

LEADER OF CHANGE

About This Report



Cover Story

Clear skies and nature-inspired backgrounds add a message of transparency and connection, helping to express JYP's authenticity in creating a sustainable future together.

Report Overview

This report is JYP Entertainment's fourth sustainability report, published to transparently disclose to stakeholders our sustainability, management direction and performance across economic, environmental and social dimensions under our "LEADER IN ENTERTAINMENT" vision. Through the report development process, we conducted a double materiality assessment to identify the significance of both environmental and social impacts, as well as financial impacts. All the while gathering and incorporating stakeholder feedback to determine our reporting topics, JYP Entertainment is committed to disclosing and managing our medium- to long-term strategies, objectives, and operational performance through sustainability reports as transparently as possible.

Reporting Period

This report covers our key sustainability activities and performance from January 1 to December 31, 2024, with some management materiality from the first half of 2025. For quantitative performance, we have included three years of data from 2022 through 2024 so that year-to-year trends can be better seen. This report was published in June 2025 with a one-year reporting cycle.

Reporting Scope

The scope of this report encompasses ESG management activities and performance of our domestic headquarters, subsidiaries, and overseas affiliates. For data presented in the Appendix, the reporting boundary for each indicator is specified on page 116 of this report. Financial information aligns with consolidation standards under Korean International Financial Reporting Standards(K-IFRS). Where material changes have occurred, these are indicated through separate footnotes in the relevant sections.

Reporting Principles and Standards

This report has been prepared in accordance with the Global Reporting Initiative(GRI) Standards 2021, the global standard for sustainability reporting. Additionally, we have incorporated information following the principles, guidance, and indicators required by the Sustainability Accounting Standards Board(SASB) industry standards. Furthermore, we support the United Nations Sustainable Development Goals(UN SDGs) and report on implementation activities aligned with each goal.

Independent Assurance

In order to ensure the fairness, reliability, and completeness of this report's preparation process and all information, BSI Korea, an independent assurance organization, was commissioned to conduct third-party assurance of this report. In addition, the assurance of GHG emissions and energy use was conducted by DNV Korea, an independent assurance organization. The results of the assurance of this report and the results of the assurance of GHG emissions and energy use can be found in the respective assurance opinions.

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Founder/Chairman Message



Greetings, this is J.Y. Park

First of all, I would like to express my sincere gratitude to our fans and all stakeholders for your continued support and warm encouragement.

Since the foundation of the company, the slogan “LEADER IN ENTERTAINMENT” has carried a meaning beyond simply aspiring to lead the industry. It reflects our firm commitment to ‘becoming a leader that drives positive change in the world’.

To achieve this, we endeavor to keep our planet, society, and people at the heart of every thought and action. Internally, we strive to build an environment where our artists, trainees, and employees can grow in both body and mind. Externally, we are committed to caring for the planet we inhabit, supporting children’s dreams, and fulfilling our social responsibilities.

This report contains the passion and efforts we have dedicated throughout 2024, as well as the direction we seek to pursue moving forward.

JYP will continue its journey to create a better future by delivering positive influence in the world. We hope our sincerity reaches you, and that you will walk this path with us.

J.Y. Park Founder, JYP Entertainment

CEO Message



Wook Jeong
CEO, JYP Entertainment

To the stakeholders of JYP Entertainment, Greetings, This is Jung Wook, CEO of JYP Entertainment.

It is a pleasure to present JYP Entertainment's ("JYP") fourth Sustainability Report, highlighting our key achievements and efforts in sustainability over the past year. JYP has continued to drive innovation in the global music industry while maintaining steady growth. In 2024, we recorded KRW 601.8 billion in revenue and KRW 128.3 billion in operating profit, reflecting strong financial results. These were made possible by our commitment to innovative music content, the remarkable success of our artists, and the loyal support of fans worldwide. Stray Kids achieved their sixth consecutive No. 1 on the Billboard 200 chart, TWICE attracted 1.5 million attendees across 27 countries during their world tour, and DAY6 solidified their position as a leading K-POP band by topping music charts. NEXZ debuted successfully in May 2024, followed by KickFlip in January 2025, both earning enthusiastic responses from the global market. We will not rest on these accomplishments. Guided by our ESG vision, "Leader of Change," we will continue to pursue key priorities for a sustainable future.

We will embed sustainability into our operations and uphold diverse values.

JYP has articulated its commitment to sustainability by stipulating in the preamble of its Articles of Incorporation that it "leads a sustainable entertainment industry, provides innovative content, and practices principled management." This serves as a clear expression of our intent and direction toward sustainable management. We are committed to fostering shared growth with all stakeholders through responsible business practices including human rights management, mutual growth with partners, environmental protection, community engagement, and shareholder value enhancement. Furthermore, JYP is cultivating a corporate culture where every member is respected and able to grow regardless of nationality, gender, age, or cultural background. Building on this foundation, we aim to provide stakeholders with diverse and inclusive content experiences.

We are committed to preserving a sustainable environment for future generations.

JYP is taking active steps to address climate change and contribute to a healthier planet. As part of our efforts, we are pursuing greenhouse gas reduction through our '2050 Carbon Neutrality Roadmap' and proudly became the first company in the domestic entertainment industry to achieve RE100. In 2024, our subsidiary BLUE GARAGE joined the RE100 initiative, and we plan to gradually expand the use of renewable energy across all of our operations. To help establish a sustainable concert culture, we are carrying out initiatives that consider both social and environmental impacts, such as enhanced safety management, improved accessibility, energy efficiency, and waste reduction. In addition, we are committed to applying eco-friendly materials and packaging and accelerating digital transformation in our album and merchandise businesses.

We will build a trusted company through a commitment to transparency.

To uphold ethical and trustworthy management, JYP continues to strengthen its governance. In 2024, we established an Information Security Team and appointed CISO and CPO to enhance information and personal data protection. We are systematically managing security risks and safeguarding our information assets by developing relevant policies and guidelines. In alignment with the enhancement of our anti-bribery management system (ISO 37001), we have established a Code of Conduct for Ethical Management, setting clear behavioral standards for all members of JYP and reinforcing transparency across the organization. Furthermore, we support a fair and safe work environment through a globally-aligned internal audit system and the JYP whistleblowing platform.

Together with all stakeholders who support JYP, we will continue our journey as a leader that drives positive change in the world.

Thank you.

About JYP

JYP, LEADER IN ENTERTAINMENT

Since its establishment in 1996, JYP Entertainment has been committed to leading the entertainment industry. Under the leadership of Asia’s top producer J.Y. Park, the company has elevated the global standing of K-POP by debuting world-renowned artists such as 2PM, DAY6, TWICE, Stray Kids, ITZY, NiziU, Xdinary Heroes, NMIXX, NEXZ, and KickFlip.

JYP has expanded its global presence by establishing JYP CHINA, JYP JAPAN, and JYP USA, thereby strengthening communication with the global music market and further extending the reach of K-POP. In the platform business, we are advancing and scaling IP-based business models through BLUE GARAGE. Additionally, JYP Partners is generating synergy by investing in promising startups with strong growth potential.

Through the discovery and development of creative and proactive talent, JYP Entertainment is realizing the vision of ‘LEADER IN ENTERTAINMENT’ based on the core value system encompassing ‘Leading Company’ and ‘Respected Company’.

Company Overview

(As of December 31, 2024, on a consolidated basis)

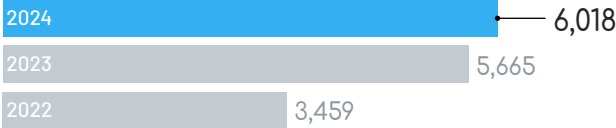
Company Name	JYP Entertainment Corp.
CEO	Wook Jeong
Founded on	April 25, 1996
HQ Location	205, Gangdong-daero, Gangdong-gu, Seoul (Seongnae-dong, JYP CENTER)
Number of Employees	629 employees(190 male, 439 female)
Business Locations	Domestic - Seoul / Overseas - China, Japan, United States

Consolidated Subsidiaries	JYP Publishing Co., Ltd.	JYP Entertainment Hong Kong LIMITED
	BLUE GARAGE Co., Ltd.	JYP Entertainment Japan Inc.
	JYP Partners Co., Ltd.	JYP USA Inc.
	INNIT Entertainment Co., Ltd.	
Main Business	JYP Pictures Co., Ltd.	
	Recording merchandise(MD)and IP licensing, artists management, and concert planning	

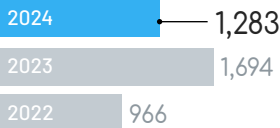
Financial Performance

(As of December 31, 2024, on a consolidated basis, Unit: KRW 100 million)

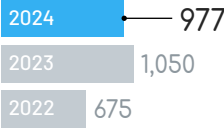
Revenue



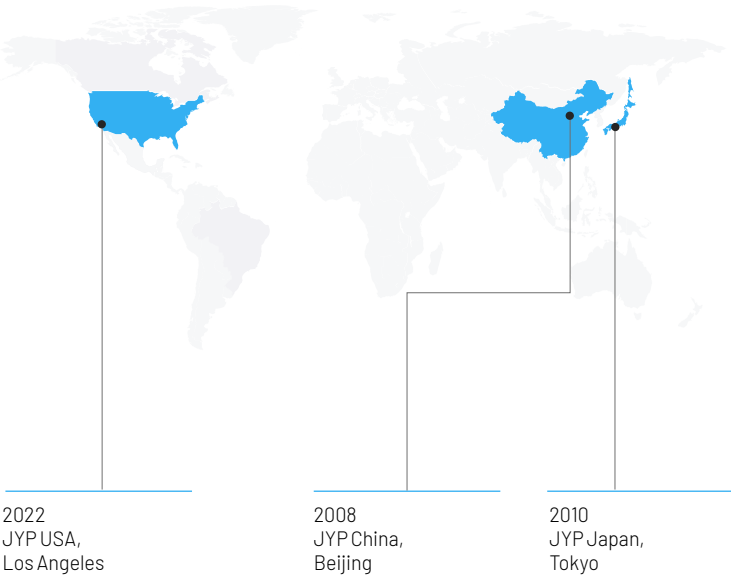
Operating Profit



Net Income



Global Network



Our History

Company History



Leader's Code

Vision and Strategy

JYP Entertainment is constantly striving to shine on the global stage by discovering and nurturing the best artists representing K-POP. In addition, we are expanding the cultural value and influence of K-POP worldwide through our global fan base, playing a leading role in the global entertainment industry.

To this end, JYP Entertainment has faithfully implemented its own management philosophy, Leader's Code, based on the vision of 'LEADER IN ENTERTAINMENT'. This is a specific code of conduct that all members of JYP Entertainment must adhere to, and it is a promise to all who love JYP's music and performance.

JYP Entertainment will act based on truth, sincerity, humility, and a mindset of love according to the core values and code of conduct of Leader's Code. JYP Entertainment will strive to be a leader in the entertainment industry and a globally respected company with creative ideas and efficient execution. Furthermore, with a strong commitment to legal compliance and ethical integrity, we will take the lead in fulfilling our social responsibility and spreading a positive influence for a better society.

LEADER IN ENTERTAINMENT



Think Brilliant

- We keep working on ideas that can open up new possibilities for others.
- We believe new ideas or new perspectives can change the world.



Act Efficient

- We implement ways to work not just harder, but smarter.
- We strive to increase productivity and make more time for a life outside of work.

Core Value system

**LEADING
COMPANY**

**RESPECTED
COMPANY**

Integrity



- You have nothing to fear if you have nothing to hide.
- The more successful you get, the more powerful your voice becomes. However, your voice will fall on deaf ears if you lose your integrity in the process.

Sincerity



- We pursue growth with quality, not mere speed.
- We promote a culture where hard work is valued.

Humility



- We always try to see the good in others and look for ways to improve ourselves.
- Teamwork improves when we put others before ourselves.

Love



- Your dream gains new momentum when it is not just for yourself but for bettering the world.
- We actively seek and adopt ideas for a healthier body and mind.

Our Business



Music & Performance

- Strengthen the foundation for high-quality music content production
- Expand K-POP reach through global advancement

JYP Entertainment maintains a pool of talented composers and lyricists mainly through JYP Publishing, enabling us to develop and produce high-quality music content. We have systematically established the studio facilities and physical infrastructure necessary for music production, creating an efficient and stable creative environment. Additionally, we continuously expand our global network through strategic partnerships with specialized music distribution companies worldwide, contributing to the global proliferation of K-POP content.



Media & Advertisement

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

JYP Entertainment continuously expands domestic and global presence for our artists through diverse online and offline media activities, including broadcasting, advertising, and digital content. We conduct thorough advance reviews of potential risks throughout the entire content production process and establish customized strategies reflecting each artist's characteristics and capabilities, providing professional support to ensure more stable and successful activities.



Merchandise and IP Licensing

- Develop eco-friendly merchandise and expand IP-based business
- Strengthen artist branding and enhance fan engagement

JYP Entertainment develops multifaceted businesses utilizing artist IP through BLUE GARAGE and our IP Strategy Office, continuously expanding licensing areas through various partnerships to align with increasing IP utilization and market demand. Furthermore, we launched 'FANS SHOP' in April 2025, integrating our online merchandise store with a community platform to enhance artist brand value while strengthening fan touch points and creating new business models.



Artist Empowerment

- Differentiated Artist Development and Care System
- Support balanced growth combining skill and capability

JYP Entertainment identifies talent with strong values and artistic potential from the trainee stage. Through systematic and specialized training processes, we provide comprehensive support to help them grow into artists with a balanced mindset and well-rounded character alongside their talents. This reflects JYP Entertainment's commitment to nurturing artists who can positively impact society, actively supporting the harmonious expression of each individual's personality and potential.



Our Business

Memberships

Domestic

· Korea Music Content Association

· Korea Entertainment Producer's Association

· K-RE100

Overseas

· 1% for the Planet

ESG Ratings

	KCGS (Integrated Ratings)	MSCI	CDP*
2024	B	A	B
2023	B ⁺	AA	B
2022	B	A	-

*Climate Change Category of the Carbon Disclosure Project

Awards

Category	Host	Award Name
2024	TIME	2025 World's Best Companies in Sustainable Growth(3rd Globally, 1st in Korea)
	Korea Creative Content Agency	15th Korea Popular Culture and Arts Award 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)
2023	Korea Economic Daily, Korea Consumer Forum	Selected for the 2023 Korea First Brand Awards in the 'Male Idol' category(Stray Kids)
	Billboard	2023 Billboard Women In Music Breakthrough Artist(TWICE)
	TIME	Selected as Next Generation Leaders(Stray Kids)
	Korea Creative Content Agency	Korea Popular Culture and Arts Award 2023 Prime Minister's Commendation(Stray Kids)
	Billboard	2023 Billboard Music Awards Top K-Pop Album(Stray Kids)
2022	Korea IR Service	2022 Korea IR Grand Awards Excellence Award

JYP ESG STORY

JYP Entertainment recognized by U.S. TIME magazine

Achieves 3rd place globally and 1st place in Korea in "The World's Most Sustainable Companies 2025"



JYP Entertainment has been ranked third globally and first in Korea in "The World's Most Sustainable Companies 2025," a ranking jointly published by TIME magazine and German market research firm Statista. This assessment comprehensively evaluates corporate sustainability and growth capabilities, including revenue growth rates, financial soundness, environmental performance, and social responsibility. JYP Entertainment was the only Asian company included in the global top 10. Particularly, the company received high scores in the environmental category for its significant use of renewable energy and low greenhouse gas emissions, ranking among the top 5% of all companies in terms of carbon emissions performance. Moving forward, JYP Entertainment is committed to continue building a sustainable entertainment model based on environmental responsibility, social value creation, and ethical management practices.

JYP Artists



1



2



3

4 **TWICE**

2015.10~

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

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

5 **Stray Kids**

2018.03~

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

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

6 **BOY STORY**

2018.09~

HANYU, ZIHAO, XINLONG, ZEYU, MINGRUI, SHUYANG

A Chinese boy group featuring trendy, hip-hop-based sound that is expanding connections with global fans while nurturing local Chinese artists through the K-POP training system.

1 **J.Y. Park**

1994.09~

A leading South Korean artist with a 30-year career and countless hit songs, serving as both a key figure who led K-POP's global popularization and a professional producer.

2 **2PM**

2008.09~

JUN. K, NICHKHUN, TAECYEON, JANG WOORYOUNG, LEE JUNHO, CHANSUNG

The driving force behind the K-POP phenomenon and a timelessly beloved boy group that has captivated fans worldwide with intense beats and powerful performances.

3 **DAY6**

2015.09~

SUNGJIN, Young K, WONPIL, DOWOON

K-POP's leading band loved by the public for its outstanding talent, emotional lyrics and melodies, with members directly involved in songwriting and composition.

6



5



4



JYP Artists



7

7 ITZY

2019.02~

YEJI, LIA, RYUJIN, CHAERYEONG, YUNA

'K-POP's representative performer' girl group that has drawn global K-POP fans' attention with their confident performances and solid skills.



8

8 YAOCHEN

2019.06~

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



9

10 Xdinary Heroes

2021.12~

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

A band group that has captivated fans worldwide with powerful music and exceptional performances, delivering the message that "anyone can be a hero".



12

12 NEXZ

2024.05~

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

Named after "Next Z(G)eneration," expressing hopes to open JYP's future alongside a new era and generation, this global boy group is set to usher in a new era with outstanding performances and exceptional skills.



13

13 KickFlip

2025.01~

KYEHOON, AMARU, DONGHWA, JUWANG, MINJE, KEIJU, DONGHYEON

A K-POP super rookie boy group with bold aspirations to break new ground without being bound by conventions, embodying the spirit of "KickFlip" - the challenging skateboarding technique of rotating a board 360 degrees.



10

9 NiziU

2020.12~

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

Japan's leading girl group that radiates rainbow-like diverse charms through bright, refreshing, and rhythmic melodies, gaining acclaim in both Korea and Japan by dominating Oricon and Billboard Japan charts.



