboration with external creators with outstanding creative capabilities. Representative achievements involving creators and directors from the Publishing Team include DAY6’s The DECADE, Stray Kids’ KARMA, and NMIXX’s Blue Valentine, all of which received strong public response after release. In the performance area, we also continue to complete performances that match each artist’s individuality and the concept of each song through close collaboration with various external experts.

Artist Development and Support

Risk Management

Trainee Communication and Grievance Management

— JYP Talk

JYP Entertainment operates JYP Talk, an anonymous communication channel, to collect trainees’ opinions on an ongoing basis. The channel is accessible via QR code, and QR codes linking to the channel are placed in key spaces such as practice rooms, lockers, and restrooms to improve accessibility. Trainees can freely report inconveniences and matters requiring improvement either by name or anonymously, and the Training Team reviews various matters, including improvements to the training environment and opinions related to skill development. The relevant system is explained in advance when contracts are signed.

— Trainee Survey

JYP Entertainment conducts quarterly surveys on the overall trainee training system, including daily life and education programs, to ensure that trainees can grow in a healthy environment. Through these surveys, the company regularly reviews the training environment, satisfaction with lessons and education programs, and grievances, and promptly addresses identified areas requiring improvement.

Artist Activity Risk Assessment

— Operation of a Step-by-step Risk Management System

JYP Entertainment operates a step-by-step risk review system led by dedicated departments to support the safe and systematic domestic and overseas activities of its artists. The company reviews relevant risks throughout the entire process, including proposal review, contract signing, and the periods before, during, and after activities. In particular, when conducting overseas tours, JYP Entertainment strives to ensure consistency in global on-site operations by establishing and sharing standards and measures for responding to risks related to political and social issues.

— Settlement and Rights Protection System

JYP Entertainment transparently manages the distribution and settlement of music content through its proprietary content settlement system, JMC (JYP Music Content Management System). We collect and settle performance royalties in accordance with contracts with artists and systematically manage related contracts and procedures. We also transparently share settlement details with artists and, for newly debuted artists, provide prior explanations to their guardians to enhance their understanding. In addition, JYP Entertainment implements protective measures against violations of artists’ rights and interests, such as malicious comments and defamation, through continuous monitoring and legal action when necessary.

Content and Intellectual Property (IP) Management

JYP Entertainment recognizes intellectual property (IP) created through various content, including music, video, performance, and merchandise, as core assets, and protects artists’ rights and contributes to fostering a healthy ecosystem for the content industry through integrated management and protection.

We operate a pre-verification process involving internal specialists and external experts for music and performances scheduled for release, checking for similarities to prevent copyright infringement risks.

To respond to intellectual property infringement caused by the illegal distribution of music and video content in various forms on online platforms around the world, we collaborate with anti-piracy partners to conduct continuous monitoring and takedown measures.

In addition, JYP Entertainment responds to increasingly sophisticated intellectual property infringements by conducting regular AI-based monitoring in collaboration with the Korea Intellectual Property Protection Agency and partners to continuously check the distribution of counterfeit products on major domestic and global online platforms and block them promptly.

As a result, in 2025, we detected and blocked more than 1,350 cases of counterfeit products online in Korea and more than 9,000 cases on major overseas platforms.

At the same time, we are strengthening online and offline crackdowns through cooperation with related organizations such as the Korea Intellectual Property Protection Agency, the Korean Intellectual Property Office, and special judicial police.

We are also participating in the Trade-related IPR Protection Association (TIPA) while seizing counterfeit products and blocking distribution in key target regions.

Through this integrated IP management and protection system,
JYP Entertainment protects artists’ rights and contributes to fostering a healthy ecosystem for the content industry.

Artist Development and Support

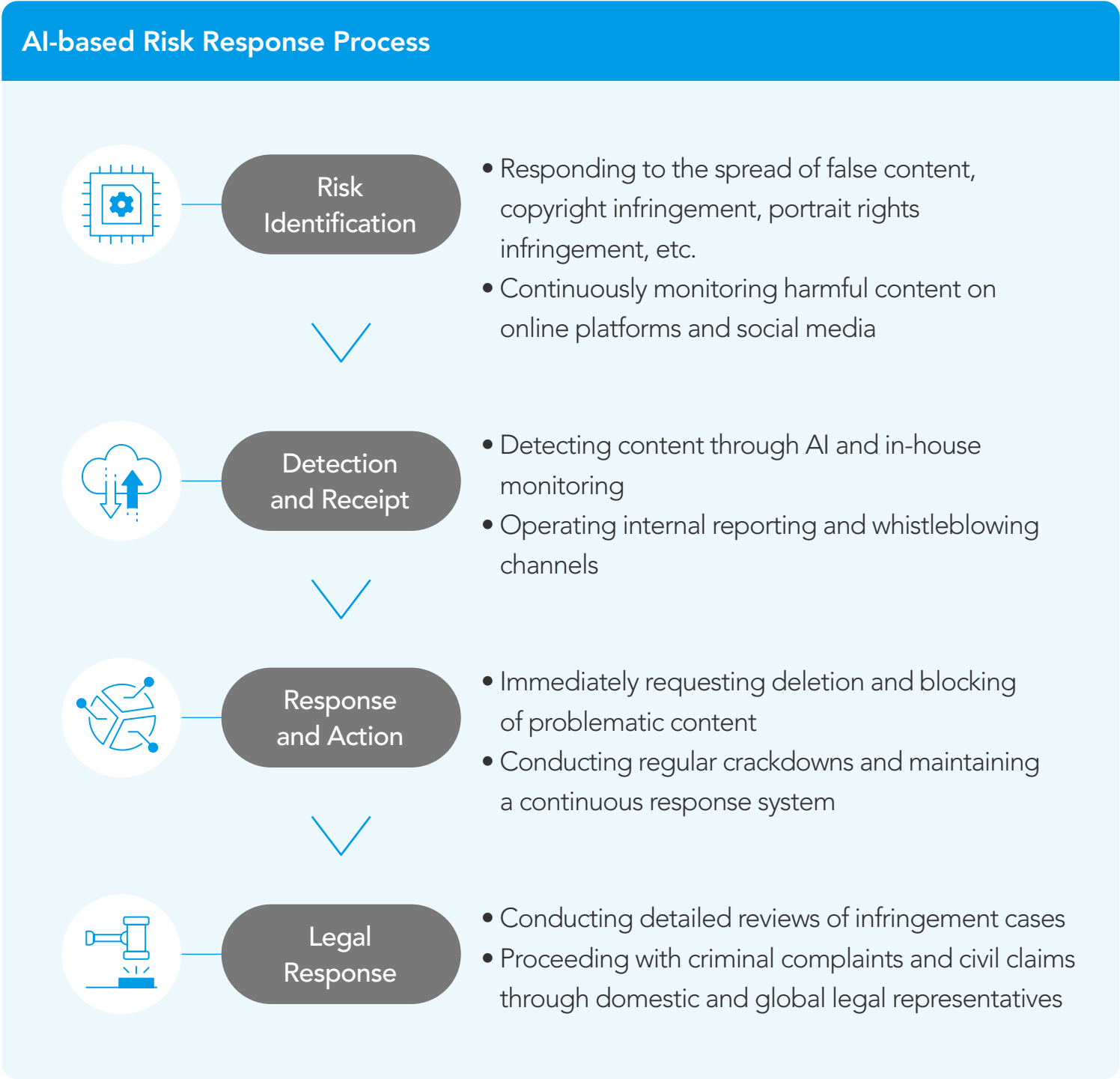
Risk Management

Artist Activity Risk Assessment

— Responding to AI-related Risks and Strengthening Artist Protection

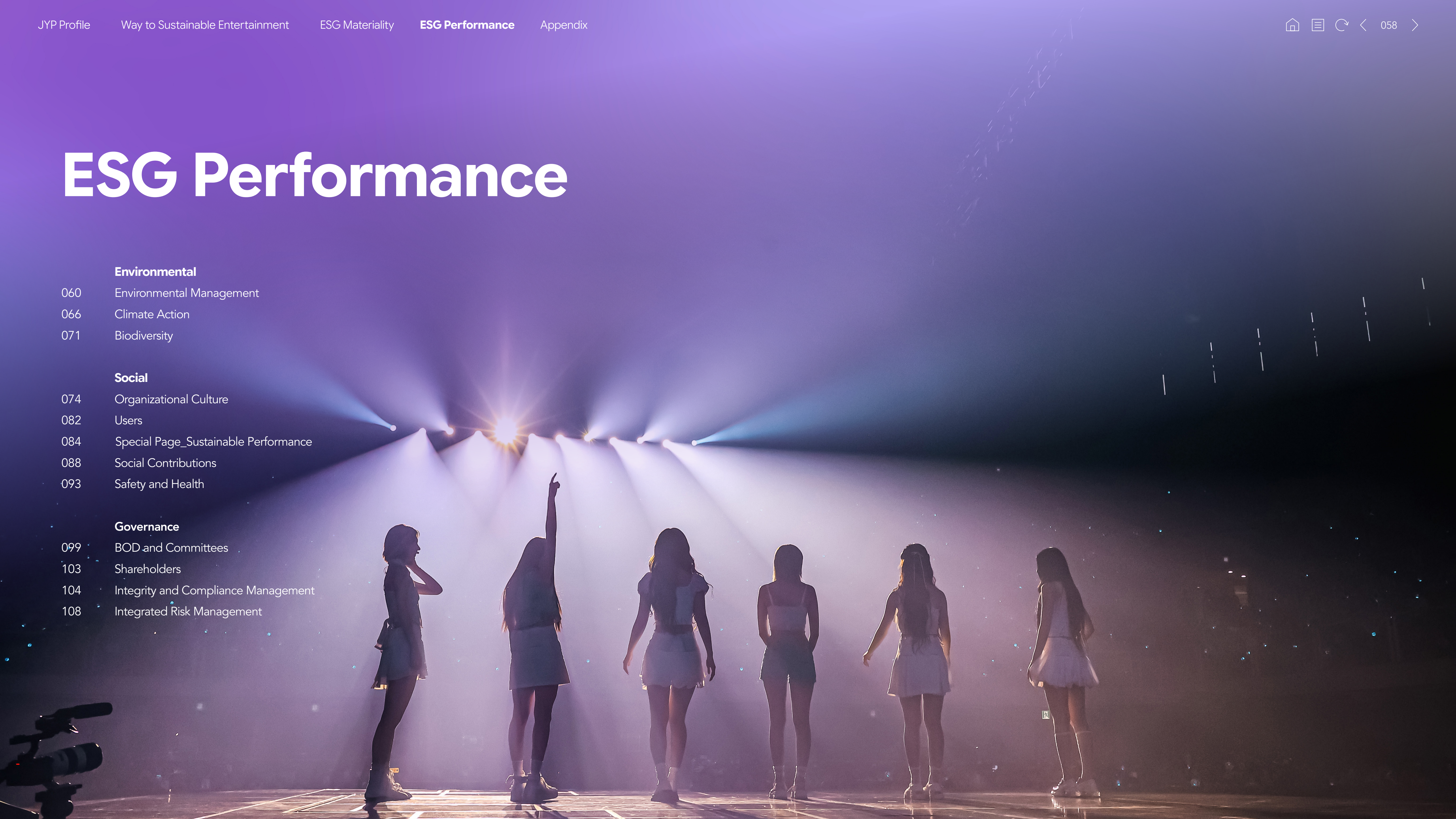
JYP Entertainment has implemented a systematic management system to prevent risks of intellectual property infringement and violations of portrait rights and publicity rights that may arise from the misuse of AI technology.

In particular, we have established a strong response system centered on dedicated personnel to address the spread of deepfake-based fake content, and continuously manage harmful content online through a monitoring system specialized in malicious content. We also closely review information received through internal reporting and whistleblowing channels, and immediately request the deletion and blocking of problematic content. In addition, we secure evidence through a detailed evidence collection process for infringement cases, and are taking strict legal action in cooperation with domestic and global legal advisory organizations. Going forward, we will proactively respond to new risks resulting from changes in the digital environment, and continue to strengthen our legal, management, and technical response systems.



ESG Performance

	Environmental
060	Environmental Management
066	Climate Action
071	Biodiversity
	Social
074	Organizational Culture
082	Users
084	Special Page_Sustainable Performance
088	Social Contributions
093	Safety and Health
	Governance
099	BOD and Committees
103	Shareholders
104	Integrity and Compliance Management
108	Integrated Risk Management



Environmental

060	Environmental Management
066	Climate Action
071	Biodiversity



Climate change is directly linked to sustainability, and a proactive response is an important corporate responsibility. JYP Entertainment has established a governance system centered on the ESG Committee, and is developing and implementing company-wide environmental management strategies. We became the first company in the Korean entertainment industry to voluntarily participate in K-RE100, and based on our 2050 Carbon Neutrality Roadmap, we manage risks and opportunities arising from climate change. In addition, we are striving to reduce the environmental impact of our business operations through initiatives such as the introduction of digital albums using QR codes and the production of album components and merchandise using eco-friendly materials. We also continue our efforts to preserve the global environment by conducting environmental campaigns with various stakeholders.

Environmental Management

Implementation System

Dedicated Departments

JYP Entertainment has established an cohesive cooperation system from the BOD to working-level dedicated departments to systematically promote environmental management. The ESG Committee under the BOD reviews and resolves environmental management goals and major matters, regularly reviews company-wide performance. The CEO, as the person responsible for environmental management, oversees implementation plans and progress and submits material issues as BOD agenda items. The ESG Council shares environmental issues and discusses response measures according to strategic directions, while the Environmental Unit within the ESG Working Group establishes specific strategic tasks based on the Environmental Management Policy and continuously monitors the implementation process. At the working level, the Sustainability Team and Management Support Team are responsible for “Climate Action” and manage energy and GHG emissions. The IPX Business Office, Food & Beverage Team, Content Settlement Team, Music Business Team, and BLUE GARAGE promote internal eco-friendly culture and eco-friendly business activities in diverse ways to “Promote Eco-Friendly Value.”



JYP Entertainment Environmental Management Policy

JYP Entertainment established and officially declared our Environmental Management Policy with approval from the CEO to proactively respond to the climate crisis and realize sustainable environmental management. Through this, we aim to minimize the environmental impacts arising across our corporate activities. The Environmental Management Policy consists of key items that must be managed as priorities in implementing environmental management, including climate action and energy management, biodiversity conservation and resource circulation, promotion of eco-friendly value, and compliance with environmental laws and requirements. Based on this Environmental Management Policy, JYP Entertainment aims to systematically manage company-wide environmental management performance and reduce environmental impacts arising from corporate activities. We also seek to build a sustainable entertainment ecosystem by working in solidarity with artists and global fandoms at the center of positive influence to spread a culture of eco-friendly practice in daily life.

[JYP Entertainment Environmental Management Policy](#)

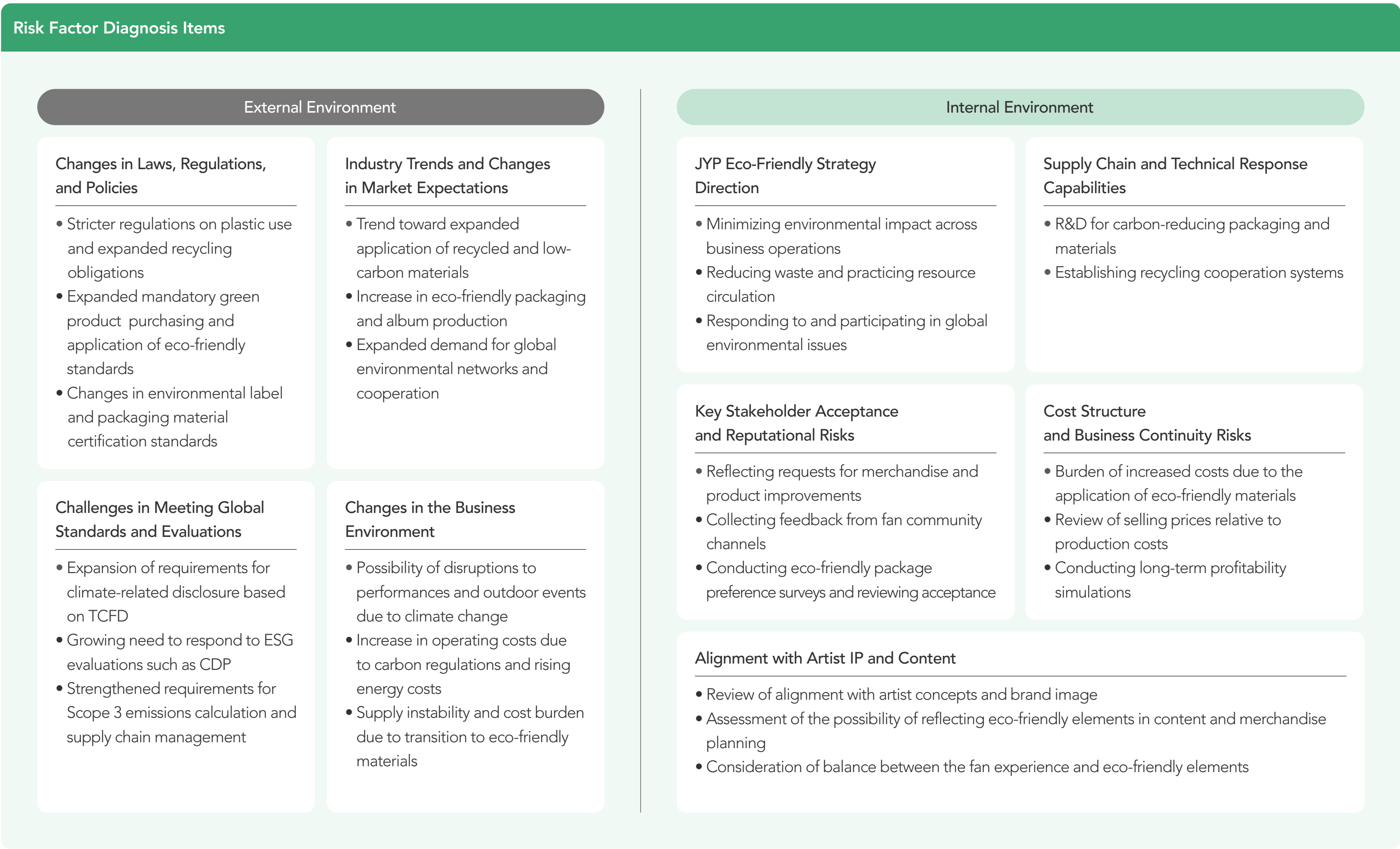
- 1 Climate Action and Energy Management
- 2 Biodiversity Conservation and Resource Circulation
- 3 Promotion of Eco-Friendly Values
- 4 Compliance with Environmental Laws and Requirements

Environmental Management

Actions and Performance

Risk Factor Analysis

JYP Entertainment is advancing its eco-friendly strategy in stages across production, including albums, merchandise, and packaging. In this process, we proactively diagnose and manage risks related to uncertainties in cost structure, performance, and acceptance. In particular, we review eco-friendly value and practical feasibility from multiple perspectives while considering alignment with the business model. We also listen to the opinions of key stakeholders and secure acceptance and consensus on eco-friendly activities, while closely reviewing trends in the development of eco-friendly materials and technologies and their practical applicability by comparing and analyzing cases in industry peers. In terms of organizational operations, we are also actively promoting resource circulation activities, such as introducing a reusable cup rental system and producing upcycled goods, to reduce waste generation and increase resource efficiency. From an economic perspective, we comprehensively consider cost structure, factors driving up unit costs, and long-term profitability to minimize burdens in the implementation process, while continuously monitoring policy trends to proactively respond to changes in eco-friendly laws and systems.



Environmental Management

Actions and Performance

Internalization of Environmental Awareness

— Conducting Environmental Training

JYP Entertainment supports employees’ understanding and practice of eco-friendly values through environmental training that reflects job-specific characteristics. We help new employees understand environmental management strategies and activities through basic training, while providing the ESG Working Group E Unit with training on domestic and global eco-friendly business activities and environmental policies. Through this, we minimize environmental impact across work processes and strengthen eco-friendly execution capabilities.

Environmental Management Training Status

Target	Contents
New Employees	Overall environmental management activities, including environmental management system, Environmental Management Policy, and environmental management strategy
ESG Working Group Environmental (E) Unit	Domestic and global eco-friendly business cases, overall environmental management activities

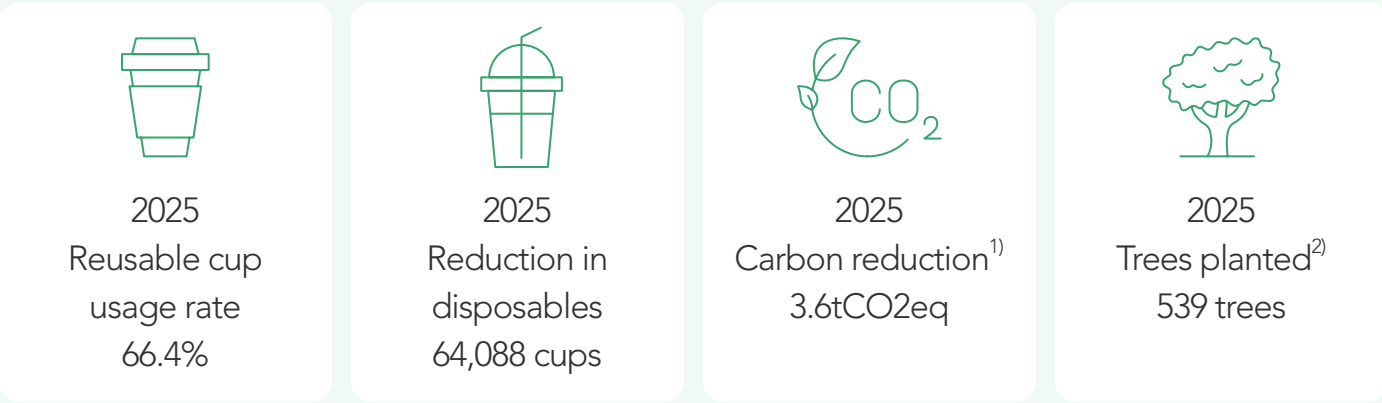
— Building an Eco-Friendly Office

JYP Entertainment has established a digital work environment through electronic approval and cloud-based systems, aiming to reduce paper use and improve work efficiency. To reduce the environmental burden of our office spaces, we have introduced GREENGUARD-certified eco-friendly office furniture, contributing to a healthy and sustainable work environment. We also apply eco-friendly principles to our internal food culture. The company cafeteria, JYP BOB, and internal café, JYP Soulcup, use menus centered on organic, pesticide-free, and antibiotic-free ingredients and use reusable tableware instead of disposables, thereby contributing to the minimization of environmental impact.

Special Case: Reusable Cup Rental System

JYP Entertainment operates an internal reusable cup rental system. Employees can rent and use reusable cups instead of disposable cups, and RFID technology is applied to track and manage the number of cups returned. A reusable cup rental space has been set up at the internal café JYP Soulcup, and collection bins have been placed at major internal locations so that anyone can conveniently use reusable cups. Beverage discounts and carbon neutrality points are provided when reusable cups are used, encouraging use and raising employees’ environmental sustainability awareness.

Reusable Container Status



1) Based on a life cycle assessment (LCA) of reusable cups over the entire life cycle (production, collection, washing, reuse, and disposal) by CIRCULAR LABS and 2PM Lab (Greenflow)
2) National Institute of Forest Science, Standard Carbon Absorption of Major Forest Tree Species (2019), based on 30-year-old pine trees

— Eco-Friendly Material Shopping Bags

JYP Entertainment has transitioned to eco-friendly shopping bags to deliver items for internal and external communications processes, such as meetings and visits. The shopping bags apply Earth Pact, a material made from 100% sugarcane raw material, thereby minimizing the use of wood. They are also manufactured without adhesives or coatings to reduce environmental impacts that may arise during use. The material does not use petrochemical components or GMO plants, and was designed with consideration for both the environment and user health.

Special Case: Environment Campaign Contents

JYP Entertainment continues to carry out activities to enhance environmental awareness through its artists. In 2025, ITZY’s YUNA participated with the Korea Paper Association in campaign-style web entertainment content to improve public awareness of paper. The content was designed to communicate the value of paper circulation and the role of the paper industry, and to raise awareness of paper recycling. YUNA participated in various episodes, including “Living a Day Without Paper,” “Waste Paper Hearing,” and “Recycling Quiz Challenge,” raising awareness of paper use and recycling among the public.



ITZY YUNA’s “Paper Variety”

“
I became grateful for the paper used
all around us and learned how precious what nature gives us is.
I hope we can all work together to achieve 100% circular paper recycling.”

Environmental Management

Actions and Performance

Eco-Friendly Album and Merchandise Production

— Eco-Friendly Album Production

JYP Entertainment is gradually introducing sustainable album production and eco-friendly materials to reduce resource use and minimize environmental impact in the album production and packaging process.

Album Production Using Eco-Friendly Materials

JYP Entertainment continues to apply eco-friendly materials to reduce the environmental footprint generated during album production. We use FSC-certified paper and soy ink for all albums, and have introduced KODAK process-free plate printing technology to minimize wastewater and waste generated during the production process. Since September 2025, we have gradually expanded the mandatory use of eco-friendly materials in album components. Albums such as Xdinary Heroes <LXVE to DEATH>, NMIXX <Blue Valentine>, NEXZ <BEAT-BOXER>, KickFlip <My First Flip> used PAPER BACK 30, made with at least 30% recycled pulp. JUN. K <Dear my muse>, JANG WOORYOUNG <I’m into> used Earth Pact, a pulp material based on sugarcane byproducts, while DAY6 <The DECADE>, ITZY <TUNNEL VISION> used eco-friendly materials such as kraft paper in album production. In this way, we are working to gradually expand the use of eco-friendly materials in album production.

PAPER BACK 30



Earth Pact



Kraft Paper



KickFlip <My First Flip> Album

JUN. K <Dear my muse> Album

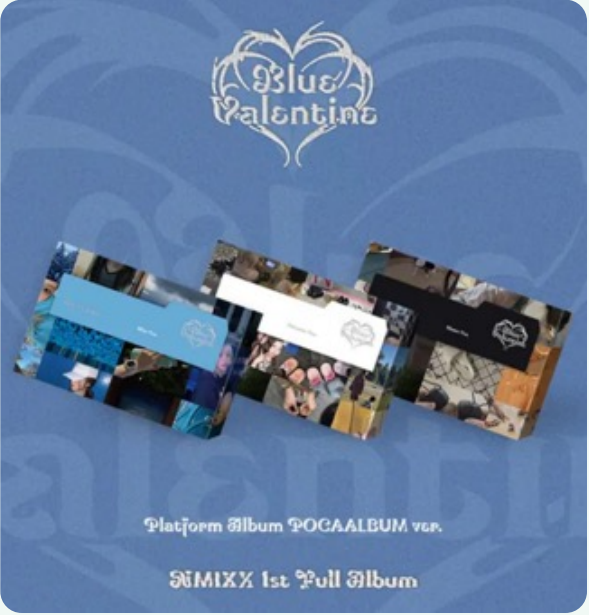
ITZY <TUNNEL VISION> Album

- **PAPER BACK 30:** Paper made using 30% recycled pulp (paper certified as eco-friendly by the Ministry of Climate, Energy and Environment)
- **Earth Pact:** Sugarcane paper, an alternative to conventional forest resources, which minimizes tree cutting
- **Kraft:** A product using natural kraft pulp, certified as free of fluorescent substances, harmful substances, and heavy metals

Continued Release of Digital Albums

JYP Entertainment produces digital-based albums that allow users to access music and content through QR codes, reducing the use of physical resources and spreading a sustainable music consumption culture. In 2025, we released a total of 19 types of albums, including DAY6 <The DECADE>, NMIXX <Blue Valentine>. Digital albums provide not only music, but also diverse content such as digital photocards, messages, and videos, thereby improving both environmental performance and user convenience. We plan to gradually expand this approach to albums released in the future.





DAY6 <The DECADE> Platform Album

NMIXX <Blue Valentine> Platform Album

Environmental Management

Actions and Performance

Eco-Friendly Album and Merchandise Production

— Eco-Friendly MD(Merchandise) Production

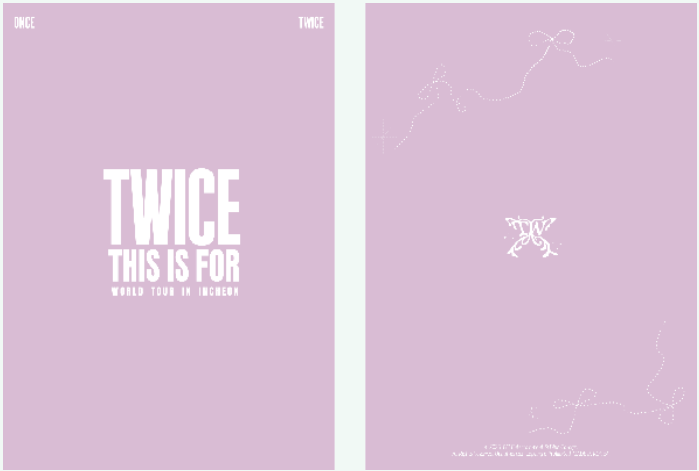
JYP Entertainment employs a systematic process to review the environmental impact of materials in advance and evaluate the applicability of eco-friendly materials from the planning stage of merchandise using artist IP. We prioritize the use of FSC-certified paper and soy ink for paper-based products, and are expanding our eco-friendly product lineup to various items such as tumblers and reusable bags.

— Introduction of Eco-Friendly Packaging

At the product packaging stage, JYP Entertainment introduced eco-friendly packaging materials in 2022, and uses FSC-certified boxes and paper bags made from sugarcane byproducts for orders from our official online store, FANS SHOP. Through this, we aim to reduce plastic use and establish a packaging structure that is easy to recycle, thereby reducing environmental impact in the logistics process.

Eco-Friendly Merchandise Cases

FSC-certified paper



TWICE 'THIS IS FOR' World Tour Poster Book
(July 2025)

FSC-certified paper

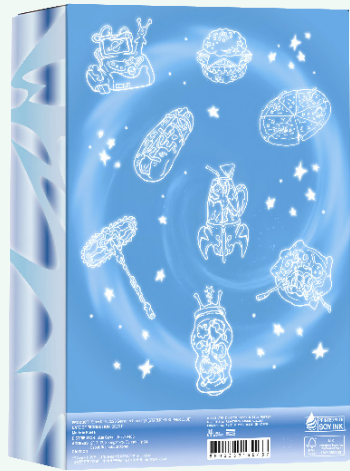
Soy ink



ITZY 2026 Season's Greetings
(November 2025)

FSC-certified paper

Soy ink



Stray Kids 2026 Season's Greetings
(November 2025)

FSC-certified paper

Soy ink



Xdinary Heroes 2026 Season's Greetings
(November 2025)

FANS SHOP Eco-Friendly Packaging Material Transition Process

2022.11

Changed to FSC-certified natural rubber tape



2023.07

Changed gift wrapping material to eco-friendly material (Sugar Rush) paper bags



2023.08

Introduced FSC-certified boxes for some auxiliary material boxes



2024.01

Used FSC-certified boxes for all auxiliary material boxes



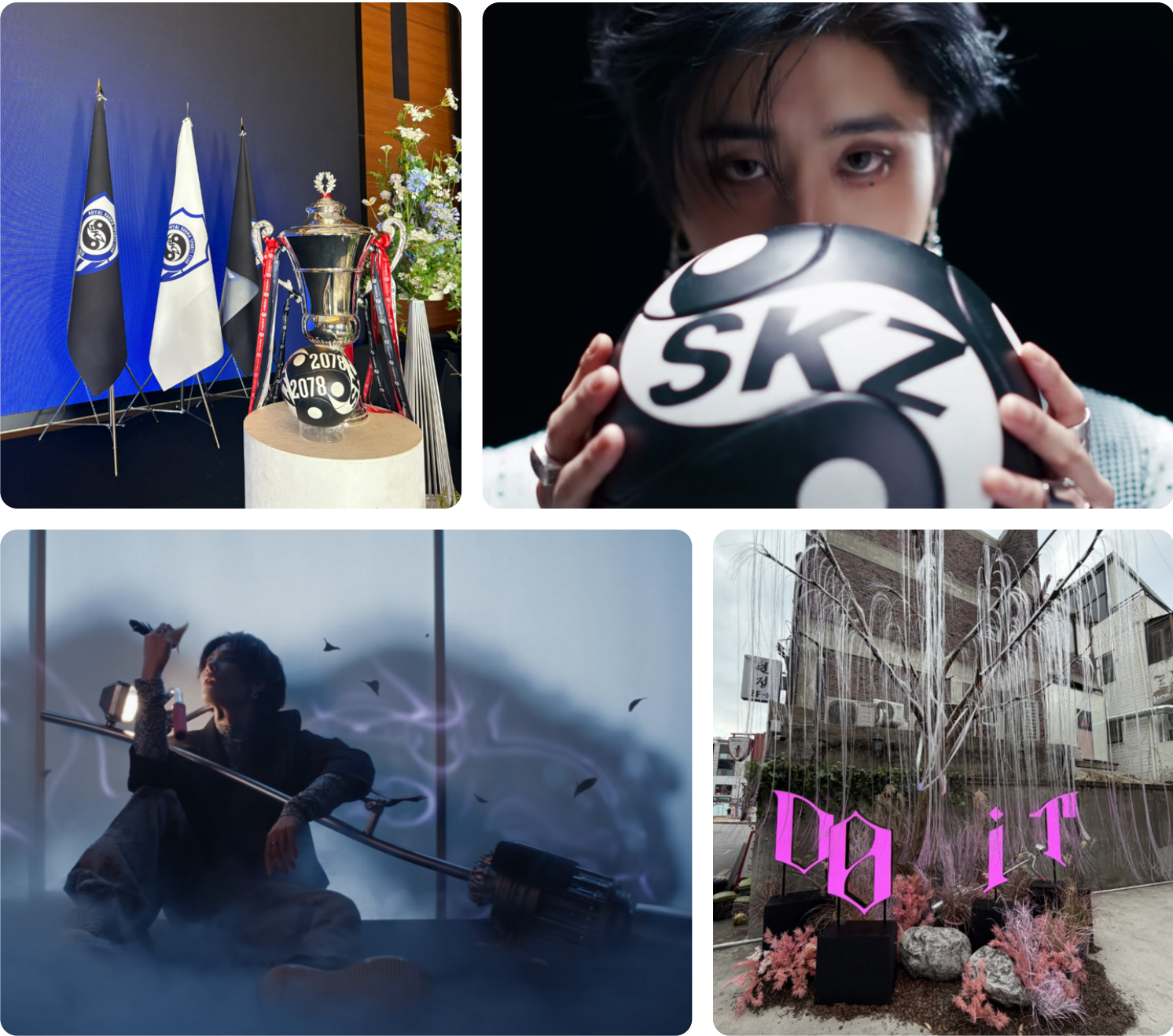
Environmental Management

Actions and Performance

Promoting IP Waste Reduction Activities

— Reusing Content Production Resources, Sets, and Props

JYP Entertainment has established a resource circulation system that actively reuses resources such as sets, equipment, and props generated during content production in offline spaces, rather than disposing of them after one-time use. We rearrange and utilize major objects and background structures used in artists’ music videos and trailers, as well as instruments, production props, and graphic elements that bring out the details of each concept, in exhibitions and pop-up spaces. Through this, we minimize waste generation by realizing a virtuous cycle of production resources, while providing fans with a unique immersive experience to fans by fully transferring the visual experience from video content to offline venues. JYP Entertainment will continue to reduce resource consumption throughout the entire content production process and strive to create a sustainable production environment that prioritizes resource reuse.