11

11 NMIXX

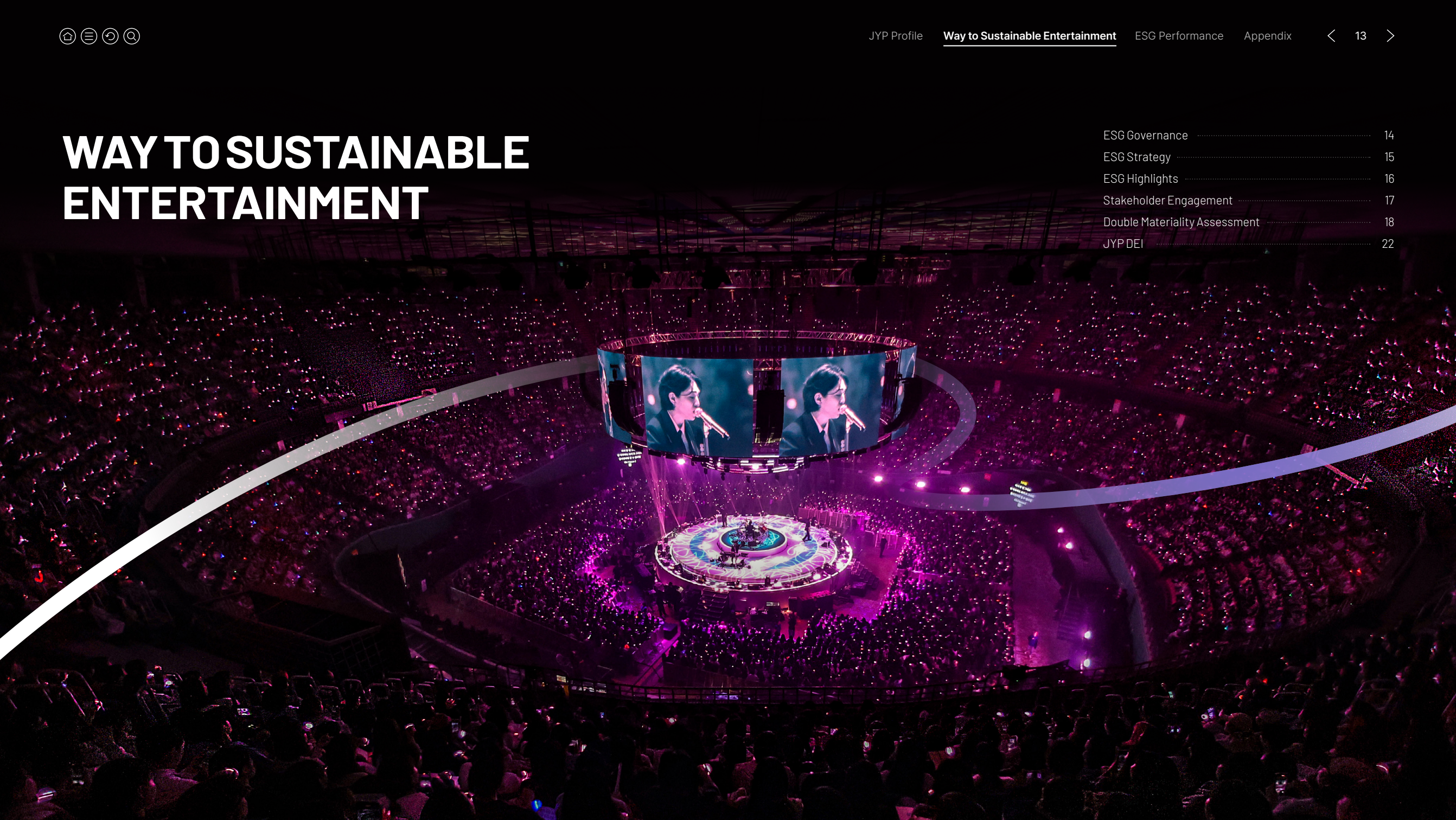
2022.02~

LILY, HAEWON, SULLYOON, BAE, JIWOO, KYUJIN

A fourth-generation K-POP girl group establishing a distinctive presence through their MIXX POP style, which blends various musical genres with bold concepts and experimental music.

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ESG Governance

ESG Governance and Roles

To systematically manage overall ESG strategy and implementation, JYP Entertainment has established an organic decision-making framework centered on the ESG Committee under the Board of Directors, comprising the ESG Council and ESG Working Group. The ESG Committee deliberates and decides on company-wide ESG strategies and major agenda items, while the ESG Council gathers company-wide ESG-related opinions and reviews ESG issues and initiatives. The ESG Working Group is responsible for developing specific implementation plans and executing initiatives, as well as collaborating with each department to drive practical activities.

ESG activities are structured into Environmental, Social, and Governance areas, with designated departments responsible for each area. The Environmental area involves Management Support Team, IP Strategy Office, BLUE GARAGE, F&B Team, and CSR Team, focusing on greenhouse gas and energy management, waste reduction, and eco-friendly technology applications. The Social area is managed by HR Team, Safety Management Team, Performance Business Office, and CSR Team, covering human rights, talent development, occupational health and safety, and social contribution. The Governance area is overseen by IR Investment Team, Audit Office, Legal Team, and Information Security Team, responsible for the Board of Directors, integrity management, compliance management, risk management, and information security. Through this structure linking the ESG Committee to operational teams, all processes—from strategy to execution and evaluation—are systematically connected.



ESG Strategy

ESG Strategy and Framework

Based on our core value of "LEADER IN ENTERTAINMENT," JYP Entertainment has established our ESG vision of "Leader of Change" and is building a strategic framework to realize this vision. "Leader of Change" extends beyond mere declaration to concrete action toward a sustainable future, centered on three strategic pillars.

First, "Change for the Dreamers" focuses on creating an environment where everyone can realize their dreams, expanding opportunities for value creation, and establishing a fair foundation for growth. The second pillar, "Change for the Planet," represents our strategy to protect the environment and strengthen sustainability, with climate action and the promotion of eco-friendly values as key initiatives. Finally, "Change for the Society" seeks to create a fair content production environment based on collaboration with diverse stakeholders and pursue multifaceted support measures for shared growth with partners. Furthermore, as the foundation for strategy execution, we have established a governance system led by the Board of Directors and ESG Committee, strengthening our execution capabilities through stakeholder communication, ethical management, and transparent decision-making structures.

JYP Core Value

LEADER IN ENTERTAINMENT

ESG Vision

Leader of
Change

ESG Pillars



Change for the Dreamers

We create a world where everyone can realize their potential



Change for the Planet

We strive to preserve the environment



Change for the Society

We create a society where diverse values are shared and coexist

Key Initiative

Providing opportunities for value realization
Establishing a foundation for growth

Responding to climate change
Promoting eco-friendly values



Creating social content
Supporting shared growth with partners

Enabler

Board of Directors and Committees

Shareholder Engagement

Ethical Management

Leadership and transparent governance

ESG Highlights

2024 ESG Highlights

Environmental

Renewable Energy Use and

RE100

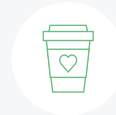
Implementation Expansion



Committed to RE100 by substituting the entire 2024 electricity consumption of the headquarters and its subsidiary BLUE GARAGE with renewable energy, reducing a total of 1,027tCO₂eq of greenhouse gas emissions.

In-House Reusable Container Usage Rate

Monthly Average **63%**



Average monthly utilization rate increased to 63% after introducing in-house reusable cup rental system, reducing the use of 41,770 single-use items and lowering carbon emissions.

Scope 3 emissions

Calculation Scope

Expansion



Enhanced emissions data management scope by building additional Scope 3 indirect emissions inventory(Category 2, 3, and 7).

Social

Human Rights Management

Implementation System

Enhancement



Implemented human rights risk mitigation activities and improvement initiatives including operating autonomous human rights organization 'URI JYP' to diversify grievance handling, conduct organizational culture assessments, and improve employee work environments.

Employee Welfare Expenditure

177% Increase



Enhanced employee satisfaction through expanded welfare programs including child education support, comprehensive health examination support, and increased childbirth allowances.

Artist Public Contribution Activities

Participation Increase



Had a positive influence through continuous charitable activities, including appointments to major donor group of various non-profit organizations, goodwill ambassador roles, and social contribution activities.

Governance

Stakeholder-Based

Articles of Incorporation

Revision



Incorporated commitment to sustainable management in corporate charter and enhanced shareholder value through stronger dividend transparency and board composition.

For an Optimal Security Environment

Information Security System

Establishment



Strengthened information security governance and advanced systems through establishment of Information Security Team and appointment of CISO(Chief Information Security Officer) and CPO(Chief Privacy Officer).

Stakeholder Engagement

Stakeholders	Members	Partners	Users	Shareholders and Investors	Local Community	Government and Media
Communication Channels	• Company-wide groupware • Employee suggestion program (CHANGE) • Employee survey system • Listening to trainees' opinions (JYP Talk)	• Company website • Conducting business meetings • E-mail • Participating in Business Events (e.g., Conferences)	• Company website • SNS • Apps • E-mail • Media report	• General meeting of shareholders • Investors meeting • Periodical reports and disclosures • IR activities	• Company website • E-mail • SNS • Media report	• Company website • Press releases • Sustainability report • Round-table meetings
Key Activities	• Notification of key management activities • Receiving and applying suggestions through the employee suggestion program • In-house training • JYP public interest reporting system operation	• Operating a business partnership communication channel on the website • Providing news on shared growth programs • Listening to partners' opinions	• Sharing main news and information on events • Publishing new content • Engaging with, and listening to customers	• Organizing general meetings of shareholders • Electronic disclosures • Performance disclosure (including financial statements and information on share prices) • Hosting IR activities for internal and external shareholders and investors • Response to inquiries	• Organizing EDM corporate philanthropy programs • Implementing environmental campaigns • Issuing notifications on corporate philanthropy activities • Signing MOUs	• Participating in key policies • Creating economic performance and paying taxes faithfully • Distributing press releases • Responding to inquiries
Representative Activities	JYP Entertainment encourages employees to freely share diverse ideas through its employee suggestion program, CHANGE, with the aim of fostering company growth and creating a happier workplace.	JYP Entertainment operates communication channels where partners can freely express their opinions. All grievances arising within the supply chain can be reported through communication channels.	JYP Entertainment operates the FANS platform as a communication channel between artists and fans. To ensure a smooth user experience, the platform is systematically managed through continuous monitoring and regular feedback collection.	JYP Entertainment regularly holds corporate briefings and general meetings of shareholders to facilitate communication with shareholders and investors. IR-related information is also disclosed on the company's official website, ensuring convenient access for shareholders, investors and other stakeholders.	Based on our vision "Every Dream Matters!", JYP Entertainment conducts various EDM social contribution activities. For local communities, we implement emergency relief activities, volunteer programs, and artist public service initiatives.	JYP Entertainment actively responds to government policies and requirements by participating in meetings with government agencies to support the sound development of the entertainment industry. The company also maintains ongoing communication with external stakeholders through media engagement.

Double Materiality Assessment

Double Materiality Assessment Process

Creation of Issue Pool

To understand the economic, environmental and social impacts of JYP Entertainment's overall business activities, we analyzed global ESG disclosure guidelines, ESG evaluation indicators, and initiatives. This analysis resulted in a sustainability issue pool of 25 items.

Identification of IROs(Impact, Risk, Opportunity)

For the 25 identified issues, we analyzed and derived issue-specific IROs. Based on domestic and international laws and regulations, ESG agendas, peer company cases, and industry trend-related news, we identified opportunity and risk factors from a business operation perspective that could occur in the short, medium, and long term, as well as positive and negative impact factors from environmental and social perspectives.

Survey Overview

Survey Method	Online survey
Survey Participants	JYP Entertainment employees and external stakeholders(partners, analysts, academia, local communities, etc.)

Double Materiality Assessment

Considering the expertise and understanding of internal and external stakeholders, we categorized relevant stakeholder groups by issue and conducted online surveys and in-depth interviews. We evaluated the impact (magnitude and likelihood) of risks and opportunities from each issue on JYP Entertainment's business operations, while simultaneously assessing the positive and negative environmental and social impacts(scope, magnitude, and likelihood) of each issue.

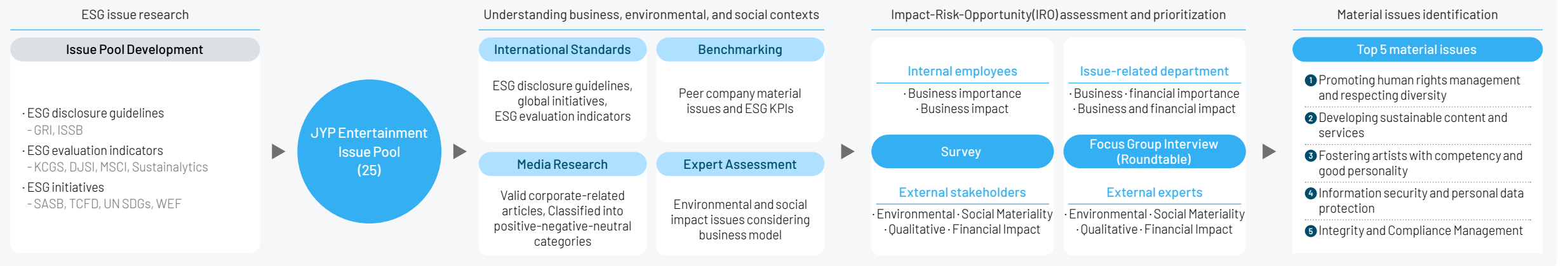
Focused Interview Overview

Interview Participants	Internal	Artist Lable, HR Team, Information Security Team, IP Strategy Office, etc.
	External	Academia, analysts, journalists, government agencies, etc.

Selection of Material Issues

Through the materiality assessment, we considered each issue's business significance and impact alongside environmental and social significance and impact, ultimately selecting five material issues that demonstrated high impact levels. The identified material issues and their respective risk and opportunity factors were reported to the ESG Committee, our highest decision-making body, and received approval for the material issue selection. Each material issue is incorporated into our enterprise-wide risk management strategy development, with annual implementation status monitoring.

Materiality Assessment Approach



Double Materiality Assessment

FGI(Focus Group Interview)

JYP Entertainment conducted Focus Group Interviews(FGIs) as part of our double materiality assessment to broadly gather opinions from key internal and external stakeholders. The FGIs proceeded in the following sequence: explanation of the materiality assessment's purpose and background, guidance on FGI operations, introduction of issue-specific trends and policies, Q&A with participants, and completion of importance and impact assessment templates for each issue. Through this process, we gained deeper insights into stakeholders' perceptions and expectations regarding JYP Entertainment's sustainability management issues, which will be utilized as resources for future strategy development.

FGI Participants

Internal Stakeholders



Relevant Departments

External Stakeholders



Partner



Investor



Government official



Journalist



Academia



NGO

[External] Academia

We believe that continuous ocean-related activities creates a greater social impact than any other company. While reducing direct environmental impact is important, we think it would also be beneficial to leverage JYP Entertainment's influence and ripple effect to drive society-wide carbon neutrality.



[External] Press

The binding force of domestic circular economy legislation is still weak, but we expect it to strengthen through future amendments. JYP Entertainment will need to continuously monitor the content of relevant amendments.



[External] NGO

Social contribution activities involving artists have particularly high scalability and participation rates, so if these aspects are well utilized, we believe they can have a positive influence not only on beneficiaries but also on fans and the market.



[Internal] HR Team

In 2024, JYP Entertainment launched 'URI JYP', a human rights-focused voluntary group, as a grievance communication channel to better listen to the voices of its employees. Additionally, we are preparing organizational culture consulting to actively listen to diverse opinions from employees and leaders.



[Internal] Safety Management Team

JYP Entertainment conducts monthly risk assessments at all business locations, managing at levels higher than external requirements. In the case of performances, we pay special attention to safety management from the design stage through risk identification, preliminary meetings, and dismantling.



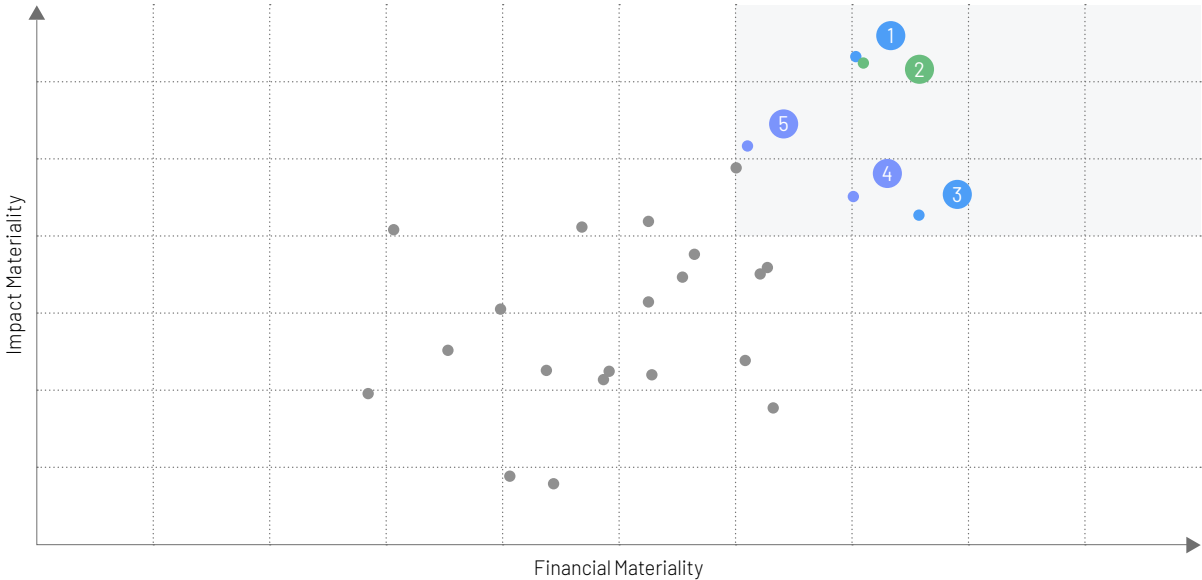
[Internal] Management Support Team

JYP Entertainment operates channels for business proposals and gathering diverse opinions to facilitate active communication with partners. In addition, we provide opportunities for smaller partner companies to participate together in work-related seminars and other development opportunities.



Double Materiality Assessment

Results of Double Materiality Assessment



No.	Sector	Issue	Issue Selection Background	Ranking Change
1	Social	Promoting human rights management and respecting diversity	Given the global nature of the K-POP industry, respecting the human rights and cultural diversity of a wide range of individuals is an essential task. Protecting human rights and fostering an inclusive culture serve as the foundation for brand trust and sustainable growth.	-
2	Environmental	Developing sustainable content and services	Continuous content production and service development are core to corporate's brand value. Content development that considers environmental and social values is a key factor in building public trust and driving long-term growth.	New
3	Social	Fostering artists with competency and good personality	Artists play a critical role in shaping a corporate's brand value. Systematic training and support to nurture artists with both character and talent are essential for the sustainable growth of both the company and its artists.	▲ 1
4	Governance	Information security and personal data protection	As digital content consumption continues to grow, the importance of information security and personal data protection is increasing. Failure to properly safeguard fan and user data, as well as the corporate's content assets, can result in data breaches and reputational damage.	▲ 5
5	Governance	Establishing integrity and compliance management systems	Integrity and compliance management is a core factor in determining corporate external credibility and is directly linked to business operational stability. The occurrence of ethical or compliance-related risks can lead to reputational damage and hinder the company's overall business operations.	▼ 2

General Issues

No.	Sector	Issue
6	Governance	Fair trade and intellectual property protection
7	Environmental	Resource circulation and recycling enhancement
8	Social	Talent acquisition and management strategy
9	Social	Creating a healthy organizational culture
10	Social	Creating safe workplaces

No.	Sector	Issue
11	Governance	Securing global future growth drivers
12	Social	Strengthening fan engagement
13	Governance	Integrated business risk management
14	Environmental	Environmental management advancement
15	Social	Contributing to local community development

No.	Sector	Issue
16	Social	Sustainable brand management
17	Governance	Fair board composition
18	Environmental	Greenhouse gas emissions management and reduction
19	Social	Win-win cooperation and shared growth with partners
20	Environmental	Climate change risk management

No.	Sector	Issue
21	Governance	Transparent board operations
22	Governance	Building trust for stakeholder communication
23	Environmental	Biodiversity and natural ecosystem protection
24	Governance	Board and executive compensation
25	Environmental	Water resource protection and management enhancement

Double Materiality Assessment

Material Issue Management

Material Issues	Stakeholder Importance and Impact			Business Importance and Impact			JYPE Response Strategy
Promoting human rights management and respecting diversity Key affected stakeholders: Employees, customers, shareholders/ investors	Importance	Likelihood	Magnitude	Importance	Likelihood	Magnitude	49~56p
Key positive and negative impacts on stakeholders	- Creating a fair contract culture through improvements such as eliminating unfair exclusive contracts and exploitative practices - Spread of stakeholder distrust toward the company when discriminating against specific groups			JYP Business Perspective Key opportunities, risk factors	- Maintaining stable employment relationships through proactive prevention of human rights risks - Increased costs for litigation response, damage recovery, and reputation management due to human rights violations		
Developing sustainable content and services Key affected stakeholders: Customers, shareholders/investors, local communities	Importance	Likelihood	Magnitude	Importance	Likelihood	Magnitude	41~45, 73~74p
Key positive and negative impacts on stakeholders	- Contributing to the enhancement of K-POP and Hallyu cultural brand reputation in global markets - Efficiency improvements in service production processes and durability constraints during usage			JYP Business Perspective Key opportunities, risk factors	- Creating new markets through differentiated content reflecting eco-friendly values - Significant greenwashing concerns when focused on image marketing rather than substantive results		
Fostering artists with competency and good personality Key affected stakeholders: Shareholders/investors, customers, employees	Importance	Likelihood	Magnitude	Importance	Likelihood	Magnitude	63~69p
Key positive and negative impacts on stakeholders	- Contributing to enhanced competitiveness and reputation of Hallyu (Korean Wave) culture, including K-POP, in global markets - Decreased trust from fans(public) when social controversies arise regarding artist capabilities and character			JYP Business Perspective Key opportunities, risk factors	- Enhanced brand value and image through differentiated capability and character education - Potential revenue instability due to uncontrollable risks related to capabilities and character		
Information security and personal data protection Key affected stakeholders: Customers, shareholders/investors, employees	Importance	Likelihood	Magnitude	Importance	Likelihood	Magnitude	96~99p
Key positive and negative impacts on stakeholders	- Eliminating financial and non-financial damages to stakeholders, such as fans(customers) due to information breaches - Constraints on service accessibility for fans(customers) due to strengthened online authentication procedures			JYP Business Perspective Key opportunities, risk factors	- Minimizing cost burdens, such as penalties when damages occur through strengthened proactive management - Decreased operational efficiency and limited new business development opportunities when information protection regulations are strengthened		
Establishing integrity and compliance management systems Key affected stakeholders: Customers, shareholders/investors, employees	Importance	Likelihood	Magnitude	Importance	Likelihood	Magnitude	92~95p
Key positive and negative impacts on stakeholders	- Securing stakeholder trust through compliance and fair trade voluntary compliance - Negative public opinion toward the brand and a decline in fandom size due to ethical and compliance issues			JYP Business Perspective Key opportunities, risk factors	- Proactive management of legal and reputational risks through establishing integrity and compliance management systems - Increased costs for fines, litigation, and reputational recovery due to unethical and corrupt practices		

JYP DEI

JYP Entertainment is realizing the values of Diversity, Equity, and Inclusion(DEI) both internally and externally to create content that resonates with fans worldwide.

We continuously strive to secure diverse talent, provide equitable opportunities for everyone, and foster an inclusive organizational culture of mutual respect, ensuring that all members, including our employees and artists, can work in an environment where their unique backgrounds and talents are valued and respected.

Through disclosing JYP Entertainment's DEI direction and current status, we wish to share our journey toward a more sustainable and healthy entertainment ecosystem.

JYP DEI

JYP DEI Definitions

JYP Entertainment believes diversity, equity, and inclusion among all employees and artists involved in content creation to be essential for fostering meaningful communication through music in the global market and for delivering a positive influence to fans and other stakeholders. To support the sustainable growth of the company, employees, and artists—and to become a company loved by diverse fans worldwide—JYP has defined its own DEI concept.

JYP DEI Definitions

Diversity	Equity	Inclusion
Securing diversity among employees to create content loved by diverse fans in the global music market	Ensuring fairness in opportunities and processes so that employees can fully showcase their talents and be recognized for their contributions	Creating an inclusive organizational culture where employees feel a sense of belonging, engage deeply in their work, and respect one another

JYP DEI Principles

Based on our own definition of Diversity, Equity, and Inclusion(DEI) and our company philosophy and values, JYP Entertainment has established DEI principles to be observed throughout business operations and in working relationships among the company, employees, and artists.

JYP Entertainment actively leverages employees' diverse backgrounds and experiences, including gender, age, and nationality to make optimal decisions aligned with global music market trends, fan preferences, and evolving trends. We also respect artist diversity to enable fans of various genders, ages, and nationalities to engage more deeply with our content. JYP Entertainment guarantees equal opportunities for employees and artists to demonstrate their capabilities and talents without discrimination or bias, applying rational and objective indicators and standards across all HR processes. In addition, we operate communication channels where employees can freely discuss difficulties encountered in work performance or grievances arising from organizational life, due to differences in gender, age, nationality, and other factors. Furthermore, we are committed to creating an inclusive environment where diverse stakeholders, including fans, can interact with each other and conveniently access content.

JYP DEI Principles

Diversity Principles	Leadership Diversity	JYP Entertainment pursues diversity, independence, and expertise in its Board of Directors and management to ensure optimal decision-making for the company's long-term sustainable growth and development.
	Employee Diversity	JYP Entertainment aims for an organizational culture where employees with diverse backgrounds and experiences can collaborate to support company growth and artist development.
	Artists Diversity	To grow as a leader in the global entertainment industry, JYP Entertainment discovers and develops artists with outstanding capabilities and talents regardless of background, including gender, nationality, and culture.
Equity Principles	Equal Opportunity	JYP Entertainment provides equal opportunities across all aspects of human resources management, including employee recruitment and training and does not discriminate based on individual background, identity, or cultural differences.
	Fair Evaluation & Compensation	JYP Entertainment evaluates employee performance using reasonable, objective procedures and standards, ensuring that compensation is based solely on fair and valid performance assessments without discrimination.
	Healthy Workplace Culture	JYP Entertainment respects employees' individual identities and treats them equally, fostering a culture where they can demonstrate their capabilities and grow without bias or discrimination.
Inclusion Principles	Inclusive Communication	JYP Entertainment provides forums for employees from diverse backgrounds to freely communicate their thoughts and opinions to explore pathways for mutual growth between the company and its employees.
	Fan Engagement	JYP Entertainment is expanding communication channels with fans, aiming to drive change for dreamers and push for a better society through content.
	Content Accessibility	JYP Entertainment strives to create an environment where everyone can access content without restrictions related to physical ability, language, or other barriers.

JYP DEI

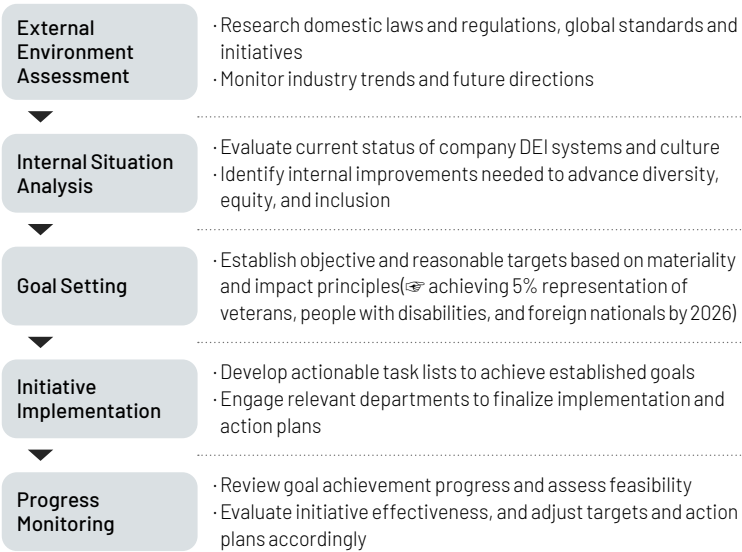
JYP DEI Management Framework

JYP Entertainment is creating an organizational culture that respects DEI based on global principles and initiatives while strictly complying with domestic and international laws and regulations related to diversity, equity, and inclusion. To this end, we continuously survey and monitor external environments and internal conditions, and based on this analysis, we select DEI initiatives necessary for the growth and development of the company, employees, and artists. Particularly for areas requiring company-wide attention and sustained efforts, we establish medium- to long-term objectives and develop implementation plans to achieve these goals. During the implementation process, we periodically monitor progress and major achievement outcomes according to detailed activity plans. Any challenges encountered during execution are comprehensively reviewed to prepare alternatives, and initiatives are flexibly adjusted based on analysis of goal achievement feasibility.

JYP DEI Implementation Areas

JYP Entertainment operates recruitment practices considering diverse backgrounds to spread diversity values throughout the organization. Particularly, in order to support talent with various backgrounds and experiences in growing as artists, the company actively discovers artists regardless of gender and nationality through domestic and international auditions. In the equity area, JYP Entertainment focuses on preventing conflicts, discrimination, and harassment to create a fair and reasonable organizational culture. For this purpose, the company operates public reporting channels for sexual harassment and bullying and also runs counseling services for employees and artists. Specifically, the company reflects core values such as morality, integrity, and mutual respect in employee performance evaluations to foster a fair and reasonable organizational culture. In the inclusion area, the company operates various channels for open communication among employees, spreads inclusive content that global fans can empathize with, enhances content accessibility, and strengthens opinion gathering and communication activities with fans.

Diversity, Equity & Inclusion Management Framework



Diversity, Equity & Inclusion Implementation Areas

DEI Principles Implementation Direction	Diversity	Equity	Inclusion
	Integrating business and diversity elements	Creating fair and equitable organizational culture	Building consensus among employees and fans(customers)
Employees	· Manage recruitment targets for veterans, people with disabilities, and foreign nationals with global market expertise · Operate flexible working hours that accommodate individual employees' diverse work environments and allow working hour adjustments	· Operate open channels for whistleblowing on organizational conflicts, sexual harassment, and workplace harassment, with basic and in-depth counseling available · Conduct performance evaluations aligned with core values that incorporate equity elements such as integrity and sincerity	· Hold CEO-led dialogue sessions with Gen Z employees to broaden understanding between different age groups of employees and facilitate smooth communication · Conduct CCO-led new employee meetings to provide company direction and enhance organizational engagement
Artists	· Discover a broad range of artists regardless of gender and nationality through various domestic and international audition channels · Provide gender equality education and foreign language and cultural learning opportunities tailored for artists	· Conduct regular surveys and individual interviews to identify grievances and actively support improvements · Transparently disclose settlement systems and performance results for artists, and hold guardian briefings before new artist debuts	· Operate 'Beyond LIVE' platform enabling fans of diverse nationalities to enjoy content · Enhanced convenience for smooth communication with diverse fans through expanded multilingual support on artist community platform 'FANS'

JYP DEI

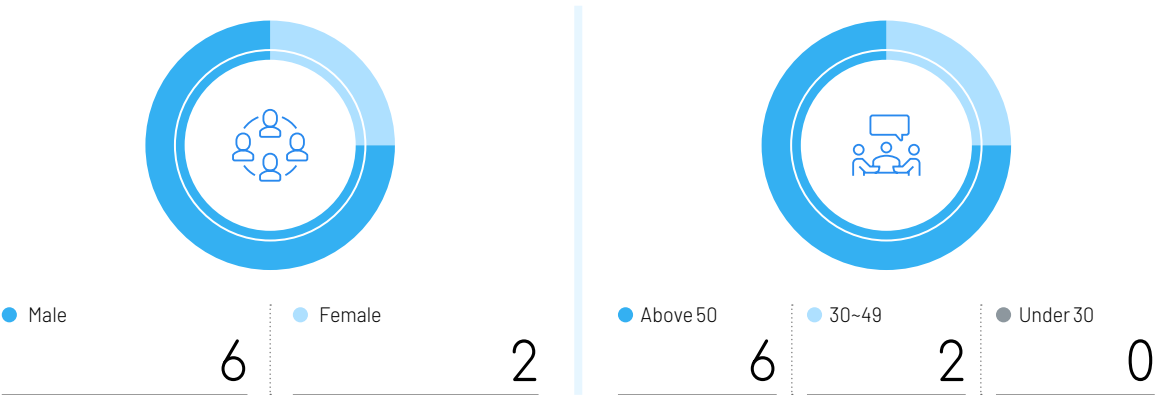
JYP Diversity

JYP Entertainment values the diverse identities, backgrounds, experiences, and personalities of all members, including our board of directors, employees, and artists. Diversity is a foundation for sustainable growth in the evolving entertainment industry because when different people collaborate, they can create content with greater breadth and depth. JYP Entertainment aims to foster a culture where diverse members are respected and grow together while honoring each other's differences, thereby enabling us to deliver the finest music and performances to our fans globally.

Board Diversity

JYP Entertainment strives to compose a board of directors with diverse backgrounds so that the board can comprehensively consider the perspectives of various stakeholders, including shareholders, fans, employees, and partners, and make decisions for the company's long-term sustainable growth based on diverse and broad viewpoints. In the process of identifying and recommending director candidates, we assess independence and expertise as critical qualifications, and also conduct a thorough review of diversity considerations, including gender, age, nationality, professional experience, and personal background.

Employee Diversity Status



Employee Diversity

In response to rising global demand for K-POP—evident in the growth of overseas concerts and MD sales—JYP Entertainment cultivates employees' global competencies and recruits individuals with diverse backgrounds, including different nationalities, to support global expansion. Employees who can understand and communicate country-specific cultural contexts and issues are able to identify potential risks when entering new markets and respond proactively to changes in key countries where we operate. To become a global leader in the entertainment industry, JYP Entertainment seeks to continuously provide education not only on capabilities needed for global markets and international business environments, but also on cultural sensitivity and other essential competencies for individual employees.

Employee Diversity Status (Unit: People)

Total Number of Employees		629
Gender	Male	190
	Female	439
Age	Under 30	221
	30 - 49	399
	Above 50	9
Nationality	Korea	559
	China	42
	Japan	15
	United States	9
	Thailand	2
	Others	2

JYP DEI

Artist Support Department

JYP Entertainment operates five independent artist labels and three overseas affiliates to support our artists' activities. Each organization organically performs Strategy & Administration, Music & Production, Management and Marketing functions. The diversity of our artist-dedicated departments positively contributes to producing creative content that resonates in the global market, and is essential for establishing close communication and building strong trust relationships with artists.

JYP Entertainment's business planning and support teams strategically plan and support artists and content, discovering creative ideas through participation of talent with diverse perspectives and backgrounds. Production teams create and implement varied content including music, videos, and performances. Only when different cultural sensitivities and artistic viewpoints converge can we create truly differentiated outcomes. Management teams provide direct artist support and can deliver robust and trustworthy assistance when talent with different experiences and perspectives collaborate effectively. Marketing teams expand touchpoints with fans worldwide and amplify artists' brand value, requiring diversity to understand various fan cultures and trends across global markets.

Job Function Professionals' Training and Meetings

JYP Entertainment supports professionals' peer groups that share practical expertise and foster capability development. We conduct studies focused on strengthening the expertise of production professionals responsible for artist branding and art direction, utilizing cutting-edge technologies and trends to enhance creativity while also facilitating sessions where participants share workplace challenges and collaborative solutions. JYP Entertainment is establishing growth foundations for our diverse workforce and supporting initiatives that create collaborative synergy among team members.

Diversity in the Artist Support Department

(Unit: People)

Department		Strategy & Administration	Music & Production	Management	Marketing
Total Number of Employees		39	70	61	81
Gender	Male	8	10	37	2
	Female	31	60	24	79
Age	Under 30	10	28	22	42
	30~49	29	42	39	39
Nationality	Korean nationality	31	60	51	63
	Foreign nationality	8(USA/China/Canada/Japan)	10(China/USA/Japan)	10(China/USA/Japan)	18(China/Japan/USA/Thailand)

JYP DEI

Artist Diversity

As a global entertainment company connecting with fans worldwide, JYP Entertainment believes that artists with diverse backgrounds and personalities are important elements that can draw greater empathy and love from the public. When artists with different characteristics—culture, language, gender, and sensibilities—collaborate, the depth of content and potential for brand expansion grows exponentially. To secure artist diversity, JYP Entertainment operates a casting system that can discover talented individuals from around the world and strengthens trainee development strategies that respect various nationalities and cultures. Additionally, we focus on providing customized training and an inclusive environment so that discovered talent can grow without losing their unique identity and abilities.

Monthly CEO Music Gathering

JYP Entertainment conducts monthly CEO Music Gathering, where the CEO leads discussions about music from various eras, genres, and styles. Through these sessions, participants understand the importance of diverse cultural backgrounds through music, identify market trends, and can cultivate global sensibilities to enhance planning capabilities for discovering and creating diverse musical content. JYP Entertainment strives to establish a creative internal culture that respects diversity and encourages flexible thinking and an open exchange of ideas.

Artist Diversity

(Unit: People)

Total Number of Artists	Gender		Age			Nationality				
	Male	Female	Under 30	30~49	Above 50	Korea	Japan	China	Australia	Others
72	43	29	65	6	1	41	19	7	3	2

BOY STORY



YAOCHEN



NiziU



NEXZ



JYP DEI

JYP Equity

JYP Entertainment seeks an environment where every member is respected and can grow equitably, without bias or discrimination. When everyone receives equal opportunities and can fully demonstrate their capabilities, organizations can develop in a more sustainable way. JYP Entertainment has established systems to ensure that all members, including employees and trainees, are fairly evaluated based on their performance and capabilities, supporting their continuous growth and motivation.

Support for Language Learning and Certifications

JYP Entertainment supports employees in pursuing necessary training and education autonomously across various fields, including languages and Microsoft Office Specialist(MOS) certification. This educational support is provided equally to all members regardless of their employment status. To create a more practical learning environment, we operate a hybrid approach combining online and offline training while also providing learning materials and tuition fees for certification programs.

Fair Evaluation and Compensation

In the organizational and individual performance evaluation process, JYP Entertainment establishes reasonable and appropriate performance goals without discrimination based on diversity factors and evaluates goal achievement according to objective and reliable criteria. In addition, we ensure non-discrimination based on diversity through transparent compensation policies and payment procedures. Furthermore, we have established procedures to address any performance evaluation results or compensation that undermines diversity values.