(Above) Stray Kids 4th full-length album “KARMA” OPENING CEREMONY press conference
(Below) Stray Kids “DO IT” POP-UP STORE



(Above) DAY6 9th mini album "Melt Down" music video
(Below) DAY6 , “DAY6.zip: The Home of Our Decade” POP-UP STORE

Climate Action

Governance

Dedicated Departments



As the highest decision-making body, the BOD reviews and resolves key matters across sustainability management, including climate change, and supervises management’s execution of duties. It reviews key climate-related issues (establishment of GHG reduction targets, implementation policies, etc.) overall and reflects them in management strategies to enhance risk response capabilities. The CEO, who is responsible for company-wide environmental matters, oversees key climate action tasks such as carbon neutrality strategies, GHG reductions, and energy efficiency improvements. Matters with a material impact on mid- to long-term business are submitted as BOD agenda items and implemented after review and resolution, while major management policies are shared externally through the same process.

JYP Entertainment establishes and implements mid- to long-term carbon emissions reduction strategies centered on the Sustainability Team and Management Support Team within the Environmental Unit of the ESG Working Group. These departments prepare action plans for managing GHG emissions and energy use, and drive climate initiatives such as expanding the Scope 3 inventory. They also establish directions for responding to transition and physical climate risks and collaborate with related departments for relevant activities.

Climate Change Performance (KPI) Management

JYP Entertainment integrates and manages key environmental indicators, including climate action, in connection with management’s KPIs (key performance indicators). Accordingly, the CEO and top management are quantitatively evaluated on GHG emissions reductions, renewable energy transition, and carbon neutrality implementation performance, thereby ensuring responsible management. This performance-linked system serves as a key foundation for embedding eco-friendly value in corporate strategic decision-making and overall company-wide operations.

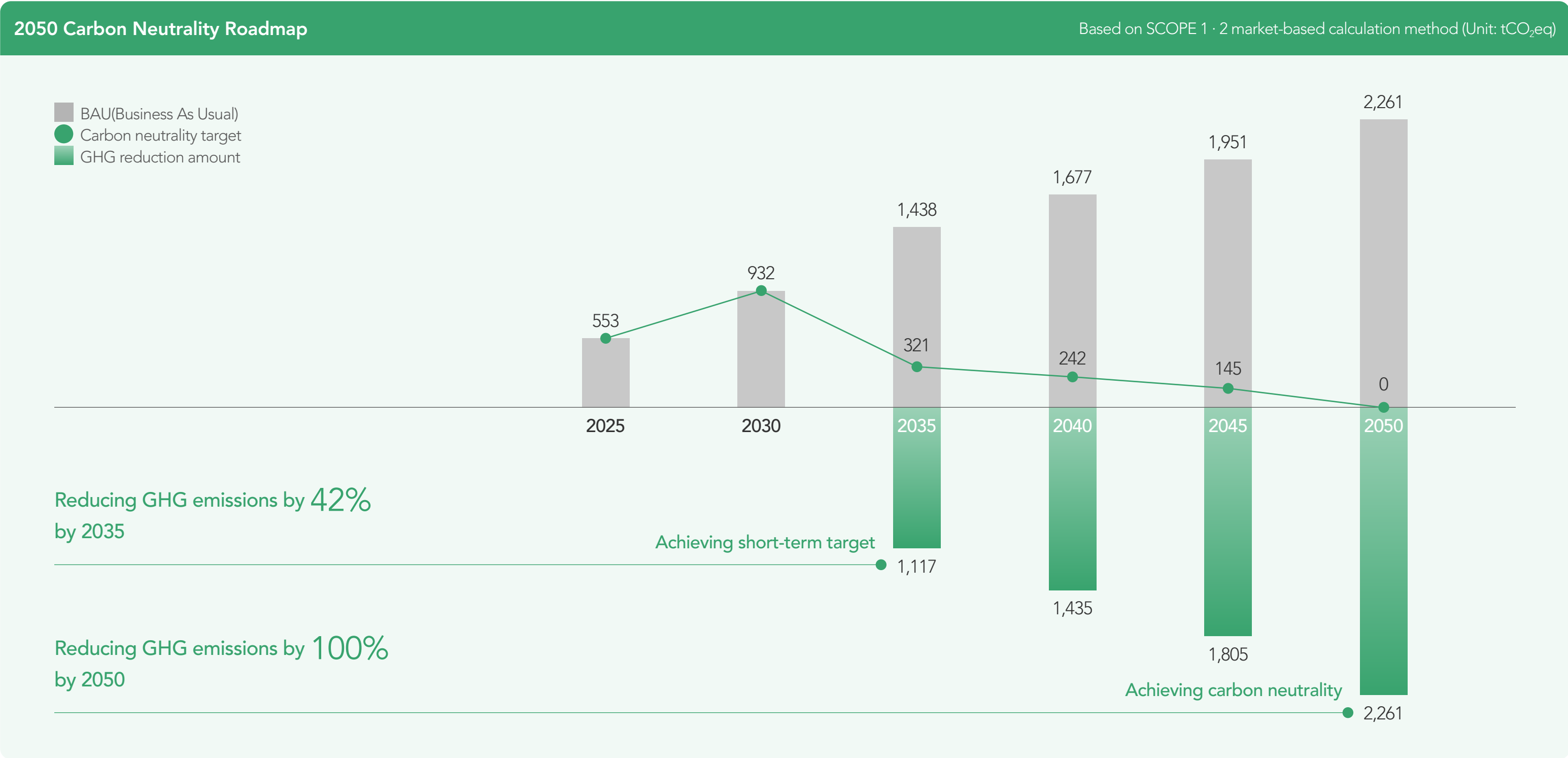


Climate Action

Strategy

2050 Carbon Neutrality Plan

JYP Entertainment has restructured our Carbon Neutrality Roadmap by defining company-wide organizational boundaries, including overseas subsidiaries, and reflecting the expansion of business operations. While specifying phased reduction action plans to achieve its targets, we continue to update our mid- to long-term goals and action plans by comprehensively considering climate-related domestic and global laws and regulations, market trends, stakeholder requirements, and their linkage with business strategies. In addition, we are gradually expanding the scope of Scope 3 GHG inventory management to systematically identify and manage emissions across the value chain, thereby promoting multifaceted GHG reduction strategies.



GHG Reduction Plan

— **Procuring Renewable Energy**

JYP Entertainment voluntarily joined the Korean RE100 (K-RE100) campaign as the first company in the Korean entertainment industry, with the goal of procuring 100% of the electricity required for corporate activities from renewable energy. In 2025, 100% of the electricity used by the headquarters and subsidiary BLUE GARAGE (2,289.34MWh) was replaced with renewable energy, and music recorded at the headquarters was produced using 100% renewable energy. Going forward, we are reviewing various renewable energy procurement measures, such as the establishment of self-generation facilities (solar power) including REC purchases, in addition to power purchase agreements (PPA), to gradually expand the scope of RE100 implementation. Through this, we plan to expand the use of renewable energy across corporate activities and continue our efforts to achieve carbon neutrality.

— **Establishing Eco-Friendly Infrastructure**

JYP Entertainment continuously monitors energy consumption at domestic and global business sites, and continues to enhance its energy management practices by applying various measures such as facility operation optimization, introduction of high-efficiency equipment, and improvement of usage patterns. In particular, to reduce emissions from stationary combustion equipment (boilers, heaters, etc.), we are reviewing the introduction of high-efficiency control and monitoring systems from the design stage of the new headquarters with the aim of obtaining eco-friendly building certification. We also aim to improve energy efficiency and create a sustainable workspace by building various eco-friendly infrastructure features such as high-efficiency lighting, heat pumps, electric vehicle charging infrastructure, and renewable energy facilities.

— **Transition to Low-carbon Vehicles**

To reduce GHG emissions from mobile combustion, we plan to gradually transition existing gasoline and diesel vehicles to hybrid vehicles and electric vehicles. In the mid- to long-term, we plan to convert 50% of operating vehicles to electric vehicles by 2033 and 100% by 2050, thereby continuously reducing carbon emissions corresponding to Scope 1 emissions.

Climate Action

Risk Management

Climate Change Risk Management Process

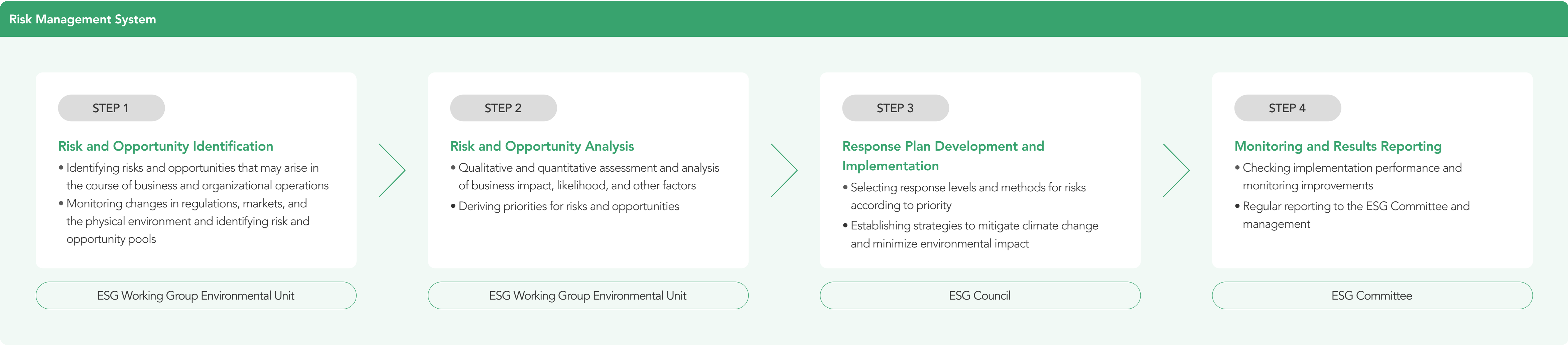
— Risk and Opportunity Identification and Assessment

JYP Entertainment establishes strategies to periodically monitor and respond to climate change risks and opportunities based on TCFD recommendations. We identify potential issues through global standards, peer benchmarking, media analysis, and other sources, and identify risks and opportunities highly relevant to the business after collecting opinions from the ESG Council, Working Group, and external experts. Identified climate-related risks are classified into four risk levels (attention required, moderate, significant, severe) by comprehensively considering likelihood, impact, resilience, and other factors. Risks classified as significant or severe are managed as risks that could have a material impact on the business, and risks with material financial impact (a revenue decrease of 1% or more) are also prioritized for response.

— Risk Management and Monitoring

JYP Entertainment reviews the risk management process, from identification and analysis to response and monitoring of climate change risks, from a company-wide integrated risk perspective, and defines climate change risks as non-financial risks. Business activities highly related to climate change risks are reviewed in advance by the ESG Committee from an integrated risk perspective, together with strategic, operational, and financial risks, as well as environmental pollution, legal and policy violations, infringement of the interests of shareholders and partners, and ethical issues. JYP Entertainment also selects key management items that reflect the likelihood and impact of risks from short-, medium-, and long-term perspectives, conducts financial impact analysis, and reflects the results in company-wide strategies and business implementation.

Integrated Risk Management



Climate Action

Risk Management

Climate Change Risk Management Process

— Analysis of Climate Change Risks and Opportunities

Based on the risk management process in accordance with TCFD recommendations, JYP Entertainment identified a total of seven climate change-related risks and opportunities through climate change scenario analysis. Risk factors were categorized into physical risks and transition risks, while opportunity factors were analyzed mainly in terms of impacts on products and services. This analysis was conducted using both quantitative and qualitative approaches based on the SSP1-2.6, SSP2-4.5, SSP5-8.5 scenarios and IEA NZE 2050, and mid- to long-term impacts were assessed for 2030 and 2050. The identified risks and opportunities were also classified according to their time horizon and scope of impact, and the resulting financial impacts were reviewed comprehensively. In particular, the physical risks of major business sites were quantitatively assessed through global climate data-based analysis using Jupiter Intelligence, which identified heavy rainfall and extreme heat as key risks. Accordingly, increased cooling costs due to extreme heat and facility damage caused by strong winds and typhoons were analyzed as major financial impact factors.

Based on the analysis results, JYP Entertainment is implementing strategic responses to turn risks into opportunities. We are seeking cost savings and enhanced corporate reputation by improving energy efficiency and expanding renewable energy use, while strengthening eco-friendly business models through the development of low-impact content and products. We are also reflecting scenario analysis results in financial planning, GHG reduction target setting, and transition strategy development, and continuing to strengthen our response capabilities for mid- to long-term climate risks. In addition, we have reflected the results derived through scenario analysis across business strategy and financial planning. Based on the IEA NZE 2050 scenario, we are deriving sustainable growth strategies such as expanding renewable energy use and introducing carbon reduction technologies, while using the SSP5-8.5 scenario to secure financial flexibility for extreme climate events and establish disaster response plans. Through this, we are building a foundation to respond to the future uncertainties caused by climate change and secure long-term financial stability.

Analysis of Climate Change Risks and Opportunities

JYP Entertainment recognizes climate action as a key management task and is promoting various response activities. We monitor and manage annual energy consumption at domestic and global business sites, and pursue GHG emissions reductions by expanding the procurement of renewable electricity. JYP Entertainment became the first company in the domestic entertainment industry to voluntarily participate in the Korean RE100 (K-RE100) campaign since 2021. In 2025, we replaced 100% of the electricity used at headquarters (2,151.00MWh) and by subsidiary BLUE GARAGE(138.34MWh) with electricity generated from renewable energy. Together with these, we are introducing technologies and operating methods that consider environmental impact. We are reducing the use of physical resources by producing digital-based albums that allow users to access music and content through QR codes, and are gradually transitioning packaging materials used on the merchandise platform, FANS SHOP to eco-friendly materials. Currently, we use FSC-certified boxes and Sugar Rush paper bags, and we plan to continue improvement activities to minimize environmental impact in product and packaging processes.

Climate Change-related Risks and Opportunities

Category			Impact on Business Activities	Financial Impact	Likelihood			Response Strategy
					Short Term	Medium Term	Long Term	
Physical Risk	Chronic	Extreme Heat	Increased cooling costs to maintain indoor working environments due to extreme heat	Low	●			Introduce energy-saving cooling systems in studios and practice rooms
	Acute	Strong Winds / Typhoons	Costs to restore damage to buildings, facilities, etc. in the event of natural disasters caused by extreme weather	Medium	●			Expand use of indoor and climate-adaptive performance venues
Transition Risk	Policy / Regulation		Increased costs of complying with regulations related to carbon neutrality and energy policies	Low	●			Introduce energy-efficient facilities and advance compliance systems
	Technology		Customer attrition to low-impact products and costs incurred for developing eco-friendly technologies	Medium	●			Expand research and development of merchandise and album packaging technologies using eco-friendly materials
	Market		Decline in brand image if climate action is insufficient	Medium	●			Investment in renewable energy (PPA, REC, etc.), expansion of resource circulation
	Reputation							
Opportunity Factor	Products and Services		Increased revenue due to growing consumer demand for eco-friendly products and services	Medium	●			Create a sustainable consumption culture through development of eco-friendly content and merchandise

Climate Action

Metrics and Targets

GHG and Energy Management Metrics and Targets

— Scope 1 and 2 GHG Management

JYP Entertainment builds Scope 1 and 2 GHG inventories for all business sites, including headquarters, domestic and overseas subsidiaries, in compliance with domestic and global standards such as IPCC Guidelines and domestic guidelines for calculating GHG emissions. We also regularly measure and manage emissions through a digital GHG management program. Based on the measured data, we analyze expected emissions and regularly report related status to the ESG Council, strengthening the transparency and reliability of emissions management. In addition, we undergo verification by an independent third-party organization to confirm whether GHG inventories have been established for each emissions source at each business site and whether the data is accurate. Through this, we enhance the reliability of quantitative data and continuously improve the effectiveness of our emissions reduction strategies.

Scope 1 and 2 GHG Emissions					(Unit: tCO ₂ eq)
Category		Scope 1	Scope 2	Total Emissions	Target
Domestic	Headquarters	333.49	0	333.49	553.00
	Domestic Subsidiaries	46.88	67.6	114.48	
Domestic (Subtotal)		380.37	67.6	447.97	
International	Overseas Subsidiaries	18.36	86.90	105.26	
Total Emissions		398.74	154.5	553.23	

* Market-based calculation

— Scope 3 GHG Emissions Management

JYP Entertainment calculates Scope 3 emissions using internal data and external indicators suitable for each category in accordance with the Scope 3 calculation standards of the GHG Protocol. In 2025, we calculated GHG emissions from waste (Category 5), and going forward, we plan to expand the scope of data management, further build the inventory, advance our calculation methodology, and transparently disclose more reliable information. JYP Entertainment undergoes third-party verification of the calculation procedures and results for Scope 3 emissions every year. Verification is conducted in accordance with international standards related to GHG verification (ISO 14064-1, ISO 14064-3), and also confirms compliance with the international standards (GHG Protocol) applied in the emissions calculation process.

Scope 3 GHG Emissions			(Unit: tCO ₂ eq)
Category	Emission Source	2025	
Category 2	Capital Goods	9.38	
Category 3	Fuel- and Energy-related Activities Not Included in Scope 1 or Scope 2	288.82	
Category 5*	Waste	13.05	
Category 7	Employee Commuting	312.50	
Total Emissions		623.75	

* Calculated from 2025

— GHG Emissions Reduction Activities and Energy Management

JYP Entertainment has set GHG reduction targets in accordance with its 2050 Carbon Neutrality Roadmap, and is promoting various reduction activities to achieve them, including RE100 implementation, expanded use of renewable energy, and energy efficiency improvements. In particular, to reduce energy use in major facilities such as workspaces, practice rooms, and recording studios, we are increasing energy efficiency by applying optimal heating and cooling operations, introducing LED lighting with low power consumption, and applying systems that automatically switch monitors to power-saving mode. JYP Entertainment will continue to prepare action plans to achieve its carbon neutrality goals and strengthen GHG reduction activities through the transition to eco-friendly energy and the establishment of an efficient energy management system.

Energy Use and Target					(Unit: TJ)
Category		2023	2024	2025	Target
Non-renewable Energy	Electricity	2.19	1.50	2.19	30.00
	LNG	0.58	0.56	0.69	
	Gasoline	1.76	2.58	4.01	
	Diesel	2.44	2.07	1.34	
	Total	6.97	6.71	8.23	
Renewable Energy		15.09	20.63	21.94	
Total Energy Use		22.06	27.34	30.17	

Biodiversity

Biodiversity Conservation

Need for Marine Ecosystem Conservation

The ocean is a core foundation that maintains the balance of the global ecosystem, providing habitats for marine life and playing an important role in absorbing and storing carbon. In particular, coastal ecosystems such as seaweed, tidal flats, and salt marshes function as blue carbon resources that absorb carbon from the atmosphere and contribute to climate change mitigation. JYP Entertainment continues to carry out activities to protect marine ecosystems in order to preserve the multifaceted value of the ocean. As part of this effort, we are conducting various activities dedicated to biodiversity conservation, protection of carbon sinks, and spreading the value of resource circulation through marine waste reduction and coastal cleanup activities. We are also spreading eco-friendly values by widely communicating the need for environmental protection through campaigns involving artists and fans, so that everyday practices can lead to the preservation of a sustainable global environment.

Value of Marine Ecosystems



Carbon absorption and storage, oxygen supply



Marine ecosystem conservation and biodiversity enhancement



Purification and improvement of pollutants



Provision of fisheries resources

Ecosystem Conservation Activities

— LOVE EARTH CHALLENGE

Since 2020, JYP Entertainment has carried out the LOVE EARTH CHALLENGE environmental campaign to conserve marine ecosystems in celebration of International Coastal Cleanup Day. In 2025, we held a fan participation-based carbon neutrality practice race under the theme “Race for Ocean.” During the four-week campaign, a total of 5,051 participants took part in various practice activities such as carbon neutrality quizzes, energy saving, and eco-friendly transportation, generating a total donation of KRW 50.51 million, with KRW 10,000 donated per participation post. The donation was delivered to OSEAN, a non-profit organization dedicated to protecting the marine environment, and used for coastal cleanup activities. A total of 595 people from 10 organizations participated across 40 marine waste concentration areas nationwide, cleaning approximately 7.4 km of coastline and collecting 7.3 tons of marine waste. In particular, major marine pollutants such as Styrofoam buoys, fishing ropes, and PET bottles were intensively removed. Marine waste collection goes beyond simple waste removal. It contributes to marine biodiversity conservation by reducing harm to marine life caused by ingestion and entanglement, and preventing habitat degradation. Specifically, Styrofoam buoys and discarded fishing gear can directly affect the movement and habitats of marine life, making the focused collection of these major pollutants meaningful for ecosystem conservation. JYP Entertainment will continue to practice eco-friendly values together with artists and fans through the LOVE EARTH CHALLENGE and contribute to creating a sustainable marine environment. We will expand awareness of marine ecosystem conservation and foster a culture of voluntary participation by encouraging fans to experience eco-friendly practices in their daily lives during the campaign participation process.

2025 Campaign Achievements

Donation for Marine Protection Activities
KRW 50.51 million

Coastline Cleanup Activity
Approximately 7.4 km

Marine Waste Collected
Approximately 7.3 tons



Biodiversity

Biodiversity Conservation

— 1% for the Planet

Since 2020, JYP Entertainment has served as an official member of the global environmental network 1% for the Planet, and has continuously contributed to solving environmental issues based on solidarity and collaboration with domestic and global environmental organizations. Recognizing the importance of protecting marine ecosystems, we support marine plastic reduction and marine waste reduction activities by donating 1% of the annual sales from our internal café, JYP Soulcup, to OSEAN. Going forward, we plan to expand activities to reduce marine waste and conserve marine ecosystems and biodiversity based on partnerships with professional organizations, and contribute to creating sustainable environmental value.



— Creating Sea Forests

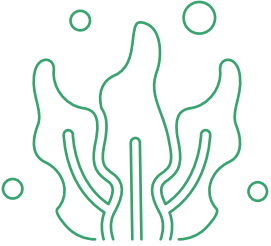
JYP Entertainment is participating in the Korea Fisheries Resources Agency's Sea Forest Creation Project around Yukdo, Ansan-si, Gyeonggi-do. The project aims to restore coastal ecosystems and expand habitats for fisheries organisms through the creation and systematic management of eelgrass forests. Eelgrass forests serve as spawning grounds and shelters for various marine organisms, while also contributing to climate change mitigation as blue carbon resources that absorb and store carbon. In 2026, we plan to transplant mature eelgrass and sow seeds, and monitor eelgrass survival rate, spread rate, growth condition, resident biota, and other factors through regular effectiveness surveys.



Project Purpose

- Coastal ecosystem restoration and biodiversity conservation





Project Details

- Creating eelgrass forests (eelgrass transplantation, seed sowing)
- Conducting effectiveness surveys (survival rate, spread rate, growth condition, biota, environment, etc.)
- Environmental improvement and monitoring

— JYP 4 EARTH

JYP Entertainment produces artist social content titled JYP 4 EARTH that allows our artists to convey messages for a sustainable society. In 2025, KickFlip produced video content with the National Institute of Biological Resources that focused on biodiversity. Under the theme “Biodiversity for All,” the content focused on helping viewers understand the concept of biodiversity, which consists of ecosystem, species, and genetic diversity, and communicating the importance of ecosystem conservation through various experiential activities. Through this, the artists directly experienced biodiversity as a key element sustaining our lives and future, and helped spread awareness of environmental protection together with fans through the content.



“ I felt that our lives are also connected to diverse living things. I resolved that we should all come together to protect biodiversity so that this network does not collapse.

– KickFlip JUWANG

I believe that preserving diversity is ultimately about protecting ourselves.

– KickFlip KYEHOON

”

Social

074	Organizational Culture
082	Users
084	Special Page_Sustainable Performance
088	Social Contributions
093	Safety and Health



Entertainment is more than simple enjoyment. It is a medium that connects people and society and inspires positive change.

JYP Entertainment promises to take the lead in creating a better world through the power of music and culture, and seeks to fulfill our social responsibility as a member of the entertainment industry.

We place mutual growth with all stakeholders, including artists, employees, partners, users, and local communities, as our top priority. To this end, we are making various efforts to protect stakeholders’ human rights, develop talent, create a healthy organizational culture, produce responsible content, build fair partnerships, systematically manage safety and health, and contribute to local communities.

Organizational Culture

Support System

Dedicated Departments

The HR Team establishes institutional and environmental foundations to proactively secure outstanding talent and enable employees to fully immerse themselves in their work and create the best performance. In addition to selecting competitive talent through a verified recruitment process, it enhances job engagement by creating a workplace that respects employees’ diversity and autonomy, including the introduction of flexible and remote work as well as an autonomous seating system. It also provides diverse education programs for employees’ continued growth and capability development, and motivates employees to demonstrate their capabilities through fair evaluations and a reasonable performance-based compensation system.

The Management Support Team helps employees form positive experiences across organizational life by improving work satisfaction and supporting work-life balance. In particular, through CHANGE, an internal suggestion system, it actively works to reflect employees’ ideas in management practices to drive company-wide innovation, and improves employees’ quality of life through customized welfare programs and internal convenience facilities. Furthermore, it continues to advance a pleasant work environment to support employees so they can concentrate on their work with greater stability.

JYP Entertainment operates a Labor-Management Council to strengthen cooperation between labor and management, coordinate conflicts, and protect employees’ rights and interests. The Labor-Management Council holds practical consultations to improve welfare benefits and working conditions, and faithfully implements matters agreed upon between labor and management. JYP Entertainment regularly holds Labor-Management Council meetings and communicates closely with employees, and will continue listening to employees’ voices to maintain a healthy labor-management relationship based on mutual respect.

2025 Labor Management Council Operational Status

Date	Number of Attendees	Number of Agenda Items Discussed or Shared	Key Details
Feb. 18, 2025	6 persons	1 case	• Salary increase rate • Incentive pool and payment criteria
May 20, 2025	6 persons	-	• Guidance on internal information asset security standards
Aug. 12, 2025	6 persons	-	• Guidance on Chuseok special points • Guidance on emergency call button operation
Nov. 11, 2025	6 persons	2 cases	• Incentive pool and payment rate • Change of company-wide work messenger

Talent Development and External Cooperation

JYP Entertainment has built a close external cooperation system for talent development with external organizations and experts to enhance employees’ job expertise and secure the organization’s future competitiveness. We regularly operate internal seminars that share the latest technologies and industry trends in design and video to strengthen creators’ job capabilities, and actively support the spread of practical insights and information exchange among employees. In addition, we conduct leadership meetings for team leaders, who are middle managers, and evaluator training to share the organization’s vision and strengthen leadership capabilities. Through this, we are establishing a fair organizational culture free of discrimination based on race, nationality, gender, and other factors, and creating an environment where employees can fully demonstrate their capabilities. JYP Entertainment will continue to advance through systematic talent development programs.

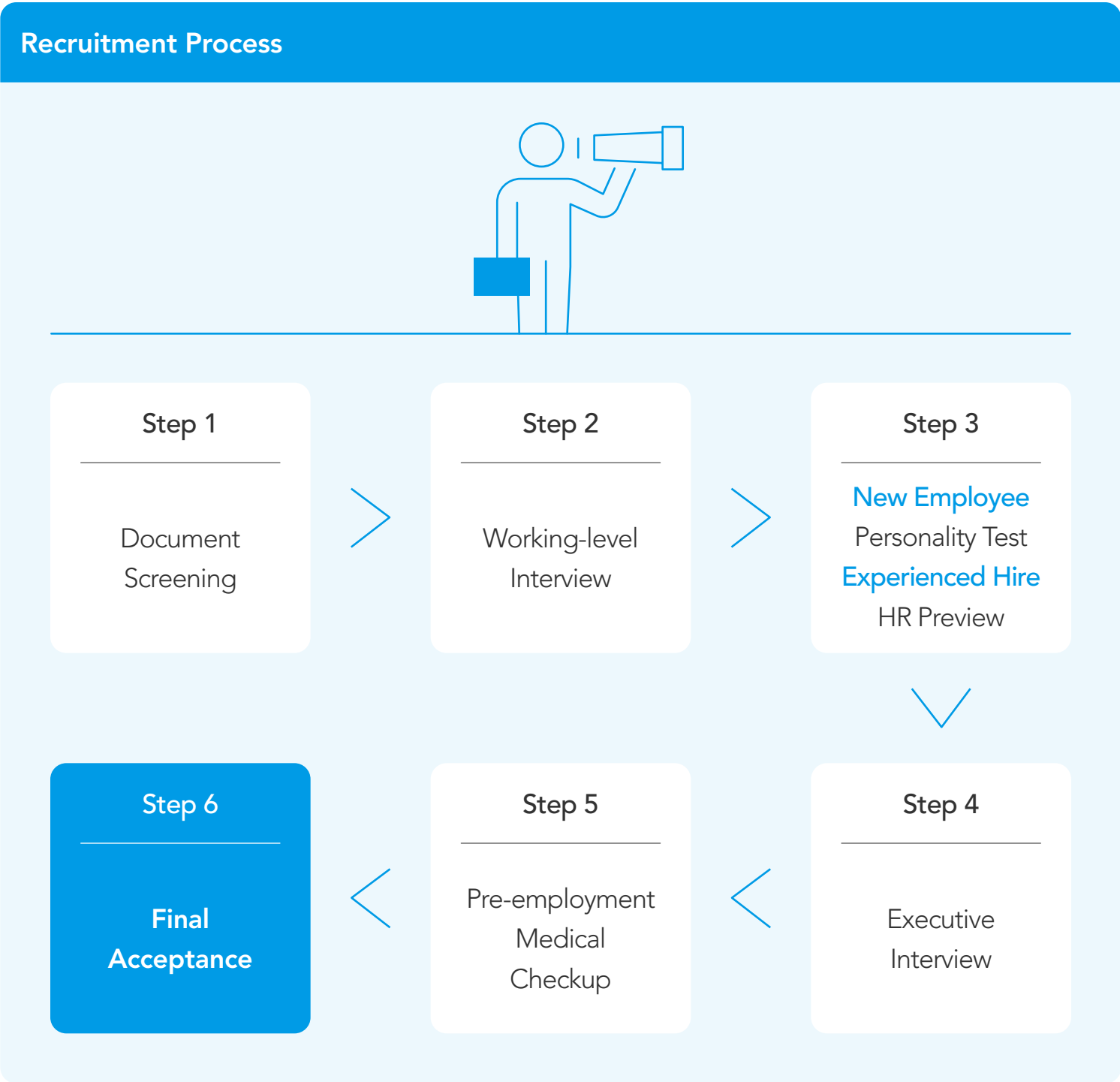
Organizational Culture

Actions and Performance

Talent Recruitment

— Workforce Supply and Operation Plan

JYP Entertainment establishes mid- to long-term workforce supply and operation plans in connection with “LEADER IN ENTERTAINMENT,” which represents the company’s values and goals. We analyze workforce demand and supply based on job function by reflecting changes in the market environment and trends. We also operate our recruitment system by considering each department’s growth strategy and job characteristics in the process of workforce placement and operation, thereby supporting the organization’s competitiveness.



— Talent Recruitment Process

JYP Entertainment defines its ideal talent as creative and passionate global talent that is suited to the entertainment industry and aligned with our "LEADER IN ENTERTAINMENT" vision. Throughout the recruitment process, we ensure fairness and transparency by complying with the Fair Hiring Procedure Act, through efforts such as respecting diversity and prohibiting discrimination. In the recruitment process, working-level staff and management participate directly, and candidates’ job capabilities and character are comprehensively reviewed through document screening, interviews, HR Preview (personality test and culture fit meeting), and other steps. Through a multifaceted review process, we closely assess each applicant’s fit with the job and organization, and continue our efforts to secure talent who will lead the entertainment industry.

— Regular Open Recruitment

JYP Entertainment selects outstanding talent aligned with the company’s values through regular open recruitment. To select applicants with the professional capabilities and qualifications required for each job, we operate step-by-step evaluation procedures, including document screening, working-level interviews, and executive interviews. We also conduct personality tests to determine whether applicants have the integrity and character pursued by JYP Entertainment. After joining the company, we support new employees in adapting smoothly to the organization through job training and onboarding programs.

— Employee Referral System

JYP Entertainment operates an employee referral system to secure outstanding talent optimized for the corporate culture by leveraging internal networks. Through this system, we can review the job expertise of experienced applicants in advance and also use it as a tool to thoroughly verify their fit with the company’s values and organizational culture through existing employees. It also has a positive effect in helping new employees properly adapt to the organization based on their connection with referrers. JYP Entertainment is improving accessibility to the recruitment process while maintaining a fair system. When recruitment is finalized, we provide a prescribed incentive to both the referrer and the new employee to encourage active employee participation and keep the system active.

— Experienced Hire Recruitment

JYP Entertainment conducts experienced hire recruitment on an ongoing basis to secure talent with expertise and experience in each area. Experienced hire recruitment focuses on assessing understanding of the relevant job and practical capabilities, and comprehensively reviews applicants’ expertise and organizational fit through portfolio review, working-level interviews, and other steps.

Recruitment Status * Headquarters basis			
	2023	2024	2025
New Employees (persons)	47	40	51
Experienced Hires (persons)	53	71	81

— Online Recruitment Information Session

JYP Entertainment holds online recruitment information sessions to communicate actively with applicants. To answer questions about the recruitment process and provide practical information about the company and jobs, we operate live sessions and Q&A programs with participation from staff in charge of actual work. Through an open communication forum that anyone can join without time or location constraints, we are able to vividly communicate JYP’s vision and organizational culture and encourage applications from outstanding talent who will shape the future together.

— Support for Persons with Disabilities and Persons Eligible for Veterans’ Benefits

In accordance with the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities and other applicable laws, JYP Entertainment gives preferential treatment to persons eligible for employment protection, and provides equipment, devices, and reasonable accommodations necessary for employees with disabilities to perform their duties safely and effectively without barriers. In accordance with the Act on the Honorable Treatment of and Support for Persons of Distinguished Service to the State and other applicable laws, JYP Entertainment gives preferential treatment in recruitment to persons eligible for veterans’ benefits and their families, including persons of distinguished service to the state who have contributed to national security and development, and encourages their employment.

Organizational Culture

Actions and Performance

Talent Development Training

— Job Capability Training

JYP Entertainment provides various learning opportunities, including job-specific professional training, to create an environment where employees can develop their capabilities autonomously. We operate our system so that employees can take advantage of necessary training, regardless of work type, and support expenses for job-related and MOS certification acquisition to help strengthen expertise. In addition, we support new employee onboarding training and job capability enhancement training. After training, we comprehensively review learning achievement, applicability to actual work, and contribution to the organization to assess training satisfaction and effectiveness, and improve our talent development programs accordingly.

— Internal Training Seminars

JYP Entertainment operates internal training seminars with invited external experts to strengthen creators’ job capabilities. These seminars share the latest technologies and industry trends in design and video, and were held a total of nine times in 2025. Through the seminars, we provided insights into the latest technologies and practical application measures, while creating opportunities for direct communication between employees and speakers through networking sessions. Based on this, we are expanding information exchange and collaboration opportunities, and plan to continue supporting job capability enhancement through regular seminars.