Manager Status(Gender) (Unit: People)			
Manager*		Non-manager	
Male	Female	Male	Female
52	68	138	371

* Management: Executives, Senior Managers, Junior Managers

Team Leaders’ Leadership Workshop

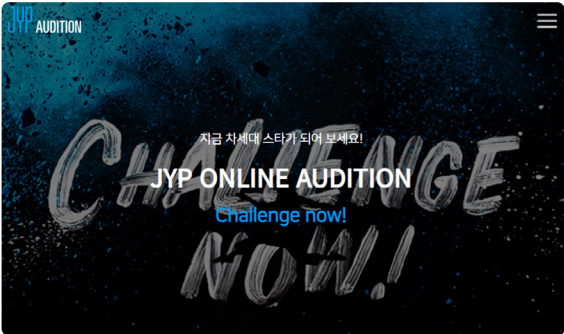
JYP Entertainment conducts leadership forum for team leaders, who serve as junior managers, to strengthen leadership capabilities and share organizational strategy and vision. To establish a culture where individuals demonstrate their capabilities without discrimination based on race, nationality, gender, age, disability, or other factors, we also provide evaluator training to ensure fairness and consistency in assessments. JYP Entertainment will continue to operate a trusted HR system through enhanced leadership capabilities and fair performance evaluations.

Fair Auditions

To discover creative and proactive talent, JYP Entertainment conducts auditions for applicants with diverse talents, regardless of gender, nationality, or cultural background. Beyond open auditions, we operate a global audition system with overseas on-site visits and the JYP Online Audition System, enabling easy participation through online channels anytime, anywhere. By operating audition programs that discover potential talent across the culturally diverse global music markets worldwide, we strive to develop the next generation of global artists.



Leadership Forum



Online Audition Channel

JYP DEI

JYP Inclusion

JYP Entertainment respects the nationality, race, religion, and cultural background of all members, creating an environment where each individual's unique value is recognized without discrimination across all aspects including HR management, capability development, and employee benefits. Through an inclusive organizational culture that respects diverse experiences and perspectives, we support members to collaborate with high levels of trust. JYP Entertainment provides open communication forums where diverse members can share their thoughts and opinions with each other, pursuing collaborative partnerships that contribute to organizational growth and development.

Support for People with Disabilities and Veterans

JYP Entertainment provides preferential treatment to employment-protected individuals under the 「ACT ON THE EMPLOYMENT PROMOTION AND VOCATIONAL REHABILITATION OF PERSONS WITH DISABILITIES」 and supplies necessary equipment for employees with disabilities to perform duties without constraints. We also provide preferential treatment to veterans and their families during recruitment under the 「ACT ON THE HONORABLE TREATMENT OF AND SUPPORT FOR PERSONS OF DISTINGUISHED SERVICE TO THE STATE」 and encourage their employment.

Gen Z Employee Roundtable

JYP Entertainment has conducted Gen Z employee forums directly hosted by the CEO to broaden intergenerational understanding and facilitate smooth communication. These forums offer an opportunity for Gen Z employees, who are closest to consumer demographics, share the values and consumption trends they consider important while discussing JYP Entertainment's business direction. Through the CEO's direct engagement with employee perspectives and authentic communication, we are building a trust-based organizational culture.

Town Hall Meeting with New Hires

JYP Entertainment regularly conducts new employee meetings hosted by J.Y. Park, Chief Creative Officer(CCO), to motivate new hires to learn organizational culture and adapt successfully. These sessions provide Q&A opportunities covering overall company life, entertainment industry and organizational direction, health management, and other topics, thereby creating an environment for open discussion without bias. Through these initiatives, we support further strengthening organizational identity and inspiring members' growth motivation.

Inclusive Workplace Culture

JYP Entertainment fosters an inclusive culture where diverse members can connect and communicate without discrimination through employee club activities. These clubs operate through voluntary participation by members, fostering organic interactions based on shared interests and preferences. They contribute to respecting and embracing diversity within the organization. Currently operating clubs include sports clubs such as running, soccer, and basketball; cultural arts clubs that enjoy dance and cultural activities; and hobby clubs such as board games and tea ceremonies. All clubs operate openly, allowing anyone to freely participate. Through these activities, we expand understanding and communication among members while realizing a healthy organizational culture based on respect and consideration.

Overview of Inclusive Workplace Club Activities (Unit: People)

Total	Sports Activities	Cultural Activities	Hobby Activities
320	150	109	61



Town Hall Meeting with New Hires



Inclusive Workplace Club Activities

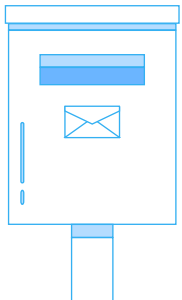
Special Inclusive Content

JYP 4 EARTH

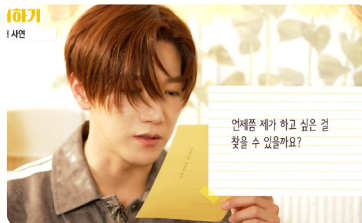
JYP Entertainment produces artist social content 'JYP 4 EARTH' that conveys beneficial perspectives for creating a sustainable society through artists' participation in activities for a better planet. In 2024, we produced content on two themes: content by 2PM's JUN. K, NICHKHUN, and WOORYOUNG with 'Ongi Foundation' delivering warm comfort to society under 'Warmth of the World', and content by ITZY with 'Hansalm Consumer Cooperative Association' promoting eco-friendly food importance. 2PM's JUN. K, NICHKHUN, and WOORYOUNG became Messengers of Ongi(warmth) responding to anonymous concern letters, introducing warmth mailboxes that contribute to creating a mentally healthy society through community connections, and providing sincere comfort for various concerns.

“ Having conversations while looking at the letters allowed us to engage more deeply. It was a warm and meaningful time to put ourselves in their shoes and seriously contemplate their concerns together. I hope this warmth reaches everyone who is going through difficult times. ”

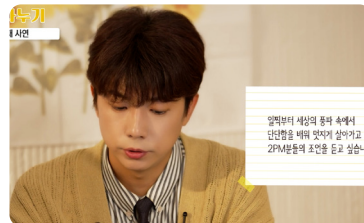
2PM
JUN. K,
NICHKHUN,
and
WOORYOUNG



2PM(JUN. K, NICHKHUN, and WOORYOUNG)'s 'Ongi(Warmth) of the World' >



JUN.K reading a letter with concerns



WOORYOUNG reading a letter with worries



Promoting the meaning of Ongi mailboxes



Writing letters as warmth postmen themselves

“ I was surprised to learn how closely what we eat is connected to the climate crisis. It was an eye-opening day realizing that eating locally-sourced ingredients benefits both our health and the environment. I think cooking will become even more enjoyable going forward. ”

ITZY



ITZY's 'Healthy food for me and Earth' >



ITZY sharing healthy food practices



YEJI asking questions about healthy ingredients



ITZY solving eco-friendly ingredient quiz



ITZY cooking with healthy ingredients

ESG PERFORMANCE

Environmental

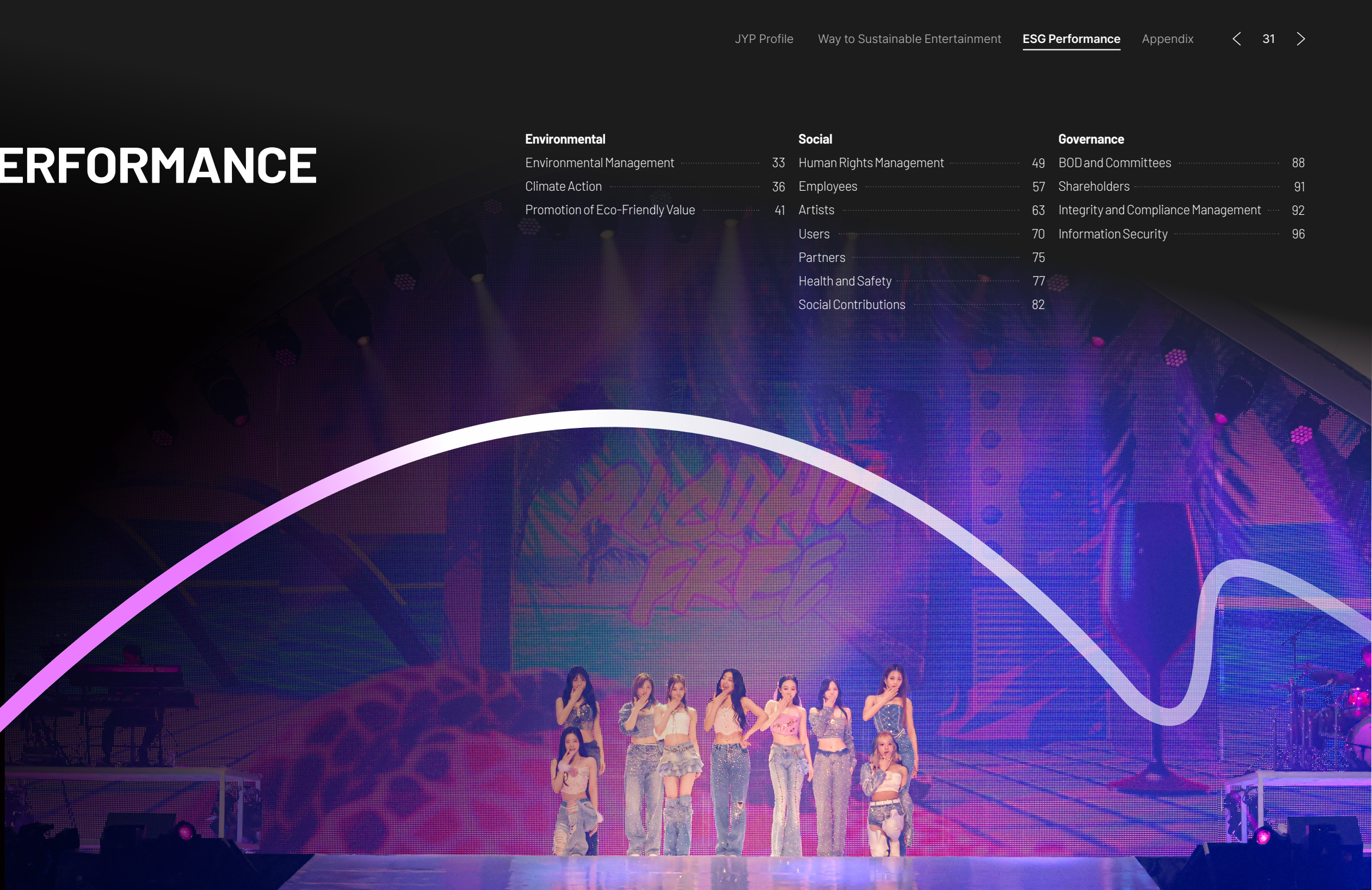
Environmental Management	33
Climate Action	36
Promotion of Eco-Friendly Value	41

Social

Human Rights Management	49
Employees	57
Artists	63
Users	70
Partners	75
Health and Safety	77
Social Contributions	82

Governance

BOD and Committees	88
Shareholders	91
Integrity and Compliance Management	92
Information Security	96



Environmental

Climate change is a challenge directly linked to sustainability, and taking proactive action in response to it is a core corporate responsibility. JYP Entertainment has established a governance framework centered around the ESG Committee to develop and implement company-wide environmental management strategies. We became the first company in Korea's entertainment industry to voluntarily participate in 'K-RE100' and manage climate change risks and opportunities based on our 2050 carbon neutrality roadmap. Additionally, we work to reduce environmental impacts from business operations through initiatives such as introducing digital albums using QR codes and producing album components and merchandise with eco-friendly materials. We also conduct environmental campaigns with various stakeholders to continuously advance activities for global environmental preservation.

Environmental Management	33
Climate Action	36
Promotion of Eco-Friendly Value	41
[Special] LOVE EARTH CHALLENGE	46
[Special] Introduction of Reusable Cup Rental System	47



Environmental Management

Governance

Board of Directors

The ESG Committee under the Board of Directors establishes and adopts environmental management objectives and deliberates on important matters such as building environmental management foundations. Additionally, it conducts annual reviews of company-wide environmental management performance and status, including greenhouse gas emissions and biodiversity protection, and it also reviews and approves essential agendas for business strategy implementation and management activities.

Top Management

The CEO periodically reviews company-wide environmental management implementation plans, execution status, and improvement outcomes while discussing response strategies for major environmental risks. Additionally, the CEO oversees requirements for expanding and internalizing environmental management, and he brings issues that may significantly impact business strategy to the Board of Directors for discussion.

ESG Council

The ESG Council shares environmental issues in alignment with environmental management strategic direction and discusses corresponding response measures. During this process, matters expected to have significant medium- to long-term impact on JYP Entertainment are reviewed and presented as Board agenda items. Through this approach, environmental management strategies are continuously monitored and improved to ensure practical implementation.

ESG Working Group

We develop and systematically implement environmental management strategic initiatives centered on the Environmental Unit within the ESG Working Group. Based on our environmental management policy, we specify concrete objectives for implementing environmental management and identify departmental improvement areas. We continuously monitor the overall implementation process to enhance practical outcomes while strengthening internal management systems for smooth execution of strategic initiatives.

Dedicated Department

JYP Entertainment fosters organic collaboration among departments to practice environmental management. We implement environmental management policies and execute environmental management strategies centered on the ESG Working Group Environmental Unit. CSR Team and Management Support Team are dedicated to 'Climate Action', managing energy and greenhouse gas emissions, and IP Strategy Office, F&B Team, BLUE GARAGE, and CSR Team are responsible for 'Promotion of Eco-Friendly Value', creating an eco-friendly culture within the company and conducting environmentally friendly business activities.

Environmental Management Organizational Chart



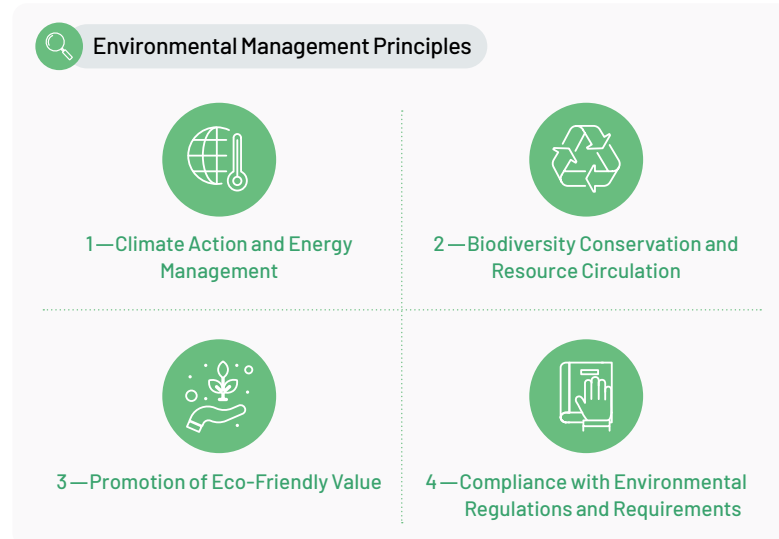
Environmental Management

Strategy

Environmental Management Policy

JYP Entertainment has established environmental management policies with CEO approval and officially declared it to proactively address the climate crisis and achieve sustainable environmental management. Through this, we aim to minimize environmental impacts from our business activities. Our environmental management policy consists of key focus areas for implementing environmental management: climate action, biodiversity protection and resource circulation, eco-friendly value expansion, and environmental regulatory compliance. Based on our environmental management policy, JYP Entertainment manages company-wide environmental performance to gradually improve environmental impacts from business activities and promote eco-friendly values alongside all stakeholders, including employees, artists, and fans.

[JYP Entertainment Environmental Management Policy ↗](#)



Environmental Awareness Integration

Environmental Education Implementation

JYP Entertainment operates environmental education programs tailored to each department's characteristics and responsibilities, supporting all employees in internalizing and practicing eco-friendly values. We provide basic training for new employees to encourage interest and action on environmental issues, and we also guide Artist Label on methods to reduce environmental impacts during content production processes. Additionally, we share domestic and international sustainable performance practices with our concert business division and promote energy conservation in stages and venues. Furthermore, we collaborate with merchandise planning and development teams to discuss eco-friendly merchandise development strategies, ensuring environmental considerations are integrated from the product planning stage.

Environmental Management Education Status

Sector	Target	Details
Environmental Education	New hires	Overall JYP's environmental management activities including environmental management framework, environmental management principles, environmental management strategy, etc.
Eco-friendly Content Development	Artist Label	A plan to reduce the environmental impact that occurs during the production process of content planning, filming, and editing
Performance Operations	Concert Business Office	Information on environmental-friendly performance operation at domestic and global, energy saving and energy monitoring in the process of performance hall operation
MD Development	Artist Label, BLUE GARAGE	Increase awareness of the application of eco-friendly materials and manufacturing methods when planning MD, sharing MD trends for recycling and upcycle utilization

Eco-friendly Office Development

JYP Entertainment has implemented an electronic payment system to establish a paperless work environment, reducing paper consumption while enhancing operational efficiency. To minimize environmental impacts within office spaces, we use GREEN GUARD certified eco-friendly office furniture, creating a healthy and sustainable work environment. Moreover, we practice eco-friendly principles in our internal food culture. Our company cafeteria 'JYPBOB' and in-house café 'JYP Soulcup' center their menus around organic, pesticide-free, and antibiotic-free ingredients. To reduce environmental pollution, we minimize single-use items and actively utilize reusable tableware.

Eco-friendly Shopping Bags

JYP Entertainment has converted shopping bags used to deliver goods to stakeholders such as internal members, external partners, and customers into eco-friendly materials. Made of 100% sugar cane, the bag is made of wood-free Earl's Pack and does not use adhesive or coating to reduce the overall environmental impact. Since it does not contain petrochemical components or utilize GMO plants, the ingredients are harmless to the human body. The bags are designed considering the user's health as well as the environment when using these shopping bags.

Environmental Management

Risk Management

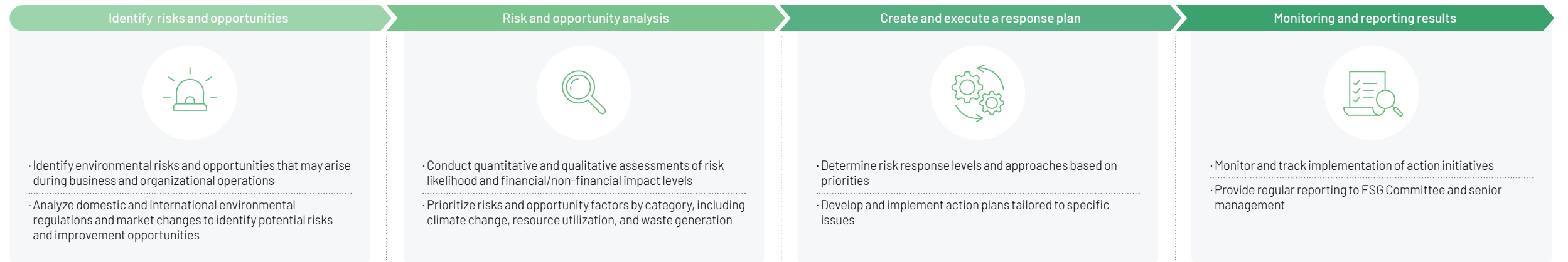
Environmental Risk Analysis and Action Framework

JYP Entertainment recognizes environmental issues as enterprise-wide challenges rather than isolated matters, building systems to organically identify risks and opportunities and respond proactively. We comprehensively review environmental risks that may arise throughout business activities and organizational operations, including album production, performance planning, merchandise manufacturing, and content distribution. By analyzing relevant domestic and international regulatory changes, industry trends, and stakeholder requirements, we identify potential risk factors and improvement opportunities.