— Support for Language and Certification Acquisition

JYP Entertainment supports employees so they can autonomously participate in language and certification training such as MOS. This training is provided equally to all employees regardless of work type. To provide a practical learning environment, both online and offline courses are eligible for support, and learning materials and tuition are also supported.

Talent Development Program

Category	Training	Details
Company-wide Common Training (Offline)	New Employee Onboarding Training	Emotional bonding and guidance on systems/culture for new employees every month
	Bi-monthly New Employee Onboarding Training	Training on mutual networking and use of generative AI (Conducted two months after joining)
Job-specific Capability Enhancement (Online)	Job Capability Enhancement Training	Training required for support functions, such as language
	Creative Job Capability Enhancement Training	Training required for creative jobs, such as video and music

Learning Platform Support

Category	Training	Frequency of Support	Support Amount
Designated Online Platform	Job*	Once a month	KRW 200,000
	Language		KRW 150,000
	OA		KRW 100,000
Outside Designated Platforms (Online and offline)	Job*	Once a month, twice a year	KRW 500,000
	Language OA	Once a month, five times a year	KRW 100,000
Certification	MOS	Once a year	Total training fee

* If the support amount for job training is exceeded, the excess amount is provided after approval

— Interviewer Training

JYP Entertainment operates a systematic interviewer training program that continuously improves interviewers’ professional capabilities so that outstanding talent can be selected fairly. The training program aims to enhance interviewers’ evaluation skills so they can select the best talent aligned with the company’s values and philosophy, while strengthening recruitment branding by providing applicants with a positive interview experience. In 2025, we conducted training for 61 interviewers and achieved a high training satisfaction rate of 83%. Through the training, we redefined interviewers’ roles and attitudes and strengthened practical evaluation expertise by learning structured interview questioning techniques. Going forward, we plan to continue improving the quality of the recruitment process by expanding in-depth training programs customized to field needs.

— Leadership Meeting for Position Holders

JYP Entertainment holds leadership meetings for team leaders, who are middle managers, to strengthen leadership capabilities and share organizational strategies and vision. We also conducted evaluator training to ensure fairness and consistency in evaluations to establish a culture where employees can demonstrate their capabilities without discrimination based on race, nationality, gender, age, disability, and other factors. JYP Entertainment will continue to operate a trusted HR system through stronger leadership capabilities and fair performance evaluations.

Organizational Culture

Actions and Performance

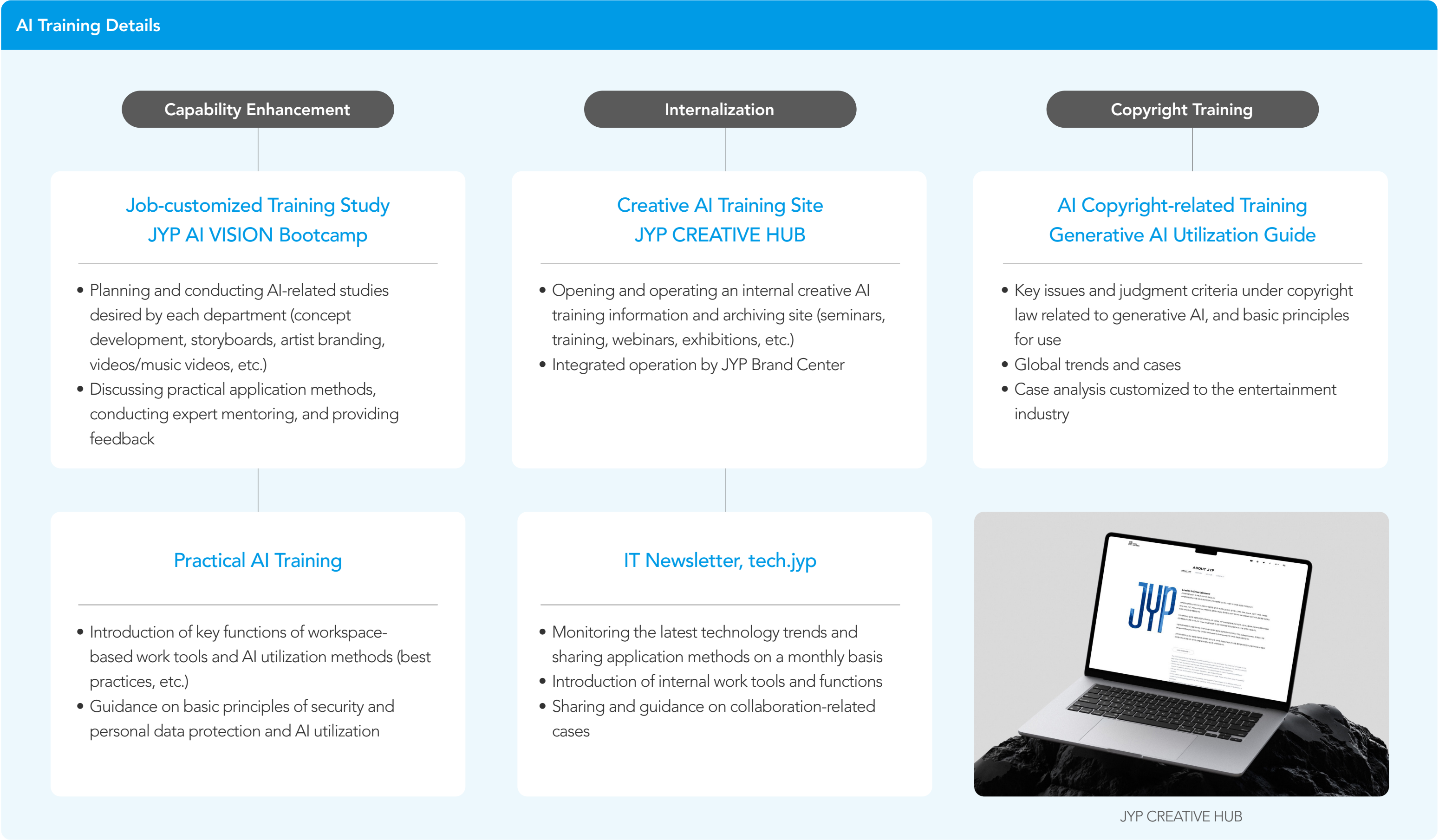
Talent Development Training

— Training to Strengthen AI Utilization Capabilities

JYP Entertainment provides systematic training programs so that employees can effectively use artificial intelligence (AI) technology in their work. We are conducting step-by-step customized training covering everything from basic use to practical application, strengthening employees’ overall digital capabilities. Through this, we not only improve company-wide work efficiency, but also contribute to generating practical work outcomes in a variety of areas, including implementation of new technologies, visualization of ideas, and activation of directing collaboration.

— AI-based Work Productivity Improvement

JYP Entertainment is introducing AI technology across business operations to accelerate the digital transformation of practical work processes and improve company-wide efficiency through improvements to the operating system. By establishing a digital and data-based operational support system, we integrate and optimize simple and repetitive administrative procedures, and implement a smart work environment where employees can focus on core business capabilities. In particular, IT LAB introduced the internal messenger JYP Bot to simplify procedures such as applying for, confirming, and changing remote work and linking profile status, while continuing efforts to establish an optimal smart work foundation by developing and distributing mass automated mailing templates and increasing company-wide work productivity.



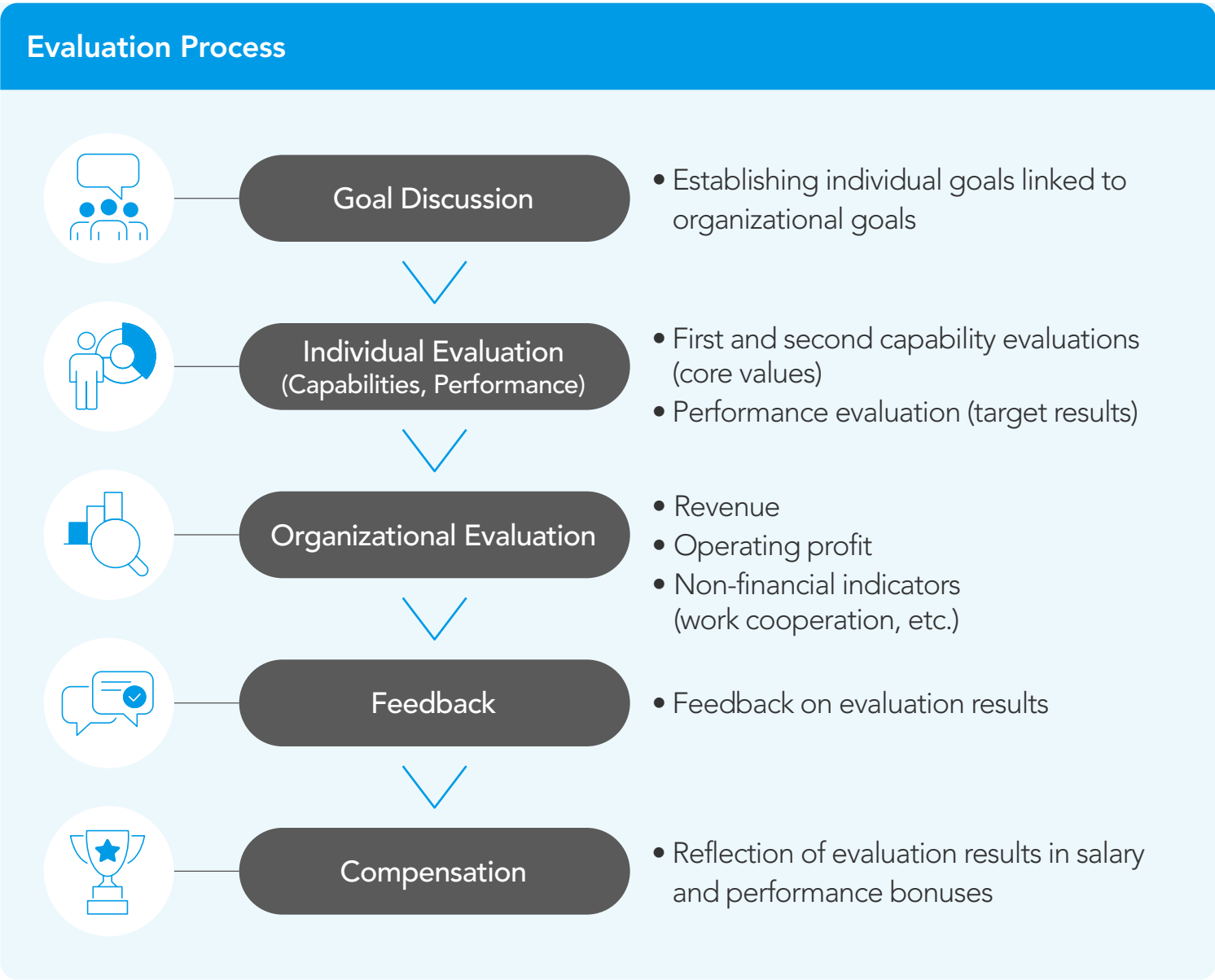
Organizational Culture

Actions and Performance

Performance Evaluation and Compensation

— Performance Evaluation Process

JYP Entertainment has operated an MBO (Management By Objectives) system since 2012 so that employees’ growth goals can be linked to the company’s management goals. Employees are evaluated based on capabilities and performance regardless of job, job group, or gender, and goals are set through agreement between the organization and individuals. After evaluations at the individual and organizational levels, feedback is provided on final results, and the compensation system is applied based on these results. To operate fair performance evaluations and compensation, we operate a Compensation Committee, and share part of management performance with employees through company-wide common performance bonuses, organizational evaluation performance bonuses, and individual evaluation performance bonuses.



— Individual Evaluation

JYP Entertainment operates individual evaluation by dividing it into capability and performance areas. Capability evaluation is conducted twice a year in connection with core values, while performance evaluation is carried out in stages consisting of an interim review and final evaluation. Through this evaluation system, we ensure that employees can be evaluated according to objective standards and operate the system by linking evaluation results to compensation.

— Organizational Evaluation

JYP Entertainment operates MBO-based organizational evaluation at the division level. Division heads and office heads establish goals by reflecting the work characteristics of each department, and regularly check implementation status. We also support employee participation through regular communication and feedback in the process of achieving goals, and operate the system so that performance management at the organizational level can be carried out systematically.

— Multi-rater Evaluation

JYP Entertainment operates multi-rater leadership evaluations by reflecting employee opinions on leaders. Opinions are collected from multiple evaluators on various items such as work attitude, collaboration capabilities, and communication skills, and core values and leadership capabilities are comprehensively evaluated. The diagnostic elements of the multi-rater evaluation are designed to align with the purpose of the evaluation, and the system is operated so that leadership capabilities can be assessed from multiple perspectives.

Evaluation items linked to core values (Leader’s Code)

Category	Core Value	Capability	Evaluation Item
Leading Company	Think Brilliant	Creativity	Presents ideas to solve problems when faced with various problem situations.
		Execution	Actively applies new ideas to actual work even when trial and error is expected.
	Act Efficient	Prioritization Ability	Sets and carries out work priorities based on importance
		Work Improvement Ability	Improves unnecessary work processes within one’s control
Respected Company		Efficient Communication	Gives clear work instructions and requests cooperation from appropriate departments and personnel in consideration of the nature of the work.
	Integrity	Ethics	Complies with norms required by the company and society even when others are not present.
		Sincerity	Does one’s best even on work that has no visible short-term results, and strives to minimize mistakes in work.
	Sincerity	Mutual Respect	Treats colleagues who work hard as individuals with respect, regardless of performance or ability.
		Humility	Actively cooperates with decisions made through discussion, even if they differ from one’s own opinion.
	Love	Teamwork	Does not lose faith that things can be done even after making mistakes or producing poor results.
		Positive Thinking	

Organizational Culture

Actions and Performance

Welfare Benefits

— Retirement Pension Operation

JYP Entertainment operates a defined contribution (DC) retirement pension plan to support employees’ stable lives after retirement. Under this system, the company contributes a certain amount each year to each employee’s individual retirement account, and retirement benefits are calculated based on investment performance. Employees who have worked for at least one year are eligible to join the retirement pension plan, and the enrollment rate at headquarters in 2025 was 75.8%. The amount received is determined based on accumulated contributions and investment performance up to the time of retirement, and employees can directly select investment products and establish investment strategies. Retirement pension assets are managed through external financial institutions, and we also provide training programs and individual consultations to improve understanding of the system.

— Healthcare Benefits

JYP Entertainment provides healthcare benefits to support employees’ health management. Every year, we fully cover the cost of one comprehensive health checkup for all employees and provide paid leave on the day of the health checkup to guarantee sufficient rest. In consideration of family health, we also support the cost of a health checkup for one spouse or parent of employees aged 40 or older. We also operate an anti-smoking program in connection with the Gangdong-gu Public Health Center, and actively encourage participation by providing a prescribed congratulatory payment to employees who successfully quit smoking. We also provide free flu vaccinations once a year to prevent seasonal illness.

— Mental Care Program

JYP Entertainment operates a mental care program to support employees’ mental health management. Employees can use an app to arrange counseling from professionals at approximately 1,000 affiliated counseling centers in the Seoul metropolitan area, helping them assess psychological difficulties and preserve emotional stability. Online counseling is also available at times when in-person counseling is not an option, and there are also nighttime counseling centers in place so that employees can conveniently schedule appointments after work. Moreover, we fully support online and offline counseling three times a year so that employees can protect their mental health without burden.

Welfare Benefits Program

Category	Welfare Program	Support Details
Working Hours	Flexible Work Arrangements	Focused work hours, work schedule can be set and adjusted monthly
Work and Living Environment	In-house Cafeteria	Free JYP BOB lunch/dinner with an organic menu
	Internal Café Welfare Benefit Points	JYP Soulcup internal café welfare points provided
	Childbirth Benefits	Childbirth allowance to encourage childbirth
	Celebration for Returning from Parental Leave	Congratulatory gifts provided when returning from parental leave
	Children’s Learning Support Fund	Learning support fund provided to employees with children (ages 4-18)
	Welfare Points	Holiday, anniversary, and annual welfare points provided through affiliated online welfare mall
	Family Event Support	Support for congratulatory and condolence expenses and leave, such as wreaths, and mutual aid services for grandparents, parents, children, etc.
	Pet Bereavement Leave	Paid leave (one day) in the event of a pet funeral
	Team Meeting Expense Support	Meeting expenses supported for team meetings and interviews
Health-care	Comprehensive Health Checkup	Free health checkup support for employees and spouses/parents (once a year)
	Group Accident Insurance Support	for critical illness and actual loss insurance payments (including artists)
	Flu Vaccination	Free vaccination support once a year (including artists)
	Mental Care Program	100% support for online and offline counseling three times a year
Leisure and Cultural Life	Anti-Smoking Program	Connection to Gangdong-gu Public Health Center anti-smoking program and congratulatory payment for those who successfully quit smoking
	In-house Clubs	Support for internal club activity expenses
	Vacation Expense Support	Summer vacation expenses provided every year
Other	Condominium Discounts	Discounts provided for affiliated vacation facilities
	Long-service Employee Support	15 days of paid refresh leave for employees with 3, 6, 10, 15, and 20 years of service; lucky key (37.5 grams of gold or KRW 5 million) and appreciation plaque for employees with 10 years of service; KRW 7 million support payment for employees with 20 years of service

Work System

— Flexible Work System

JYP Entertainment operates a flexible work system that reflects the work characteristics of the entertainment industry. Based on a selective working hours system, employees can set their working hours around focused work hours, and adjust their work schedules on a monthly basis. We also offer remote work once a week for those who wish to use it. Through this system, we improve both work efficiency and support work-life balance.

— Free Seating System

JYP Entertainment operates a free seating system to support flexible collaboration and smooth communication among employees. We have created a multi-functional office, including focused work areas, collaboration spaces, rest areas, and phone booths, taking into account both work efficiency and convenience. Employees can freely choose seats that fit the nature of their work when they arrive, thereby promoting exchange across departments and strengthening the foundation for collaboration.

Organizational Culture

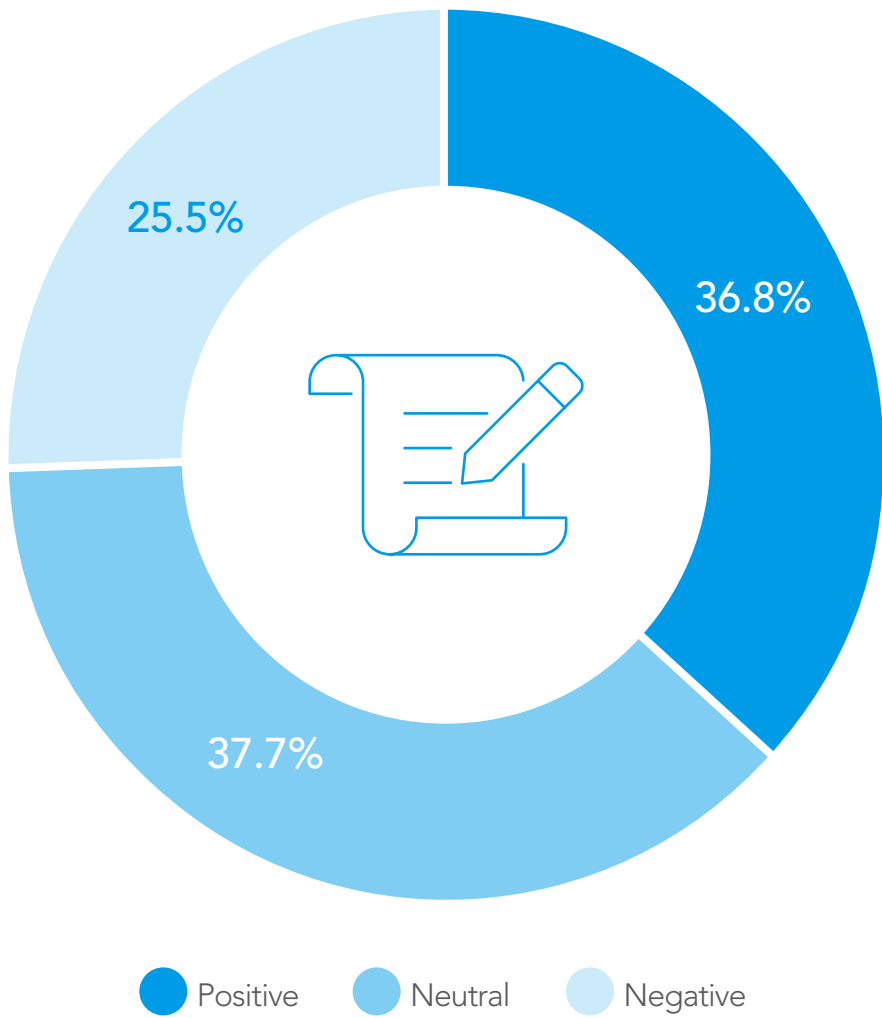
Actions and Performance

Organizational Culture Diagnosis

Company-wide Comprehensive Satisfaction Survey

JYP Entertainment conducted an internal comprehensive satisfaction survey to understand employee satisfaction and improve organizational culture. Analysis of representative questions evaluating overall company satisfaction found a positive response rate of 36.8% and a negative response rate of 25.5%. Based on employee feedback from this survey, we plan to review the internal environment and systems from multiple perspectives and establish an advanced organizational culture that all employees can trust and engage with.

Company-wide Comprehensive Satisfaction Evaluation Results



Company Satisfaction Factor

JYP Entertainment conducted a satisfaction factor survey to identify the key reasons employees wish to continue working at the company. The survey found that employees cited strong brand power and corporate reputation in the entertainment industry as the greatest satisfaction factor, followed by high satisfaction with the compensation system and welfare benefits. Strong camaraderie and team collaboration were also among the top three satisfaction factors, reaffirming the importance of a healthy organizational culture.

Survey Item

Brand power and corporate reputation in the entertainment industry

Opportunities for expertise enhancement and career development

Strong camaraderie and team collaboration system

Revenue structure and financial stability

Compensation system and welfare benefits

Employment stability

Other

Top 3 Company Satisfaction Factors

Top 1

Brand power and corporate reputation in the entertainment industry

Top 2

Compensation system and welfare benefits

Top 3

Strong camaraderie and team collaboration system

Direction for Organizational Culture Improvement

Through its organizational culture diagnosis, JYP Entertainment identified conflicts of interest and cultural gaps among some organizations, and established three key directions for improvement. First, we plan to strengthen communication and collaboration systems among divisions and departments, and institutionalize a culture of close cooperation among employees. Ultimately, by internalizing the value of “One JYP,” in which all employees unite through strong camaraderie, we plan to drive tangible internal change and establish an integrated company culture.

JYP Entertainment

Organizational Culture Diagnostic Issues

Conflicts of interest and differences in organizational culture among organizations

JYP Entertainment Organizational Culture

Three Key Directions for Improvement

1

Strengthening collaboration and communication among divisions and departments

2

Strengthening collaboration and communication among employees

3

Enhancing the sense of community through “One JYP”

Organizational Culture

Actions and Performance

Inclusive Community

JYP Entertainment encourages an inclusive culture where all employees can interact and communicate together through club activities. Clubs are operated based on employees’ voluntary participation, and serve to connect diversity within the organization by creating natural opportunities for exchange through shared interests and preferences. Currently, a variety of clubs are open to all employees, including sports clubs such as running, soccer, and basketball, culture and arts clubs that focus on dance and cultural activities, and clubs for hobbies such as board games and tea ceremony. These clubs facilitate a broadening understanding and communication among employees and contribute to fostering a healthy organizational culture based on respect and consideration.

Inclusive Community (Clubs) Participation Status

Total	Sports Activities	Culture and Arts Activities	Hobbies
382 persons	204 persons	108 persons	70 persons

— New Employee Town Hall Meeting

JYP Entertainment regularly holds new employee meetings led by CCO (Chief Creative Officer) J.Y. Park to motivate new employees as they learn and adapt to the organization’s culture. We provide time for open discussion without prejudice through Q&A on overall company life, the entertainment industry, the company’s direction, health management, and other topics. This allows us to support new employees in further strengthening the organization’s identity and inspiring their commitment to growth as employees.

CHANGE Internal Suggestion System

JYP Entertainment introduced CHANGE, our internal suggestion system, in 2022. Through CHANGE, all employees are free to express various opinions that can contribute to JYP Entertainment’s development and a happy workplace, regardless of position or title. To enhance the system’s execution, we operate the CHANGE Committee. In 2025, a total of 149 suggestions were received, and 15 of them were adopted and reflected in actual company policies and systems. Major adopted suggestions included improving the culture of notifications for employee absence, displaying allergen information on the JYP BOB menu, and improving accounting system functions. Going forward, we will continue to actively listen to employees’ voices to create positive changes in the workplace and an advanced organizational culture together.

CHANGE Suggestion Process



Step 1

Suggestion Submission



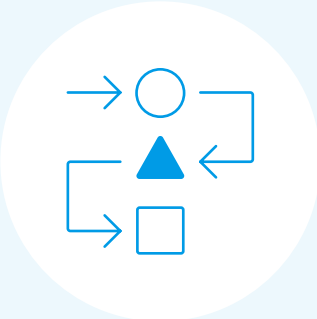
Step 2

Formation of TF under the CHANGE Committee and Suggestion Adoption



Step 3

Reflection of Opinions from Each Department



Step 4

Specification and Execution of Action Plans

2025 CHANGE Suggestion Status

Category	Status
CHANGE Suggestions Received	149 cases
CHANGE Suggestions Adopted	15 cases
CHANGE Suggestions Completed	11 cases

Major Adopted Proposals

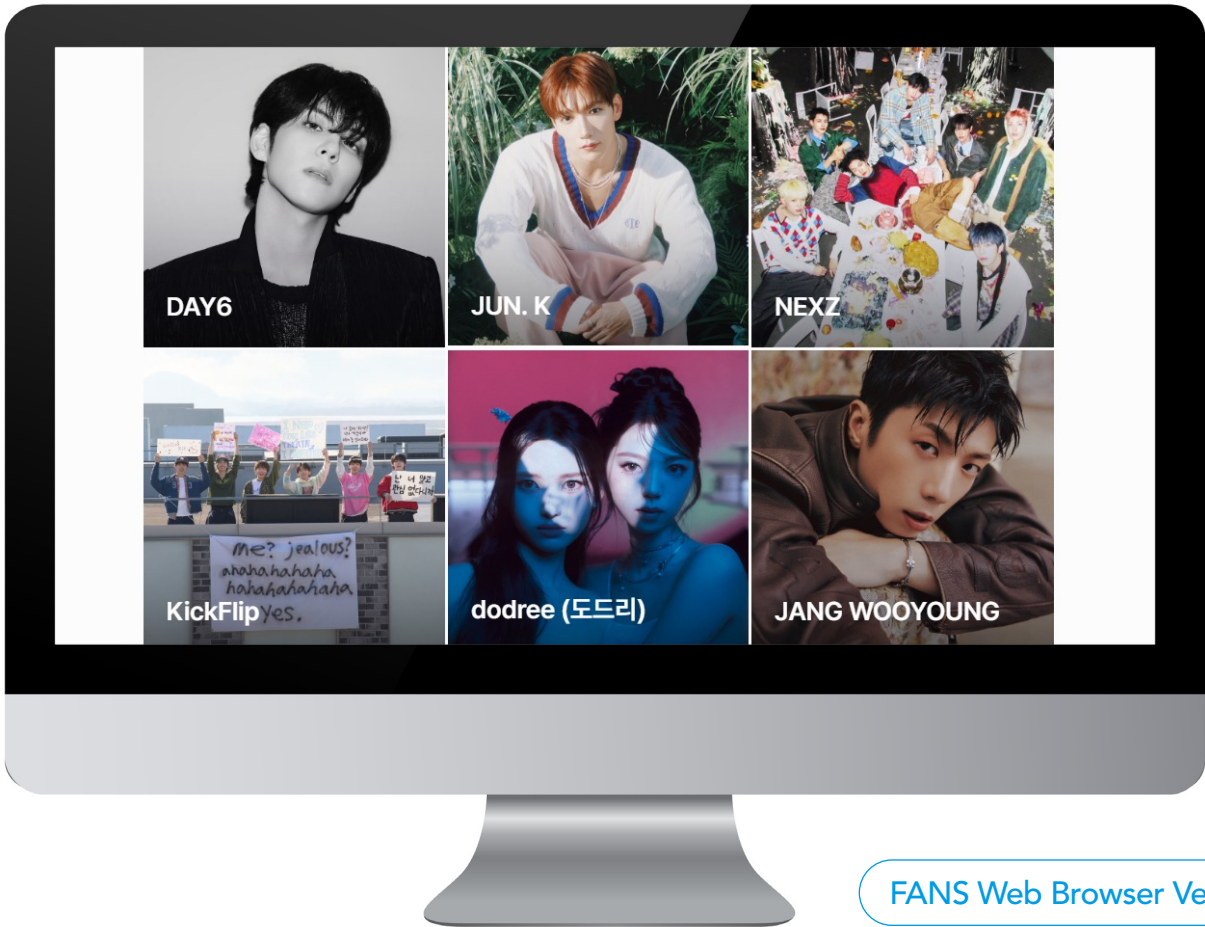
Major Adopted Details
Improvement of notification culture for employee absence
Proposal to display allergen information on the JYP BOB menu
Proposal to improve accounting system functions

Users

Support System

Dedicated Departments

JYP Entertainment strengthens the bond between artists and fans by providing fan-centered content and services, and realizes the value of relationships in which both sides exchange positive influence. To this end, we operate dedicated organizations such as the Platform Business Office (BLUE GARAGE) and Concert Business Department to enhance fan engagement. The Platform Business Office (BLUE GARAGE) operates communities and album/goods commerce platforms where artists and fans can participate and actively communicate, and plans service improvements and differentiated content and functions based on user behavior data, market trends, and VOC analysis. It is also systematically improving the user experience through prompt responses to inquiries and complaints and transparent communication. The Concert Business Department plans and operates performances that reflect artists’ worldviews and messages to provide fans with highly immersive experiences, and is creating a more sustainable performance culture by improving performance accessibility and advancing the ticketing system.



Actions and Performance

FANS Platform Operation

— Multilingual Content Support

JYP Entertainment operates the platform FANS to communicate closely with global fans and provide a unique content experience that places them at the center. FANS supports real-time multilingual translation for posts and comments in five languages (Korean, English, Chinese, Japanese, and Spanish), as well as subtitles in up to 17 languages for video content, thereby establishing a two-way communication environment without language barriers. In the second half of 2026, we also plan to introduce automatic generation of real-time and replay subtitles for live streams.

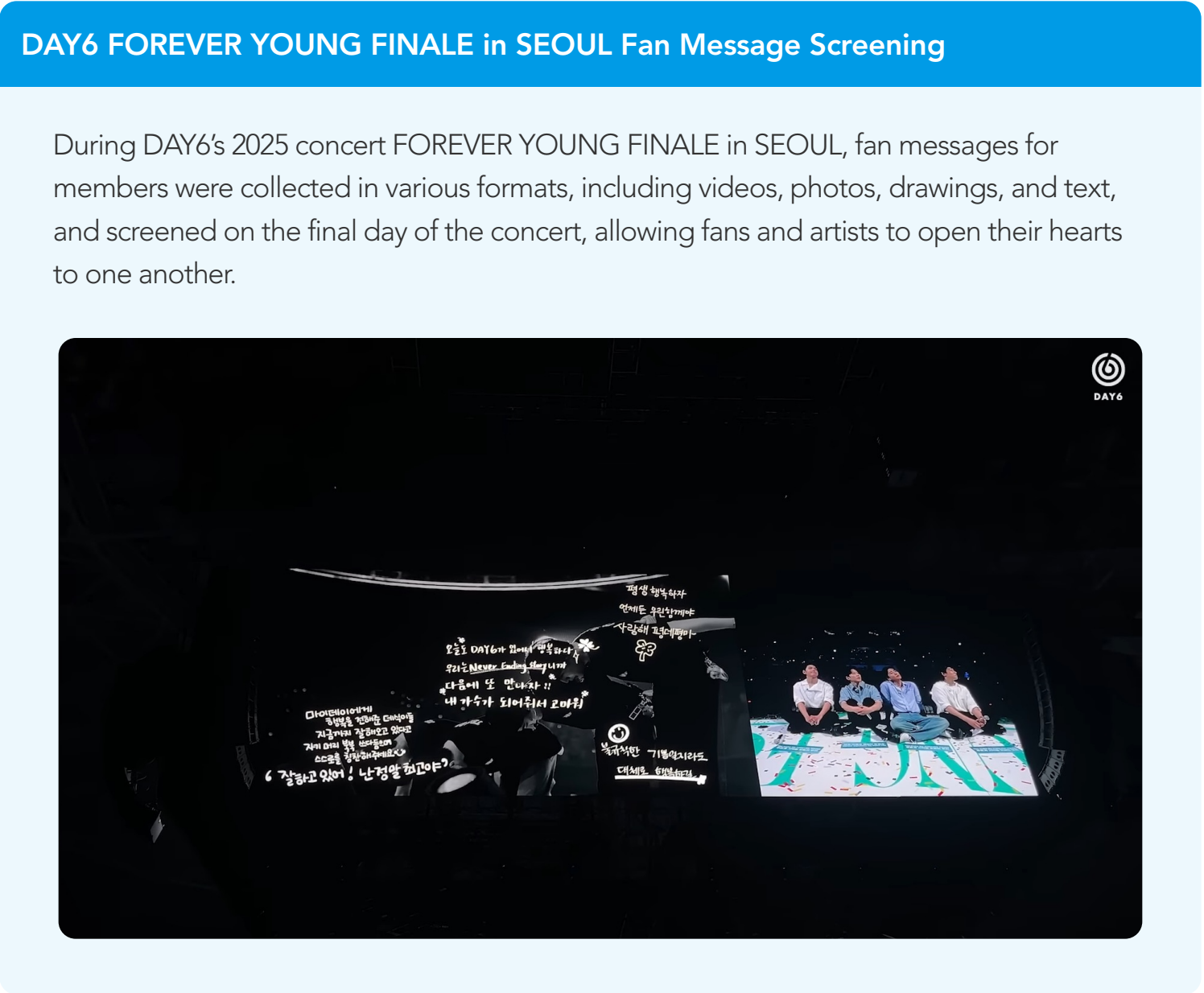
FANS Multilingual Support Status	
FANS Service 5 Languages	Video Content Production 17 Languages
Korean, English, Chinese, Japanese, and Spanish	Korean, English, Japanese, Chinese (Simplified), Chinese (Traditional), Spanish, Indonesian, Portuguese, Russian, Thai, French, Dutch, German, Italian, Turkish, Vietnamese, and Hindi

— Strengthening Fan Communication Functions

Real-time chat communication is supported on the platform through the artist live function, with replay content provisions and artist-specific integrated chat functions enhancing user convenience. We also add to the depth of fan experience by providing exclusive content and community events for membership users.

— Communication with Fans Related to Artist Activities

JYP Entertainment actively collects fans’ valuable opinions in the process of artist activities and content planning, strengthening bonds based on two-way communication. For major events such as self-produced content and fan meetings, we listen to preferred activities and ideas through preliminary surveys. The opinions collected from fans in this way are reflected in actual content composition, such as artist challenges and special segments within performances. Through this, we are continuously expanding a culture of communication in which artists and fans participate together.