Identified risks are evaluated through both quantitative and qualitative approaches based on likelihood of occurrence and financial/non-financial impact levels, prioritizing specific risk and opportunity factors in key areas such as climate action, energy management, and waste reduction. Subsequently, we develop implementation plans by specifying risk response levels and approaches based on priorities. During this process, we prepare execution roadmaps linked to ESG strategies, considering not only short-term measures but also potential risk transformation from medium- to long-term perspectives.

In the execution phase, each department takes ownership of periodically monitoring implementation task progress, with flexible frameworks enabling swift adjustment of action plans when circumstances change or risk reassessment becomes necessary. Implementation status for each phase is regularly reported to the ESG Committee and senior management, ensuring transparent management under enterprise-wide accountability.

Environmental Risk Identification and Response Framework



Climate Action

Governance

Board of Directors

As the highest decision-making body, the Board of Directors deliberates and decides on major ESG-related matters, including climate change, and also oversees management execution. It independently and objectively evaluates key climate change-related issues and actively incorporates them into major decisions that significantly impact business strategy. The Board also reviews climate action policies, including greenhouse gas reduction targets and implementation strategies.

Top Management

The Chief Executive Officer(CEO), serving as the company-wide environmental executive, reviews and oversees major environmental matters including carbon neutrality promotion strategies, greenhouse gas reduction measures, energy efficiency improvements, and climate actions. Climate action matters expected to substantially impact medium- to long-term business prospects are presented as Board agenda items. Ultimately, through deliberation and resolution by the Board as the highest decision making body, we disclose JYP Entertainment’s key management policies to stakeholders.

Dedicated department

JYP Entertainment sets carbon reduction targets and develops implementation measures for greenhouse gas reduction and energy management through CSR Team and Management Support Team within the ESG Working Group Environmental Unit to establish company-wide medium- to long-term carbon emission reduction strategies. We also continuously collaborate with relevant departments to establish climate change transition/physical risk responses and perform climate action activities including Scope 3 inventory expansion.

Climate change performance management

JYP Entertainment has introduced environment related KPIs, including climate action, within our ESG KPI framework. The CEO and management are evaluated based on climate action and environmental management KPIs. Key performance indicators include greenhouse gas emissions management, renewable energy transition, and carbon neutrality implementation.

Climate Action Organizational Chart



Climate Action

Strategy

2050 Carbon Neutrality Plan

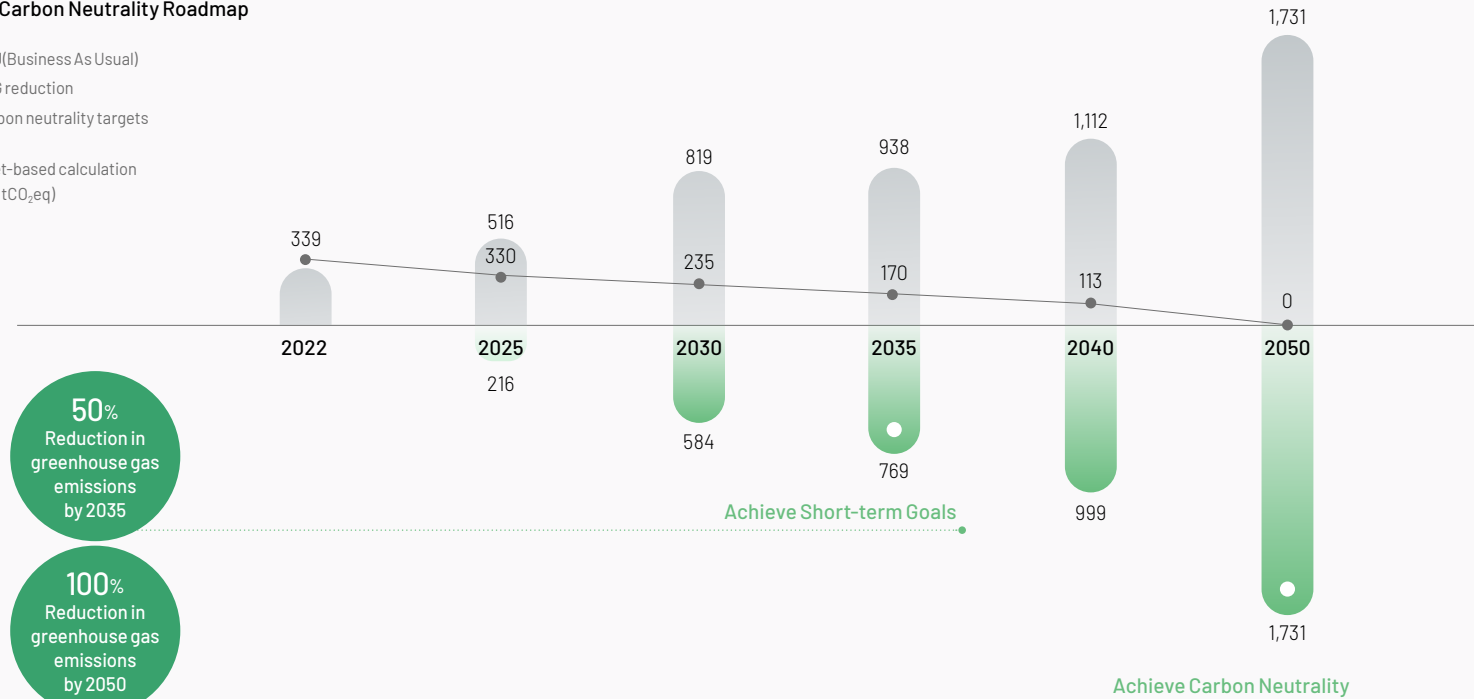
JYP Entertainment is implementing a multifaceted greenhouse gas reduction strategy to achieve carbon neutrality by 2050. We are working toward carbon neutrality by updating medium- to long-term objectives and implementation plans, considering domestic and international climate change laws and regulations, market trends, stakeholder requirements, and alignment with our business strategies.

Moving forward, we will gradually expand the greenhouse gas inventory management scope to overall Scope 3 and strengthen greenhouse gas reduction efforts across the entire value chain to continuously pursue Net Zero achievement by 2050.

2050 Carbon Neutrality Roadmap

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

* Market-based calculation
(Unit : tCO₂eq)



GHG Reduction Plan

Renewable Energy Transition Expansion

JYP Entertainment became the first company in Korea's entertainment industry to voluntarily participate in the Korean RE100(K-RE100) campaign, aiming to source 100% of our business electricity needs from renewable energy. In 2024, we replaced all electricity consumption(2,149.09MWh) at our headquarters and subsidiary BLUE GARAGE with renewable energy, utilizing renewable sources for both office operations and music recording processes. To gradually expand our RE100 initiative, we are evaluating various approaches including Renewable Energy Certificate(REC) purchases, self-generation facilities(solar power), and Power Purchase Agreements(PPAs).

High-Efficiency Equipment Introduction

We continuously monitor energy consumption across domestic and international business locations, enhancing energy management through practical measures such as facility operation optimization, high-efficiency equipment introduction, and usage pattern improvements. Particularly to reduce emissions from stationary combustion equipment(boilers, heaters, etc.), we are considering high-efficiency control and monitoring system implementation from the design phase of our new headquarters, targeting eco-friendly building certification. We aim to create sustainable spaces by maximizing energy efficiency through various eco-friendly infrastructure including high-efficiency lighting, electric vehicle charging infrastructure, and renewable energy facilities.

Low-Carbon Vehicle Conversion

To reduce greenhouse gas emissions from mobile combustion, we plan to systematically convert existing gasoline and diesel vehicles to hybrid and electric alternatives. Our medium- to long-term objectives include converting 50% of our operational fleet to electric vehicles by 2032 and achieving 100% conversion by 2035, thereby realizing carbon emission reductions within Scope 1.

Climate Action

Risk Management

Risk Identification and Assessment

JYP Entertainment periodically monitors climate change risks and manages them by establishing medium- to long-term response strategies. We have established clear criteria for defining material climate change impacts and discuss them through the ESG Council and Environmental Unit within the ESG Working Group.

Climate-related risks are categorized into four levels:

Attention required, Moderate, Important, and Severe. These are based on comprehensive assessment of occurrence likelihood, impact severity, and resilience. Each risk is assigned a grade according to evaluation results. Risks with important or severe-level impacts are considered material business risks, particularly from a financial perspective when revenue decreases of 1% or more are expected, which we classify as financially material risks.

Risk Management and Monitoring

JYP Entertainment has established and operates its own processes to identify and proactively address climate change risks. For businesses with potential climate issue exposure, the ESG Committee conducts advance reviews of comprehensive ESG-perspective risks including strategic, operational, and financial risks, as well as environmental pollution, ethics, policy violations, and stakeholder interest infringement.

Additionally, JYP Entertainment selects key management items reflecting risk likelihood and impact from short-, medium-, and long-term perspectives, performs financial impact analysis, and incorporates findings into enterprise-wide strategies and business implementation.

Establishment of Enterprise-wide Risk Integration System

JYP Entertainment integrates climate change-related risks and opportunities into our enterprise-wide risk management framework for comprehensive management and operations, regularly monitoring potential risk impacts on the company.

We comprehensively analyze and respond to various risks that may arise throughout business processes, including environmental, safety, and domestic/international regulatory risks alongside climate change.

The CEO establishes and regularly reviews enterprise-wide risk response strategies, including climate change, closely analyzing business impacts of such risks while performing management and oversight roles. Material climate change-related issues and risks are reported to the ESG Committee for proactive response and management of potential future risk factors.

Climate change Risk identification, Assessment, and Management Process



Climate Action

Risk Management

Climate Risk and Opportunity Analysis

In accordance with TCFD recommendations, JYP Entertainment identified seven climate change-related risks and opportunities based on our risk management process. Risk factors were subdivided into physical risks and transition risks, while opportunity factors were analyzed focusing on climate change impacts from product and service perspectives.

Additionally, identified climate change risks and opportunities were categorized by occurrence timeframe(short-, medium-, and long-term) and impact scope, comprehensive financial impact reviews were conducted to analyze climate change effects on overall business operations. Based on these results, we established phased greenhouse gas reduction targets and medium- to long-term reduction frameworks, developing detailed reduction plans for each business activity.

Strategies for Addressing Climate Change Risks

JYP Entertainment recognizes climate action as a critical management priority and implements various response activities. We monitor and manage annual energy consumption across domestic and international business locations while actively pursuing greenhouse gas reduction through renewable energy procurement.

JYP Entertainment became the first company in Korea's entertainment industry to voluntarily participate in the Korean RE100(K-RE100) campaign in 2021, achieving 100% renewable energy conversion for headquarters electricity consumption(2,047.945MWh). In 2024, our subsidiary BLUE GARAGE joined the RE100 initiative, replacing 100% of business activity electricity requirements(101.115MWh)with renewable energy-generated power.

We are introducing and operating environmentally conscious technologies, including digital-based albums, which enable music and content access via QR codes. To reduce the environmental impact of product packaging, we are gradually transitioning to eco-friendly materials for packaging for products sold through our merchandise platform 'FANS SHOP'.

Currently, we utilize FSC-certified boxes and bagasse paper bags(environmentally friendly packaging material made from 100% sugarcane bagasse, a byproduct of sugar extraction, without paper coating). We plan to continue implementing improvements to minimize environmental impact.

Climate change-related risks and opportunities

Category		Impact on Business Activities	Financial Impact	Likelihood of Occurrence			Response Strategies
				Short-term	Medium-term	Long-term	
Physics Risk	Acute	Damage to buildings, equipment, etc. during natural disasters caused by extreme weather events	Medium	●			Expand the use of indoor and climate-adaptive performance venues
	Chronic	Increased cooling costs to maintain indoor work environments due to heat waves	Low			●	Introduce energy-efficient cooling systems in studios and practice rooms
Conversion Risk	Policy/Regulation	Increased compliance costs associated with net-zero and energy policy-related regulations	Low			●	Adopt energy-saving facilities and enhance compliance frameworks
	Technology	Customer attrition due to a shift toward eco-friendly products, Increased costs for developing environmentally friendly technologies	Medium		●		Expand R&D on eco-friendly materials for merchandise(MD)and album packaging
	Market	Decline in brand image if climate action is inadequate	Medium		●		Invest in renewable energy(e.g., PPA, REC)and promote resource circulation
	Reputation				●		
Products and Services		Increased revenue driven by rising consumer demand for eco-friendly products and services	Medium			●	Foster a sustainable consumption culture through eco-friendly content and merchandise development

Climate Action

Performance and Targets

Scope 1 and 2 GHG Emission Management

Scope 1 and 2 GHG Management

In compliance with domestic and international standards including IPCC guidelines and domestic greenhouse gas emission calculation guidelines, JYP Entertainment has established Scope 1 and 2 GHG inventories for all business locations(headquarters, subsidiaries, and overseas affiliates) and regularly measures and manages emissions through a digital GHG management program. Based on measured data, projected emissions are thoroughly analyzed and regularly reported to the ESG Council to enhance transparency and reliability of emission management. Additionally, we undergo rigorous third-party verification by independent organizations to confirm systematic establishment of GHG inventories by emission source at each location and ensure reliability of compiled data. This enhances quantitative data credibility and continuously improves the effectiveness of our emission reduction strategies.

Scope 1 and 2 GHG Emissions and Targets for 2024

(Unit: tCO₂eq)

Category		Scope 1	Scope 2	Total Emissions	Targets
Domestic	Headquarters	313.85	0	313.85	
	Subsidiaries	15.26	46.84	62.10	
Domestic(Subtotal)		329.11	46.84	375.95	313
Global	Overseas affiliates	18.23	71.32	89.55	
Global(Subtotal)		18.23	71.32	89.55	
Total		347.34	118.16	465.50	

* Market-based calculation

Scope 1 and 2 GHG Reduction Activities and Energy Management

JYP Entertainment has established greenhouse gas reduction targets aligned with the 2050 Carbon Neutrality Roadmap, implementing various activities consistent with carbon neutrality strategies through RE100 implementation, renewable energy expansion, energy efficiency improvements, and other initiatives. Particularly for energy conservation in office spaces, practice rooms, and performance venues, we minimize energy consumption through optimal heating and cooling operations, low-power LED lighting, and automatic monitor sleep mode systems. We also foster organization-wide eco-friendly culture by continuously identifying and implementing energy-saving initiatives enabling voluntary participation by employees. JYP Entertainment will continue developing practical implementation measures to achieve carbon neutrality objectives while building efficient energy management systems and transitioning to clean energy.

Energy Usage and Targets

(Unit: TJ)

Category		2022	2023	2024	Targets
Total Energy Usage		19.99	22.06	27.34	28.41
Non-renewable Energy	Electricity	1.69	2.19	1.50	
	LNG	0.67	0.58	0.56	
	Gasoline	1.03	1.76	2.58	
	Diesel	2.77	2.44	2.07	
	Total	6.16	6.97	6.71	
Renewable Energy(REC purchases)		13.83	15.09	20.63	

Scope 3 GHG Emissions Management

Scope 3 Emissions Calculation

In accordance with GHG Protocol Scope 3 calculation standards, JYP Entertainment has calculated Scope 3 emissions utilizing internal data and external indicators appropriate for each category. Moving forward, we will expand data management scope and develop additional inventories to enhance calculation methodologies and transparently disclose more reliable information.

Scope 3 Emissions Verification

JYP Entertainment undergoes annual third-party verification of Scope 3 emission calculation procedures and results. Verification is conducted according to international greenhouse gas verification standards(ISO 14064-1, ISO 14064-3) and confirms compliance with international standards(GHG Protocol)used in developing calculation methodologies.

Scope 3 GHG emissions in 2024

(Unit: tCO₂eq)

Category		Emission Sources	2024
	Category 2	Capital goods	16.74
	Category 3	Fuel and energy-related activities not included in Scope 1 or Scope 2 fuel and energy-related activities	134.47
	Category 7	Employee commuting	246.32

Promotion of Eco-Friendly Value

Governance

Board of Directors

The Board of Directors deliberates and decides on major activities for promoting eco-friendly value expansion. It addresses matters including eco-friendly activities such as approving resource circulation activity plans and is strengthening management and oversight functions to ensure each activity is organically integrated with enterprise-wide strategy and reflected in actual business operations. Through this approach, we monitor both direction and execution levels to ensure eco-friendly values function as judgment criteria throughout management.

Top Management

Management sets direction and strategy for sustainable business and internal/ external eco-friendly value expansion activities, oversees related decision making, and serves as the key pillar for securing enterprise-wide execution capabilities. Particularly, management clearly establishes strategic priorities to position eco-friendly elements as core business considerations, including integrating JYP Entertainment's eco-friendly values across existing business models and creating new revenue models based on these foundations.

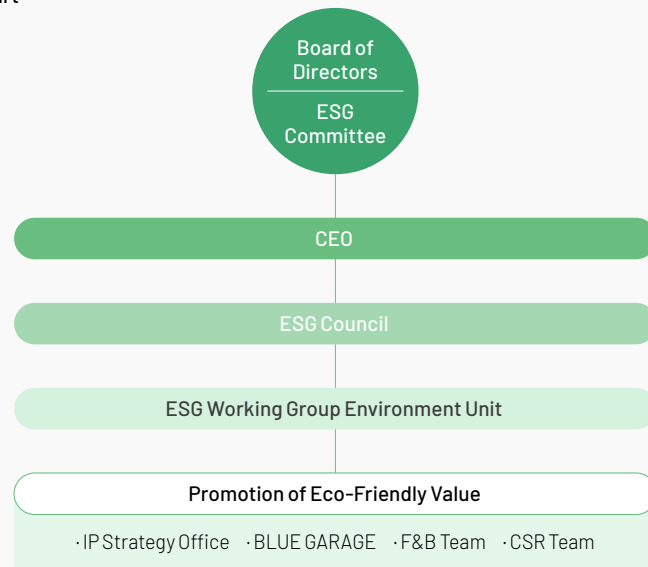
Dedicated Department

JYP Entertainment builds collaborative structures through close cooperation among relevant departments within the ESG Working Group Environmental Unit to promote eco-friendly business and spread eco-friendly values, enhancing the execution of eco-friendly business within the organization by jointly planning, implementing, and monitoring eco-friendly projects.

Music Business Team under IP Strategy Office leads various efforts to minimize environmental impacts during album preparation stages. Subsidiary BLUE GARAGE provides consumers with new experiential opportunities by pursuing differentiated MD strategies that consider environmental factors, and integrate eco-friendly values into Gen Z-centered fandom culture.

F&B Team creates a company culture beneficial to the environment and health in operating company cafeteria JYPBOB and company cafe JYP Soulcup, while the CSR Team spreads eco-friendly values through resource circulation activities, environmental partnership operations, and environmental protection project implementation.