Users

Actions and Performance

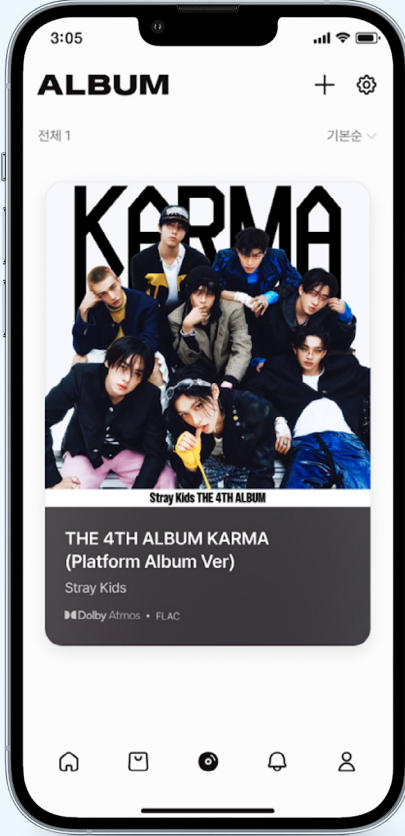
FANS Platform Operation

— Enhancing User Experience and Convenience

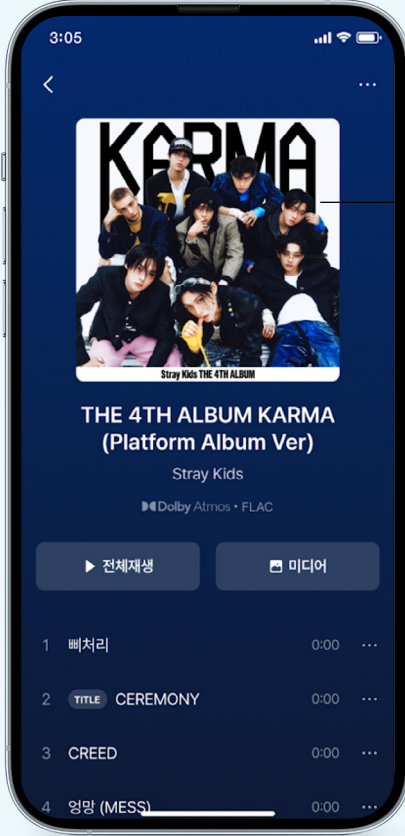
JYP Entertainment continuously improves platform functions and service quality through VOC-based data analysis. By improving system stability, we reduced the abnormal termination rate by more than 95% compared to the initial stage, and strengthened accessibility across various devices through UX simplification and the introduction of responsive web. We are also continuously enhancing user convenience by diversifying login methods, strengthening FAQ functions, and improving notification, search, and streaming quality. In addition, to improve the user experience for global fans, we analyzed the merchandise purchasing system based on approximately 15,000 survey responses, and improved major inconveniences related to delivery, payment, and inventory. In particular, we are improving purchasing accessibility and convenience for global fans through various improvements, including overseas delivery optimization, expansion of local payment methods, and the introduction of restock notification services.

FANS Platform Album

JYP Entertainment is building a sustainable album ecosystem by introducing platform albums. We are also preparing to launch a service that allows users to enjoy high-quality music and high-resolution photobooks through digital registration alone. Going forward, we plan to continue introducing unique entertainment experiences and improving fandom convenience through our advanced digital content-based platform.



Library Screen



Album Detail Screen



Media



Media Details

FANS Service Improvement and Usage Satisfaction Performance

Service Quality Improvement

- Notification speed optimization
- Live streaming stabilization
- Search engine optimization (SEO)

Existing

2025

2.5

4.3

Google Play Store

2.5

3.9

Apple App Store

Expanded User Convenience

- Diversified login methods
 - Introduction of various authentication methods such as Social media login in addition to email
- User FAQ provided
 - Support for self-resolution of customer inquiries
- Expanded local payment methods
 - Resolved issues related to limited payment methods
- Automatic subtitle generation for replays
 - Providing convenience for global users

- Data-based operation
 - Monthly regular satisfaction reports and continuous VOC monitoring
- Reduced overseas delivery costs/times
 - Reduced delivery costs through direct contracts with overseas express carriers and logistics optimization
- Resolved inventory issues
 - Introduction of restock notification service and expansion of always-on-sale product lineup

Services Planned for Future Expansion

- AI Multilingual Service
 - Real-time automatic subtitle generation for live streaming
- Offline QR Check-in
 - QR code-based attendance confirmation at event venues

Special Page_Sustainable Performance

Sustainable performance refers to a culture that provides enjoyment to all stakeholders by comprehensively considering fairness, safety, and accessibility based on environmental and social responsibility.

Sustainable Performance Operating Elements

To establish a sustainable performance culture, JYP Entertainment fulfills environmental and social responsibility throughout the entire performance operation process, and carries out activities that consider fairness, safety, and accessibility.

We continue to make efforts to create a performance culture that anyone can conveniently enjoy through performance safety management, efforts to reduce environmental impact, multilingual content support, improved venue accessibility, and activities to create a fair system for purchasing tickets.

Performance Safety Management

- Revision of the Performance Safety Management Manual
- Pre-identification of risk factors and implementation of improvement activities
- Establishment of an audience safety response system

Safety and Health Management Activities

Conducting Risk Assessments

Efforts to Reduce Environmental Impact

- Use of mobile tickets
- Implementing resource circulation activities

Mobile Ticket Management

CASE 1. 2025 Stray Kids World Tour
<dominATE : celebrATE>

Creating a Fair Ticket Purchasing Environment

- Identifying and taking action against unfair ticket booking
- Strengthening security systems to protect audience personal data

Performance that Audiences Can
Enjoy with Peace of Mind

Improving Venue Accessibility

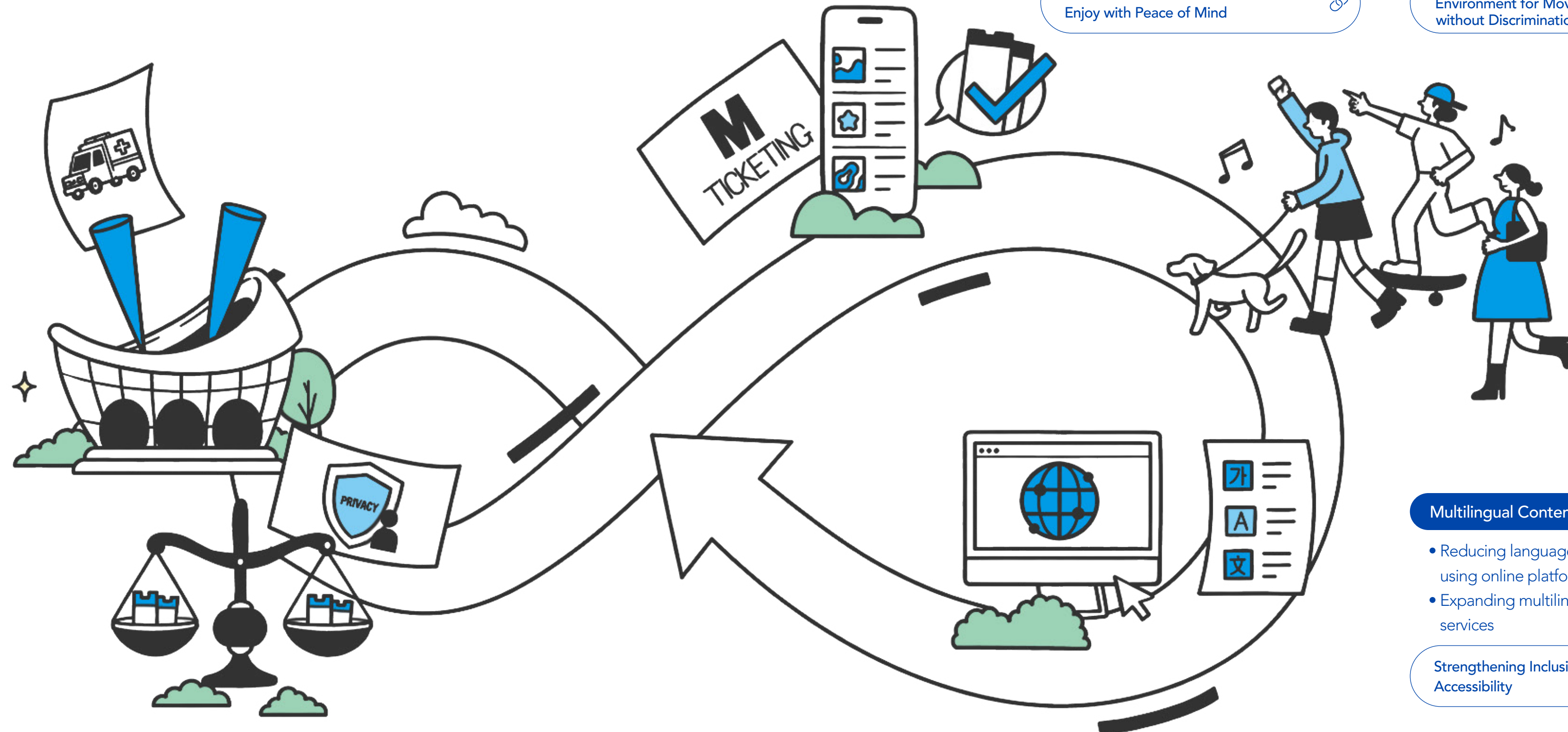
- Securing and operating barrier-free seating
- Conducting preliminary training for on-site staff

Inclusive Performance
Environment for Moving Experiences
without Discrimination

Multilingual Content Support

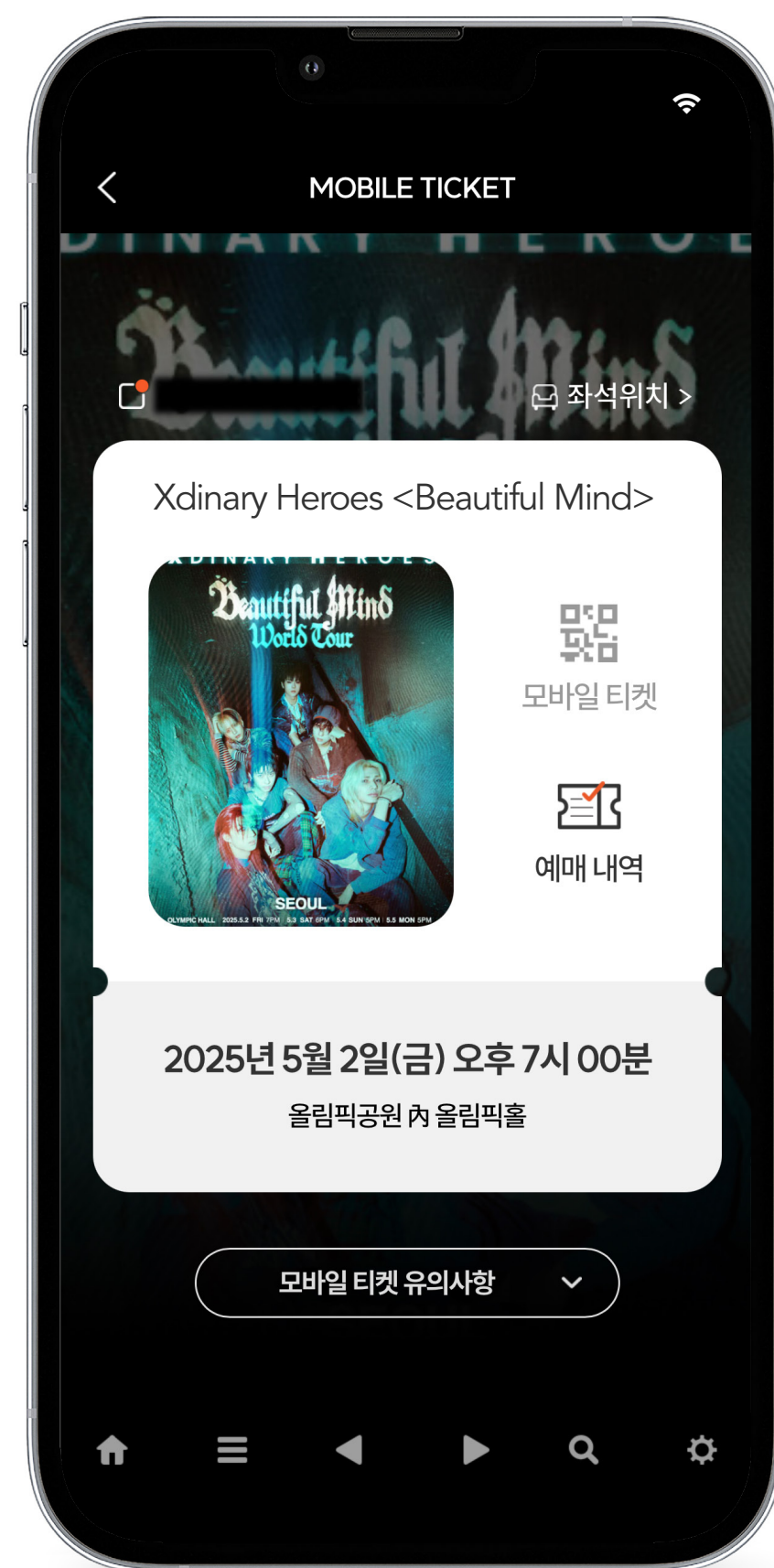
- Reducing language and physical barriers using online platforms
- Expanding multilingual translation services

Strengthening Inclusive Information Accessibility



Performance that Considers Environmental Impact

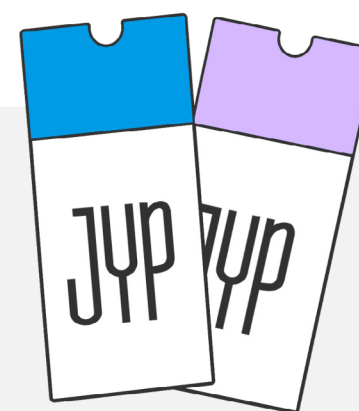
JYP Entertainment is gradually implementing various efforts to minimize waste generated throughout the entire performance operation process.



Mobile Tickets

JYP Entertainment has introduced a mobile ticket system to replace paper tickets, and is minimizing waste by using digital materials throughout performance operations. In 2025, we continued partial use of mobile tickets in an effort to reduce environmental impact throughout the entire process from ticket production to receipt. Through this, we contributed not only to conserving paper resources, but also to reducing GHG emissions generated during ticket delivery. Going forward, we will continue to advance our mobile ticket operation system and make ongoing efforts to reduce environmental impact.

Guidance for Creating a Fair Ticket Booking Environment



Performance that Audiences Can Enjoy with Peace of Mind

JYP Entertainment is strengthening transparency and fairness throughout the entire ticket purchasing process to establish a fair ticket booking culture and protect audience rights. We are also operating a safe personal data management system across the performance-going process, creating a trust-based environment where audiences can enjoy performances with peace of mind.

Creating a Fair Ticket Booking Environment

JYP Entertainment is creating a fair ticket booking system so that audiences can attend performances through legitimate procedures. Through a system to prevent fraudulent ticket booking, we identify and address abnormal access and unfair booking cases, and are working to prevent audience damage caused by scalped ticket transactions. We will continue to strengthen fairness and transparency in the ticket booking process so that a proper performance-going culture can take root.

Personal Data Protection System

JYP Entertainment operates a security system that safely protects audience personal data throughout the entire process from booking to on-site attendance. This allows us to fulfill our responsibility for personal data protection and enhance customer trust, while establishing a standard for a sustainable performance culture based on prevention of fraudulent transactions and safe data operation.

- Notifying that tickets cannot be sold outside official booking channels
- Notifications prohibiting direct transactions between individuals, booking agencies, and ticket forgery
- Announcements outlining possible booking cancellation, legal action, etc. if fraudulent transactions are detected
- Announcements on responsibility for damages caused by fraudulent transactions and non-compensation

Inclusive Performance Environment for Moving Experiences without Discrimination

JYP Entertainment is improving venue accessibility
and audience convenience so that everyone can comfortably enjoy performances.

Barrier-free Support System Considering Mobility Convenience

JYP Entertainment secures barrier-free seats in advance and operates a dedicated CS desk to lower physical barriers to performance attendance. We also assign dedicated personnel for audiences who need mobility support, assisting them throughout the entire process from entry to exit so they can enjoy performances safely and smoothly.



Barrier-free Seats

Enhancing Audience Convenience

JYP Entertainment checks on-site conditions in advance to minimize audience inconvenience caused by extreme weather such as heat waves, heavy rain, and cold snaps, and operates waiting areas and rest facilities when necessary. We also enhance audience convenience from before the performance begins until their return home after the performance by offering shuttle buses and strengthening on-site guidance.



Audience Waiting Area

Strengthening Inclusive Information Accessibility

JYP Entertainment supports multilingual guidance across online and offline performances
to reduce language and physical barriers.

Multilingual Support for Online Performance

JYP Entertainment provides subtitles and guidance materials in a total of 11 languages on Beyond LIVE and operates real-time multilingual interpretation services, enabling fans around the world to share in the moving experience of performance without physical limitations.



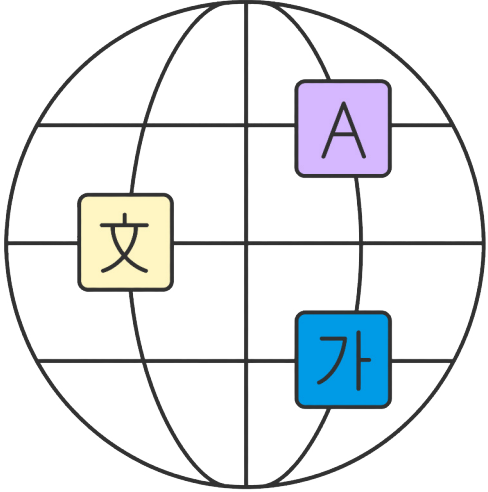
Multilingual Subtitle Service

Multilingual Guidance for Offline Performance

We produce multilingual guidance materials for global fans and conduct accessibility support training for on-site staff, enabling appropriate services to be provided to audiences who need assistance.



Multilingual Signage



CASE 1.

2025 Stray Kids World Tour <dominATE : celebrATE>



Stray Kids World Tour <dominATE : celebrATE>

JYP Entertainment is reviewing the resource circulation potential of stage props discarded after concerts and creating pilot cases to apply this in practice. Production props used in the European concerts of the 2025 Stray Kids World Tour <dominATE > were reused for the Korean concerts. Based on this experience, which ensured concert quality while minimizing one-time resource consumption, we plan to build a sustainable production system that can pursue both resource circulation and quality going forward. We also operated free shuttle buses connecting the concert venue and major transportation hubs to improve mobility convenience and accessibility for concertgoers. Through this, we strengthened connectivity between public transportation and the venue, helping audiences visit the concert venue more conveniently, while partially replacing private vehicle use to alleviate traffic congestion around the venue and contribute to carbon emissions reduction. In particular, shuttle bus stop signage was provided in both Korean and English so that domestic and global audiences could easily identify boarding locations and directions, creating an inclusive performance experience where global fans could find their way to the venue without language barriers.

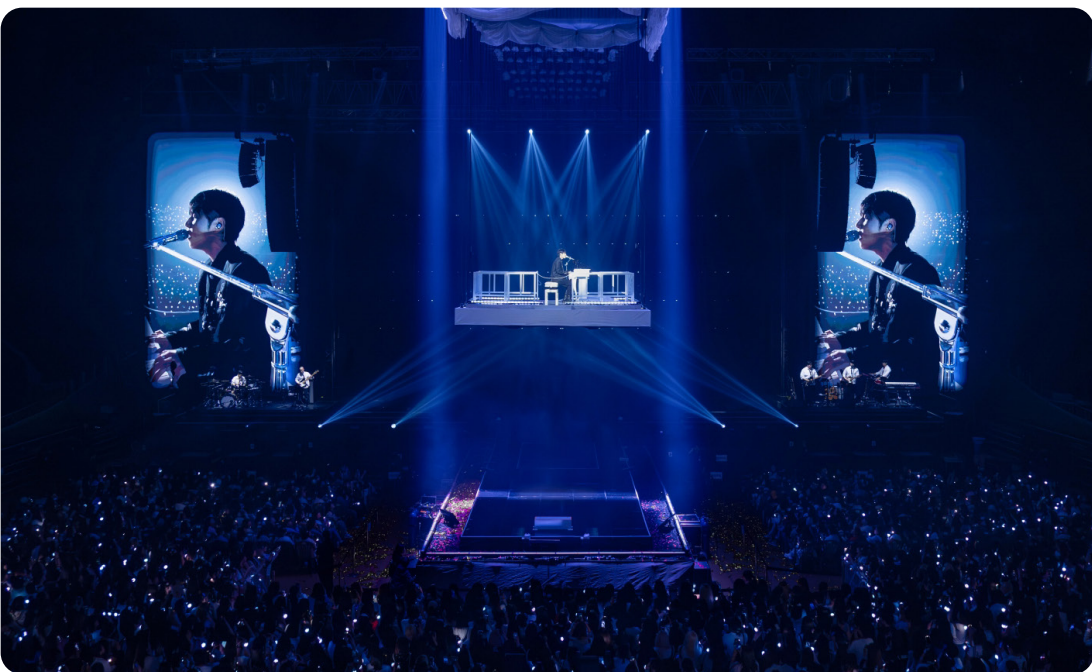


Free Shuttle Bus Signage

CASE 2.

2026 WONPIL SOLO CONCERT <Unfiltered>

JYP Entertainment is strengthening technical support systems so that everyone can fully enjoy the moving experience of concerts despite physical limitations. As part of this effort, at WONPIL's solo concert <Unfiltered>, held in May 2026, we collaborated with Hearcycle to introduce Auracast, a next-generation Bluetooth audio technology system. This system helps audiences with hearing limitations enjoy concerts by transmitting audio directly to receivers without spatial limitations, allowing audience members who are hard of hearing or have other hearing limitations to enjoy the artist's voice and music clearly and vividly. JYP Entertainment will continue to advance related infrastructure to lead the way to a barrier-free performance culture, and will continue expanding an inclusive performance environment where all audiences can enjoy art without discrimination.



WONPIL SOLO CONCERT <Unfiltered>

“
I remember when I first heard and fell deeply in love with a song
I truly liked, I told my parents that the sound
I hear is not complete, and that I was so envious of people who could hear
this wonderful song beautifully and perfectly while I could only hear so much.
Having overcome the overwhelming barrier I felt at that time today,
I hope that in the future I will be able to enjoy experiences like
this more often, whenever and as much as I want.

This concert was different. The sound of the instruments
and WONPIL's voice reached me clearly, and for the first time
in my life, I could laugh and breathe together with other audience
members in the same way. Thanks to the comfort I felt hearing
the clear sound, I finally felt a sense of belonging, and thought,
“I'm fully here in this space too.”
Thank you for giving me such a miraculous moment.



- Fan review of the hearing assistance system

Social Contributions

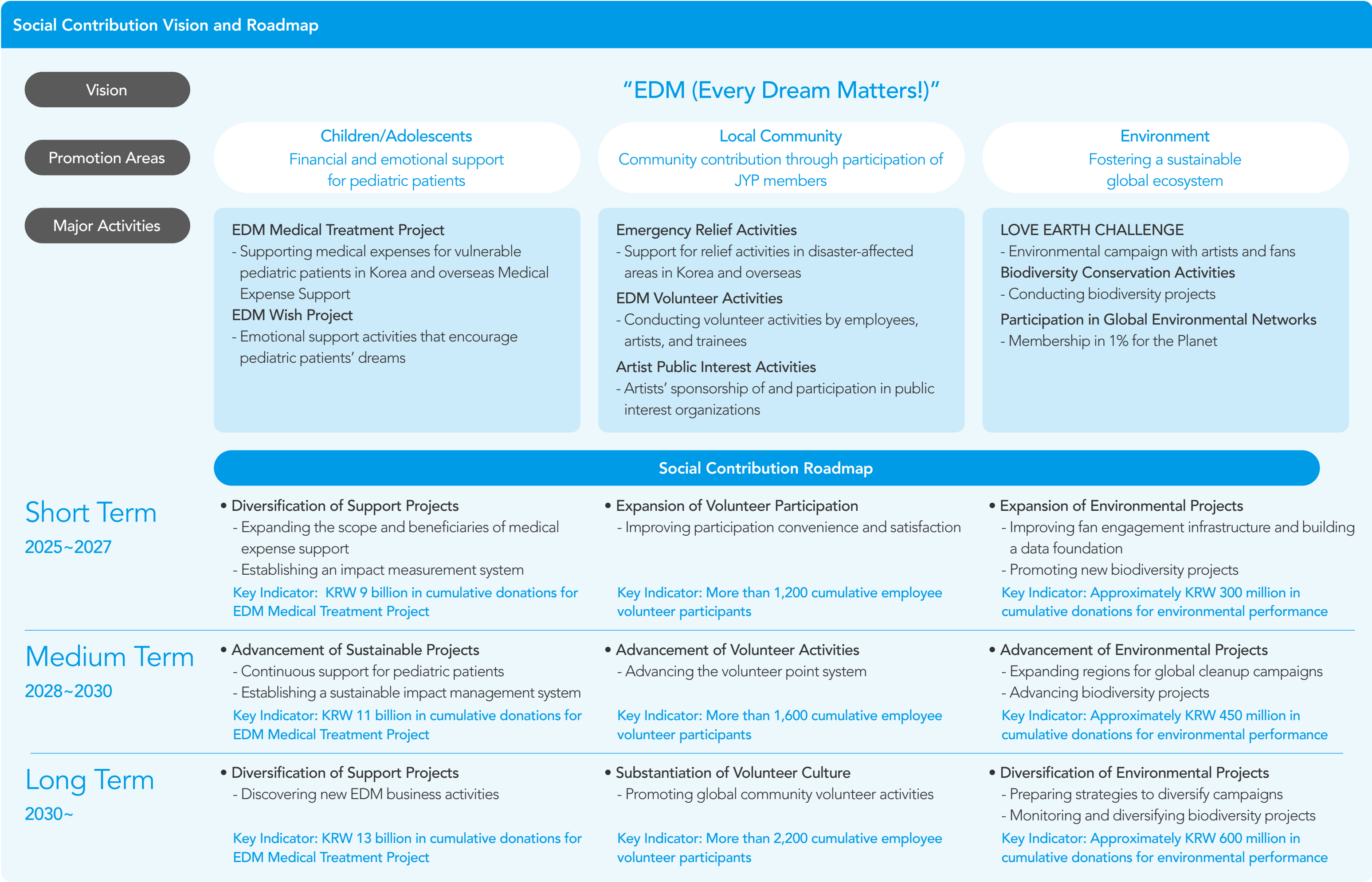
Implementation System

Dedicated Department

JYP Entertainment operates a dedicated Sustainability Team to maximize the expertise and execution capabilities of its social contribution activities. The Sustainability Team is dedicated to establishing social responsibility strategies and operating programs, and contributes to internalizing a sustainable management culture through advanced processes such as establishing action plans by business, evaluating and reporting performance, encouraging employee participation, and managing global partnerships.

Social Contribution Vision and Roadmap

JYP Entertainment carries out EDM social contribution activities under the vision, “Every Dream Matters!” Major EDM social contribution programs include the EDM Medical Treatment Project, which provides medical expenses to vulnerable children and adolescents in Korea and overseas. We also conduct emergency relief activities and EDM volunteer activities for local communities, and promote various public interest activities linked with artists.



Social Contributions

Actions and Performance

EDM Medical Treatment Project

JYP Entertainment's EDM Medical Treatment Project provides medical expenses so that children do not have to give up their dreams due to illness. From 2020 to 2025, we supported treatment for children in Korea and overseas through donations of KRW 7.35 billion from headquarters and JPY 60 million from our overseas subsidiary (JYP JAPAN). The EDM Medical Treatment Project currently supports 4,101 children in 10 countries, expanding beyond Asia to include Latin American regions such as Brazil and Mexico. Going forward, we plan to continue operating projects that support children’s healthy growth.

— Medical Expense Support by Inviting Overseas Pediatric Patients

JYP Entertainment collaborates with Yonsei University Health System to invite overseas pediatric patients who face challenges in receiving proper treatment due to limited local medical infrastructure or financial hardship, providing them with medical support in Korea. In 2025, we supported surgery costs for a child from the Philippines who had missed the timing for surgery and had been unable to receive treatment due to financial difficulties. In addition to direct medical expense support, we expanded the scope of support to include indirect medical expenses, joining efforts to help more children freely nurture their precious dreams.

— Creating and Providing Donations through JYPBT

JYP Entertainment hosted the JYP Basketball Tournament (JYPBT), a charity amateur basketball tournament. The JYPBT is a charity sports event designed to create a healthy leisure culture and support medical expenses for children struggling with illness. A total of 20 domestic amateur basketball teams participated in three divisions: women’s division, men’s senior division, and men’s general division. The full amount of KRW 21 million raised through the tournament was donated to Samsung Medical Center and used to support medical expenses for children, making the event even more meaningful.

JYPBT YouTube Channel

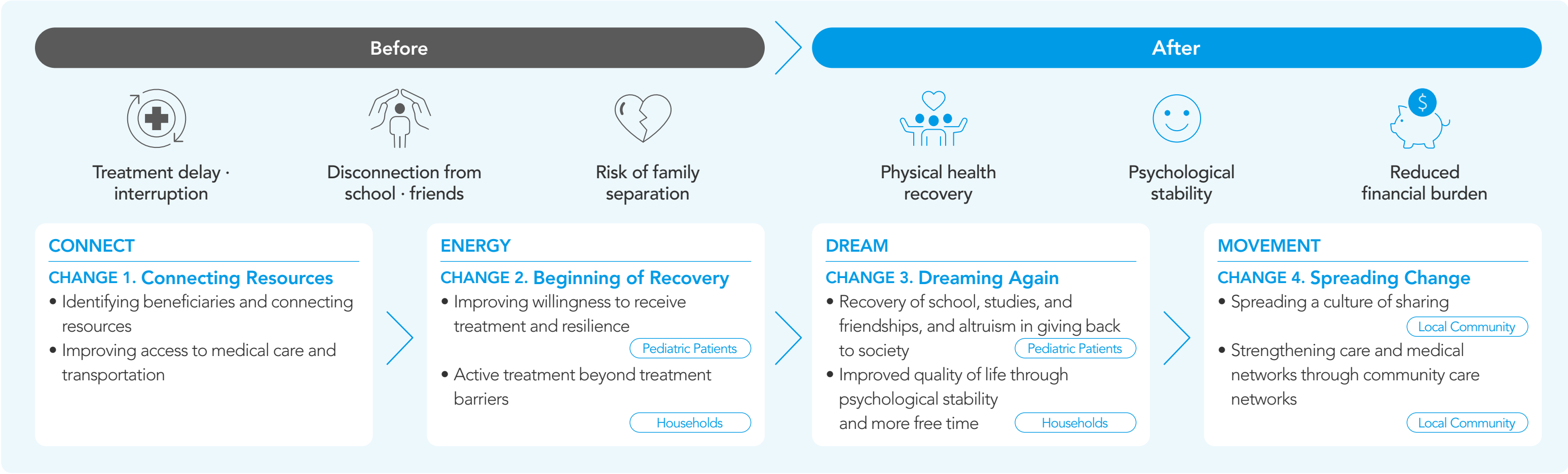


2025 JYPBT Site

— Impact Measurement of EDM Medical Treatment Project

JYP Entertainment systematically analyzed the social performance of the EDM Medical Treatment Project over the six years from 2020 to 2025, and published the findings in the EDM Medical Treatment Project Impact Report. This performance measurement was conducted among 645 pediatric patients and guardians in 10 beneficiary countries, with qualitative and quantitative analysis based on surveys and interviews, as well as monetary analysis of social value, enhancing reliability. Through this, we comprehensively identified the substantive changes created by the project, including improved access to treatment, recovery of health and daily life, psychological and economic stability for households, and stronger community care capabilities. Furthermore, through a dedicated impact assessment system, we objectively quantified the EDM Medical Treatment Project societal value creation in terms of SROI metrics. Building upon these results, we plan to enhance the efficacy of future social contribution projects and continually strengthen support systems for sustainable impact creation.

JYP EDM Medical Treatment Project Impact Report

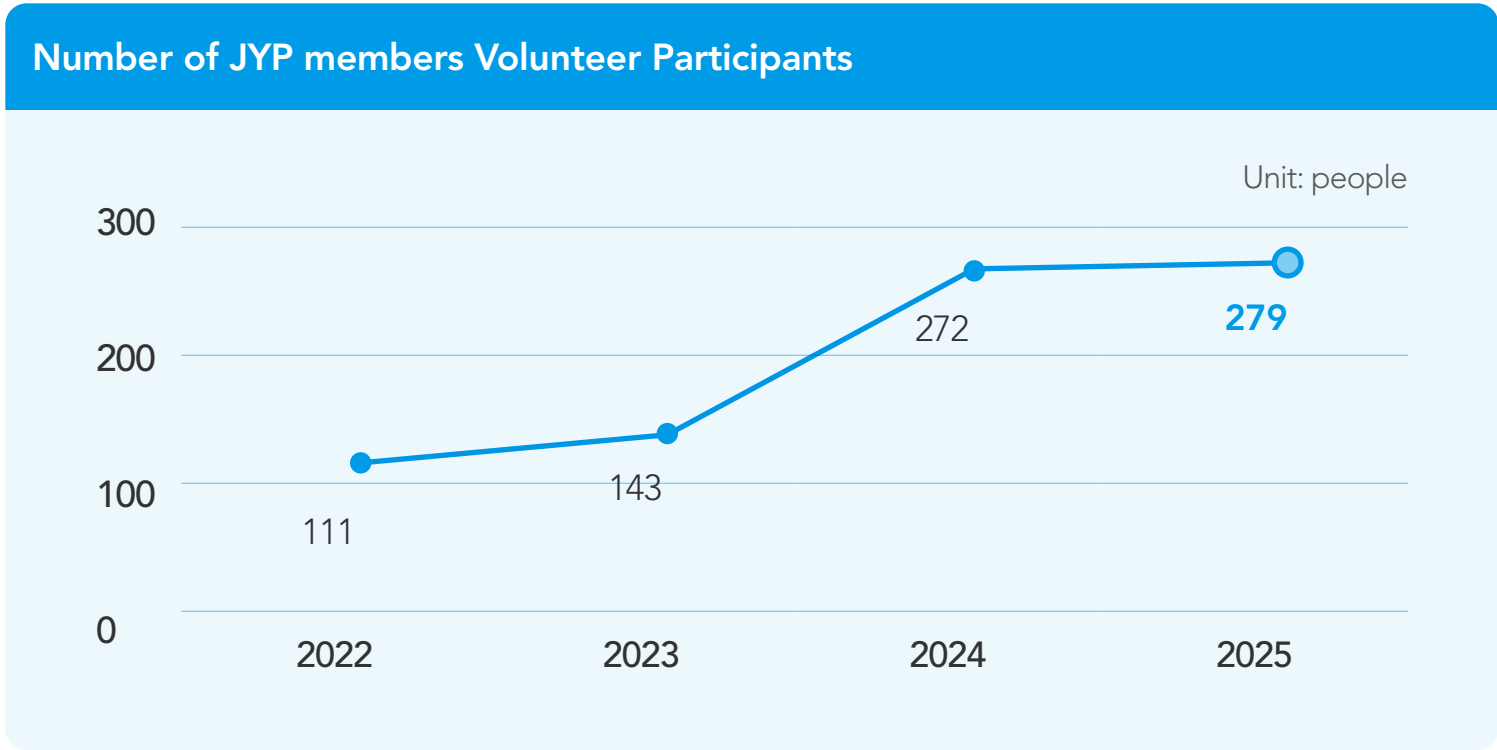


Social Contributions

Actions and Performance

JYP members Volunteer Activities

JYP Entertainment continues to promote social contribution activities promoting members voluntary participation in volunteer activities. Through our customized volunteer activity system we encourage voluntary participation and actively support members with shared interests in forming teams and carrying out activities based on individual interest. We also operate volunteer programs reflecting diverse interests, including hands-on activities, care for abandoned dogs and cats, and coastal cleanups, expanding employee participation every year through the EDM Quarterly Volunteer Activities program. In 2025, we introduced EDM Dining Volunteer Activities, which enable members of divisions, offices, and teams to participate in volunteer activities together as part of a healthy company dining culture, thereby spreading an internal culture of sharing.