Promoting Eco-Friendly Values Organizational Chart



Promotion of Eco-Friendly Value

Strategy

Sustainable Business

Eco-Friendly Albums

JYP Entertainment introduces and operates environmentally conscious technologies by producing digital-based albums that provide music and content access through QR codes. Through this approach, we aim to reduce resource waste and promote sustainable music consumption culture.

In 2024, we released 17 albums in digital format, including TWICE's "Strategy" and Stray Kids' "SKZHOP HIPTAPE '합(HOP)'," with plans to gradually expand this practice to future album releases. Additionally, we actively incorporate eco-friendly materials in producing both digital and physical album components, utilizing FSC-certified paper, soy-based ink, cornstarch PLA materials, bagasse paper, and bio-Ecogen plastic materials. We minimize hazardous waste emissions through printing technology using KODAK processless plates.

Environmental Considerations in Album Production

Resource Use and
Pollution Elimination



Transition to QR code¹⁾-based digital content to eliminate waste generation and pollution-causing factors

Negative Environmental
Impact Minimization



Minimize environmental impact during product manufacturing through use of FSC-certified²⁾ paper, plant-based inks, and other sustainable materials

Hazardous Waste
Emission Reduction



Minimize hazardous waste generation by applying eco-friendly printing processes such as processless plate printing³⁾

1)QR Code: A type of two-dimensional barcode that enables quick access to websites, digital content, and other resources when scanned with smartphones or similar devices

2)FSC Certification: International certification awarded to wood and paper products sourced from forests managed through sustainable practices

3)Processless Plate Printing: Printing technology that allows printing plates to be directly mounted on printing presses without separate development(chemical treatment)processes

Making music with eco-friendly materials

JYP Entertainment actively explores eco-friendly material usage in album production. For Stray Kids' 2024 album <SKZHOP HIPTAPE '합(HOP)'>, we incorporated eco-friendly pulp paper made from sugarcane bagasse for album components. This material, produced from byproducts remaining after sugarcane extraction instead of traditional wood pulp, can contribute to resource circulation and carbon emission reduction. NEXZ's <Ride the Vibe> and TWICE's <Strategy> utilized environmentally friendly corrugated cardboard produced from recycled materials for album packaging. JYP Entertainment is committed to substantially improving resource utilization methods and production processes in album manufacturing beyond simple packaging material changes.

Release a digital album

JYP Entertainment has designed digital-based album production to reduce physical resource consumption while enabling users to conveniently enjoy music and artist content. QR scanning provides access to music playback as well as diverse supplementary content including digital photo cards and message videos, creating a new format that is both environmentally conscious and collectible.

In 2024, we produced digital versions for all album releases by DAY6, TWICE, Stray Kids, ITZY, Xdinary Heroes, and others. We also work to reduce environmental impact during digital album releases by utilizing PLA packaging bags and configuring kits with bio-Ecogen cases.

Green Certifications and Sustainable Material Albums

FSC Certification

100%



KODAK Smooth Plate

100%

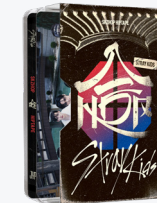


Soy Ink

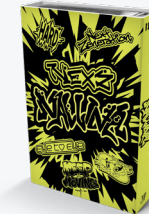
100%



Digital(Platform)Albums



Stray Kids
합(HOP)



NEXZ
NALLINA



TZUYU(TWICE)
aboutTZU

Promotion of Eco-Friendly Value

Strategy

Environmentally friendly MD

JYP Entertainment plans and launches diverse merchandise products reflecting fan preferences and needs based on our IP while considering elements to reduce environmental impact as part of a multi-phase strategy. In the merchandise planning and production process, we establish procedures to assess the environmental impact of materials in advance and examine feasibility of applying eco-friendly alternatives.

We prioritize officially certified sustainable materials for paper goods and apparel products while monitoring production processes. For other merchandise including keychains, tumblers, and reusable bags, we gradually explore eco-friendly material transition possibilities based on product viability reviews and fan feedback.

Eco-friendly Packaging Transition

JYP Entertainment recognizes merchandise packaging's environmental impact and continuously pursues transitioning FANS SHOP packaging to environmentally friendly materials. Following gradual eco-friendly packaging material introduction since 2022, we currently utilize Forest Stewardship Council(FSC) certified boxes and paper bags made from sugarcane bagasse to minimize environmental impact. This represents a shift toward reducing unnecessary plastic usage and actively introducing easily recyclable materials. We will continue expanding eco-friendly packaging material usage and will continuously improve product packaging approaches to reduce environmental impact.

Sustainable Material Integration

JYP Entertainment gradually expands sustainable material utilization throughout merchandise planning and production. To minimize environmental impact during production processes while maintaining product quality and completeness, we prioritize the use of certified eco-friendly materials such as FSC-certified paper and soy-based ink while exploring alternative material applicability to reduce plastic usage.

Particularly for apparel merchandise, we proactively assess eco-friendly fabric usage considering fabric characteristics and production conditions, accumulating practical implementation cases.

Eco-friendly Merchandise Planning and Implementation Strategy

Paper Products



Gradually introduce eco-friendly materials such as FSC-certified paper and soy-based ink within ranges consistent with design intentions and product characteristics, prioritizing merchandise quality and safety.

Apparel



Proactively assess environmental pollution factors that may occur during apparel production processes and maintain ongoing communication with manufacturing partners regarding discovery and application of sustainable materials.

Other MD



Plan phased transitions to eco-friendly materials for key merchandise including keychains, tumblers, and reusable bags through product viability reviews and fan feedback processes while evaluating practical implementation feasibility.

FANS SHOP Eco-friendly Packaging Transition Process



Promotion of Eco-Friendly Value

Strategy

Resource Circulation and Environmental Partnership

Upcycling JYPBT Sneaker Bags

JYP Entertainment held 'JYPBT(JYP Basketball Tournament)', a charity basketball tournament in 2024 to raise funds for treatment costs for children with rare diseases. Rather than disposing of the banners used in the tournament after single use, we collaborated with social enterprise 'Touch4Good' to upcycle the JYPBT banners into practical sneaker bags. The bags were made with banners and upcycled waterproof fabric with added zipper pockets to enhance practicality. Additionally, by upcycling a total of 96.6kg of tournament banners, we reduced unnecessary waste discharge and contributed to greenhouse gas emission reduction. The upcycling sneaker bags will be used as commemorative items for the JYPBT tournament.



JYPBT Upcycling Sneaker Bags

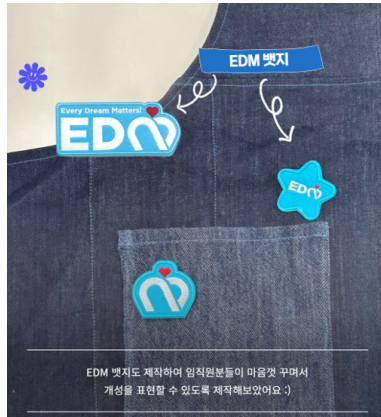


Upcycling EDM Volunteer Group Uniforms

JYP Entertainment created group uniforms for employees participating in EDM volunteer activities. To minimize waste discharge and embody the value of resource circulation, the company newly created denim aprons for volunteer group uniforms using fabric from discarded jeans. The sturdy denim fabric and utilization of pockets and buttons enhanced convenience of use, and EDM badges were created so that members could decorate their aprons as desired. We utilized group uniforms that can be worn comfortably during volunteer activities, enabling participating members to feel a sense of belonging, reflect on the meaning of environmental protection, and participate in volunteer activities with joy.



EDM Volunteer Activity Group Uniforms



1% for the Planet

Since 2020, JYP Entertainment has been an official member of '1% for the Planet', a global environmental network with companies, non-profit organizations, and individuals worldwide as part of global solidarity efforts to create healthy planetary environments. Through this membership, we maintain ongoing collaboration with domestic and international environmental organizations, providing diverse support and practical contributions to address pressing environmental challenges. Recognizing marine ecosystem protection importance, we donate 1% of annual sales from our in-house café 'JYP Soulcup' to OSEAN to actively participate in marine plastic problem resolution and marine debris reduction activities. Moving forward, JYP Entertainment will continue to seek sustainable practices and change for environmental protection through professional organization partnerships.



1% for the Planet Donation Certificate

Promotion of Eco-Friendly Value

Risk Management

Policy, Market, and Technology Influence Analysis

JYP Entertainment is gradually expanding eco-friendly strategies across comprehensive production processes, including environmentally conscious albums, merchandise, and packaging, while proactively diagnosing major risk factors to address potential uncertainties in costs, performance, and stakeholder acceptance.

Based on alignment with sustainable business strategies, we examine each initiative's feasibility from multiple perspectives, centering on JYP's eco-friendly values and objectives.

Additionally, we reflect the reactions and expectation levels of key stakeholders, including fans, to secure acceptance and consensus while comparing and analyzing the implementation levels of the peer industry to closely understand development trends and practical applicability of eco-friendly materials and technologies. Additionally, we actively promote resource circulation activities in organizational operations, including a reusable cup rental system introduction and upcycled item production, achieving reduction in waste generation and enhancement of resource efficiency.

From an economic perspective, we minimize implementation burdens through comprehensive analysis of cost structures, drivers of unit price increases, and long-term profitability. We continuously monitor policy trends to enable proactive responses to changes in environmental regulations and institutional frameworks.

Risk Assessment Criteria

JYP green values and objectives

- Minimizing environmental impact of business operations
- Waste reduction and recycling practices
- Engaging with global environmental issues



Collect feedback from stakeholders, including fans

- Incorporating MD improvement requests
- Receiving community channel feedback
- Green package preferences survey



Application in green materials technology

- Bio-based packaging test
- PLA - Sugarcane paper application cooperation
- Carbon reduction packaging R&D



Analyze the structure of recycling-based production

- Returnable packaging structure review
- Post-production material circulation system for remaining materials
- Establishing Recycler collaboration system



Legal and regulatory developments

- Trends in plastics regulation
- Guide to Mandatory Green Purchasing
- Changing environmental labeling certification criteria



Benchmarking peer industry activity

- Trends in the use of recycled materials
- Green packaging practices
- Strengthening environmental network connectivity



Evaluate profitability, incorporating cost structure

- Comparing green material costs
- Production cost versus selling price review
- Long-term profitability simulation



Special Environmental Project

LOVE EARTH CHALLENGE

JYP Entertainment has been promoting the environmental campaign 'LOVE EARTH CHALLENGE' since 2020 to commemorate International Coastal Cleanup Day and contribute to marine ecosystem conservation. In 2024, under the theme 'Action for Zero', artists and fans together practiced the 3R movement(Reduce, Reuse, Recycle) to reduce waste flowing into the ocean. Through 2,480 participations over 4 weeks, a total of KRW 49.6 million in donations was raised, which was donated to OSEAN(East Asia Sea Community Ocean), a non-profit organization focused on solving marine waste issues, to conduct coastal cleanup activities. Activities were conducted at 30 marine waste concentration areas nationwide with the participation of 25 organizations and 536 people, and the total cumulative length of cleaned coastlines reached 10.4km.

Through cleanup activities, approximately 12.8 tons(99,190 pieces)of marine waste were collected. The main items collected were styrofoam buoys, PET bottles, and plastic bags in that order. In particular, 11,320 buoys, which are major pollutants of marine ecosystems, were collected, resulting in the effect of preventing the generation of approximately 4.4 billion microplastics in advance.

	Marine Protection Activity Donations	Total KRW 49.6 million
	'ACTION FOR ZERO' Campaign Participants	Total 536 people
	Marine Waste Collection	Approximately 12.8 tons



Coast Stabilization Activities
(Korea Federation for Environmental Movement in Masan-Changwon-Jinhae)

Additionally, JYP Entertainment collaborated with the East Asian Seas Action Network(OSEAN) and 'Ocean Conservancy', the international coastal cleanup headquarters, to operate International Coastal Cleanup(ICC) seminars and exhibition booths during the '5th Intergovernmental Negotiating Committee on Plastic Pollution(INC-5)', raising awareness of the importance of coastal cleanup activities to the international community. Moving forward, JYP Entertainment plans to take the lead in creating a better Earth through the 'LOVE EARTH CHALLENGE' campaign, where artists and fans together spread eco-friendly values and enable future generations to nurture their dreams in healthy soil.

LOVE EARTH CHALLENGE



loveearthchallenge

Follow

JYP official environmental campaign
2024 LOVE EARTH CHALLENGE 🌍
Action for Zero



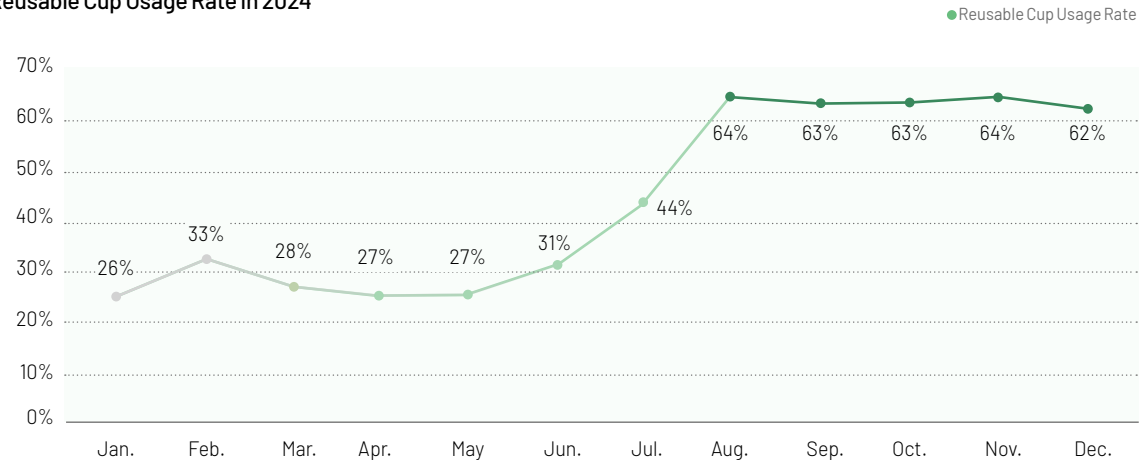


Special Resource Circulation Activities

Introduction of Reusable Cup Rental System

In July 2024, JYP Entertainment introduced an in-house 'reusable cup rental system'. This system allows employees to easily borrow reusable cups as an alternative to disposable cups, even when employees haven't prepared personal tumblers. We utilize RFID technology to track and manage quantities collected. To enhance usability, we established a reusable cup rental space at our in-house café JYP Soulcup and positioned recycling bin at major building locations, enabling everyone to conveniently utilize reusable cups. Additionally, we encourage usage by providing beverage discounts for reusable cup use and carbon neutrality points while displaying greenhouse gas reduction amounts on screen displays to heighten employee environmental awareness. Through the introduction of reusable cup rental system in 2024, we improved average monthly reusable cup usage rates to 63%, which is a 40% increase compared to the same period last year. Throughout the year, we reduced disposable cup consumption by utilizing 41,770 reusable containers, including tumblers and reusable cups. This achieved environmental benefits of approximately 1,469kgCO₂eq greenhouse gas emission reductions.

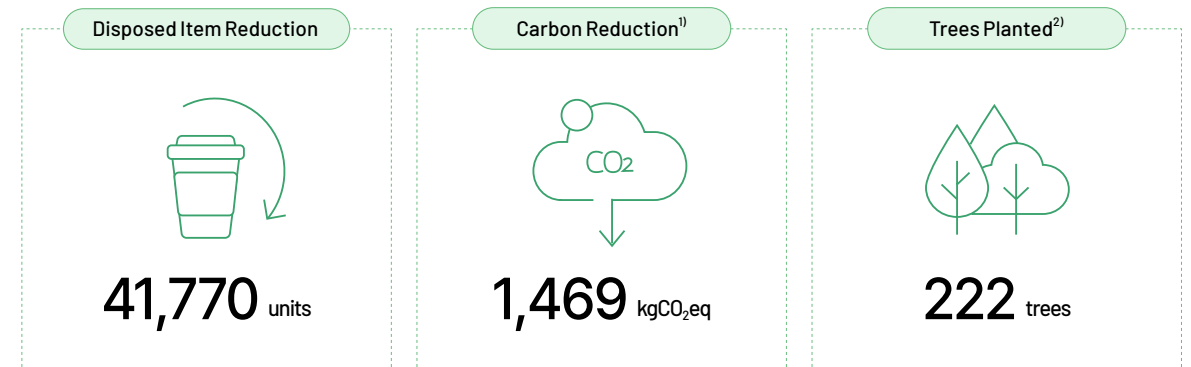
Reusable Cup Usage Rate in 2024



Reusable Container Rental Process



Reusable Container Usage Status



1) Based on Korea Environmental Industry & Technology Institute, Environmental Product Declaration (EPD) certification DB (2023)

2) Based on National Institute of Forest Science, Standard Carbon Absorption of Major Forest Species (2019), 30-year-old pine tree standard

Social

Entertainment transcends mere enjoyment and serves as a medium that connects people and society while driving positive change. JYP Entertainment pledges to lead in creating a better world through the power of music and culture. As a member of the entertainment industry, we fully recognize our social responsibility and prioritize mutual prosperity with all stakeholders from artists and employees to partners, users, and local communities. To achieve this, we pursue diverse efforts including protection of stakeholder human rights, talent development, creation of healthy organizational culture, responsible content production, fair partnerships, systematic health and safety management, and contribution to local communities.

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Human Rights Management

Governance

Board of Directors

The ESG Committee serves as the highest decision-making body overseeing human rights management, establishing policies and directions while conducting advisory and deliberation functions. Additionally, it makes decisions on major human rights related matters and reviews implementation performance to promote continuous improvement and development.