Total	2019	2020	2021	2022	2023	2024	2025	Total
Number of JYP members Volunteer Participants (people)	71	103	67	111	143	272	279	1,046
Number of Volunteer Activities (times)	3	5	3	5	8	13	15	52
Cumulative Volunteer Hours (hours)	213	217	134	222	385	678	605	2,454

— EDM Picture Book Making Volunteer Activity

JYP Entertainment started the EDM Picture Book Making volunteer activity in 2022 to provide emotional and educational support to pediatric patients. In 2025, we carried out a volunteer activity to create EDM picture books in the local language for pediatric patients in the Philippines. TWICE directly participated in creating the illustrations for this activity, while employees, trainees, and ITZY members showed their support by writing messages for the pediatric patients. In addition, Korean editions were made and donated to local libraries and special education centers so that not only children in the Philippines but also children in Korea could enjoy them, creating social value both domestically and abroad.

— JYP Volunteer Point System

JYP Entertainment introduced the Volunteer Point System in 2023 through the internal suggestion system CHANGE to support employees’ voluntary participation. The Volunteer Point System was designed to encourage employees to actively join in sharing with local communities and convey positive influence to society, allowing them to accumulate volunteer activity points in the process. Through the year-end awards ceremony, employees selected as outstanding volunteers are also provided with donation rewards that allow them to donate to an organization of their choice in their own name, creating a virtuous cycle of an internal culture of generosity.

EDM DAY

JYP Entertainment shares an EDM DAY video every year to share the achievements of EDM social contribution activities with fans. In 2025, J.Y. Park, 2PM's JUN. K and ITZY's YUNA hosted the event and introduced the various activities and achievements accomplished through the EDM project. At EDM DAY 2025, we shared with fans the stories of children moving toward their dreams after receiving EDM Medical Treatment as well as the results of the impact measurement from the EDM Medical Treatment Project.



2025 EDM DAY Content Video

“

I feel deeply moved and have gained the motivation to work even harder.

- J.Y. Park

I am so proud as a JYP artist, and I will also send my sincere support.

- JUN. K

Going forward, I want to participate in even more activities to become a source of strength and encouragement for children.

- ITZY's YUNA

”

Social Contributions

Actions and Performance

Donations to Local Communities

JYP Entertainment and our artists carry out various social contribution activities to give back to fans and local communities for their support. In particular, we participate in emergency relief donations in the event of disasters and calamities in Korea and overseas to support neighbors affected by damage. We also continue sponsorship activities in various areas, including medical expense support for vulnerable pediatric patients, child care support in Korea, and nutrition and water support for children overseas.

Emergency Relief Donation Status

Category	Sponsor	Amount
Support for Recovery From 2025 Wildfires in Gyeongnam and Gyeongbuk	2PM's JANG WOORYOUNG	KRW 100,000,000
	TWICE's NAYEON	KRW 50,000,000
	TWICE's JIHYO	KRW 50,000,000
	TWICE's DAHYUN	KRW 50,000,000
	TWICE's CHAEYOUNG	KRW 100,000,000
	Stray Kids	KRW 800,000,000
	ITZY's YEJI	KRW 50,000,000
	ITZY's CHAERYEONG	KRW 10,000,000
	NMIXX	KRW 60,000,000
Emergency Relief For the 2025 Large Apartment Fire in Hong Kong	TWICE	HKD 1,000,000
	Stray Kids	HKD 1,000,000
	KickFlip	HKD 100,000

Public Interest Activity Donation Status

Category	Sponsorship Details	Sponsor	Amount
Medical Support	Medical treatment support for vulnerable groups in Korea and overseas	J.Y. Park	KRW 1,000,000,000
	Medical treatment support for pediatric and adolescent patients	DAY6's DOWOON	KRW 100,000,000
	Donation for Medical treatment support for children with disabilities*	TWICE's JEONGYEON	KRW 30,000,000
	Medical treatment support for pediatric and adolescent patients	Stray Kids' Bang Chan	KRW 100,000,000
	Medical and nursing expense support for adult patients with severe diseases and Medical treatment support for pediatric and adolescent patients	Stray Kids' Lee Know	KRW 100,000,000
	Medical treatment and emotional support for vulnerable pediatric and adolescent patients	Stray Kids' Changbin	KRW 100,000,000
	Medical treatment support for pediatric cancer patients from low-income households	Stray Kids' Hyunjin	KRW 100,000,000
	Medical and nursing expense support for adult patients with severe diseases and Medical treatment support for pediatric and adolescent patients	Stray Kids' HAN	KRW 100,000,000
	Medical treatment support for pediatric and adolescent patients	Stray Kids' Felix	KRW 100,000,000
Domestic and Overseas Child Care and Living Support	Medical treatment support for pediatric cancer patients from low-income households	Stray Kids' I.N	KRW 100,000,000
	World Child Support	Stray Kids' Bang Chan	KRW 100,000,000
	Support for young caregivers	Stray Kids' Felix	KRW 50,000,000
	Nutrition and water, sanitation, and hygiene support project for children in Laos	Stray Kids' Felix	KRW 50,000,000
Other	Support for young caregivers	Stray Kids' Seungmin	KRW 100,000,000
	Rescue and treatment of abandoned cats, and support for shelter operation	Stray Kids' Lee Know	KRW 100,000,000
	Support project for firefighters who died in the line of duty or were injured on duty	ITZY's CHAERYEONG	KRW 10,000,000

* Donation raised together with fans through the YouTube series “INSPECTOR Season 2”

Social Contributions

Actions and Performance

EDM Giving Project

JYP Entertainment carried out the EDM Giving Project, a participatory public interest campaign in which artists and fandoms spread positive influence together. By expanding concerts into spaces for sharing, we provided fans with an opportunity to experience the joys of giving. The campaign, held for approximately seven months from April to November 2025, operated as an integrated online and offline sharing model by linking the on-site JYP EDM BOOTH with Naver Happybean’s EDM Bean Savings Bank. In particular, to promote mutual growth management, we partnered with Naver Happybean, social enterprises SOYF and AUTISTAR, and social venture Mindlemaum to maximize social impact. We shared the value of generosity with fans at the domestic tour venues of several JYP artists including DAY6, TWICE, Stray Kids, Xdinary Heroes, and NMIXX, and encouraged participation through special rewards and signed CDs. As a result, a total of 18,439 people participated and donated KRW 45,214,400, with the full amount delivered through the NGO World Vision to support medical expenses for vulnerable pediatric patients in Thailand. JYP Entertainment will continue public interest projects that create synergy among artists, fans, and social enterprises, delivering hope to global society.

Project Fan Participation Reviews



“ It was nice to be able to practice a small act of sharing through this concert. Being with NMIXX makes me feel like I am becoming a slightly better person little by little.



Just like DAY6 always sings in their songs, may pediatric patients enjoy a future full of brightly shining dreams and happiness!



I was so happy because it was a two-day concert, and thanks to Stray Kids, I was even able to donate, which made it all the more rewarding. SKZ always make me a better person. Thank you!



EDM Giving Project Image



TWICE EDM Giving Project Booth



Stray Kids EDM Giving Project Booth



Xdinary Heroes EDM Giving Project Booth

Safety and Health

Implementation System

Implementation Organization

JYP Entertainment has established safety and health governance with the CEO as the chief officer, actively reflecting safety and health activity plans and performance in management decision-making. The Safety and Health Management Officer is dedicated to setting company-wide safety goals and establishing risk management measures, and continuously reviews company-wide safety and health issues. The officer also oversees the operation of the Safety Management Team, a dedicated organization under the officer’s authority, and presides over the Occupational Safety and Health Committee, thereby supervising an effective safety and health management system. In particular, the Occupational Safety and Health Committee, the management system's labor-management consultative body, consists of three employer members and three employee members, and discusses key issues to protect employees’ safety and health. Through quarterly meetings, the committee reviews and resolves key agenda items. In 2025, it substantively improved on-site safety capabilities by addressing major agenda items such as Climate Action, strengthening the accident management system, and establishing and implementing training plans within the Safety and Health Management Regulations.

JYP Entertainment operates the Safety Management Team, a dedicated organization under the Safety and Health Management Officer, and faithfully implements the company-wide Safety and Health Management Policy. The Safety Management Team complies with related laws and regulations, including the Occupational Safety and Health Act and the Serious Accidents Punishment Act, and oversees the company-wide safety and health management system from accident prevention to emergency response. In particular, we have established a cooperative network connecting safety managers and supervisors for effective on-site management. Safety managers with professional capabilities assist management's decision-making and provide technical guidance and advice regarding on-site safety, while supervisors in each field department lead substantive risk assessments. Through this, we have established an on-site safety system that continuously identifies and improves hazardous and risk factors in the workplace.



2025 Occupational Safety and Health Committee Operation Status	
Category	Key Details
Q1	Expanded scope of safety management and established foundation for work system
Q2	Advanced practical processes for construction and hot work
Q3	Strengthened climate action and accident management system
Q4	Established statutory safety and health training system and improved contract management

Safety and Health

Implementation System

Safety and Health Management Policy

JYP Entertainment places safety and health as its top management priority so that employees, artists, partners, and customers can all work and engage in activities in a safe environment. To put this into practice, we established our Six Safety and Health Management Policies with the approval of the CEO, and are embedding a company-wide safety culture encompassing headquarters, domestic and overseas subsidiaries. The policy is transparently disclosed internally and externally so that all stakeholders, including local communities and users, can access it in the name of responsible management. In addition, we set protecting employees from all accidents and disasters as our top priority, and carry out prevention-centered activities that go beyond compliance with relevant laws and regulations to proactively identify and improve potential risk factors. Furthermore, by internalizing safety awareness through systematic training programs and continuous on-site improvements, we will establish a global-level advanced safety and health management system that all stakeholders can trust.

Safety and Health Management Policy



Safety and Health Management Policy

1

Place safety as the top priority and protect employees, partners, and customers from accidents and disasters.

2

Comply with safety and health laws and regulations, and proactively identify and improve risk factors.

3

Provide a safe and pleasant work environment and prevent accidents based on JYP's core value system.

4

Provide unsparing financial and institutional support to practice safety management.

5

Strive to prevent disasters through systematic safety and health education and training, as well as improvement activities.

6

Communicate the Safety and Health Management Policy to stakeholders, including members, partners, and customers, and establish a safety and health management system through active communication.

Mid- to Long-term Safety and Health Strategy

JYP Entertainment is advancing its safety and health system according to a phased roadmap, placing safety as the top priority in management. After strengthening the foundational system in 2024, we established an internal management system in 2025 that goes beyond legal standards under the goal of expanding the safety system. In particular, we eliminated blind spots by expanding the scope of safety management, which had been limited to music video shoots, to all video shooting sites, and broadened the scope of responsible management by revising guidelines to include serious public accidents. We also established a new work plan preparation procedure for high-risk work during concerts and events, setting up a practical safety process centered on field operations. As a result, we recorded zero occupational accidents (0 cases) in 2025, and improved all 79 risk factors identified through ad hoc assessments (100%), demonstrating a safe workplace environment. Going forward, we plan to build a data-based intelligent safety management system based on the Next-generation Safety and Health Management Roadmap (Safety 2.0). Through this, we will internalize safety awareness among all employees and establish a global safety standard model that leads the industry, completing the foundation for sustainable growth.

Safety and Health Management Policy : Safety 2.0

System Stabilization and Stronger Implementation

- **Production of field-oriented guides:**
Practical checklists prepared based on the 2025 revised safety guidelines
- **Feedback from implementation diagnosis results:**
Supplementing deficiencies and establishing management standards based on external diagnosis results conducted in November 2025
- **Substantiation of risk assessments:**
Strengthening the preventive system through analysis of weekly regular assessment data

Data-based Safety Management

- **Accumulation of performance safety data:**
Integrated management of on-site inspections and accident/ risk factor data
- **Field-friendly smart management:**
Reducing administrative burden for field staff through digital checklists and visualized safety guides that simplify complex paperwork
- **Mutual growth-based safety partnership:**
Enhancing partners' self-inspection and improvement capabilities in safety and health

ESG Safety Management Standardization

- **Establishment of K-entertainment safety standards:**
Presenting industry safety standards by systematizing concert and video production safety management know-how
- **Advancement of ESG management value:**
Establishing the sustainability management system based on a safe content production environment

Stage 1: Stabilization Period (2026)

Stage 2: Intelligence Period (2027-2028)

Stage 3: Leadership Period (2029 onward)

Safety and Health

Actions and Performance

Safety and Health Management Activities

— Safety Management Channel

JYP Entertainment actively guarantees worker participation in the process of identifying safety and health risk factors to create a safe work environment, and transparently discloses the risk factors and improvement cases identified through this process. We have established and organically operate the Safety and Health Opinion Listening Channel within the employee-only communication channel, creating a system through which workers can continuously point out potential risk factors that may arise in the work environment. As a representative improvement case, a worker recently identified and reported a safety hazard caused by a malfunctioning soap dispenser at an internal sink, and the company immediately repaired it and removed the on-site risk factor. We are building a worker-centered safety approach by actively taking improvement measures for various risk factors reported by workers. In addition, we strengthen preventive measures by sharing safety manuals company-wide for key sites with accident risks, such as concerts, video shoots, and construction. We continue to advance worker participation-based safety management channels to enable prompt response to safety suggestions or accidents, and will continue to practice safety and health management through risk assessments and improvement activities that actively reflect workers’ opinions.

— Emergency Response Training

JYP Entertainment operates JYPKIMI, an autonomous emergency response organization, to enable prompt initial response and safe evacuation in emergency situations. JYPKIMI performs key on-site safety roles in the event of fire, including initial fire suppression and evacuation guidance, treatment of emergency patients, and guidance on the use of descending lifelines. To this end, we regularly conduct four drills and practical training sessions each year, strengthening members’ practical response capabilities. The number of members is appropriately allocated by employees’ resident spaces, and the scale of operation continues to expand every year based on employees’ voluntary participation. In 2025, in-depth first aid and fire response training was conducted for a total of 92 members of JYPKIMI’s third class. Along with this, employees further advanced their emergency response capabilities through practical fire evacuation training simulating an electrical fire in the office.

— Health Management Support

JYP Entertainment operates an integrated health promotion program covering both physical and mental health to improve quality of life for our employees. We provide regular support for comprehensive health checkups and flu vaccinations at the base level, and have partnered with external organizations such as gyms, dental clinics, and orthopedic clinics to enable routine health management. We are also focusing on preventive measures surrounding work habits. We conduct detailed hazardous factor surveys concerning musculoskeletal disorders every three years to improve the work environment and carefully manage not only physical health but also mental health. In 2025, we invited an external expert to hold a mental health special lecture under the theme “Loving Myself,” supporting employees in managing stress and psychological stability. We will continue creating a workplace where employees can engage in their work while remaining healthy in both body and mind.

— Safety and Health Training

JYP Entertainment operates a job-specific customized training system to internalize safety awareness among all employees and spread an internal safety culture. In 2025, we conducted regular training in the first and second halves of the year for all office and non-office employees, achieving a 100% training completion rate. We are also strengthening and operating specialized programs for different target groups to enhance the effectiveness of training. For trainees nurturing their dreams of becoming artists, we provided daily life-based training closely connected to everyday life, such as traffic safety and practice room rules, creating a safe growth environment. The Food & Beverage Team also completed job-specific professional training for all members on topics such as managing the hazards of cooking fumes in cooperation with the Korea Safety and Health Center, a specialized institution.



JYPKIMI 3rd Class First Aid Training



Employee Health Special Lecture

— Artist and Trainee Safety Management

JYP Entertainment has established a safety risk management system that reflects the unique characteristics of the entertainment industry and provides an optimal safety environment for artists and trainees through regular inspections. In particular, we conduct regular monthly vibration safety inspections to minimize the impact of vibrations caused by choreography practice inside the headquarters building. During inspections, we carefully check the fastening conditions of ceiling fixtures, interior finishing materials, and various fixed objects, and inspect all sound equipment fastening conditions, proactively managing potential risk factors in practice spaces.

— Partner Safety and Health Management

JYP Entertainment operates a phased safety and health management system to enhance safety and health standards throughout its supply chain and to create a safe working environment in collaboration with its partners. In particular, we conduct Qualified Contractor Evaluations twice a year for partners—such as facility management, janitorial, security, and cleaning services—stationed at our headquarters to regularly assess their safety and health management capabilities as well as compliance levels. Additionally, we gather feedback and suggestions for improvement from the field through monthly Safety and Health Council meetings. Furthermore, prior to the start of any work, we review the nature and risk level of the task to identify key hazards. When safety vulnerabilities, such as high-risk tasks, are identified, we require the preparation of a “Hazardous Work Plan.” Based on this plan, we hold pre-work safety meetings to share the work details, risk factors, and safety measures with partners. We also enhance on-site workers’ understanding and compliance with safety guidelines through safety training tailored to specific work type. To ensure these pre-work management procedures are effectively implemented on-site, we verify our partners’ commitment to safety by having them sign a safety compliance pledge before work begins. Moving forward, JYP Entertainment will continue to enhance our safety and health management system through close collaboration with our partners and foster a safety culture with no blind spots across all our workplaces.

Safety and Health

Actions and Performance

Safety and Health Management Activities

— Safety and Health Management for Events and Performances

JYP Entertainment operates an advanced safety management system throughout the entire performance process, considering the complex characteristics of concert sites involving many stakeholders. In 2024, we revised the Performance Safety Management Manual to strengthen step-by-step safety inspection processes from planning and operation to dismantling. As a result, we achieved flawless safety management by completing improvements for all 142 potential risk factors identified across a total of 29 concerts held in 2025. We also published the Casebook of Safety Deficiencies in Stage Installation and Casebook of Artist-related Incidents to turn past incidents into assets and proactively identify and communicate risk factors. The application scope of these guides will be expanded to overseas concerts going forward to establish global safety standards. In addition, we are leading a performance culture where everyone can feel safe through on-site response systems such as joint inspections with partners, optimization of audience flow, and establishment of emergency medical systems.



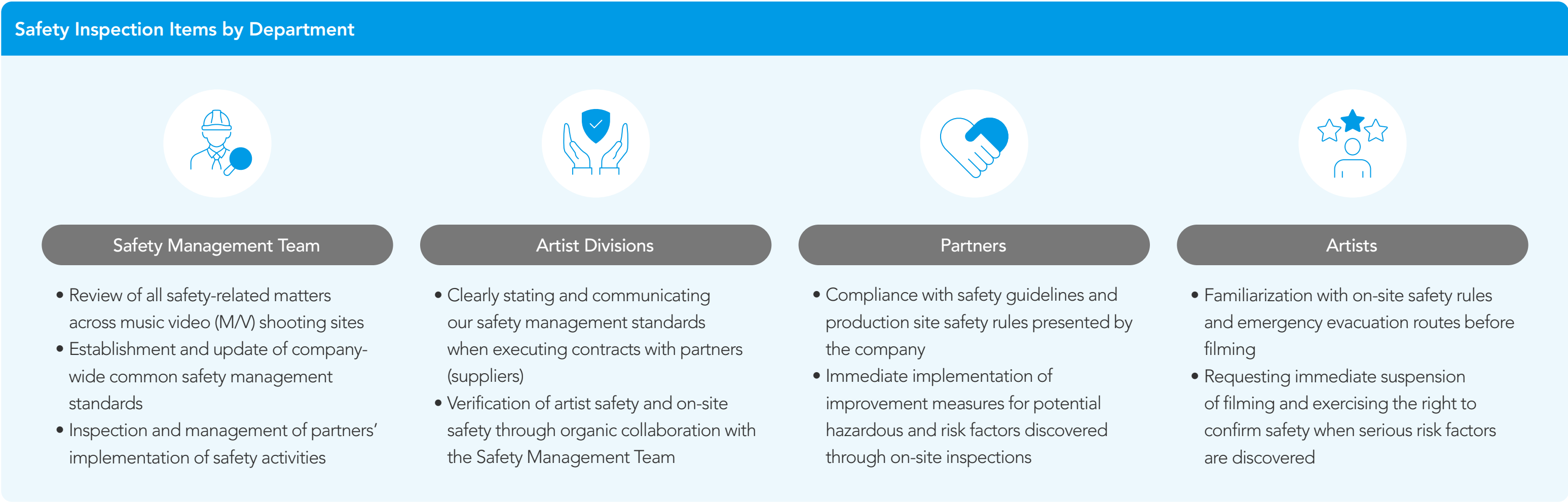
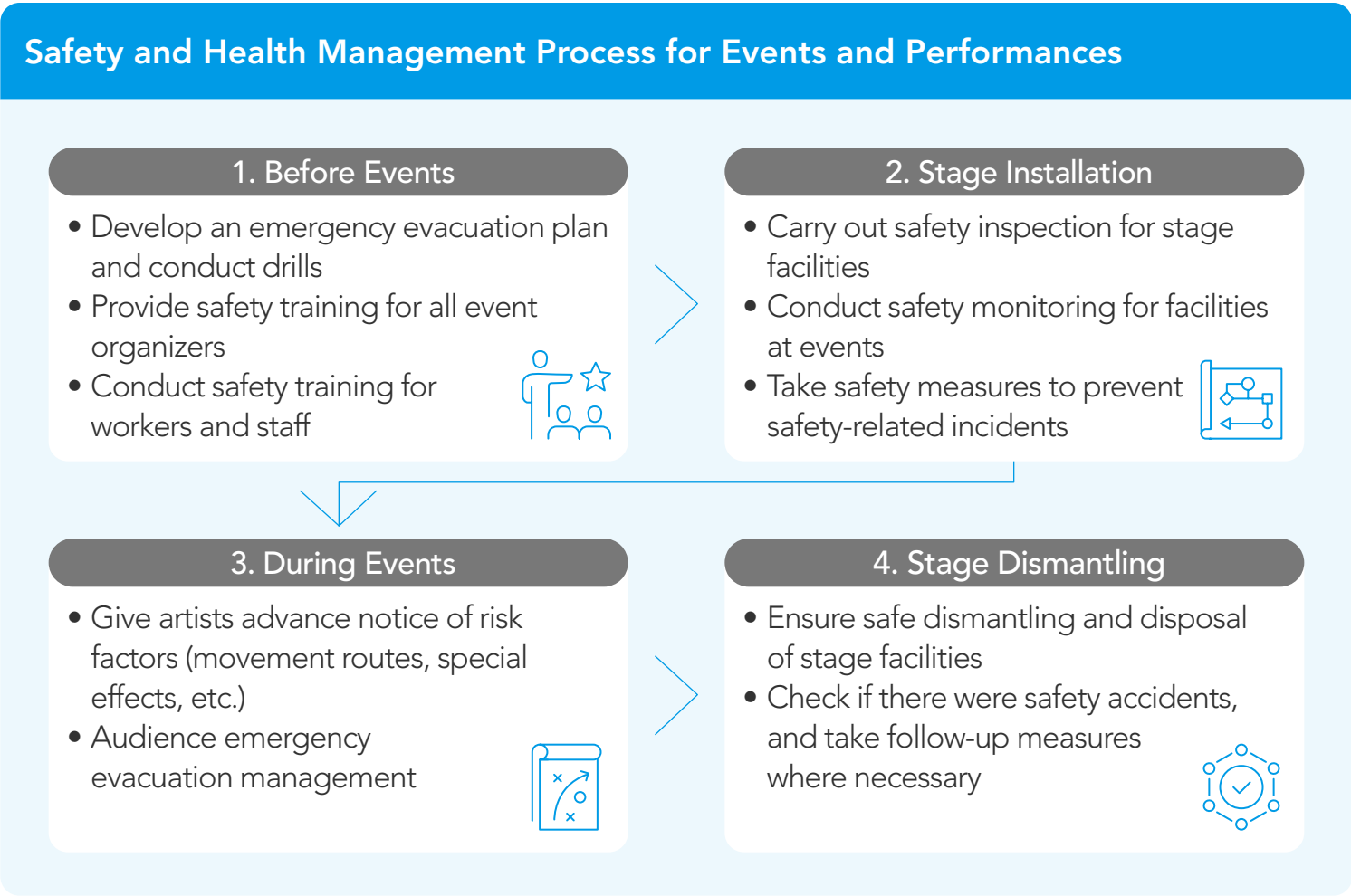
JYP Performance Safety Management Manual



Concert Venue Emergency Evacuation Guidance

— Safety Manual for Music Video Filming

JYP Entertainment operates safety management standards that apply to the entire filming process in order to systematically manage safety and health risks on video production sets. Specifically, in January 2025, we revised our existing safety management manual—which had focused primarily on music video (M/V) shoots—into a “Video Production Safety Management” system, expanding the scope of management to include all video filming and production sites, including music videos. The revised safety management system is operated to reflect the characteristics of each stage of video production, including planning, preparation, and filming. We not only review potential on-site hazards in advance—such as filming locations, equipment use, set installation, movement routes, and special effects—but also clearly define the roles and responsibilities of relevant departments and partners to ensure there are no gaps in safety management. Through these process enhancements and the expansion of our management scope, we are continuously improving safety standards across a wide range of production sites. As a result of these systematic efforts, we have achieved zero (0) safety incidents at video production sites in 2025, maintaining a safe, healthy, and accident-free production environment.



Safety and Health

Actions and Performance

Conducting Risk Assessment

To proactively prevent potential risk factors in the workplace, JYP Entertainment established risk assessment guidelines in 2023 based on relevant laws and regulations (Serious Accidents Punishment Act and Occupational Safety and Health Act). These guidelines systematically define the entire process from identifying risk factors to establishing, implementing, and following up on reduction measures. Accordingly, we conduct monthly regular risk assessments for all workspaces, including JYP CENTER and leased offices. Hazardous and risk factors identified during the assessment process are analyzed in detail for likelihood and severity to estimate the level of risk, and factors exceeding acceptable standards are subject to immediate mitigation measures along with a quantitative effectiveness evaluation. As a result, in 2025, we identified a total of 56 deficiencies and completed improvements for all of them (100%). In addition, we conduct quarterly facility safety inspections and monthly vibration safety inspections for JYP CENTER. In 2025, we addressed a total of 65 facility improvement items, and as a result of these comprehensive preventive activities, achieved "zero occupational accidents" status, creating a safe work environment.

2025 Risk Assessment Results and Measures		
Hazardous and Risky Factors		56 cases
Improvement Measures		56 cases
Risk Mitigation Measure Implementation Rate		100%
Major Measures	Slip hazard in JYP Center exterior parking lot	Anti-slip tape installed
	Raised floor finishing material at JYP Center	Floor repaired
	Emergency evacuation obstruction caused by items placed in front of emergency evacuation supplies	Items moved from in front of emergency evacuation supply box

Safety and Health Goals

JYP Entertainment sets quantitative goals and systematically manages implementation status to strengthen company-wide safety and health management capabilities. Based on the established Safety and Health Management Policy, we comprehensively reviewed internal risk assessment results, past accident cases, and management trends in industry peers to establish substantive safety and health goals. In particular, through an advanced safety and health management system, we are promoting our key goals of achieving zero serious accidents (0 cases) and maintaining a 100% completion rate for occupational safety and health training among all employees. We also aim to fundamentally prevent risk factors in the workplace by conducting regular risk assessments and achieving improvements for all identified hazardous and risk factors (100%). Through the implementation of these specific goals, we are creating an environment where employees can work with peace of mind and leading a sustainable safety management culture.



Governance

099	BOD and Committees
103	Shareholders
104	Integrity and Compliance Management
108	Integrated Risk Management



JYP Entertainment is committed to fostering sustainable growth by establishing responsible governance and doing its utmost to enhance stakeholder trust. We maintain a sound corporate governance structure centered on BOD that balances independence and expertise, and we ensure transparent and accountable decision-making through committees under the BOD. In addition, we are strengthening communication to enhance shareholder value and practicing integrity management through certification under the Anti-Bribery Management System (ISO 37001).

BOD and Committees

BOD

BOD Composition

As the company's highest decision-making body, JYP Entertainment's BOD reviews and resolves matters related to major businesses and strategies and performs oversight and checks on management. The BOD consists of a total of seven directors, four of whom are independent directors and maintain a ratio of 50% or more every year. Under the BOD, we operate the Audit Committee, Compensation Committee, ESG Committee, Investment Review Committee, and the Independent Director Recommendation Committee. All directors are appointed through the General Meeting of Shareholders, and each agenda item is submitted and resolved individually to enhance the transparency of the BOD. Although the CEO also serves as Chair of the BOD, independent directors make up a majority of the BOD, ensuring checks and oversight of management. For agenda items with potential conflicts of interest, the relevant director's participation in voting is restricted in accordance with applicable laws and internal standards.

BOD Independence

The majority of JYP Entertainment's BOD is composed of independent directors. All independent directors have their qualifications verified through the "Independent Director Qualification Confirmation Form" at the time of appointment, and for audit committee members, expertise and independence are confirmed every year during their term from the time of appointment through the "Audit Committee Member Expertise and Independence Confirmation Form." Major interests, such as special relationships with management and major transaction or contract relationships with the company, are also reviewed in advance, and candidates are appointed as independent directors through the General Meeting of Shareholders only when they meet the relevant standards. Independent directors with verified independence monitor overall corporate operations and contribute to enhancing corporate value.

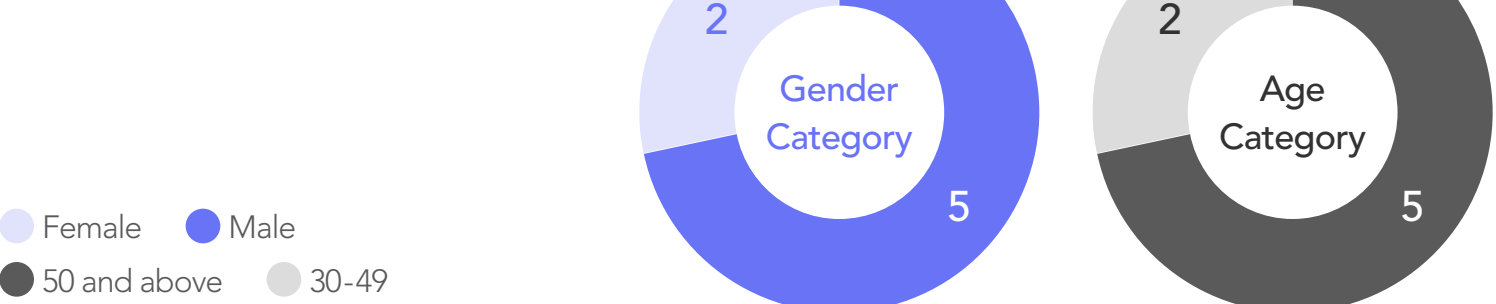
(As of May 31, 2026)

Category	Name	Gender	Age Group	Initial Appointment Date	Reappoint-ment Date	Term Expiration Date	Main Career	Responsible Committee
Inside Director	Wook Jeong	Male	50s	2011.02.16	2026.03.26	2029.03.28	• Current) CEO, JYP Entertainment	Chair of the BOD Investment Review Committee
Inside Director	Sangbong Byun	Male	50s	2011.02.16	2026.03.26	2029.03.28	• Current) Vice President, JYP Entertainment	Investment Review Committee
Inside Director	Jiyoung Lee	Female	40s	2021.03.29	2024.03.26	2027.03.29	• Current) Head of New Artist Development Division / SQU4D Division, JYP Entertainment • Former) Casting Manager, SM Entertainment; Adjunct Professor, Entertainment Management Major, Seoul Arts College	–
Independ-ent Director	Wan Park	Male	50s	2021.03.29	2024.03.26	2027.03.29	• Current) Accountant, Samhwa Accounting Corporation • Former) Accountant, EY Hanyoung; Accountant, KPMG Samjong; Executive Director, Cell Bio Human Tech Co., Ltd.	Audit Committee, Compensation Committee, ESG Committee, Investment Review Committee, Independent Director Recommendation Committee
Independ-ent Director	Taeyong Kong	Male	50s	2021.03.29	2026.03.26	2027.03.29	• Current) Managing Partner, Yegun Law Firm • Former) Attorney, Lee & Ko; Attorney, Shinwoo Law Firm; Managing Partner, Minsan Law Office	Audit Committee, Compensation Committee, ESG Committee, Investment Review Committee, Independent Director Recommendation Committee
Independ-ent Director	Hyunggeun Yoon	Male	60s	2021.03.29	2024.03.26	2027.03.29	• Current) Executive Director, Maymust • Former) Accountant, Daesung Accounting Corporation; Director, Mirae Partners Co., Ltd.; Managing Partner, Chungmu Management Accounting Office; Advisor, Tmoney Co., Ltd.	Audit Committee, Compensation Committee, Independent Director Recommendation Committee
Independ-ent Director	Jungmin Lee	Female	40s	2025.03.25	–	2028.03.25	• Current) Professor, SDG Management School • Former) ESG Strategy Consultant, KPMG Samjong; HR and Organizational Culture Consultant; Consultant, Management & People Center, Kim & Chang	ESG Committee, Independent Director Recommendation Committee

BOD Expertise and Diversity

JYP Entertainment secures the expertise of the BOD by appointing directors with expertise in various fields, including the entertainment industry, accounting, and law. Based on practical experience and professional capabilities accumulated in each field, the BOD conducts in-depth reviews and deliberations on major agenda items. We also consider diversity an important factor in BOD composition, and the current ratio of female directors is 29%. We plan to continue promoting expanded diversity in diverse areas, including gender, in the composition of our BOD.

BOD Diversity Status



Board Skills Matrix

Category	Name	Skills					
		Industry	Accounting	Finance	Legal	Investment	ESG
Inside Director	Wook Jeong	●					
Inside Director	Sangbong Byun		●	●		●	
Inside Director	Jiyoung Lee	●					
Independent Director	Wan Park		●				
Independent Director	Taeyong Kong				●		
Independent Director	Hyunggeun Yoon		●				
Independent Director	Jungmin Lee						●

BOD and Committees

BOD

BOD Operation

JYP Entertainment manages overall BOD operations in accordance with the Articles of Incorporation and BOD operation regulations. The BOD is convened by the Chair, and when necessary, each director may request the Chair to convene a meeting by specifying the agenda item and reason. BOD resolutions are adopted with the attendance of a majority of incumbent directors and the approval of a majority of directors present.

In 2025, the BOD held a total of seven meetings and handled 16 resolution items and two reporting items. Major agenda items included resolution on employee incentives, appointment of the ESG Committee Chair, and approval of a small-scale merger. The average attendance rate of the BOD in 2025 was 78.6%, and the average attendance rate of independent directors was 89.3%. In addition, the ESG Committee held a total of three meetings, handling five resolutions and one report, while the Compensation Committee held one meeting and handled two resolutions. The Audit Committee conducted eight activities and carried out reporting and communication on 10 matters. The Investment Review Committee held a total of 6 meetings and handled twelve resolutions.

Major 2025 BOD Agenda Items

Session	Meeting Date	Agenda Details	Approval Status	Approval Rate	Attendance Rate
1st	Feb. 21, 2025	Partial Sale of Shares in DearU Co., Ltd.	Approved	100%	75.0%
2nd	Feb. 25, 2025	Resolution on Employee Incentives	Approved	100%	62.5%
3rd	Mar. 7, 2025	[Report] 1. Report on the FY 30th Internal Accounting Control System (IACS) Operations	Approved	100%	75.0%
		[Resolution] 1. Approval of the FY 30th Consolidated and Separate Financial Statements and Business Report 2. Determination of Cash Dividends 3. Partial Amendment of the Articles of Incorporation 4. Recommendation of Candidates for Outside Directors 5. Approval of the Treasury Stock Report 6. Convocation of the 30th Annual General Meeting of Shareholders			
4th	Apr. 8, 2025	1. Approval of Comprehensive Credit Limit 2. Appointment of the Head of the ESG Committee 3. Appointment of a Compliance Officer 4. Approval of the Execution of the Small-scale Merger Agreement 5. Setting of the Record Date for the Small-scale Merger	Approved	100%	75.0%
5th	May 29, 2025	Approval of the Small-scale Merger	Approved	100%	87.5%
6th	Jul. 1, 2025	1. Report and Public Notice of the Completion of the Small-scale Merger 2. Appointment of a Compliance Officer	Approved	100%	87.5%
7th	Dec.18, 2025	Report on the Proposed Introduction of Board of Directors Evaluation	–	–	87.5%

BOD Training

JYP Entertainment provides training in various fields, including ESG, to support directors in fulfilling their roles responsibly. In 2025, training was conducted on topics such as "climate action and key ESG issues in the entertainment industry" and "legalization of the internal accounting management system and measures to respond to fund control disclosures."

2025 Independent Director Training Status

Training Date	Training Provider	Independent Directors in Attendance	Key Training Details
Sep. 29, 2025	ESG Advisor	Wan Park, Taeyong Kong, Hyunggeun Yoon, Jungmin Lee	Climate action and key ESG issues in the entertainment industry

2025 Audit Committee Training Status

Training Date	Training Provider	Audit Committee Members in Attendance	Key Training Details
Nov. 27, 2025	Samil PwC	Wan Park, Taeyong Kong	Legalization of the Internal Accounting Management System and measures to respond to fund control disclosures
Dec. 1, 2025		Hyunggeun Yoon	

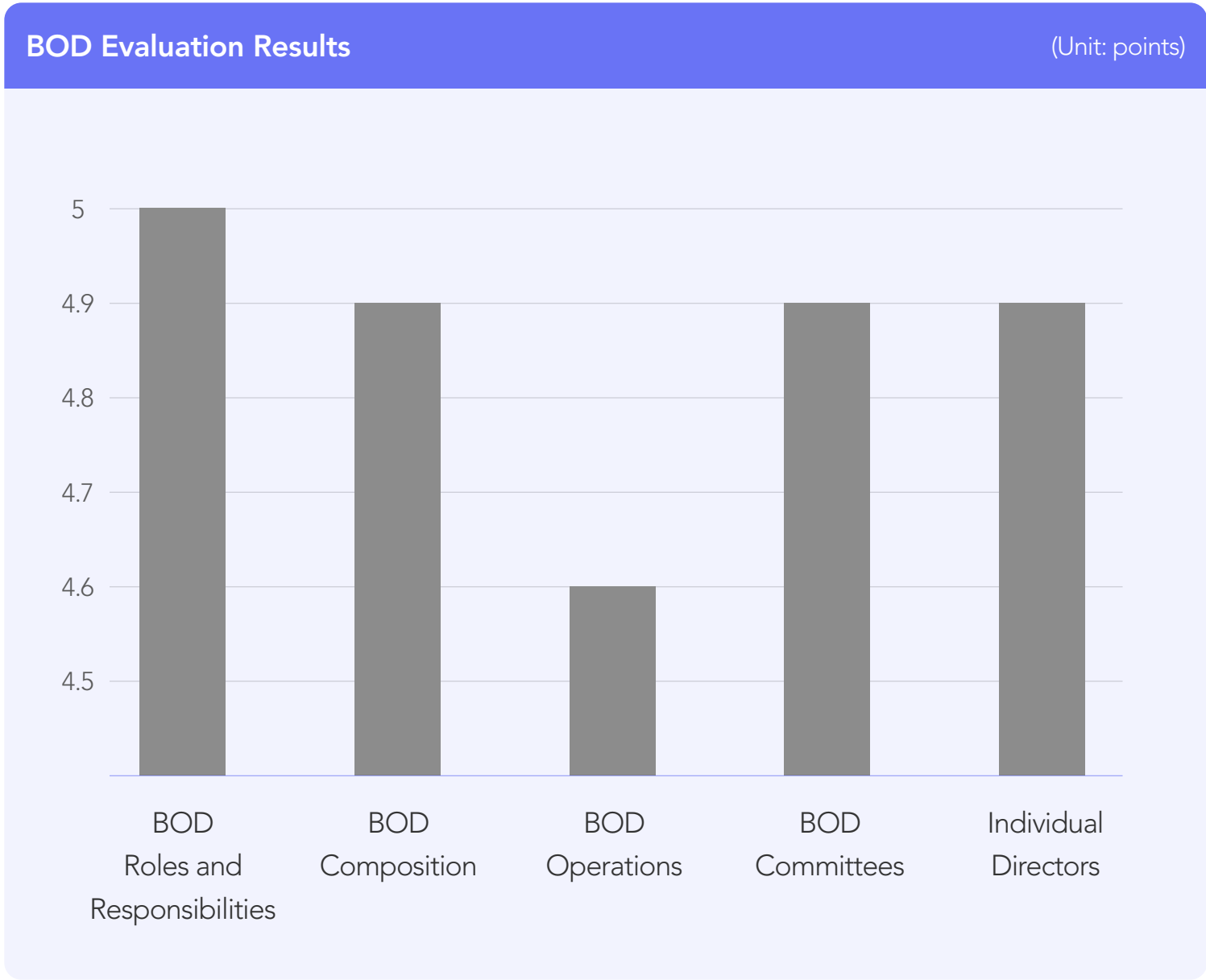
BOD and Committees

BOD

BOD Evaluation

JYP Entertainment conducted a self-evaluation of annual BOD activities in 2025 to enhance the accountability and operational efficiency of the BOD. This evaluation covered overall BOD activities held in 2025 based on five areas: BOD Roles and Responsibilities, BOD Composition, BOD Operations, BOD Committees, and Individual Directors. The evaluation was carried out by completing evaluation forms for each item.

As a result, the BOD scored 5.0 points for BOD Roles and Responsibilities, 4.9 points for BOD composition, 4.6 points for BOD operations, 4.9 points for BOD committees, and 4.9 points for Individual Directors. Based on the results of the annual BOD evaluation, JYP Entertainment plans to strengthen the transparency and expertise of corporate governance by continuously advancing BOD functions going forward.



BOD Compensation

Compensation for JYP Entertainment’s BOD is reviewed and resolved by the Compensation Committee, and paid in accordance with the Executive Compensation Regulations within the remuneration limit approved during the General Meeting of Shareholders. Performance evaluations are conducted by comprehensively considering revenue, operating profit, contribution, and other factors. Salaries are calculated based on the Compensation Committee regulations, reflecting duties, positions, leadership, expertise, and other factors, while business performance and environmental and social performance (ESG) are set as KPIs. Bonuses are paid within the executive compensation limit approved during the general meeting of shareholders

BOD Compensation		(Unit: KRW 1,000)		
Category		2023	2024	2025
Total	Total Compensation	4,615,702	6,950,557	5,719,040
	Average Compensation per Person	576,962	868,820	714,880
Registered Directors ¹⁾	Total Compensation	4,470,102	6,777,757	5,530,144
	Average Compensation per Person	1,117,525	1,694,439	1,382,536
Independent Directors ²⁾	Total Compensation	29,400	34,800	39,856
	Average Compensation per Person	29,400	34,800	39,856
Audit Committee Members	Total Compensation	116,200	138,000	149,040
	Average Compensation per Person	38,733	46,000	49,680

1) Excluding independent directors and Audit Committee members
2) Excluding Audit Committee members

BOD and Committees

Committees under the BOD

Audit Committee

The Audit Committee is composed entirely of independent directors, maintaining independence and objectivity from the BOD and management. In addition, independent directors with expertise in accounting and finance participate as committee members, evaluating the operation and appropriateness of the Internal Control over Financial Reporting. The committee regularly receives reports on operation status from personnel in charge of internal accounting, supporting the preparation and disclosure of reliable accounting information, while also reviewing major matters related to corruption, fair trade, ethics, and other areas.

Audit Committee Composition

(As of May 31, 2026)

• Chair

Wan Park (Independent Director)

• Members

Taeyong Kong (Independent Director), Hyunggeun Yoon (Independent Director)



Independent Director Recommendation Committee

We have established the Independent Director Recommendation Committee to recommend candidates for independent directors to be appointed at the General Meeting of Shareholders. Founded in May 2026 to enhance fairness and transparency in candidate recommendation and appointment processes, the committee is composed entirely of independent directors in full compliance with the Commercial Act.

Independent Director Recommendation Committee Composition

(As of May 31, 2026)

• Chair

Jungmin Lee (Independent Director)

• Members

Wan Park (Independent Director), Taeyong Kong (Independent Director), Hyunggeun Yoon (Independent Director)



Compensation Committee

The Compensation Committee conducts prior review of the director compensation limit and reviews and deliberates matters related to management compensation. It also reviews the rationality and appropriateness of the compensation system to ensure that compensation aligns with the roles and responsibilities of management. Through this, the committee supports strengthening the company's foundation for sustainable growth and building trust with stakeholders.

Compensation Committee Composition

(As of May 31, 2026)

• Chair

Taeyong Kong (Independent Director)

• Members

Wan Park (Independent Director), Hyunggeun Yoon (Independent Director)



Investment Review Committee

The Investment Review Committee comprehensively reviews the financial and non-financial performance and risks of companies targeted for investment. It analyzes investment feasibility from various perspectives and presents directions that can contribute to enhancing long-term corporate value.

Investment Review Committee Composition

(As of May 31, 2026)

• Chair

Wook Jeong (Inside Director)

• Members

Sangbong Byun (Inside Director), Wan Park (Independent Director), Taeyong Kong (Independent Director)



ESG Committee

The ESG Committee is a key governance body that reviews and resolves JYP Entertainment's ESG management-related direction and strategies. To strengthen BOD-level responsibility and execution capabilities for sustainability management, the committee continues to expand the agenda and scope of sustainability management issues, and supports execution by organizing the ESG Council and ESG Working Group under the committee. In 2025, the committee held a total of three meetings and resolved agenda items including ▲ reporting on the sustainability management materiality assessment, ▲ approval of the carbon neutrality implementation plan, and ▲ approval of the ESG strategy implementation plan based on the identification of opportunities and risks for each material ESG issue.

ESG Committee Composition

(As of May 31, 2026)

• Chair

Jungmin Lee (Independent Director)

• Members

Wan Park (Independent Director), Taeyong Kong (Independent Director)



2025 ESG Committee Operation Status

Meeting Date	Agenda Details
Mar. 7, 2025	[Report] 1. Report on sustainability management materiality assessment [Resolution] 1. Approval of carbon neutrality implementation plan: GHG inventory operation plan (Scope 1, 2, 3)
Sep. 29, 2025	1. Approval of ESG strategy implementation plan based on the identification of opportunities and risks for each material ESG issue 2. Approval of content production related to biodiversity in the environmental ESG area 3. Approval of operation plan for the reusable cup rental system as part of resource circulation
Dec. 18, 2025	Approval of new sea forest cultivation biodiversity conservation activity

Shareholders

Enhancing Shareholder Value

Voting Rights Status

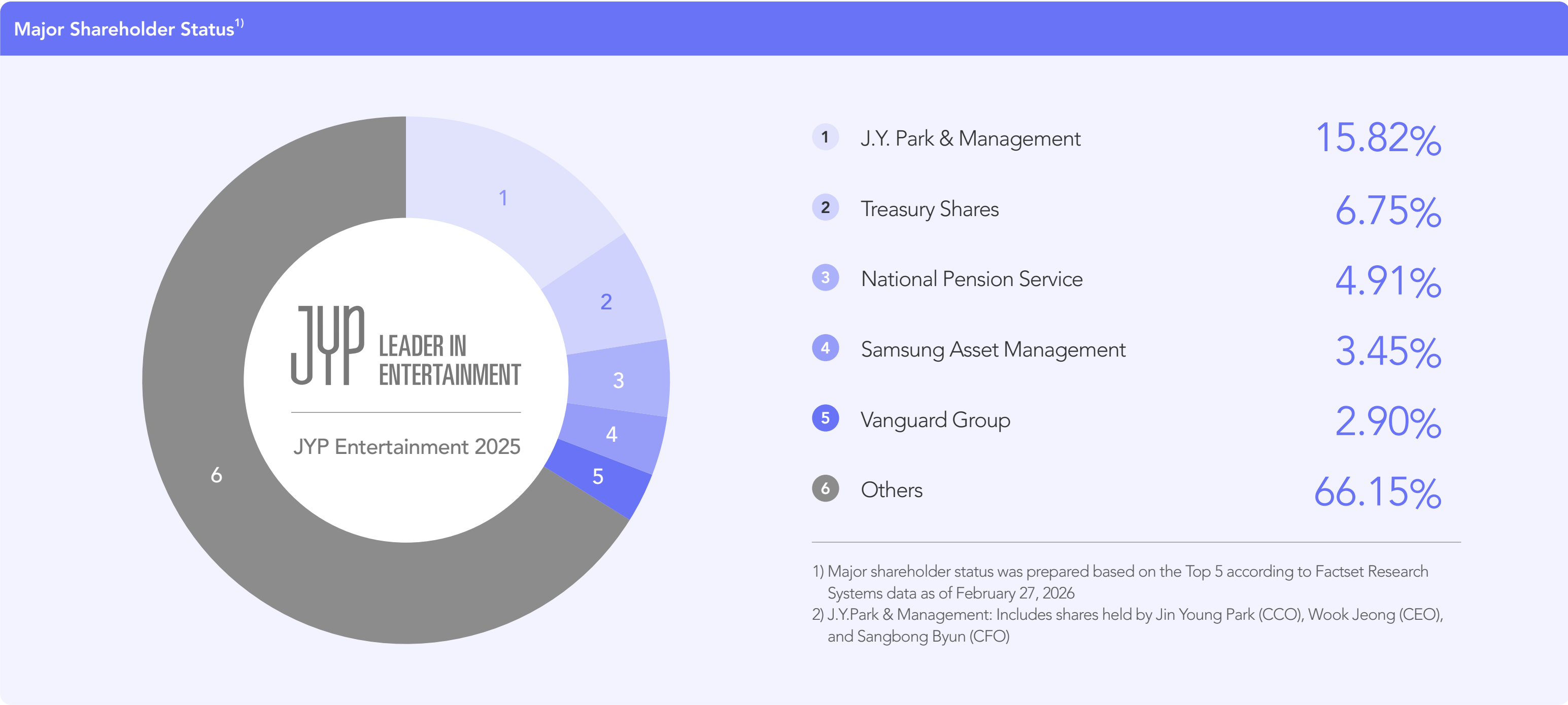
In accordance with the principle of one vote per share, JYP Entertainment does not operate a dual-class voting rights system that grants multiple voting rights to certain shares. As of December 31, 2025, the total number of shares with voting rights was 33,133,059, representing 93.2% of all issued shares. The number of treasury shares with restricted voting rights under the Commercial Act is 2,399,433.

Convocation and Notice of General Meeting of Shareholders

JYP Entertainment provides shareholder-related information in advance so that shareholders can smoothly exercise their rights. In accordance with the Commercial Act, two weeks before the General Meeting of Shareholders, the company discloses a convocation notice through the electronic disclosure system, including the date, time, location, agenda items, and matters related to electronic voting, and also announces the meeting through electronic notices on its website. In addition, major shareholders holding 1% or more of shares are separately notified of the convocation of the General Meeting of Shareholders by mail.

Protection of Shareholder Rights

JYP Entertainment introduced the electronic voting system starting from the 25th Annual General Meeting of Shareholders held in March 2020, enhancing shareholder convenience and supporting the exercise of voting rights. We also implement cash dividends as part of our shareholder return policy. Matters related to dividends are decided through annual BOD resolutions, and approved dividends are finalized through the General Meeting of Shareholders. Previously, under the Articles of Incorporation, the dividend record date was set as December 31 each year. However, at the 30th Annual General Meeting of Shareholders held in March 2025, the Articles of Incorporation were amended to allow the record date to be set as a date after the BOD resolves the dividend plan. This allowed us to enhance the transparency and predictability of the dividend process.



Shareholder Return Policy

JYP Entertainment has institutionalized our dividend policy since the 24th fiscal year (FY2018), maintaining a dividend payout ratio of 16-18% of consolidated net income. For the 31st fiscal year (FY2025), the company decided on a dividend of KRW 877 per share. In addition, we plan to maintain a dividend payout ratio of 15-20% of consolidated net income through the 34th fiscal year (FY2028). Based on a dividend payout ratio of 15%, the achievement rate of the 31st fiscal year (FY2025) dividend against the target is approximately 121%. We also comply with fair disclosure regulations, and continue communicating with shareholders and investors by disclosing financial information, stock price information, and other information on our website.

JYP Dividend Policy



Integrity and Compliance Management

Implementation System

Dedicated Department

JYP Entertainment has established internal audit governance at the global level to respond to various business risks and the expectations of external stakeholders, and continues to advance our integrity management system. The CEO supports the operation of an organic and standardized audit process centered on the Audit & Assessment Office, whose independence is guaranteed, thereby improving overall management and enhancing efficiency. The Audit Committee, which is independent from the BOD, monitors the operation status of the internal accounting management system and oversees the financial reporting process. Based on this standardized internal audit system, we continue to improve the execution of integrity management.



— Integrity Management

JYP Entertainment operates the Audit & Assessment Office directly under the CEO to secure the independence required by the Global Internal Audit Standards (GIAS). The Audit & Assessment Office prevents conflicts of interest based on fairness and objectivity, and reports independent audit results to the CEO and the Audit Committee. Internal auditors in the Audit & Assessment Office consist of personnel with global professional qualifications such as CIA, CISA, US CPA, and CDPSE. We also conduct annual professional audit training (CPE) to strengthen internal audit capabilities and continuously improve internal audit quality.

JYP Entertainment operates the Business Assessment Team under the Audit & Assessment Office to proactively inspect risks across the management of group companies and to strengthen the audit function. The Business Assessment Team conducts preventive audit activities focusing on areas with a high potential for misconduct and inefficiency, and reviews the implementation status of integrity management at subsidiaries and overseas entities. Through this, we proactively respond to internal audit governance requirements arising from global business expansion and strengthen a transparent and responsible management diagnosis system at the group level.

— Compliance Management

In 2025, JYP Entertainment established the Compliance Team to effectively prevent potential legal risks. The Compliance Team systematically reviews compliance with relevant laws and regulations applicable to the company's various business areas. It also provides regular training programs so that employees can understand and apply changing legal standards in practice, and minimizes the possibility of legal issues through proactive internal inspection activities. JYP Entertainment will further solidify the foundation for stable and sustainable growth by internalizing compliance awareness across the organizational culture and practicing systematic compliance management, thereby eliminating uncertainties caused by legal risks.

We are also working to support the company's legal decision-making and minimize legal risks across overall management activities. The Legal Affairs Team provides practical and specific legal services for various legal issues that arise in the process of business execution, and identifies and responds in advance to key issues such as civil and criminal matters, intellectual property rights, and fair trade. Through this, we secure JYP Entertainment's legal stability and external reliability, and support responsible management activities.

Integrity and Compliance Management

Implementation System

Integrity Management for Employees and Partners

JYP Entertainment sends an integrity management notice under the CEO’s name twice a year to prevent corruption among employees and partners. We share relevant content so that employees and partners can fulfill their responsibilities and obligations based on compliance with laws, ethics, and social norms. We also check the establishment and implementation status of the Partner Code of Conduct for major partners, and review compliance with ethical standards in the course of cooperation.

CEO Integrity Management Notice

“

JYP Entertainment strives to become a trusted and respected company and to fulfill our responsibilities and obligations as a leader in the entertainment industry by complying with laws, morals, and social norms. Accordingly, we are making every effort to fulfill our social responsibilities through integrity management and establish a transparent and clean organizational culture through stronger anti-corruption measures, and have established the Audit & Assessment Office directly under the CEO to put this into practice. JYP Entertainment does not tolerate any unethical conduct that undermines the company’s reputation, including misconduct or corruption, such as unfair transactions or the receipt of money, gifts, or entertainment.If any of our employees have made improper demands or engaged in conduct contrary to integrity management, please do not hesitate to report it to our Audit & Assessment Office (au@jype.com).

JYP Entertainment promises to continue encouraging an honest and reasonable culture among individual employees and across the organization as a whole, and to pursue healthy growth together with stakeholders. We sincerely wish you and your family a rich and heartwarming Lunar New Year holiday, and wish prosperity for your household and business.

”

- Wook Jeong, CEO of JYP Entertainment

Code of Conduct for Integrity Management

JYP Entertainment has established and publicly disclosed the Code of Conduct for Integrity Management internally and externally to strengthen company-wide transparency. This Code serves as a standard that all employees must comply with, providing firm criteria for judgment required in the course of work and decision-making. It also serves as a foundation for integrity management that builds stakeholder trust by specifying the responsibilities and obligations befitting a global company. Key details include employees’ basic responsibilities and obligations, relationships with stakeholders, prohibition of receiving/providing money, gifts, entertainment, or hospitality, and protection of whistleblowers.

JYP Code of Conduct for Integrity Management



Code of Conduct for Integrity Management (Executive Summary)



Definition

- Purpose
- Scope of Application
- Responsible Department
- Employees’ Basic Responsibilities and Obligations



Employee Attitude

- Mutual respect among employees
- Faithful performance of duties
- Protection of company assets and important information



Fair Transactions and Competition

- Relationships with stakeholders
- Prohibition of receiving/ providing money, gifts, entertainment, hospitality, etc.
- Fair competition



Social Responsibilities of Employees and the Company

- Contribution to a better society



Operation of the Integrity Management Code of Conduct

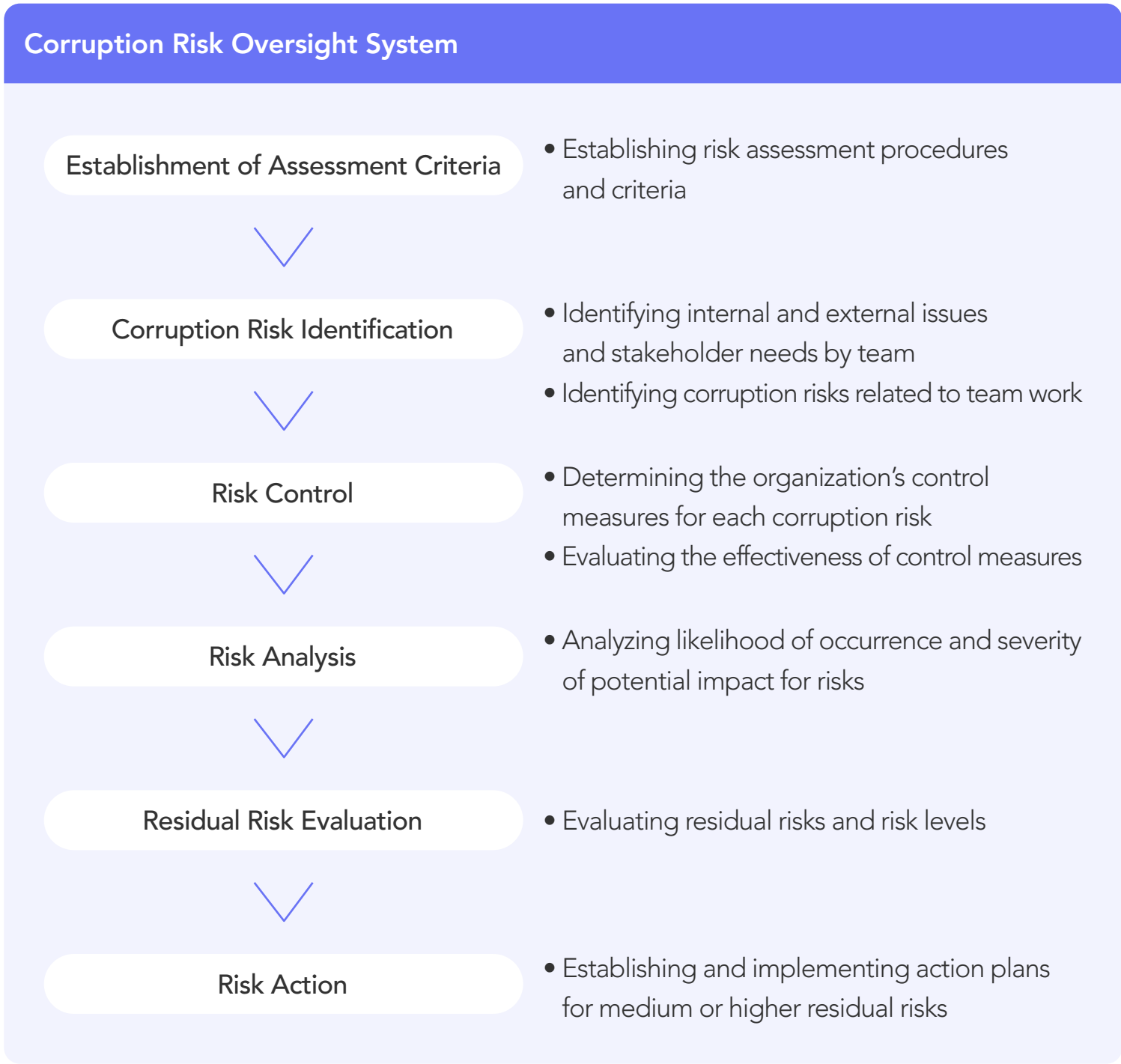
- Reporting violations and protecting whistleblowers

Integrity and Compliance Management

Implementation System

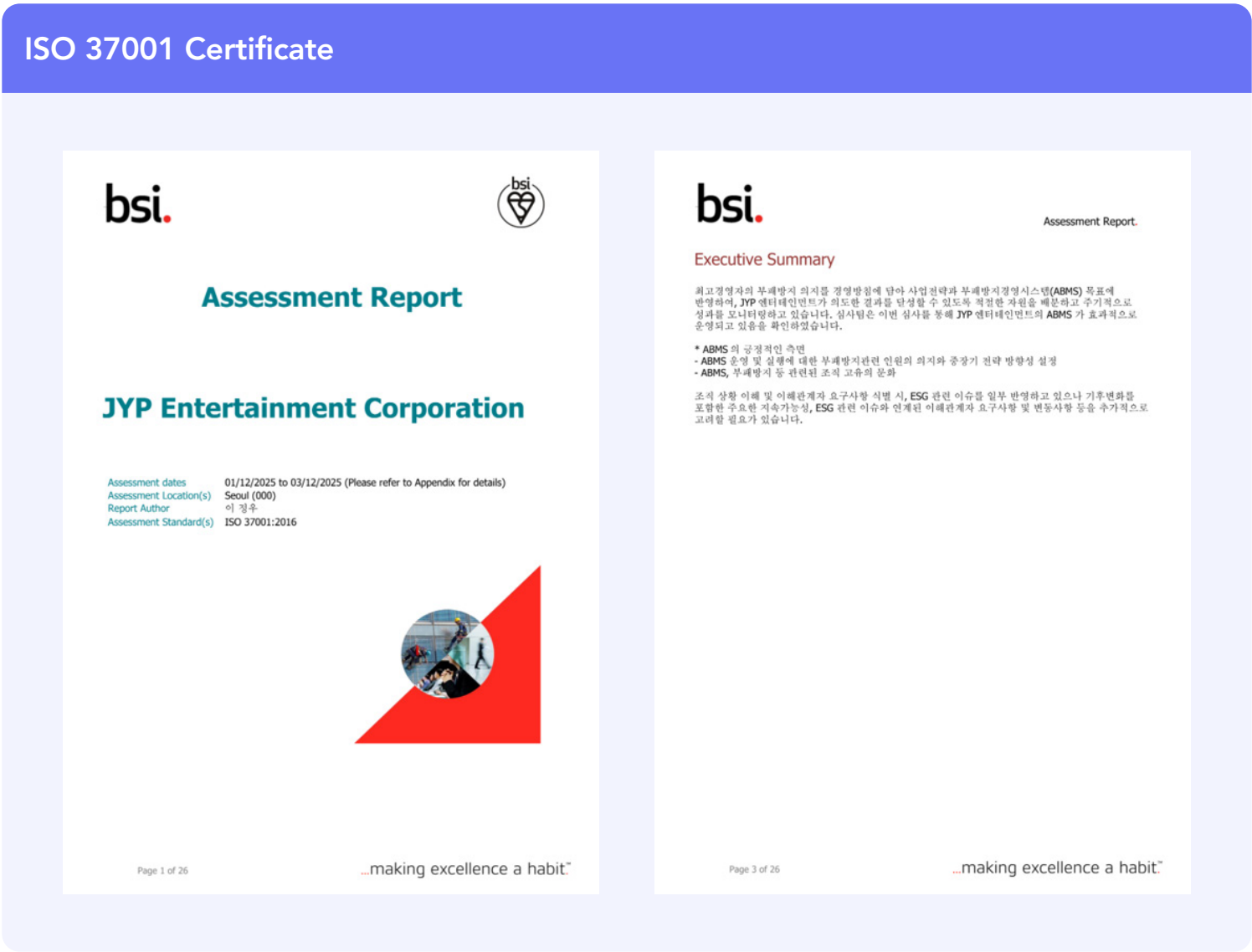
Corruption/Fraud Oversight System

JYP Entertainment has established and operates a corruption and fraud risk oversight system to establish a transparent and clean corporate culture. This system consists of steps to identify risks in areas of concern, analyze and evaluate them, and implement necessary measures. In particular, it focuses on prevention-oriented management to minimize the possibility of risk occurrence, thereby supporting stable management activities.



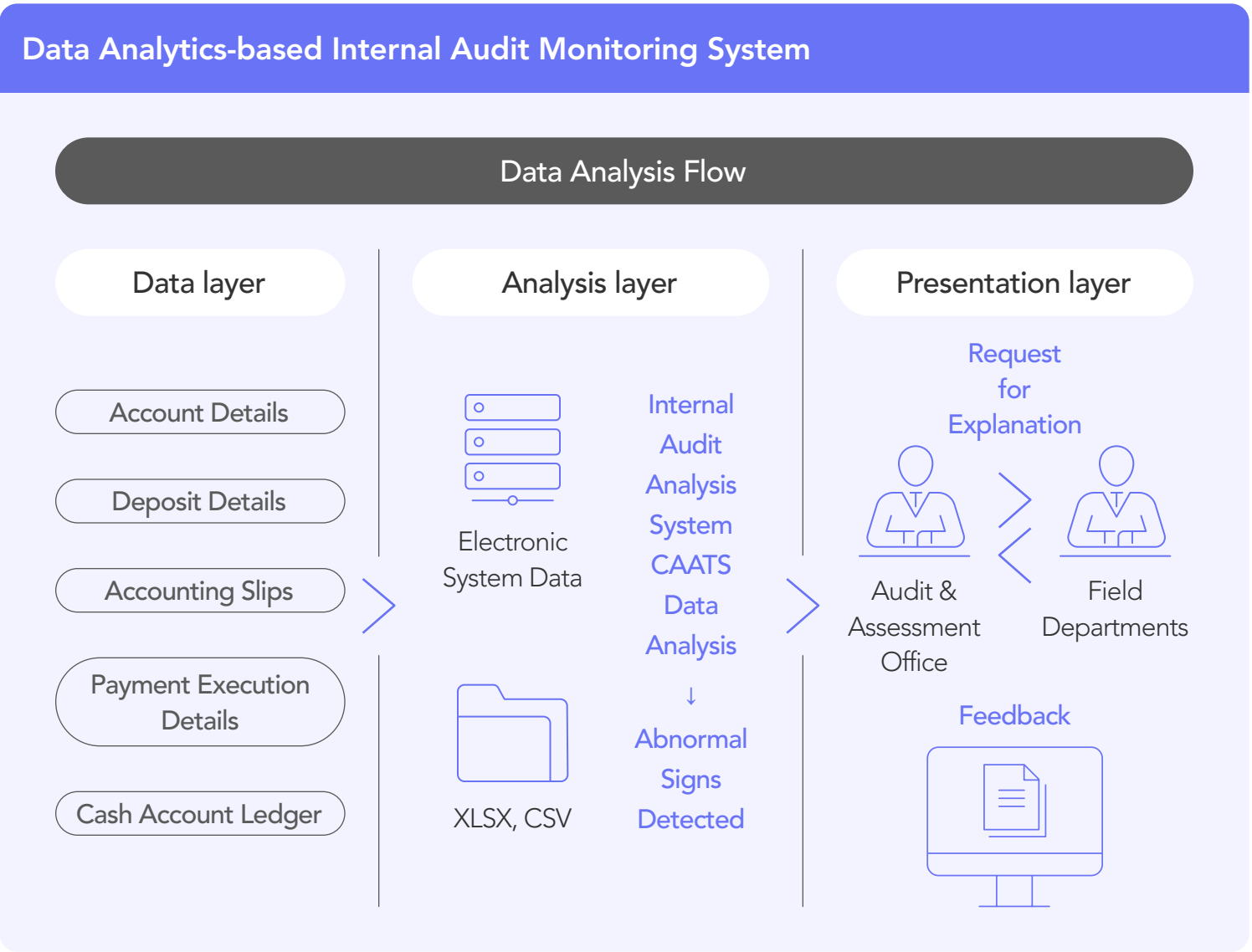
Anti-Bribery Management System Certification (ISO 37001)

In 2023, JYP Entertainment became the first company in the domestic entertainment industry to obtain the international anti-bribery standard certification (ISO 37001), from the British Standards Institution, the world's leading standards body. We conducted a company-wide corruption risk diagnosis and assessment and secured a system in accordance with international standards to prevent and oversee corruption-related illegal acts such as bribery, embezzlement, and hiring irregularities. In December 2025, we also successfully completed the second-year certification audit to continuously verify our global-standard anti-bribery management system. We will continue to advance our integrity management system to lead the global entertainment industry.



Internal Audit System

JYP Entertainment operates a standardized internal audit system at the global level to oversee compliance with integrity management across the entire group (headquarters, subsidiaries, and overseas entities). The Audit & Assessment Office independently conducts regular, special (subject-specific), and fraud audits to meet stakeholder needs and manage business risks. In addition, to proactively identify financial/accounting risks such as embezzlement and take effective measures, we are gradually expanding DRF (Dynamic Risk Finder), an integrated group audit solution. In 2025, we successfully completed its introduction at JYP Partners (subsidiary) and three overseas entities (Japan, China, and the U.S.). This solution is equipped with three key data analytics-based modules, funds, expenses, and payroll, supporting an advanced internal audit environment that detects signs of fraud and embezzlement in advance and conducts continuous diagnosis. In 2026, we plan to complete the establishment of this internal audit system for two subsidiaries.