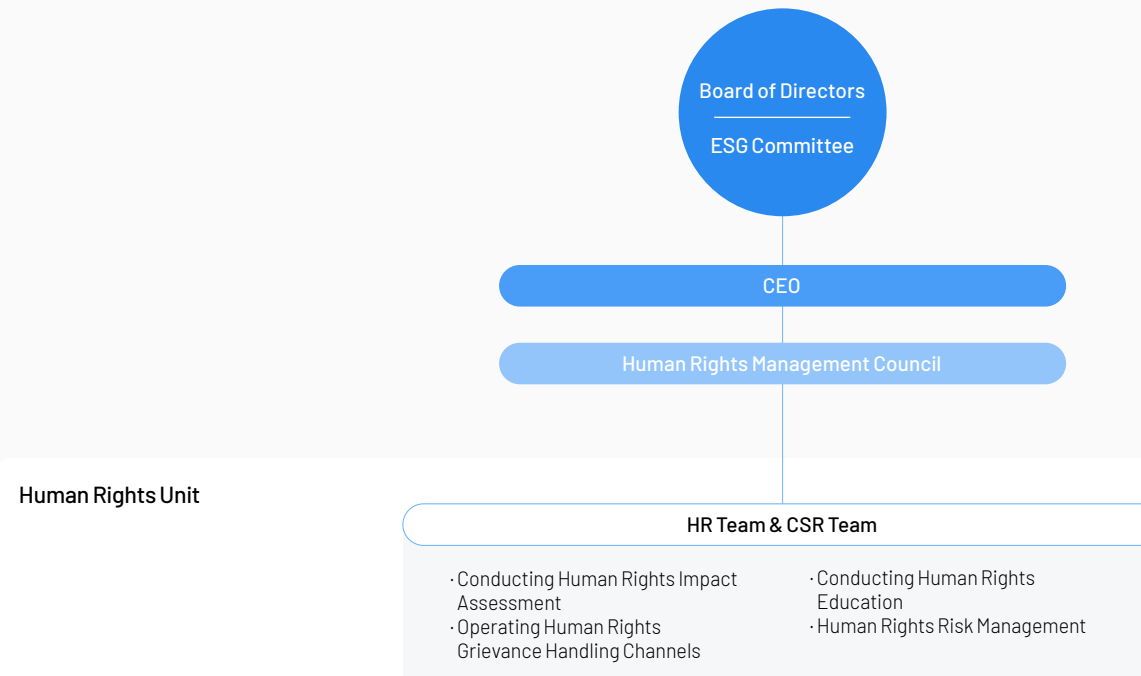
Top Management

CEO serves as the executive responsible for human rights management, listening to human rights related issues and opinions while making key decisions. They establish frameworks to prevent and manage human rights risks throughout business operations while ensuring effective implementation. Management also regularly monitors human rights related issues and reports significant matters to the Board of Directors.

Human Rights Management Council

The Human Rights Management Council functions as the core organization responsible for implementing human rights management. It conducts human rights impact assessments to identify human rights risks for each stakeholder group and develop improvement measures. The Council also conducts diverse human rights education and campaigns for all members – including employees, artists, trainees, and creators to foster a culture of human rights protection. Furthermore, we implement prompt measures to ensure remedial actions are provided if human rights violations occur, thereby establishing a practical human rights protection framework.

Human Rights Management Organizational Chart



Human Rights Management

Strategy

Human Rights Management Policy

JYP Entertainment is committed to actively implementing human rights management, working to prevent human rights violations arising from business operations and to protect and respect for the human rights of all stakeholders. Based on this commitment, we have established a human rights management policy with CEO approval to further strengthen our human rights management. This policy applies to all stakeholders related to JYP Entertainment, including all members of JYP Entertainment’s headquarters, subsidiaries, and overseas affiliate, as well as business partners, users, and local communities with collaborative relationships. It encompasses key elements for protecting human rights, including including respect for diversity and prohibition of discrimination, compliance with working conditions and hours, dignified treatment, freedom of association and collective bargaining, prohibition of forced labor, and worker health and safety, demonstrating JYP Entertainment’s strong commitment to implementation.

[JYP Entertainment Human Rights Management Policy](#)

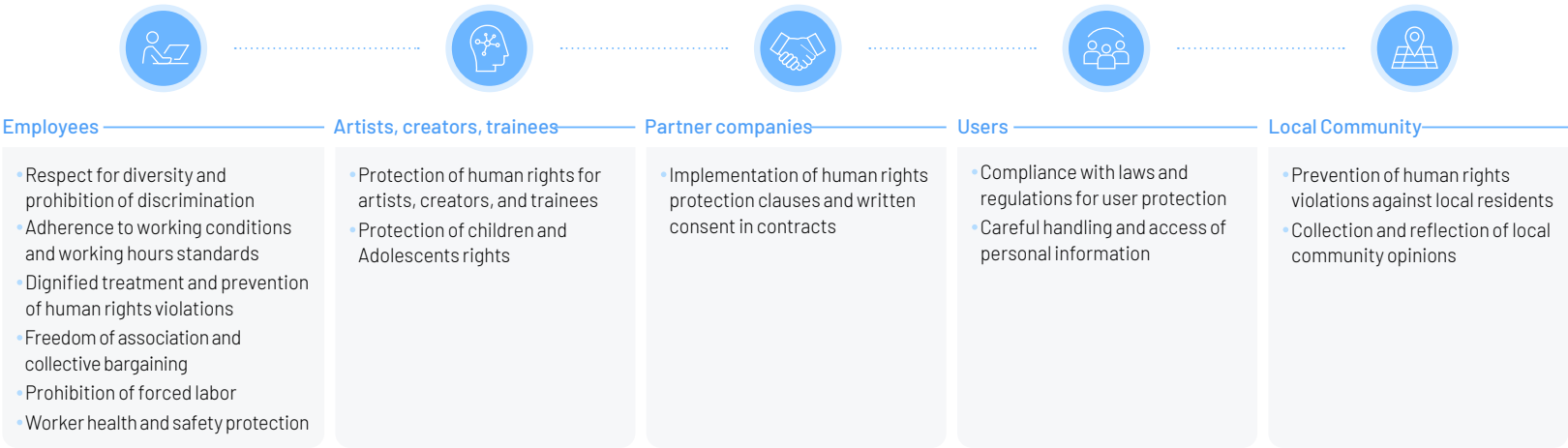
Human Rights Issue Management

JYP Entertainment manages enterprise-wide human rights issues in an integrated manner based on the human rights management process outlined in our Human Rights Management Policy. First, we establish and declare a human rights management policy articulating our clear commitment to human rights respect, building and operating a human rights management system for implementation. Subsequently, we periodically monitor and assess human rights risks inherent throughout business operations, establishing effective improvement measures for identified risks followed by systematic implementation. Furthermore, even after improvement activities, we continue issue monitoring and management to ensure that human rights management does not remain simply a declaration but leads to implementation and immediate improvement measures. Through this approach, we will continue to realize substantial, and responsible change, and responses beyond mere compliance.

Human Rights Awareness

JYP Entertainment conducts human rights education for all members to foster a culture of respect for human rights and proactively prevent human rights risks, aiming to create healthy work environments where all employees can collaborate with mutual respect. Through these approaches, we aim to create healthy work environments where all members can respectfully collaborate. We conduct workplace harassment and sexual harassment prevention education and disability awareness improvement education for all employees annually. Additionally, we provide case-based education on industry-related human rights issues and status for managers, supporting them to practice human rights protection and respect in their work. Moving forward, we will expand the scope of education to include not only employees but also artists, writers, and trainees, spreading an inclusive organizational culture company-wide.

Basic Principles of Human Rights Management Policy



Human Rights Education Status

Category	Target	Details
Ethics Education	All employees	Sexual harassment prevention, disability awareness improvement, workplace harassment prevention, Integrity Management
Human Rights Education for Managers	Manager	Entertainment industry-related human rights issues and status, necessity and implementation methods of human rights management

Human Rights Management

Strategy

Human Rights Implementation Goals

JYP Entertainment has established medium- to long-term goals divided into short-term(2024), medium-term(2026), and long-term(2028) phases and is implementing stage-specific action plans to systematically and practically promote human rights management. In the short term, we focus on establishing human rights management systems by enacting human rights management policies and conducting human rights impact assessments to identify key risks and derive improvement tasks. We have also established Human Rights Grievance Handling Channels to allow employees to report human rights grievances and enhanced human rights sensitivity through education for members and managers. In the medium term, we aim to internalize human rights management by refining dedicated organizational systems and plan to regularly conduct impact assessments to implement improvement tasks. We will enhance effectiveness through diversifying Human Rights Grievance Handling Channels, subdividing education topics, and conducting member satisfaction surveys. In the long term, we plan to expand the scope of human rights impact assessments to all business sites for advanced human rights management and improve management policies based on due diligence. Through this phased approach, we will establish human rights management as a core element of corporate operations and build a global-level human rights management model.

Diversity Goals

JYP Entertainment has designated workforce diversity and inclusion expansion as a key priority, establishing medium to long-term diversity promotion objectives for implementation. Considering the characteristics of the entertainment industry, we aim to consistently maintain female employee and female manager ratios at 50% or higher respectively. To achieve these targets, we will continuously explore specific implementation initiatives to strengthen diversity and inclusion capabilities.

Medium- to Long-Term Goals for Human Rights Management

Establishment of Human Rights Management System

- Establishment of human rights management policy
- Implementation of human rights impact assessments and establishment of improvement tasks
- Establishment and activation of employee human rights communication channels
- Implementation of human rights management education for members and managers



Short-term(2024)

Internalization of Human Rights Management

- Advanced dedicated organizational system for human rights management
- Promoting improvement initiatives based on human rights management policy
- Regular implementation of human rights impact assessments
- Diversification of grievance handling channel operations considering member accessibility
- Subdivision of employee human rights education topics
- Implementation of member satisfaction surveys



Medium-term(2026)

Advancement of Human Rights Management

- Enhancement of human rights management policies based on due diligence results
- Expansion of human rights impact assessment implementation scope
- Strengthening of human rights issue prevention and monitoring systems



Long-term(2028)

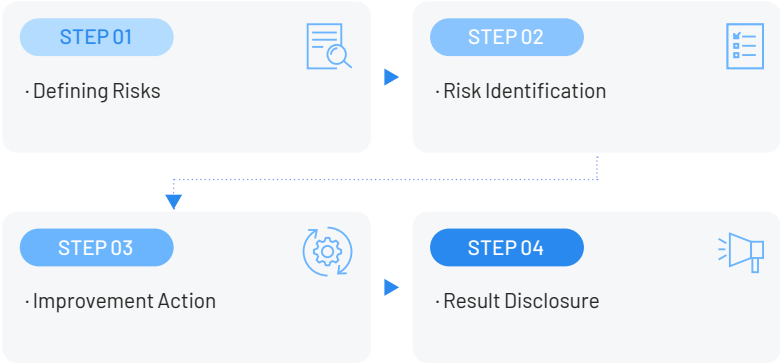
Human Rights Management

Risk Management

Human Rights Impact Assessment Process

JYP Entertainment defines human rights impact assessment as an essential corporate process to identify and prevent actual and potential adverse human rights impacts that may occur during business operations. Based on this foundation, we regularly evaluate and improve human rights risks considering diverse stakeholders involved in business relationships – including employees, artists and creators, trainees, partners, and users, sharing findings with relevant stakeholders. The human rights impact assessment follows four stages: ①Risk definition, ②Risk identification, ③Improvement action, and ④Results disclosure

Human Rights Impact Assessment Process



Target and Scope of Human Rights Impact Assessment

Based on a human rights impact assessment framework aligned with global standards, JYP Entertainment thoroughly examines potential and actual impacts on various stakeholders throughout business operations. We categorize assessment targets according to objectives specified in our human rights management policy, and conduct differentiated human rights impact assessments that reflect each group's work and activity characteristics. Employees, artists, creators, and trainees are established as independent assessment groups, with major human rights risks identified and risk levels evaluated based on the environment and characteristics of each group. Moving forward, JYP Entertainment plans to continuously advance our human rights management framework and systems through regular human rights impact assessments and gradual assessment scope expansion.

Human Rights Risks by Stakeholder

Category	Details	Affected Stakeholders				
		Employees	Artist-Creator	Trainee	Partner	Users
Building a Human Rights Management System	Announcement of policies related to respect for human rights, regular assessments of human rights impact, corrective measures	●	●	●	●	●
Employee Diversity and Prohibition of Discrimination	Non-discrimination in employment and employee gender and nondiscrimination against non-regular workers	●	●	●		
Guarantee for the Freedom of Association and Collective Bargaining	Freedom of association and collective bargaining, and guarantee for, and sincere fulfillment of, collective bargaining	●				
Artists/Creators' Human Rights	The right to work, right to live, protective rights, right to participate, and property rights		●			
Children/Adolescents' Human Rights	The right to work, right to live, protective rights, right to development, right to learn, property rights, and right to participate		●	●		
Health and Safety	Workers' health and safety, protection of pregnant employees and employees with disabilities, health and safety training	●	●	●	●	
Respect for Employees' Dignity and Prevention of Human Rights Violations	Eradication of power abuse, prohibition of bullying at work, prevention of sexual harassment and assault	●	●	●		
Guarantee for Workers' Right to Work	Compliance with basic labor rights, ban on forced labor, maternity protection and work-life balance	●	●	●	●	
Responsible Management of the Supply Chain	Prevention of human rights violations in partner companies, and pursuit of mutual growth with partner companies.				●	
Protection of Consumers' Human Rights	Compliance with laws for consumer protection, corrective measures for product default, and protection of privacy					●

Human Rights Management

Risk Management

Human Rights Impact Assessment Indicator Design

JYP Entertainment is committed to thoroughly identifying human rights risks through human rights impact assessments while proactively preventing them. Based on our Human Rights Management Policy, we continuously advance evaluation criteria by reflecting domestic and international human rights standards and industry trends to identify human rights risks closely and strengthen preventive measures. Particularly, we have established and operate JYP Entertainment's proprietary human rights impact assessment indicators, incorporating past human rights-related submissions and employee feedback. Employee evaluation indicators comprise 8 categories with 90 items, while artist, creator, and trainee evaluation indicators consist of 5 categories with 53 items. We pursue continuous review and improvement reflecting global human rights-related regulations and systems and industry-specific trends. Through this approach, we refine our human rights protection framework even in rapidly changing business environments while advancing evaluation systems to enable practical risk management.

Employee Human Rights Impact Assessment Indicators

- ✓ Building a human rights management system(17 items)
- ✓ Health and safety(10 items)
- ✓ Responsible management of the supply chain(4 items)
- ✓ Employee diversity and prohibition of discrimination(15 items)
- ✓ Treatment of employees with dignity and prevention of human rights violation(14 items)
- ✓ Protection of consumers' human rights(12 items)
- ✓ Guarantee of workers' right to work(9 items)
- ✓ Guarantee for freedom of association and collective bargaining(9 items)

Artist · Creator · Trainee Human Rights Impact Assessment Indicators

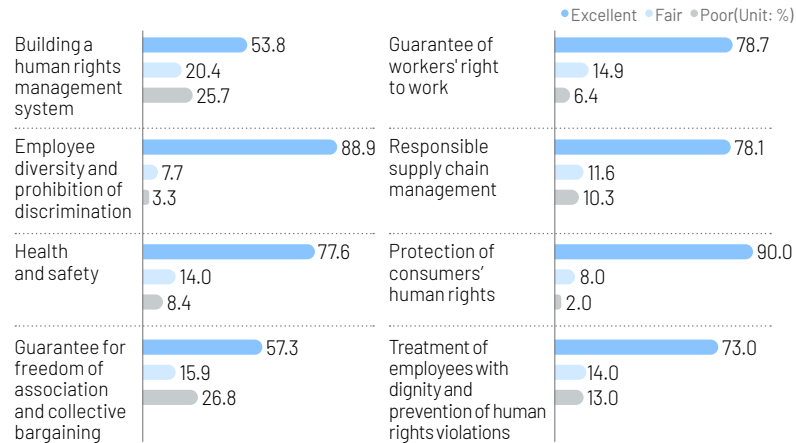
- ✓ Artist human rights(17 items)
- ✓ Health and safety(4 items)
- ✓ User human rights protection(2 items)
- ✓ Child and youth human rights(27 items)
- ✓ Dignified treatment and human rights violation prevention(3 items)

Human Rights Impact Assessment Results

Result of Human Rights Impact Assessment for Employees

Employee human rights impact assessment results showed average positive responses exceeding 50%, though improvements were needed in 'human rights management system establishment' and 'ensuring freedom of association and collective bargaining'. In human rights management system establishment, inadequacies appeared in rapid response systems for human rights issues and insufficient transparency in the disclosure of human rights management performance. Regarding freedom of association and collective bargaining, improvements were needed in regular labor management council operations and providing accommodations for free expression of opinions on working conditions. Based on assessment results, JYP Entertainment plans to establish systems for biennial regular evaluations to monitor human rights levels while continuously working on institutional improvements for practical human rights advancement.

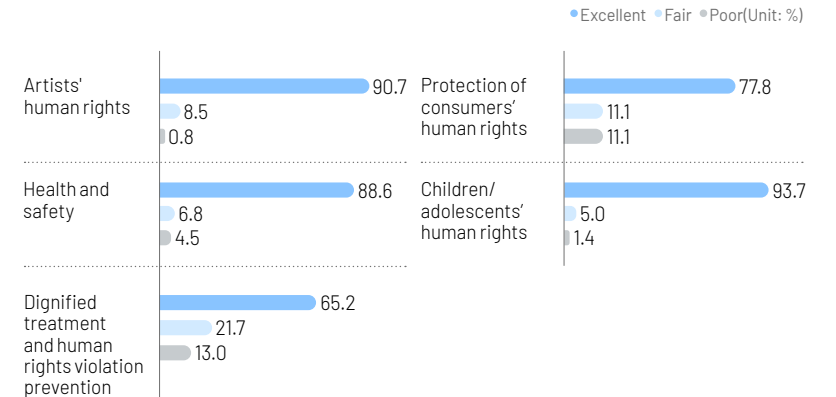
Result of Human Rights Impact Assessment for employees(Compliance Rate by Category)



Result of Human Rights Impact Assessment for Artists, Creators and Trainees

Human rights impact assessment indicators were prepared considering the environment of artists, writers and trainees, and assessments were conducted on their managing and supporting departments. The evaluation findings demonstrated that on average over 80% of responses were positive, suggesting that adequate human rights consciousness and fundamental response mechanisms are properly in place. However, improvement needs were identified in certain area. Particularly, relatively lower scores in 'treatment of employees with dignity and prevention of human rights violation.' Consequently, key future tasks were identified including strengthening human rights education, reviewing and improving the effectiveness of the human rights system, and establishing monitoring systems for regular status assessment. We will closely identify and mitigate human rights risks for artists, writers and trainees with high risk exposure, ensuring substantial human rights protection.

Result of Human Rights Impact Assessment for Artists, Creators and Trainees(Compliance Rate by Category)



Human Rights Management

Risk Management

Human Rights Impact Assessment Results

Human Rights Risk Mitigation and Improvement Measures

Based on human rights impact assessment results, JYP Entertainment develops improvement initiatives to address identified human rights risks. Through comprehensive evaluation of quantitative and qualitative survey results from human rights impact assessments, we select major risks and establish improvement initiatives including human rights management system awareness enhancement, dignified treatment and human rights violation prevention strengthening, employee working environment improvement, employee rest area expansion, and organizational culture diagnostics. Identified improvement initiatives undergo consultation with departments responsible for work related to each human rights risk, and detailed implementation plans are developed considering effectiveness and efficiency.

Based on this foundation, we establish and implement improvement action plans comprehensively reflecting implementation schedules, execution methods, support and collaboration requirements, and additional considerations. Major 2024 improvement implementation measures include establishing and operating online/offline human rights grievance channels and conducting manager-targeted human rights education. Moving forward, we plan to expand human rights autonomous organization operations and promote customized human rights education considering the entertainment industry and organizational work environments. Additionally, JYP Entertainment's human rights management extends beyond legal risk prevention to create environments where employees feel satisfied with the organization and can focus on work, assessing organizational culture through consulting and employee surveys.