Integrity and Compliance Management

Actions and Performance

Integrity Management Training

JYP Entertainment’s Audit & Assessment Office conducts training for all employees on integrity management, internal audit, and understanding fraud. Online integrity management training is held once a year, establishing value judgment criteria and principles of conduct that employees must comply with, and enhancing the overall ethical level of the organization. In 2025, a total of 509 employees completed this training.

Compliance and Fair Trade Training

JYP Entertainment provides legal and compliance training for new employees under the supervision of the Legal Affairs Team and Compliance Team, and strengthens basic compliance capabilities through fair trade-related training. In 2025, a total of 128 employees completed fair trade training. We also continuously hold related training for new employees to prevent unfair transaction risks, and conducted compliance and unfair transaction prevention training for all employees in October 2025. Furthermore, in November 2025, we enhanced the effectiveness of training by operating both online and offline training, including training linked with the Financial Supervisory Service, an external professional institution. In particular, this training enhanced employees’ understanding by providing practical case-based training centered on major types of unfair transactions and regulatory systems, including prohibition of the use of undisclosed information, market manipulation and fraudulent transactions, and acts that disrupt market order. For Admin job groups primarily responsible for contract work, we separately conducted contract execution process improvement and subcontract transaction guide training, proactively mitigating risks in the field.

Improvement of Contract Management System

JYP Entertainment continues to revise standard contracts by reflecting relevant laws and regulations such as the Subcontracting Act, and is promoting the establishment and revision of approximately 32 types of standard contracts based on opinions collected from field departments. Through this, we are enhancing the fairness and clarity of contract terms. In particular, we have completed fairness reviews for subcontract-related contracts, and related guides have been posted and distributed on the official website, further strengthening the foundation for fair trade. We also continuously improve contract management regulations and enhance understanding of related processes so that employees can clearly understand the contract system. Going forward, we will continue to review and improve the contract system through ongoing monitoring of relevant laws and regulations.

Advancement of the Compliance System

JYP Entertainment launched the Compliance Team in order to advance our compliance system. Because the entertainment industry is characterized by high public exposure of content and artists as well as rapid viral spread, even minor violations can significantly affect a company's brand image within a short period of time. Considering these industry characteristics, JYP Entertainment is establishing and advancing a company-wide compliance management system centered on the Compliance Team through the establishment of mid- to long-term plans, enactment and systematization of regulations, and operation of training programs. Through this, we are strengthening the foundation for legal compliance, proactively preventing risks, and enhancing transparency and accountability across organizational operations.

Management Diagnosis Survey

JYP Entertainment’s Audit & Assessment Office established a quantitative assessment-centered management diagnosis survey framework for systematic management of potential corruption risks and completed its implementation within the audit administration solution, thereby advancing the company-wide integrity management environment. The diagnosis areas are subdivided into five management diagnosis areas, including corporate ethics/integrity and prevention of organizational fraud/corruption, and are designed to diagnose fraud and corruption risks and the level of integrity management across the organization in a multidimensional manner. This survey is planned to be conducted company-wide, and based on the management diagnosis results to be derived, we plan to review company-wide compliance status and establish effective improvement tasks and oversight measures for vulnerable risk areas in the audit field.

JYP Whistleblowing System

JYP Entertainment's Audit & Assessment Office operates the JYP Whistleblowing System and practices integrity management that meets global standards. Based on its high level of independence, the Audit & Assessment Office not only ensures objectivity and fairness through investigations by internal audit experts with international qualifications such as CIA, but it also focuses on the key tasks of protecting whistleblowers and eliminating secondary victimization. In particular, the advanced encryption technology applied throughout the entire whistleblowing process fully guarantees the anonymity of whistleblowers. Furthermore, all employees of headquarters and domestic and overseas entities can engage in whistleblowing year-round (24 hours a day, 365 days a year), with accessibility secured in eight languages including Korean, English, Japanese, and Chinese. Through this, a total of 11 whistleblower reports were received as of 2025, and disciplinary procedures were completed for nine of them.

Report Receipt

Investigation and Reporting

Disciplinary Action

Whistleblower Protection

- Technical encryption and anonymity secured
- Fraud investigations and reporting based on internal audit regulations
- Meeting of the Disciplinary Committee and decision on disciplinary action
- Disciplinary Committee members: CEO, CFO, Head of Audit & Assessment Office
- Monitoring by the Audit & Assessment Office to prevent secondary harm (3 months)

JYP Whistleblowing System Types

1

Acts that hinder fair performance of duties

2

Receipt of improper benefits

3

Information and security-related violations

4

Acts that undermine a healthy organizational culture

5

Other unethical acts

6

JYP Partners: Reporting unfair trade practices, etc.

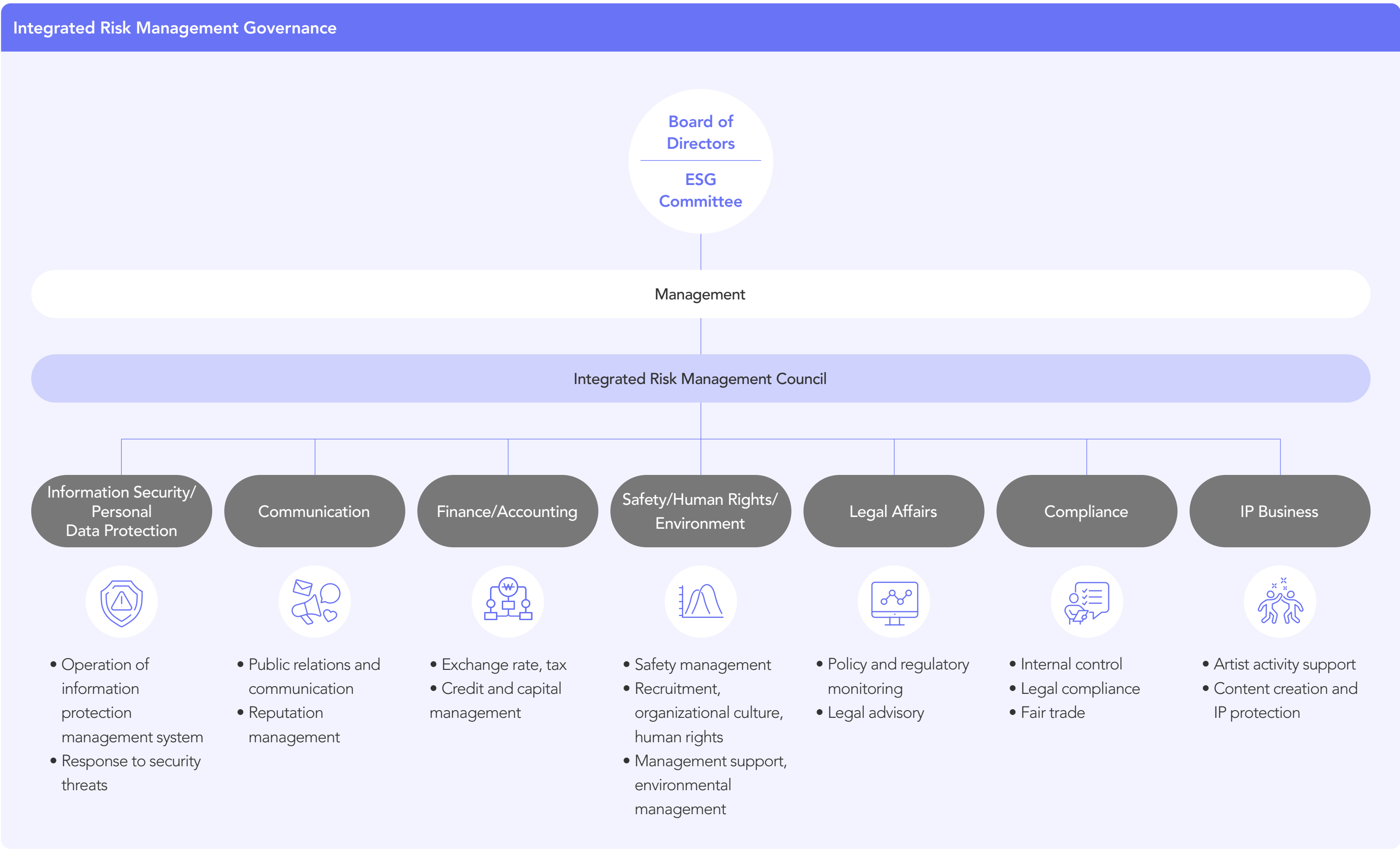
Integrated Risk Management

Company-wide Integrated Risk System

Dedicated Department

JYP Entertainment operates a company-wide risk management system, integrating and managing various financial and non-financial risks related to its business. We regularly monitor the potential impact of risks on the company when they arise, and comprehensively analyze and respond to risks that may occur across the entire business process, including environmental, social, and governance areas.

JYP Entertainment has formed the Integrated Risk Management Council to regularly check and comprehensively manage risk occurrence by department, including Information Security/Personal Data Protection, Communication, Finance/Accounting, Legal Affairs, Compliance, and Business Operation and Support. The council reports material risks and response status to management (CFO), and plays a role in effectively implementing risk management policies and strategies in practice. The ESG Committee under the BOD conducts final review and resolution of material risks and response status as the highest decision-making body for company-wide risk management. It also evaluates mid- to long-term non-financial risks such as climate change and human rights, establishes and oversees company-wide ESG strategies, and strengthens responsible management.



Integrated Risk Management

Company-wide Integrated Risk System

— Definition of Major Risks and Response

Category	Risk	Definition	Potential Business Impact	Major Response Status
Non-financial Risk	Information Security Risk	Risk that a company's information assets and operational stability may be damaged due to cyberattacks, internal system malfunctions, malware, ransomware, internal information leaks, and other factors	• Business continuity disruption due to information leaks and system failures • Loss of artist, fan, and employee data • Potential decline in brand trust and financial losses	• Operation of the Information Security Committee and company-wide security governance • Establishment of information protection policies and detailed guidelines • Conducting regular security inspections and mock drills
	Personal Data Protection Risk	Risk that personal data breaches may occur due to legal or management deficiencies in the collection, storage, and use of personal data of fans, users, audition applicants, employees, and others	• Fines and legal sanctions due to personal data leaks • Decline in customer trust and platform usage • Damage to external image	• Operation of a personal data protection responsibility system (CPO, etc.) • Strengthening personal data protection training and internal inspections • Providing easy-to-understand personal data guidance for audition applicants
	Reputation Risk	Risk that brand image may be damaged due to social controversies, negative issues, or failure to respond to crises arising across content production and artist activity support	• Decrease in revenue and brand value • Fandom turnover and weakened market competitiveness • Decline in investor and stakeholder trust	• Strengthening prior review of IP and content • Operation of global fan communication platform and prompt response • Legal and PR response in parallel when negative issues occur
	Human Rights/ DEI Risk	Risk that organizational sustainability may be hindered due to human rights violations, discrimination, harassment, lack of diversity, and other issues involving stakeholders such as employees, artists, trainees, and partners	• Deterioration of organizational culture and talent turnover • Decline in external reputation and potential legal disputes • Decline in brand value in global markets	• Establishment of Human Rights Management Policy and conducting human rights impact assessments • Operation of the Human Rights Management Council • Grievance handling channels and remedy procedures
	Safety and Health Risk	Risk of occupational accidents, safety incidents, and disasters in business processes such as performance operations, content production, and workplace operation	• Business disruption and recovery costs due to casualties • Increase in safety management costs • Damage to corporate image and legal liability	• Operation and regular revision of the Performance Safety Management Manual • Preliminary risk factor inspections and improvement activities • Use of safety training and casebooks
	Environment/ Climate Change Risk	Risk that business operations and cost structure may be negatively affected by environmental issues such as climate change, carbon regulations, resource use, and waste management	• Increase in costs for climate change-related regulations and disclosure response • Potential asset damage due to physical climate risks	• Identification of climate risks and conducting scenario analysis • Promotion of K-RE100 and energy efficiency • Strengthening environmental training and management systems
	Policy/ Regulatory Risk	Risk that business operations may be restricted due to changes in external regulatory environments, including domestic and overseas laws, industry regulations, and platform policies	• Costs for regulatory and policy response and business restructuring • Restrictions on entry into new businesses • Expansion of legal sanctions and operational uncertainty	• Operation of regulatory monitoring and policy response system • Analysis of major policy changes and internal policy integration
	Compliance Risk	Risk arising from failure to fulfill corporate compliance obligations such as ethical management, anti-corruption, fair trade, and internal control	• Occurrence of fines, sanctions, and litigation costs • Decrease in revenue due to reduced corporate trust and suspension of major transactions • Organizational operation risk due to internal control failure	• Operation of internal control system • Strengthening fair trade management for partners
Financial Risk	Exchange Rate/ Tax/Credit/ Capital Risk	Risk of financial volatility arising from exchange rate fluctuations, tax issues, financing, investment, credit risks, and other factors in the course of global business operations	• Fluctuations in foreign currency gains and losses and decline in profitability • Increase in tax costs and regulatory risks • Potential decline in capital market competitiveness	• Operation of tax and accounting management system • Stable fund management and strengthening of internal financial controls • Management centered on accounting/finance professional organization

Integrated Risk Management

Company-wide Integrated Risk System

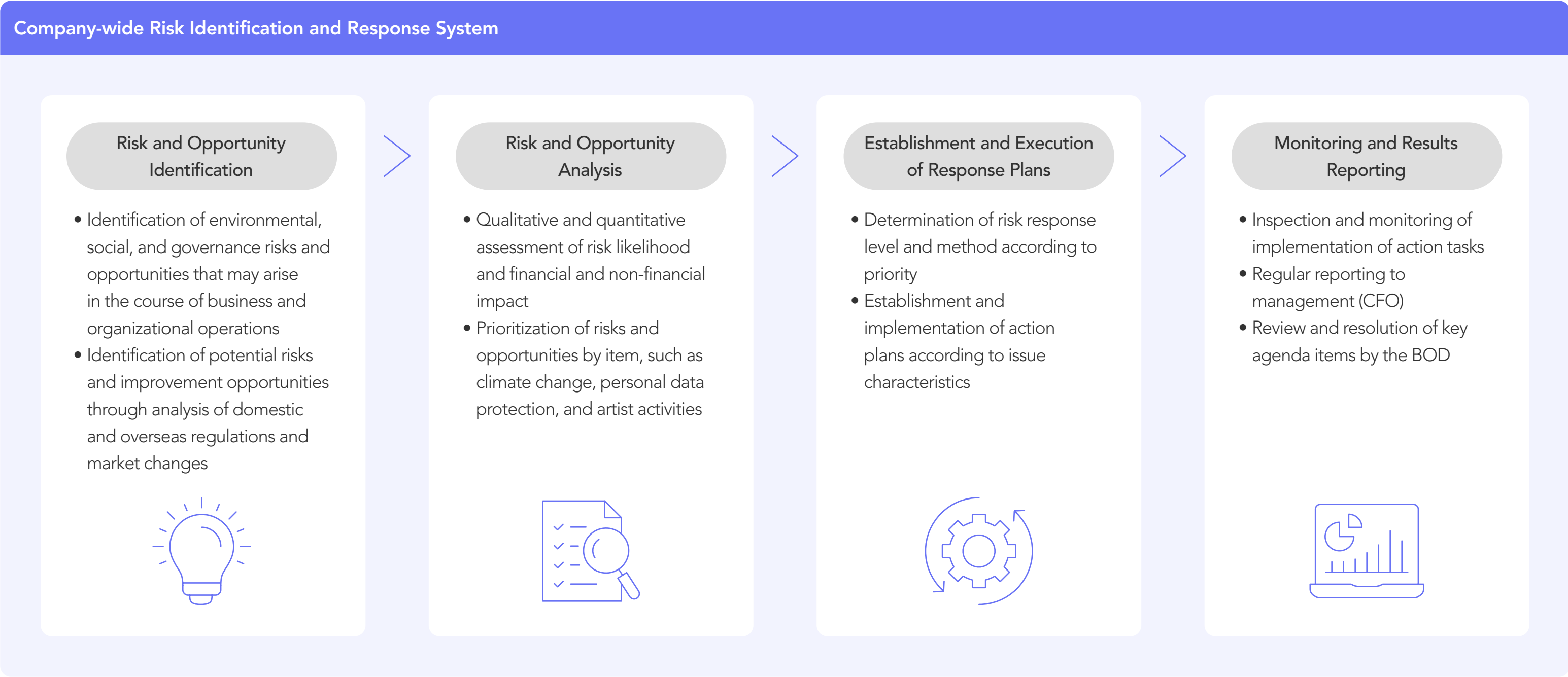
— Company-wide Risk Analysis and Execution System

JYP Entertainment recognizes both financial and non-financial (environmental, social, and governance) risks from an integrated perspective, and is establishing a system to organically identify and proactively respond to risks and opportunities. We comprehensively review environmental risks that may arise across business activities and organizational operations, and identify potential risk factors and improvement opportunities by analyzing changes in relevant domestic and overseas regulations, industry trends, and stakeholder demands. We evaluate risks identified through quantitative and qualitative methods based on financial impact while also considering non-financial impact.

Afterward, we specify risk response levels and methods according to priority and establish action plans while considering not only short-term measures but also the possibility of risk transition from a mid- to long-term perspective, thereby preparing an execution roadmap linked to ESG strategies. At the execution stage, each department takes the lead in periodically checking the progress of action tasks, and a flexible system is in place to promptly adjust action plans when circumstances change or risks need to be reassessed. Implementation status at each stage is regularly reported to management (CFO), and highly important matters are managed transparently under company-wide responsibility through review and decision-making by the ESG Committee.

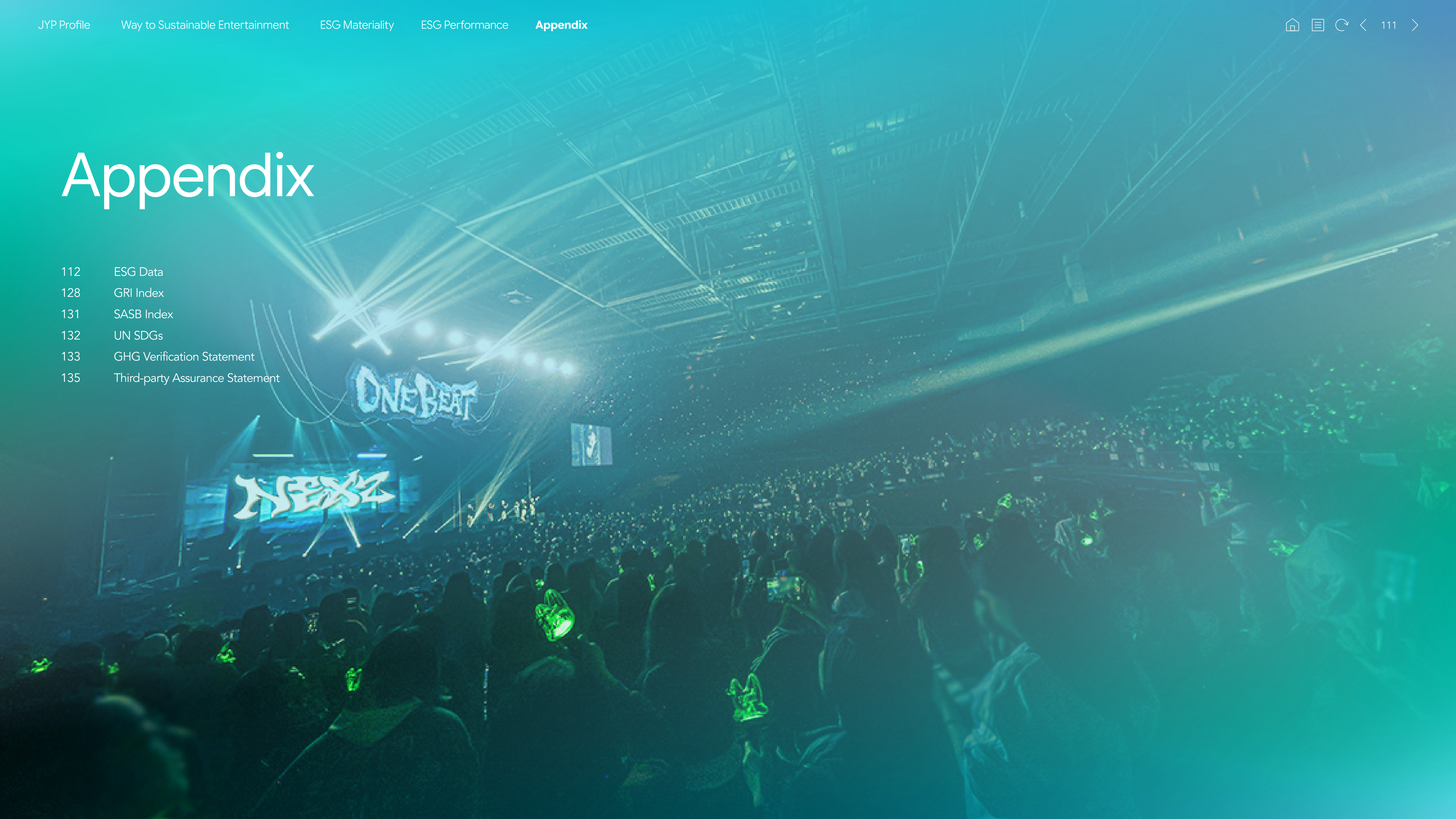
— Company-wide Risk Management Process

JYP Entertainment operates a six-step risk management process. We identify risks through regular monitoring of internal and external environments, and manage them in an integrated manner by establishing and implementing systematic response strategies. After response measures for risks have been implemented, we also carry out follow-up management activities to prevent the recurrence of similar risks.



Appendix

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ESG Data

Economy

Consolidated Statement of Financial Position

Assets				
Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Current assets	KRW	368,755,808,500	362,268,599,891	496,447,845,291
Cash and cash equivalents		217,189,672,861	190,613,227,749	294,471,835,825
Financial assets at fair value through profit or loss		0	0	18,136,500
Other current financial assets		45,552,679,989	26,513,353,064	42,915,966,415
Trade and other receivables		71,041,490,706	117,417,583,409	123,517,236,088
Inventories		24,438,851,519	14,310,042,165	20,168,943,120
Other current assets		10,520,723,535	13,110,086,730	15,355,071,483
Current tax assets		12,389,890	304,306,774	655,860
Non-current assets		202,777,637,642	316,513,460,000	354,642,344,887
Financial assets at fair value through profit or loss		23,281,292,721	28,823,510,063	24,853,812,533
Financial assets at fair value through other comprehensive income		1,525,723,135	936,887,062	818,931,871
Other non-current financial assets		19,883,873,094	18,205,438,210	71,532,982,207
Other non-current assets		1,354,006	63,269,174	8,882,970
Investments in Associates and Joint Ventures		52,790,939,190	56,574,648,891	33,503,305,460
Investment property		67,325,126	64,950,090	0
Property, Plant and Equipment		56,287,042,425	140,231,005,691	141,798,664,055
Intangible assets		40,648,348,163	60,223,870,978	66,897,868,484
Deferred tax assets		8,291,739,782	11,389,879,841	15,227,897,307
Total assets		571,533,446,142	678,782,059,891	851,090,190,178

Liabilities				
Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Current liabilities	KRW	154,345,051,751	174,828,773,094	206,243,158,446
Trade and other payables		55,642,713,036	94,329,534,150	72,272,131,452
Other current financial liabilities		5,335,329,080	6,607,235,700	5,693,077,259
Advances received, representing current contract liabilities for performance obligations satisfied at point in time		28,141,774,064	26,129,535,954	53,683,552,719
Current provisions		0	0	236,570,763
Other current liabilities		42,056,965,907	39,369,360,165	43,580,571,725
Current tax liabilities		23,168,269,664	8,393,107,125	30,777,254,528
Non-current liabilities		19,145,723,455	21,071,785,411	19,899,312,434
Other non-current financial liabilities		8,599,417,191	6,347,541,704	7,018,179,911
Net defined benefit liabilities		22,145,074	209,379,800	390,002,211
Non-current provisions		1,384,170,666	1,899,308,692	1,884,011,289
Other non-current liabilities		1,621,166,555	3,560,724,869	4,259,492,329
Deferred tax liabilities		7,518,823,969	9,054,830,346	6,347,626,694
Total liabilities		173,490,775,206	195,900,558,505	226,142,470,880

Equity				
Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Equity attributable to owners	KRW	394,021,893,926	478,598,990,184	620,597,911,262
Issued capital		17,953,451,500	17,960,951,500	17,960,951,500
Capital surplus		78,164,159,199	79,101,015,199	79,101,015,199
Capital adjustment		−10,509,590,094	−10,824,740,094	−10,824,740,094
Other Comprehensive income/loss accumulated amount		−2,386,159,740	2,833,436,534	1,736,440,127
Retained earnings		310,800,033,061	389,528,327,045	532,624,244,530
Non-controlling interests		4,020,777,010	4,282,511,202	4,349,808,036
Total equity		398,042,670,936	482,881,501,386	624,947,719,298

ESG Data

Economy

Consolidated Statement of Comprehensive Income

Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Revenue	KRW	566,500,542,871	601,787,883,332	821,854,634,614
Cost of sales		298,216,964,062	345,406,334,314	518,411,171,206
Gross profit		268,283,578,809	256,381,549,018	303,443,463,408
Selling general administrative expenses		98,839,668,860	128,119,279,778	148,197,369,332
Operating income		169,443,909,949	128,262,269,240	155,246,094,076
Other revenues		806,686,665	393,689,264	1,087,952,448
Other costs		6,734,170,511	3,939,126,995	3,933,706,163
Finance Income		6,088,723,978	14,174,507,508	12,955,679,534
Finance expenses		17,757,610,617	5,244,314,238	16,952,732,387
Profits of associates and joint ventures accounted for using equity method		3,825,325,960	2,509,848,814	74,949,784,129
Profit (Loss) before tax		155,672,865,424	136,156,873,593	223,353,071,637
Tax expense		50,656,124,683	38,441,959,676	62,789,595,557
Profit		105,016,740,741	97,714,913,917	160,563,476,080
Attributable to owners of parent		105,466,839,210	97,758,616,779	160,561,918,471
Attributable to non-controlling interests		-450,098,469	-43,702,862	1,557,609

Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Other comprehensive income	KRW	-165,932,453	5,504,476,399	-697,602,150
Other comprehensive income that will be reclassified to profit or loss, net of tax		-173,693,680	5,623,653,423	-696,498,355
Gains (losses) on exchange differences on translation of foreign operations		-173,693,680	5,623,653,423	-696,498,355
Other comprehensive income that will not be reclassified to profit or loss, net of tax		7,761,227	-119,177,024	-1,103,795
Other comprehensive income, net of tax, gains (losses) from investments in equity instruments		53,818,584	-452,814,940	-79,428,020
Share of other comprehensive income of associates and joint ventures accounted for using equity method that will not be reclassified to profit or loss		-46,057,357	354,194,845	16,262,226
Other comprehensive income, net of tax, gains (losses) on remeasurements of defined benefit plans		0	-20,556,929	62,061,999
Total comprehensive income		104,850,808,288	103,219,390,316	159,865,873,930
Attributable to owners of parent		105,376,990,075	102,957,656,124	159,798,577,096
Attributable to non-controlling interests		-526,181,787	261,734,192	67,296,834
Earnings per share				
Basic earnings per share		3,186	2,951	4,846
Diluted earnings per share		3,184	2,951	4,846

ESG Data

Economy

Separated Statement of Financial Position

Assets				
Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Current assets	KRW	282,039,787,595	232,463,943,227	364,978,325,803
Cash and cash equivalents		165,657,780,669	88,561,403,705	192,858,878,052
Other current financial assets		35,223,680,086	7,030,879,283	40,522,260,031
Trade and other current receivables		60,939,352,385	122,979,055,493	113,859,473,549
Inventories		11,086,625,218	4,512,073,725	4,930,331,657
Other current assets		9,132,349,237	9,380,531,021	12,807,382,514
Non-current assets		196,293,404,913	324,013,127,987	383,009,258,300
Financial assets at fair value through profit or loss		23,281,292,721	28,823,510,063	22,356,024,327
Financial assets at fair value through other comprehensive income		1,525,723,135	936,887,062	818,931,871
Other non-current financial assets		12,570,270,071	16,698,525,583	60,757,083,247
Other non-current assets		1,354,006	0	8,882,970
Investment in subsidiaries, associates and joint ventures		65,397,543,353	80,381,808,853	89,685,489,028
Investment properties		529,853,698	512,155,859	0
Property, plant and equipment		50,788,167,367	133,453,167,366	134,735,301,283
Intangible assets		35,971,160,477	55,725,575,082	62,131,714,993
Deferred tax assets		6,228,040,085	7,481,498,119	12,515,830,581
Total assets		478,333,192,508	556,477,071,214	747,987,584,103

Liabilities				
Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Current liabilities	KRW	119,418,879,196	129,109,877,232	153,044,867,487
Trade and other payables		46,773,835,061	82,641,623,965	66,549,866,559
Other current financial liabilities		4,987,559,803	5,296,715,754	4,567,354,705
Advance received		15,344,394,657	13,357,798,512	19,674,349,588
Current provisions		0	0	236,570,763
Other current liabilities		33,231,169,535	24,872,058,910	33,829,416,281
Current tax liabilities		19,081,920,140	2,941,680,091	28,187,309,591
Non-current liabilities		9,774,458,066	9,320,619,690	11,015,966,547
Other non-current financial liabilities		7,394,158,983	5,840,233,548	6,256,815,430
Non-current provisions		1,049,886,817	1,389,076,745	1,452,914,536
Other non-current liabilities		1,330,412,266	2,091,309,397	3,306,236,581
Total liabilities		129,193,337,262	138,430,496,922	164,060,834,034

Equity				
Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Issued capital	KRW	17,953,451,500	17,960,951,500	17,960,951,500
Capital surplus		69,282,042,569	70,218,898,569	70,218,898,569
Capital adjustments		-11,986,928,634	-12,302,078,634	-12,302,078,634
Other Comprehensive income/loss accumulated amount		-245,018,778	-697,833,718	-777,261,738
Retained earnings		274,136,308,589	342,866,636,575	508,826,240,372
Total equity		349,139,855,246	418,046,574,292	583,926,750,069

ESG Data

Economy

Separate Statement of Comprehensive Income

Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Revenue	KRW	477,085,945,707	488,264,358,029	683,623,525,453
Cost of Sales		259,022,020,924	300,512,939,012	451,947,806,943
Gross Profit		218,063,924,783	187,751,419,017	231,675,718,510
Selling general administrative expenses		66,547,862,001	74,432,449,036	89,463,092,058
Operating income		151,516,062,782	113,318,969,981	142,212,626,452
Other revenues		248,098,354	1,208,990,641	591,426,189
Other costs		2,664,285,916	3,800,140,658	3,617,514,596
Finance income		24,827,792,007	11,555,850,390	25,962,470,772
Finance expenses		16,776,427,675	4,578,026,413	15,885,159,712
Profits of associates and joint ventures accounted for using equity method		0	0	85,369,418,290
Profit (loss) before tax		157,151,239,552	117,705,643,941	234,633,267,395
Tax expense		37,011,574,830	29,965,550,089	56,328,420,002
Profit		120,139,664,722	87,740,093,852	178,304,847,393

Category	Unit	29th (2023.01.01~12.31)	30th (2024.01.01~12.31)	31st (2025.01.01~12.31)
Other comprehensive income	KRW	53,818,584	−452,814,940	−79,428,020
Other comprehensive income that will not be reclassified to profit or loss, net of tax		53,818,584	−452,814,940	−79,428,020
Other comprehensive income, net of tax, gains (losses) from investments in equity instruments		53,818,584	−452,814,940	−79,428,020
Comprehensive income		120,193,483,306	87,287,278,912	178,225,419,373
Basic earnings per share		3,629	2,648	5,381
Diluted earnings per share		3,626	2,648	5,381

ESG Data

Environmental

Greenhouse Gas

Metric		Unit	2023	2024	2025
Total Direct and Indirect Greenhouse Gas Emissions (Scope 1, 2)			1,180.74	1,492.90	1,507.56
Scope 1	Total Direct Greenhouse Gas Emissions (Scope 1)		319.09	347.34	398.74
	HQ	JYP Entertainment	299.63	313.85	333.49
		JYP Publishing	2.87	6.47	1.56
	Domestic Subsidiary	BLUE GARAGE	2.52	7.31	6.00
		JYP Partners	–	1.48	3.00
		INNIT Entertainment	–	–	36.32
	Overseas Subsidiary	JYP Entertainment Japan Inc.	–	–	–
		JYP Entertainment Hong Kong LIMITED	14.07	14.54	12.44
		JYP America Inc.	–	3.69	5.92
	Total Indirect Greenhouse Gas Emissions (Scope 2)		861.65	1,145.56	1,108.82
Scope 2	HQ	JYP Entertainment	751.51	979.06	898.19
		JYP Publishing	29.49	33.04	14.54
	Domestic Subsidiary	BLUE GARAGE	14.85	48.34	56.13
		JYP Partners	0.60	4.34	4.47
		INNIT Entertainment	–	9.45	48.58
	Overseas Subsidiary	JYP Entertainment Japan Inc.	30.98	34.14	40.18
		JYP Entertainment Hong Kong LIMITED	32.70	32.46	39.35
		JYP America Inc.	1.52	4.72	7.37
	GHG emission intensity ¹⁾ (Scope 1+2)	tCO ₂ eq/KRW 100 million	0.208 ²⁾	0.248	0.183

1) Intensity: Calculated based on consolidated revenue

2) Data revised due to a change in calculation method (Scope 1+2/consolidated revenue)

Metric			Unit	2023	2024	2025	
Scope 3	Total Other Indirect Greenhouse Gas Emissions		tCO ₂ eq	311.11	397.53	623.75	
	Category 2 Capital Goods	HQ		JYP Entertainment	24.78	13.27	6.91
		Domestic Subsidiary		JYP Publishing	–	–	–
				BLUE GARAGE	0.98	3.34	1.09
				JYP Partners	–	–	–
				INNIT Entertainment	–	0.13	1.38
	Category 3 Other GHG Emissions	HQ		JYP Entertainment	97.18	123.26	254.06
		Domestic Subsidiary		JYP Publishing	3.38	3.95	3.98
				BLUE GARAGE	1.76	5.67	15.33
				JYP Partners	0.07	0.55	1.29
				INNIT Entertainment	–	1.04	14.16
	Category 5 ¹⁾ Waste	HQ		JYP Entertainment	–	–	7.83
		Domestic Subsidiary		JYP Publishing	–	–	0.10
				BLUE GARAGE	–	–	4.59
				JYP Partners	–	–	0.03
				INNIT Entertainment	–	–	0.50
	Category 7 Employee Commuting	HQ		JYP Entertainment	182.97	192.25	244.07
		Domestic Subsidiary		JYP Publishing		4.16	1.73
				BLUE GARAGE		41.59	46.94
				JYP Partners		1.85	1.98
				INNIT Entertainment		6.47	17.79

1) Calculation of Category 5 emissions since 2025

ESG Data

Environmental

Energy

Metric			Unit	2023	2024	2025
Total energy consumption			TJ	22.06	27.34	30.17
Non-renewable energy	HQ	JYP Entertainment		4.49	4.71	5.07
	Domestic Subsidiary	JYP Publishing		0.64	0.76	0.36
		BLUE GARAGE		0.34	0.11	0.09
		JYP Partners		0.01	0.11	0.15
		INNIT Entertainment		–	0.19	1.66
	Overseas Subsidiary	JYP Entertainment Japan Inc.		0.68	0.28	0.32
		JYP Entertainment Hong Kong LIMITED		0.76	0.42	0.42
		JYP America Inc.		0.06	0.13	0.17
Renewable Energy	Renewable Energy Usage			15.09	20.63	21.94
	Renewable Energy Usage Ratio ¹⁾		%	68.41	75.48	72.71
Energy Intensity ²⁾			TJ/KRW 100 million	0.004	0.005	0.004

1) 2023: HQ only; 2024–2025: HQ and subsidiary (BLUE GARAGE).
2) Intensity: Calculated based on consolidated revenue

Water

Metric	Unit	2023	2024	2025
Water Use	Tons	9,982	10,563	11,517

Waste

Metric	Unit	2023	2024	2025
Waste Generated ¹⁾	Tons	69	69	51

1) Converted based on the Seoul Metropolitan Government Gangdong-gu Waste Management Ordinance for the headquarters location

Zero-emission Vehicle

Metric	Unit	2023	2024	2025
Number of Zero-emission Vehicles	Vehicles	2	2	4

ESG Data

Social

Human Rights

Metric	Unit	2023	2024	2025
No. of grievances reported	Cases	0	3	3
No. of grievances resolved	Cases	0	3	3
Ratio of grievances resolved	%	-	100	100
No. of related law violations	Cases	0	0	0
Fine for negligence	KRW	0	0	0
Fines		0	0	0

Employees¹⁾

Metric		Unit	2023	2024 ²⁾	2025
Total number of employees		Persons	517	643	760
By gender	Male		168	198	219
	Female		349	445	541
By age	Under 30		221	224	285
	30~49		288	399	465
	Above 50		8	9	10

1) Non-employee workers (workers stationed at headquarters other than employees): 29 in 2023, 36 in 2024, and 35 in 2025
2) Data revised due to inclusion of INNIT Entertainment employees

Recruitment and Turnover

Metric		Unit	2023	2024 ¹⁾	2025
No. of new hires		Persons	152	225	230
By gender	Male		37	65	49
	Female		115	160	181
By age	Under 30		85	111	139
	30~49		66	114	90
	Above 50		1	0	1
No. of turnover			58	96	139
By gender	Male		12	37	33
	Female		46	59	106
By age	Under 30		30	35	39
	30~49		27	59	100
	Above 50		1	2	0
Voluntary turnover			56	91	126
Voluntary turnover ratio ²⁾		%	10.8	14.2	16.6

1) Data revised due to inclusion of INNIT Entertainment employees
2) Voluntary turnover ratio: (Number of voluntary turnovers at the end of the base year) / (Total employees) * 100

ESG Data

Social

Diversity

Metric		Unit	2023	2024 ¹⁾	2025	
By employment type	Employees with unlimited duration of employment contract	Persons	463	584	709	
	Male		148	180	203	
	Female		315	404	506	
	Employees with limited duration of employment contract		54	59	51	
	Male		20	18	16	
	Female		34	41	35	
By age	Staff		Under 30	218	222	277
			30~49	228	293	300
			Above 50	0	0	0
	Junior manager		Under 30	1	8	8
			30~49	42	72	122
			Above 50	1	1	2
	Senior manager	Under 30	0	0	0	
		30~49	11	25	27	
		Above 50	0	1	1	
	Executive	Under 30	0	0	0	
		30~49	9	14	16	
		Above 50	7	7	7	

1) Data revised due to inclusion of INNIT Entertainment employees

Metric			Unit	2023	2024 ¹⁾	2025
By gender	Staff	Male	Persons	130	141	144
		Female		307	374	433
	Junior manager	Male		17	29	45
		Female		27	52	87
	Senior manager	Male		14	15	14
		Female		6	11	14
	Executive	Male		10	13	16
		Female		6	8	7
Revenue generating department	Number of Employees in Revenue-generating Departments		%	300	352	423
	By gender	Male		79	77	91
		Female		221	275	332
		Ratio of males		26.3	21.9	21.5
		Ratio of females		73.7	78.1	78.5
Employees with disabilities	No. of employees with disabilities		Persons	2	2	3
	Ratio of employees with disabilities		%	0.39	0.31	0.39
National meritorious employees			Persons	9	8	10
Employees of foreign nationalities	No. of foreign nationals			58	70	76
	China			42	42	44
	Japan			8	15	19
	United States			4	9	10
	Belgium			1	1	1
	Thailand			2	2	1
	Canada			1	1	0
	France			–	–	1
	Ratio of foreign nationals		%	11.2	10.9	10.0

1) Data revised due to inclusion of INNIT Entertainment employees

ESG Data

Social

Performance Evaluation¹⁾

Metric	Unit	2023	2024	2025
No. of employees subject to performance evaluation	Persons	339	377	457
No. of employees subject to regular performance evaluation		339	377	457
Ratio of employees subject to regular performance evaluation	%	100	100	100

1) Based on the number of full-time employees at the end of September

Remuneration¹⁾

Metric	Unit	2023	2024	2025
Ratio of female to male remuneration	%	78	78	85
Average employee remuneration	KRW 1,000	93,232	106,152	96,555
Male		101,144	124,062	107,657
Female		79,084	97,087	91,616
Average of CEO remuneration/employee remuneration	Times	20	18	15

1) Executive compensation details including the highest-paid executive are disclosed through business reports

Parental Leave

Metric	Unit	2023	2024	2025
No. of employees eligible for parental leave	Persons	8	8	11
Male		1	2	3
Female		7	6	8
No. of employees on leave		8	6	10
Male		1	1	1
Female		7	5	9
No. of employees returning to work after parental leave		7	1	6
Male		1	0	1
Female		6	1	5
No. of employees working for more than one year after parental leave		4	4	3
Male	%	1	1	0
Female		3	3	3
Rate of employees returning to work after the leave		88	100	100
Male		100	0	100
Female		86	100	100
Employment retention rate after parental leave		88	100	100
Male		100	100	100
Female		86	100	100
Use of reduced work hours before childbirth	Persons	5	4	7

ESG Data

Social

Employee Benefit

Metric	Unit	2023	2024	2025
Total benefits cost	KRW 10,000	169,091	314,589	356,559
Per-capita benefits cost		443	769	722

Retirement Pension Program

Metric		Unit	2023	2024	2025
Defined contribution (DC)	Amount in management	KRW 1 million	1,610	1,686	2,079
	No. of subscribers	Persons	267	310	376

Labor Relations

Metric	Unit	2023	2024	2025
No. of meetings held for the Labor-Management Council	Times	4	4	4
Headcount subject to the Council	Persons	374	420	493
Labor-Management Council coverage ratio	%	99	99	99

Employee Training

Metric		Unit	2023	2024	2025
Total training expenses		KRW 10,000	15,431	14,155	15,048
Per-capita training expenses		KRW 10,000	39	34	30
Per-capita average training hour (s)		Hours	33	37	33
Language and on-the-job training	No. of participants	Persons	143	153	165
	Per-capita training hour (s)	Hours	24.3	21.4	18.6
New hire training	No. of participants	Persons	97	110	128
	Per-capita training hour (s)	Hours	30.8	30.0	27.9
Statutory training (= compliance training)	No. of participants	Persons	375	432	502
	Per-capita training hour (s)	Hours	4	4	4
Safety and health training (office workers)	No. of participants	Persons	325	576	662
	Per-capita training hour (s)	Hours	3	6	6
Safety and health training (non office workers)	No. of participants	Persons	116	210	233
	Per-capita training hour (s)	Hours	6	12	12
Integrity Management training (= ethics training)	No. of participants	Persons	378	432	509
	Per-capita training hour (s)	Hours	2	2	2
Environmental education	No. of participants	Persons	97	110	125
	Per-capita training hour (s)	Hours	0.5	0.5	0.5

ESG Data

Social

Partners

Metric	Unit	2023	2024	2025
Total number of Partners	Companies	3,011	3,760	5,557
Key Partners		292	276	393
New Partners		576	749	1,797
Total Purchase Amount	KRW 100 million	1,714	3,826	5,004

Investment in Initial-stage Startups¹⁾

Metric	Unit	2023	2024	2025
Total Fund Size	KRW 100 million	375	405	405
JYP's Investment Amount		115	130	130
No. of businesses invested	Companies	38	39	37

1) Total fund size and JYP's investment amount were separately recalculated and presented as of the end of each year

Partner Grievance Reporting

Metric	Unit	2023	2024	2025
No. of grievance reported	Cases	0	6	6
No. of grievance processed		0	6	6
Ratio of grievance processed	%	—	100	100

Occupational Safety and Health

Metric	Unit	2023	2024	2025
No. of employees subject to the occupational safety and health management system	Persons	411	452	531
No. of industrial accident victims		1	0	0
Employee		1	0	0
Partner		0	0	0
Accident rate	%	0.24	0	0
Employee		0.24	0	0
Partner		0	0	0
Mortality	Persons	0	0	0
Employee		0	0	0
Partner	%	0	0	0
Mortality rate		0	0	0
Employee		0	0	0
Partner	Cases	0	0	0
No. of occupational illness		0	0	0
Employee		0	0	0
Partner		0	0	0

ESG Data

Social

Social Contributions

Metric		Unit	2023	2024	2025
EDM Medical treatment project	Total donation (HQ)	KRW 1,000	KRW 1,000,000	KRW 3,400,000	KRW 1,600,000
	Total donation (Japan)	JPY 1,000	JPY 12,000	JPY 12,000	JPY 12,000
	Domestic	Treatment expense support	KRW 1,000	KRW 600,000	1,400,000
		Recipient children	Persons	64	112
	Overseas	Treatment expense support (HQ)	KRW 1,000	400,000	2,000,000
		Treatment expense support (Japan)	JPY 1,000	12,000	12,000
		Recipient children	Persons	671	1,604
EDM Wish Project	Total donation	KRW 1,000	134,685	49,443	30,863
	Recipient children	Persons	40	7	14

Metric		Unit	2023	2024	2025
Volunteer Activities	No. of volunteer activities	Times	8	13	15
	No. of volunteers	Persons	143	272	279
Donation to Local Community	JYP Entertainment donation	KRW 1,000	500,000	0	1,176,620
	JYP Entertainment artists’ donation ¹⁾	KRW 1,000	1,761,400	1,871,000 ²⁾	4,221,510
Environmental campaign	Love Earth Challenge	No. of participations	Times	1,860	2,480
		Amount donated	KRW 1,000	37,200	49,600
	JYP BOB environmental fund	Amount donated	KRW 1,000	0	39,777

1) Total includes both disclosed and undisclosed donations
2) Revised to reflect additional undisclosed donations

ESG Data

Governance

Board Composition

Metric		Unit	2023	2024	2025
Number of directors			8	8	8
By type	Inside directors	Persons	4	4	4
	Independent Director		4	4	4
By gender	Male		6	6	6
	Female		2	2	2
Ratio of Independent director		%	50	50	50

Board of Directors Operation

Metric		Unit	2023	2024	2025
Number of meetings held		Times	15	13	7
Independent directors Attendance Rate		%	100	98	89
No. of agendas ¹⁾	Resolutions	Cases	24	19	16
	Reports		1	2	2
Agenda Items Opposed or Modified by Independent Directors				0	0

1) 2023 and 2024 data corrected due to aggregation errors

Director Remuneration

Metric		Unit	2023	2024	2025
Total	Total remuneration	KRW 1,000	4,615,702	6,950,557	5,719,040
	Average compensation per person		576,962	868,820	714,880
Registered directors ¹⁾	Total remuneration	KRW 1,000	4,470,102	6,777,757	5,530,144
	Average compensation per person		1,117,525	1,694,439	1,382,536
Independent directors ²⁾	Total remuneration	KRW 1,000	29,400	34,800	39,856
	Average compensation per person		29,400	34,800	39,856
Audit committee member	Total remuneration	KRW 1,000	116,200	138,000	149,040
	Average compensation per person		38,733	46,000	49,680

1) Excludes independent directors and Audit Committee members

2) Excludes Audit Committee members

ESG Data

Governance

Audit Committee¹⁾

Metric		Unit	2023	2024	2025
Ratio of independent directors		%	100	100	100
Ratio of accounting and finance professionals		%	67	67	67
Number of meetings held		Times	1	1	8 ²⁾
Attendance rate of independent directors		%	100	100	96
No. of agendas	Resolutions	Cases	1	0	0
	Reports		1	1	7

1) Data revised in accordance with separate disclosure of the Board and its committees
2) Although only one agenda item was handled through a formal Board of Directors meeting, the figure also includes other activities of the Audit Committee.

Compensation Committee

Metric		Unit	2023	2024	2025
Ratio of independent directors		%	100	100	100
Number of meetings held		Times	1	1	1
No. of agendas	Resolutions	Cases	1	1	2
	Reports		0	0	0

ESG Committee

Metric		Unit	2023	2024	2025
Ratio of independent directors		%	100	100	100
Number of meetings held		Times	2	3	3
No. of agendas ¹⁾	Resolutions	Cases	7	5	5
	Reports		0	2	1

1) 2023 data corrected due to aggregation errors

Investment Review Committee¹⁾

Metric		Unit	2023	2024	2025
Ratio of independent directors		%	-	-	50
Number of meetings held		Times	-	-	6
No. of agendas	Resolutions	Cases	-	-	12
	Reports		-	-	0

1) The Investment Review Committee was established in October 2024.

ESG Data

Governance

Integrity Management

Metric	Unit	2023	2024	2025
No. of Reports to the JYP Whistleblowing System	Cases	10	8	11
No. of disciplinary actions taken		10	6	9
Dismissal		2	1	1
Suspension		2	2	2
Pay cut		4	3	6
Reprimand		2	0	0

Privacy Protection and Information Security

Metric	Unit	2023	2024	2025
Number of Personal Data Breaches	Cases	0	0	0
Breach Rate Related to Personally Identifiable Information (PII)	%	0	0	0
Number of Users Affected by Personal Data Breaches	Persons	0	0	0
Monetary Losses from Legal Proceedings Related to Personal Data Protection	KRW	0	0	0

Compliance Management

Metric		Unit	2023	2024	2025
Number of Legal Violations	Environmental Law Violations	Cases	0	0	0
	Anticompetitive Law Violations		0	0	0
Fines Imposed	Environmental Law Violations	KRW	0	0	0
	Anticompetitive Law Violations		0	0	0

ESG Data

Reporting Scope

- HQ: JYP Entertainment Corporation
- Domestic Subsidiary: JYP Publishing, BLUE GARAGE, JYP Partners, INNIT Entertainment
- Overseas Subsidiary: JYP Entertainment Japan Inc., JYP Entertainment Hong Kong LIMITED, JYP America Inc.

Environmental

Metric		Reporting Scope
Greenhouse Gas	Total GHG emissions	HQ/Domestic Subsidiary/Overseas Subsidiary
	Scope 1	HQ/Domestic Subsidiary/Overseas Subsidiary
	Scope 2	HQ/Domestic Subsidiary/Overseas Subsidiary
	Scope 3	HQ/Domestic Subsidiary
	GHG emission intensity	HQ/Domestic Subsidiary/Overseas Subsidiary
Energy	Total energy consumption	HQ/Domestic Subsidiary/Overseas Subsidiary
	Non-renewable energy	HQ/Domestic Subsidiary/Overseas Subsidiary
	Renewable energy	HQ/Domestic Subsidiary/Overseas Subsidiary
	Energy intensity	HQ/Domestic Subsidiary/Overseas Subsidiary
Water		HQ
Waste		HQ
Zero-emission Vehicle		HQ

Social

Metric		Reporting Scope
Human Rights		HQ
Employees		HQ/Domestic Subsidiary/Overseas Subsidiary
Recruitment and Turnover		HQ/Domestic Subsidiary/Overseas Subsidiary
Diversity		HQ/Domestic Subsidiary/Overseas Subsidiary
Performance Evaluation		HQ
Remuneration		HQ
Parental Leave		HQ
Employee Benefit		HQ
Retirement Pension Program		HQ
Labor Relations		HQ
Employee Training		HQ
Partners		HQ
Investment in Initial-stage Startups		HQ
Partner Grievance Reporting		HQ
Occupational Safety and Health		HQ
Social Contributions		HQ/Overseas Subsidiary

Governance

Metric		Reporting Scope
Board Composition		HQ
Director Remuneration		HQ
Board of Directors Operation		HQ
Audit Committee		HQ
Compensation Committee		HQ
ESG Committee		HQ
Investment Review Committee		HQ
Integrity Management		HQ
Compliance Management		HQ
Privacy Protection and Information Security		HQ

GRI Index

Universal Standards

GRI 2: General Disclosures

Topic	Disclosure
Statement of use	JYP Entertainment, the reporting organization, has reported sustainability management information for the period from January 1, 2025 to December 31, 2025 in accordance with the GRI Standards 2021.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	GRI Sector Standards applicable to JYP Entertainment's GICS and industry classification criteria have not been published as of the publication date, therefore not applied.

Topic		Disclosure	Reported in	Remarks
The organization and its reporting practices	2-1	Organizational details	6	
	2-2	Entities included in the organization's sustainability reporting	2, 127	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	–	Provided as footnotes on the relevant pages
	2-5	External assurance	133~136	
Activities and workers	2-6	Activities, value chain and other business relationships	6, 9~15	
	2-7	Employees	6, 118	
	2-8	Non-regular workers	118	
Governance	2-9	Governance structure and composition	99	
	2-10	Nomination and selection of the highest governance body	99	
	2-11	Chair of the highest governance body	99	
	2-12	Role of the highest governance body in overseeing the management of impacts	99~100	
	2-13	Delegation of responsibility for managing impacts	18	
	2-14	Role of the highest governance body in sustainability reporting	18, 102	

Topic		Disclosure	Reported in	Remarks
Governance	2-15	Conflicts of interest	99, 106	
	2-16	Communication of critical issues	99~102	
	2-17	Collective knowledge of the highest governance body	99~100	
	2-18	Evaluation of the performance of the highest governance body	101	
	2-19	Remuneration policies	101	
	2-20	Process to determine remuneration	101~102	
	2-21	Annual total compensation ratio	120	
Strategy, Policies, and Practices	2-22	Statement on sustainable development strategy	4~5	
	2-23	Policy commitments	29, 35, 49, 94, 105	
	2-24	Embedding policy commitments	29, 35, 49, 94, 105	
	2-25	Processes to remediate negative impacts	36~37, 95~97, 110	
	2-26	Mechanisms for seeking advice and raising concerns	36, 49, 56	
	2-27	Compliance with laws and regulations	126	0 cases
	2-28	Membership associations	16	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	21	
	2-30	Collective bargaining agreements	74, 121	

GRI Index

Universal Standards

GRI 3: Material Topics

Topic	Disclosure		Reported in	Remarks
Disclosure on material topics	3–1	Process to determine material topics	22	
	3–2	List of material topics	23	
Material Topic 1. Information Security and Personal Data Protection				
Disclosure on material topics	3–3	Management of material topics	25, 27~32	
Customer Privacy	418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	32, 126	
Material Topic 2. Promoting of Human Rights Management and Respect for Diversity				
Disclosure on material topics	3–3	Management of material topics	25, 33~44	
Diversity and Equal Opportunity	405–1	Diversity of governance bodies and employees	99, 118~119	
	405–2	Ratio of basic salary and remuneration of women to men	120	
Non-discrimination	406–1	Incidents of discrimination and corrective actions taken	118	
Material Topic 3. Fair Collaboration and Mutual Growth with Partners				
Disclosure on material topics	3–3	Management of material topics	25, 45~49	
Anti-corruption	205–1	Operations assessed for risks related to corruption	106	
	205–2	Communication and training about anti-corruption policies and procedures	105, 107, 121	
Anti-competitive Behavior	206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	126	
Material Topic 4. Artist Development and Support				
Disclosure on material topics	3–3	Management of material topics	25, 50~57	
Non–GRI	–	No relevant Topic Standard	–	

GRI Index

Topic Standards

Topic		Disclosure	Reported in	Remarks
Economic Performance	201-1	Direct economic value generated and distributed	112~115	
	201-2	Financial implications and other risks and opportunities due to climate change	68~69	
	201-3	Defined benefit plan obligations and other retirement plans	79, 121	
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	89~92	
Energy	302-1	Energy consumption within the organization	70, 116~117	
	302-3	Energy intensity	117	
	302-4	Reduction of energy consumption	67	
Water	303-5	Water consumption	117	
Biodiversity	304-3	Habitats protected or restored	71~72	
Emissions	305-1	Direct (Scope 1) GHG emissions	70, 116	
	305-2	Energy indirect (Scope 2) GHG emissions	70, 116	
	305-3	Other indirect (Scope 3) GHG emissions	70, 116	
	305-4	GHG emissions intensity	116	
	305-5	Reduction of GHG emissions	67	
Waste	306-1	Waste generation and significant waste-related impacts	61~65	
	306-2	Management of significant waste-related impacts	61~62	
	306-3	Waste generated	117	

Topic		Disclosure	Reported in	Remarks
Employment	401-1	New employee hires and employee turnover	118	
	401-3	Parental leave	120	
Occupational Safety and Health	403-1	Occupational safety and health management system	94	
	403-2	Hazard identification, risk assessment, and incident investigation	97	
	403-3	Occupational health services	95~96	
	403-4	Worker participation, consultation, and communication on occupational safety and health	93, 95~96	
	403-5	Worker training on occupational safety and health	95	
	403-6	Promotion of worker health	95~96	
	403-7	Prevention and mitigation of occupational safety and health impacts directly linked by business relationships	95~97	
	403-8	Workers covered by an occupational safety and health management system	122	
	403-9	Work-related injuries	122	
	403-10	Work-related ill health	122	
Training and Education	404-1	Average hours of training per year per employee	121	
	404-2	Programs for upgrading employee skills and transition assistance	76~77	
	404-3	Percentage of employees receiving regular performance and career development reviews	120	
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	89~92	

SASB Index

Internet Media & Services

Topic	Code	Indicator	Content of reporting	Reported in
Environmental Footprint of Hardware Infrastructure	TC–IM–130a.1	(1) Total energy consumed, (2) Percentage grid electricity and, (3) Percentage renewable	The total energy consumption for 2025 stood at 30.17TJ, of which 72.71% (21.94TJ), was replaced with renewable energy.	70, 117
	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	The total water intake for 2025 was 11,517tons	117
Data Privacy, Advertising Standards & Freedom of Expression	TC–IM–220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Personal information collected through business operations is processed based on our Personal Information Processing Policy, with technical and administrative measures implemented to ensure security.	30
	TC–IM–220a.2	Number of users whose information is used for secondary purposes	There were 0 cases of personal information used for secondary purposes, and JYP Entertainment utilizes personal information only for purposes pre-consented by users.	–
	TC–IM–220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	There were no user personal information breaches or personal information-related legal proceedings, with no financial losses incurred.	126
Data Security	TC–IM–230a.1	(1) Number of data breaches, (2) Percentage involving personally identifiable information PII), (3) Number of users affected	The number of data breaches in the last three years is 0.	126
	TC–IM–230a.2	Description of approach identifying and addressing data security risks, including use of third-party cyber security standards	Third-party information security assurance and diagnostic reviews were conducted, and subsidiary BLUE GARAGE obtained ISMS certification in the second half of 2025.	32
Employee Recruitment, Inclusion & Performance	TC–IM–330a.1	Percentage of employees that are foreign nationals	As of 2025, we have 77 foreign nationals, accounting for 10.1% of the total employees.	119
	TC–IM–330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	We disclose employee demographics categorized by various criteria including gender, age, position level, and employment type.	119
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	There were no legal violations related to anti-competitive practices, with no financial losses incurred.	126

Media & Entertainment

Topic	Code	Indicator	Content of reporting	Reported in
Media Pluralism	SV–ME–260a.1	Percentage of gender and racial/ethnic group representation for management, professionals, all other employees	As of 2025, the percentage of female employees is 71.2%	118~119
	SV–ME–260a.2	Description of policies and procedures to ensure pluralism in news media content	To enhance accessibility for diverse users, we operate barrier-free seating for disabled persons in venues and multilingual content support.	86~87
Intellectual Property Protection & Media Piracy	SV–ME–520a.1	Description of approach to ensuring intellectual property (IP) protection	To protect intellectual property rights, we block online counterfeit products in Korea and overseas and conduct offline enforcement activities, while also carrying out plagiarism monitoring within the Publishing Team.	56

UN SDGs

Category	Goals		JYP Entertainment Activities	Reported in
Environmental		Ensure access to affordable, reliable, sustainable, and modern energy for all	RE100 implementation by replacing 100% of electricity usage (2,289.34MWh) at headquarters and subsidiary BLUE GARAGE with renewable energy	67
		Ensure sustainable consumption and production patterns	- Digital album production, use of eco-friendly MD and sustainable packaging - Introduction of reusable cup rental system at in-house cafe JYP Soulcup - Reuse of sets, equipment, and props used in content production	62~65
		Take urgent action to combat climate change and its impacts	- Climate change risk analysis and establishment of carbon neutrality response strategies - Expansion of greenhouse gas emissions calculation: Scope 3_Category 2, 3, 5, 7	67~70
		Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	- LOVE EARTH CHALLENGE environmental campaign contributing to marine ecosystem conservation - Annual 1% of JYP Soulcup cafe annual sales donated to 'Our Sea of East Asia Network (OSEAN)' to support marine cleanup activities - Promotion of the Marine Forest Creation Project to restore coastal ecosystems and expand habitats for marine life	71~72
Social		Ensure healthy lives and promote well-being for all at all ages	- Operating employee health and mental care welfare, and trainee health and psychological support - EDM Medical Treatment Project operation: Donations_ Headquarters KRW 1.6 billion, overseas subsidiaries 12 million yen - Domestic and Overseas cumulative sponsored children: 945 (132 in Korea, 813 overseas)	54, 79, 89, 123
		Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all	- Differentiated trainee competency and enrichment programs, multi-label-based artist support - Job-specific competency enhancement training, leadership development training for managers, internal seminar operations	53~55, 76~77
		Achieve gender equality and empower all women and girls	2025 female employee ratio: 71.2%, Female manager ratio (executive/junior/senior): 59.02% 2025: 10 employees used parental leave, 7 employees used pre-birth working hour reduction	118~120
		Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	- Partner fair cooperation guide operations, partner mutual growth activities 2025 new hires: 230 employees	47~49, 118
Governance		Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels	- Contract process improvement and compliance education, Human Rights Grievance Handling Channels operations - Integrity management code of conduct establishment and disclosure, CEO's Integrity Management Notice distribution for partner - corruption prevention	36, 105~107
		Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	- Social Contribution Partnership: Samsung Medical Center and National Cancer Center, Seoul Asan Medical Center, Yonsei University Health System, World Vision - Environmental Partnership: The Sea of East Asia Network OSEAN, 1% for the Planet	71~72, 89~92

GHG Verification Statement

Introduction

NV Business Assurance Korea Ltd. (“DNV”) was commissioned by JYP Entertainment Corporation (“Company”) to perform third party verification for the Company’s Greenhouse Gas Statement. 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’, ‘IPCC Guideline: 2006¹’. The Company has full responsibility of the GHG Statement. According to terms of contract, DNV expressly disclaims any liability or co- responsibility for any decisions a person or an entity may make based on the verification opinion.

Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company’s GHG statement, and the scope of verification is as follows;

- **Organizational Boundary²** :
JYP Entertainment Corporation, JYP Publishing Co.,Ltd.³, Blue Garage Corporation, JYP Partners Corporation, INNIT Entertainment Corporation, JYP Entertainment Japan Inc., JYP Entertainment Hong Kong LIMITED⁴ (incl. JYP Beijing Cultural Exchange Ltd.), JYP America Inc.
- **Reporting Boundary** :
Direct Emissions (Scope 1), Indirect Emissions (Scope 2) and Other Indirect Emissions (Scope 3: Category 2, 3, 5, 7)
- **Reporting Period** : 2025.01.01 ~ 2025.12.31

Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the ‘ISO 14064-3:2019’, based on a reasonable level of assurance for Scope 1 and Scope 2 emissions of domestic companies, and a Limited Level of assurance for overseas companies and the Scope 3 emissions of JYP Entertainment Corporation. DNV 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 ;

- Adequacy of GHG data control, collection and emission calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

1 The Global Warming Potential (GWP) is applied based on AR2.
2 The organizational boundary for other indirect emissions (Scope 3) is limited to domestic subsidiaries only.
3 Since JYP Publishing Co., Ltd. was absorbed and merged into JYP Entertainment Co., Ltd. in July 2025, its performance is reflected only up to July.
4 In the case of JYP Entertainment Hong Kong LIMITED, the emissions of its major subsidiary, JYP Beijing Cultural Exchange Ltd., are included.

Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

- DNV represents “unmodified” opinion on Greenhouse Gas Emissions.

		GHG Emissions (ton CO2 eq)				Energy Consumption (TJ) ²⁾
		Scope 1	Scope 2	Scope 3	Total ¹⁾	
JYP Entertainment and its subsidiaries	Market-based ³⁾		154.498		1,176.987	
	Location-based ⁴⁾	398.736		623.753		30.174
			1,108.821		2,131.310	

1) Total emissions = Scope 1 + Scope 2 + Scope 3
2) Energy Consumption: fuel and electricity use (excluding Scope 3 emission)
3) The market-based method was applied in accordance with the GHG Protocol, incorporating the company’s Scope 2 GHG emissions from renewable electricity purchased through the Renewable Energy Certificates (RECs). In the absence of a government-published residual mix emission factor, the country-specific grid electricity emission factor was used as a proxy for the remaining electricity consumption.(JYPE’s electricity consumption in FY25: 2,151.003MWh, JYPE’s REC purchase in FY25: 2,151.485MWh, Blue Garage’s electricity consumption in FY25: 134.424MWh, Blue Garage’s REC purchase in FY25: 138.687MWh)
4) The ‘Location-based’ emissions are GHG emissions reported as Scope 2 based on local-grid.

2026. 5. 20
Lee, Jang Sup
Country Representative
DNV Business Assurance Korea Ltd.

J.S.


GHG Verification Statement

Appendix. Appendix to Verification Opinion ‘PRJN-1209642-AST-KOR’

Greenhouse Gas Emissions by Entity

Country	Company	Accounting Method	GHG Emissions (ton CO ₂ eq)				Energy Consumption (TJ) ²⁾
			Scope 1	Scope 2	Scope 3	Total ¹⁾	
Korea	JYP Entertainment Corporation	Market-based ³⁾		0		846.365	25.718
		Location-based ⁴⁾	333.488	898.191	512.877	1,744.556	
	JYP Publishing	Location-based	1.560	14.553	5.802	21.915	0.358
	BLUE GARAGE	Market-based		0		73.949	1.380
		Location-based	6.000	56.132	67.949	130.081	
	JYP Partners	Location-based	3.001	4.465	3.296	10.762	0.147
	INNIT Entertainment	Location-based	36.322	48.582	33.829	118.733	1.658
	JYP Entertainment Japan Inc.	Location-based	–	40.180	N/A	40.180	0.321
China	JYP Entertainment Hong Kong LIMITED	Location-based	12.440	39.349	N/A	51.789	0.424
USA	JYP America	Location-based	5.924	7.369	N/A	13.293	0.168
Total		Market-based	398.736	154.498	623.753	1,176.987	30.174
		Location-based	347.340	1,108.821	397.529	2,131.310	

1) Total emissions = Scope 1 + Scope 2 + Scope 3
2) Energy Consumption: fuel and electricity use (excluding Scope 3 emission)
3) The market-based method was applied in accordance with the GHG Protocol, incorporating the company's Scope 2 GHG emissions from renewable electricity purchased through the Renewable Energy Certificates (RECs). In the absence of a government-published residual mix emission factor, the country-specific grid electricity emission factor was used as a proxy for the remaining electricity consumption.(JYPE's electricity consumption in FY25: 2,151.003MWh, JYPE's REC purchase in FY25: 2,151.485MWh, Blue Garage's electricity consumption in FY25: 134.424MWh, Blue Garage's REC purchase in FY25: 138.687MWh)
4) The 'Location-based' emissions are GHG emissions reported as Scope 2 based of local-grid.
* In order to report the GHG emissions as an integer, the rounded number might be different from the number on the calculation tool with ± 1 tCO₂e.

Scope 3 Greenhouse Gas Emissions by Entity

Country	Company	GHG Emissions (ton CO2 eq)				
		Category 2	Category 3	Category 5	Category 7	Total
Korea	JYP Entertainment Corporation	6.910	254.062	7.834	244.071	512.877
	JYP Publishing	–	3.976	0.097	1.729	5.802
	BLUE GARAGE	1.087	15.331	4.594	46.937	67.949
	JYP Partners	–	1.292	0.028	1.976	3.296
	INNIT Entertainment	1.384	14.161	0.497	17.787	33.829
	Total	9.381	288.822	13.050	312.5	623.753

2026. 5. 20
Lee, Jang Sup
Country Representative
DNV Business Assurance Korea Ltd.

J.S.


Third-party Assurance Statement

Assurance Outline

Korea Productivity Center Quality Assurance (hereinafter “KPCQA”) was commissioned by JYP Entertainment Corp. (hereinafter “JYP Entertainment”) to conduct an independent assurance on the 2025 Sustainability Report (hereinafter “the report”) and issues an assurance statement. JYP Entertainment has sole responsibility for the preparation of the data within the report. KPCQA’s responsibility is to provide objective opinions on this report with the specified criteria and scope of assurance.

Scope

This report describes JYP Entertainment ’s sustainability efforts and performance. The scope of assurance was included on activities from January 1, 2025 to December 31, 2025. Activities through 2026 have 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
- KPCQA 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
Stakeholder engagement	2-29~2-30
Material topics	3-1~3-3
Topic Standards	
Economic Performance	201-1, 201-2, 201-3
Indirect Economic Impacts	203-1
Anti-corruption	205-1, 205-2
Anti-competitive Behavior	206-1
Energy	302-1, 302-3, 302-4
Water and Effluents	303-5
Biodiversity	304-3
Emissions	305-1, 305-2, 305-3, 305-4, 305-5
Waste	306-1, 306-2, 306-3
Employment	401-1, 401-3
Occupational Safety and Health	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
Local Communities	413-1
Customer Privacy	418-1

Third-party 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

KPCQA 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 stakeholders**
JYP Entertainment operates stakeholder communication channels to gather opinions from various stakeholders 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**
KPCQA checked and reviewed the data related to the internal and external stakeholders of JYP Entertainment, we confirmed JYP Entertainment identified the reporting scope and stakeholders’ interests and reflected them.
we confirmed JYP Entertainment has management process of material topics through materiality assessment.
- **Impact : Monitoring and measurement of business activities**
KPCQA reviewed JYP Entertainment identified and monitored the impact of JYP Entertainment’s business activities on stakeholders.
we confirmed the impact associated with material issues have been properly measured.

Independence of Assurance

KPCQA is a 3rd Party Conformity Assessment Body that conforms to ISO/IEC 17021:2015 and has documented policies, assessment processes, and quality assurance systems with assurance team of ESG experts.
KPCQA was not involved in any of the business operations of the JYP Entertainment and the assurance was conducted with independence.