We continuously monitor whether improvement initiatives for each human rights risk are appropriately implemented according to agreed schedules and methods. Through monitoring processes, we evaluate actual progress of improvement initiatives and prepare supplementary measures where necessary. We will support improvement of employee human rights related risks identified through ongoing organizational culture consulting while regularly conducting human rights impact assessments and organizational culture reviews to verify human rights risk mitigation. We aim to monitor and improve major human rights risk changes through this systematic approach.

Human Rights Risk Mitigation and Improvement Measures

Improvement Opportunities	Improvement Measures
Enhancing Employee Awareness of Human Rights Management System Establishment	· Guidance on employee human rights grievance handling channels provided to all employees during company-wide meetings · Selection, operation, and activity sharing of human rights autonomous organization 'URI JYP' representatives
Strengthening Dignified Treatment and Human Rights Violation Prevention for Employees	· Human rights education for managers on the theme of 'Human Rights Management in Entertainment Settings'
Improving Employee Working Environment	· Activation of new and experienced employee recruitment based on operational department requests, strengthening work etiquette
Expanding Employee Rest Areas	· Establishment of employee rest spaces: shared resting room, male resting room, female resting room(construction completed in 2025)
Organizational Culture Assessment and Human Rights Risk Management	· Organizational culture consulting in first half of 2025 and survey for organizational culture assessment targeting all employees



Human Rights Education for Managers



Resting Area

Human Rights Management

Risk Management

Operation of Human Rights Grievance Handling Channels

JYP Human Rights Counseling and Reporting Channel

JYP Entertainment operates online and offline human rights grievance channels for handling and reporting to manage employee complaints promptly and transparently. Online channels include the 'JYP Grievance Handling Survey', which collects reports and opinions on work environment, personnel systems, workplace and sexual harassment, and other issues. Offline, we listen to employee grievances through the human rights autonomous organization 'URI JYP'. Additionally, we operate an independent governance system that allows the reporting of violations of internal regulations and laws, including fraud and corruption, through the 'JYP Whistleblowing System'. All channels guarantee anonymity for confidential use by all employees and protect the rights of applicants and reporters.

JYP Grievance Handling Survey

JYP Entertainment operates the 'JYP Employee Grievance Survey' to enable employees to freely discuss various inconveniences and grievances they experience in daily work life. This channel utilizes an external survey system to allow opinion expression without the risk of being identified. Anyone can register honestly and freely, from minor work-related inconveniences to organizational culture concerns. When grievances are received, we coordinate with relevant departments to provide specific feedback and implement follow up responses.

The survey comprises three main categories: work environment, HR-related matters, and other grievances. For work environment, we collect opinions on physical conditions including HVAC management, office space, and common area usage. In HR-related areas, we gather employee feedback on overall HR policies. After reviewing grievances received through the survey, we implement necessary system and environmental improvements to enhance employee satisfaction and psychological stability within the organization and activate communication among employees.

Human Rights Grievance Handling Process



Special Human Rights Grievance Channels

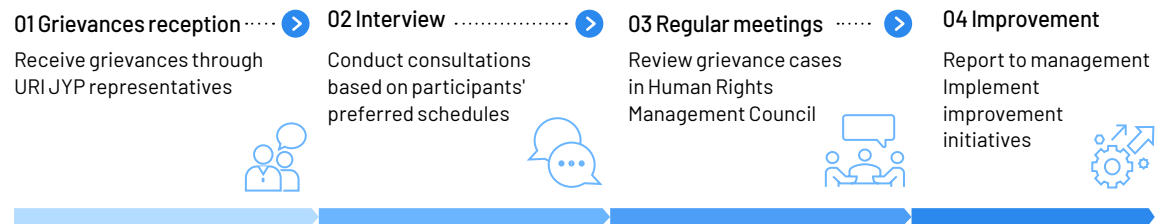
Autonomous Human Rights Organization 'URI JYP'

JYP Entertainment operates the human rights autonomous organization 'URI JYP' to enable employees to share their concerns and difficulties comfortably and safely.

The name 'URI JYP' was selected through employee ideas from an internal company contest, embodying the meaning of a trustworthy place where employees can feel as comfortable as home, rely on during difficult times, and where confidentiality is guaranteed.

'URI JYP' representatives are selected as male and female representatives through voluntary applications and employee recommendations, providing customized consultations regularly based on employees' situations. In 2024, grievances related to work environment, organizational culture, and internal conflicts were received. To address these issues, we are strengthening intra-organizational communication and implementing necessary procedures including organizational culture consulting. Additionally, JYP Entertainment is reinforcing the operational foundation of the human rights autonomous organization by providing support for educational programs, interview expenses, and rest opportunities to enable 'URI JYP' personnel to carry out their activities smoothly.

Operational Process

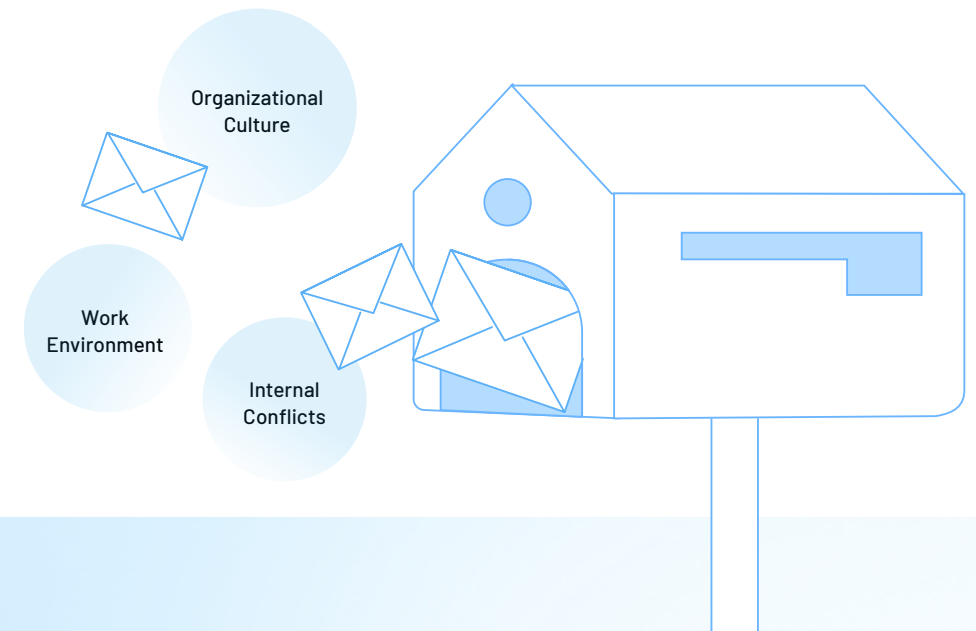


“ I was grateful to listen to the valuable voices of coworkers and help create a better internal culture by bringing together their thoughts and feelings. ”

URI JYP representative

“ Just knowing that there are colleagues who understand my concerns and people who work together to help resolve them gave me great strength. ”

URI JYP participants



Employees

Governance

Dedicated Department

JYP Entertainment supports members to maximize their potential for sustainable growth within the entertainment industry. HR Team and Management Support Team operate various personnel and training systems, welfare benefits, and work systems to enable executives and employees to participate proactively and contribute to the organization.

HR Team

HR Team plays a crucial role in member growth. We enhance organizational competitiveness through recruiting excellent talent and providing education for capability enhancement and conduct fair and transparent evaluation and compensation. Additionally, we operate flexible work systems to provide optimal work environments tailored to individual circumstances.

Management Support Team

Management Support Team plays a role in enhancing member satisfaction and promoting work-life balance. We provide multifaceted support to enable executives and employees to focus on their work and build positive experiences in company life through operating suggestion program(CHANGE) that reflect individual employee needs, various welfare benefit programs, and improving comfortable work environments.

Labor-Management Council

JYP Entertainment operates a labor-management council to communicate regularly with employees. The labor-management council conducts consultations on employee benefits and working conditions, while also performing roles in strengthening labor-management cooperation and mediating conflicts. We also implement matters agreed upon through collective bargaining agreements. Moving forward, JYP Entertainment will continue listening to employee voices and building mutually respectful labor-management relations.

Labor-Management Council Operation in 2024

Date	Number of participants (people)	Number of agendas (cases)	Details
2024.02.20	6	5	2024 Incentive payment plan and other matters
2024.05.21	6	7	2024 Mandatory training and other matters
2024.07.16	6	5	2025 Salary increase discussions and other matters
2024.12.17	6	4	2025 Incentive budget allocation and other matters

External Relations for Talent Development

JYP Entertainment collaborates with various external professional institutions for talent development and organizational capacity strengthening. We partnered with educational consulting institutions specializing in organizational assessment and leadership development to establish one-on-one coaching programs for managers, and conducted leadership and general management education by matching external university faculty with our managers. Additionally, we discussed employee capacity building measures with online education specialists to apply cutting-edge technologies and trends to work processes, while reviewing customized training programs tailored to the entertainment industry. We collaborated with global companies in digital creative and solution fields to design and operate seminars and training programs on latest technologies and trends specific to JYP Entertainment. In the future, we plan to expand job-specific customized training based on the performance outcomes and improvements identified from these educational programs.

Employees

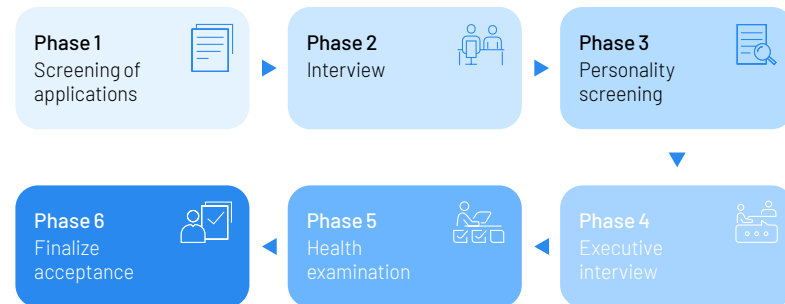
Strategy

Talent Recruitment

Talent Recruitment Process

JYP Entertainment's ideal talent profile encompasses creative and proactive individuals well-suited for the entertainment industry. We ensure fairness in talent recruitment while complying with the Fair Hiring Procedure Act. Our recruitment process involves direct participation from top management in the hiring process and includes personality assessments to recruit candidates who possess both professional competencies and strong character. For creative positions where creativity is particularly crucial, we conduct regular blind recruitment processes to further enhance fairness. In addition, we continue our efforts to objectively assess candidates' suitability and recruit outstanding talent capable of leading the entertainment industry.

Recruitment Process



Regular Public Recruitment

JYP Entertainment conducts regular open recruitment to secure exceptional talent. To select candidates with the necessary competencies and qualifications for each role, we implement a systematic process including document screening, technical interviews, and executive interviews. We particularly emphasize job compatibility through practical-focused evaluations that reflect the characteristics of the entertainment industry. After hiring, we provide job-specific training and onboarding programs to support smooth organizational integration.

Experienced Professional Recruitment

JYP Entertainment conducts ongoing experienced professional recruitment to secure talent with specialized expertise and experience across our various divisions. Experienced hire evaluations focus on job comprehension and practical competencies, with comprehensive assessment of candidates' professional capabilities and organizational fit through portfolio reviews and operational staff interviews.

Employee Referral Program

JYP Entertainment operates an employee referral program to secure outstanding talent. Through referrals, we can verify the professional expertise of experienced candidates, and referred hires can adapt to the organization more stably due to established social relationships with referrers. To activate our employee referral program, we enhance referrer accessibility within limits that do not compromise fairness, and provide incentives to both referrers and successful hires when recruitment is completed.

Department-linked Recruitment Information Sessions

JYP Entertainment conducts department-linked recruitment information sessions that consider industry characteristics. We design and execute customized information sessions targeting students majoring in fields highly relevant to our company, such as music and production. During these recruitment information sessions, industry practitioners directly introduce job functions and provide practical guidance on portfolio preparation, while making diverse efforts to facilitate pathways to employment.

Employees

Strategy

Talent Development Training

Job Competency Training

JYP Entertainment provides diverse training programs, including job-specific professional training, to create an environment where employees can grow independently based on passion and commitment. All employees can freely participate in necessary training regardless of their employment type. When participating in job-specific professional training, we provide certification acquisition cost support to help employees develop as experts in their respective fields. Additionally, we support new employee orientation, leadership development training, external training programs, and participation in job-related conferences, while evaluating training satisfaction and effectiveness through assessments of learning achievement, practical applicability, and organizational contribution.

Talent Development Programs

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

Support for Language Learning and Certifications

JYP Entertainment supports employees in voluntarily completing training necessary for personal development in areas such as languages and other certifications(MOS). This training is provided equally to all employees regardless of their employment status. Specifically, we offer both online and offline training options for enhanced accessibility and support learning materials, tuition fees, and other expenses for certification acquisition.

Learning Platform

Category	Area	Number of Courses Supported	Support amount
Designated Online Platform	Job		KRW 200,000
	Language	1 course a month	KRW 150,000
	OA		KRW 100,000
Designated Online Platforms and Others(On/offline)	Job	1 course a month, 2 courses a year	KRW 500,000
	Language, OA	1 course a month, 5 courses a year	KRW 100,000
Certifications	MOS	1 course a year	Full expenses

* For job-specific training, funding exceeding the allocated budget requires approval authorization for additional support.

Management Competency and Leadership Enhancement Training

JYP Entertainment operated a leadership training program through one-on-one coaching to strengthen strategic thinking and leadership capabilities of organizational managers. The training was conducted through customized coaching methods tailored to individual manager characteristics via one-on-one matching with external instructors, covering workplace relevant topics such as organizational management, employee management, and communication. Through this program, managers systematically enhanced their capabilities to address workplace challenges and effectively drive team performance.

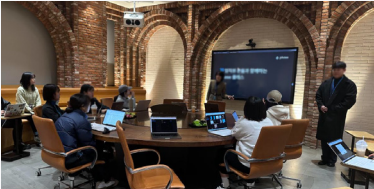
In-house Training Seminars

JYP Entertainment operates in-house training seminars for creative professionals by inviting external experts to share the latest technologies and trends in design and video production. A total of 10 seminars were conducted in 2024, providing insights into cutting-edge technologies and trends along with practical information for workplace application. In addition, networking sessions facilitated direct communication between participating employees and speakers, expanding opportunities for information exchange and collaboration. We plan to continue supporting employee capability enhancement through regular seminar sessions.

In-house Training Seminars



Total10Sessions



Employees

Strategy

Performance Evaluation and Compensation

Performance Evaluation Process

JYP Entertainment has implemented the Management By Objectives(MBO) system since 2012 to align employee growth objectives with JYP Entertainment's growth targets. We provide equal opportunities based on competencies and performance regardless of job function, job category, or gender, establishing goals through organizational and individual consensus. Following individual and organizational evaluations and feedback on final results, we operate a compensation system based on these outcomes. To ensure fair performance evaluation and compensation, we operate a Performance Management Committee and distribute a portion of profits generated through the company's business activities to employees via company-wide performance bonuses.

Evaluation Process



Individual Performance Evaluation

JYP Entertainment operates an evaluation framework that categorizes individual assessments into competency and performance components. Competency levels are evaluated twice annually in alignment with our core values, while performance evaluation proceeds through medium-term review and final evaluation stages. Through this evaluation system, we have established an environment where all executives and employees can be fairly assessed and receive appropriate compensation.

Organizational Performance Evaluation

JYP Entertainment conducts MBO-based organizational evaluations at the division level. Division heads and department managers establish objectives considering the characteristics of their respective responsibilities and regularly monitor implementation progress. Additionally, we facilitate regular communication and feedback throughout the performance objective achievement process to create an environment where all employees can actively participate.

Multi-faceted Assessment

JYP Entertainment conducts 360 degree leadership evaluations by listening to members' opinions about leaders. We evaluate core values and leadership competencies using various factors such as work attitude, collaboration, and communication skills from multiple evaluators. The diagnostic elements of the 360 degree evaluation are designed to reflect the purpose of the assessment.

Appraisal Category Incorporating Leader's Code

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

Employees

Strategy

Employee Benefits

Retirement Pension Program

JYP Entertainment operates a defined contribution(DC) retirement pension plan to ensure employees can maintain a stable lifestyle after retirement. This system involves the company contributing a fixed amount annually to each employee's individual retirement account, with the amount calculated as retirement benefits based on investment returns. The retirement pension targets employees with over one year of service, with a 74.5% enrollment rate at headquarters in 2024. Benefits are determined by accumulated contributions and investment performance until retirement, allowing members to select investment products and design strategies independently. Retirement pension assets are securely managed through external financial institutions, and the company provides educational programs to enhance employee understanding of the system.

Healthcare Benefits

JYP Entertainment prioritizes employee health and provides comprehensive healthcare benefits. We support annual health checkups and provides the examination day as paid leave. For employees over 40, we additionally cover health checkup costs for one spouse or parent. Furthermore, we operate smoking cessation programs in partnership with Gangdong-gu Public Health Center and provide congratulatory payments to employees who successfully quit smoking.

Mental Well-being Program

JYP Entertainment operates mental care programs to promote healthy mental wellness among employees. Employees receive support for managing their mental health through one-on-one counseling with professional counselors, which provides them with time to care for their emotional well-being. When in-person counseling within the office is challenging, we provide environments for comfortable consultation via video conferencing or in separate spaces, and also offer online counseling programs for employees working off-site.

Welfare Systems

Benefits and Welfare		Description
Category	System	
Working Hours	Flexible Work Arrangements	Setting up a work schedule based on core time(focused work hours) and on a monthly basis
	In-house cafeteria	Free lunch and dinner at JYP BOB with a systematic organic diet
Working and Living Conditions	Benefit points at the in-house cafe	Benefit points redeemable at the in-house café, JYP Soulcup
	Childbirth benefits	Childbirth benefit amount to encourage employees to have children
	Parental leave return gift	Gifts for those who return to work from parental leave
	Child learning benefit	Child tuition support provided to employees with children aged 4 to 18 years old(Korean age)
	Benefit points	Points granted through the affiliated online mall on occasions such as national holidays and the Foundation Day, as well as in an annual total
	Congratulations and condolences support	Congratulatory and condolence expenses(flower arrangements, etc.) and bereavement leaves
	Pet bereavement support	Funeral service agency support(grandparents, parents, children, etc.)
	Team meeting expense support	Paid leave(1 day) for a pet's funeral
Healthcare	Support for wellness examination	Support for meeting expenses that can be used for team meetings and consultations
	Group accident insurance	Free health checkup support for employees and their spouses/parents (once per year)
	Influenza vaccination	Coverage for critical illness and actual expense insurance benefits (including artists)
	Mental well-being program	Annual free vaccination support(including artists)
	Smoking cessation program	Face-to-face and online one-on-one counseling by a certified psychological counselor
Leisure and Cultural Activities	In-house clubs	Joint quitting program with Gangdong-gu Health Center
	Vacation support	Congratulatory reward for those who successfully quit smoking
	Condominium discount benefits	Allowance for club activities
Others	Support for employees who have completed specific tenures	Annual allowances for summer vacation
		Discounts on affiliated resort facilities
Others	Support for employees who have completed specific tenures	Paid refresh leave of 15 days provided for each of 3/6/10/15/20-year tenures
		10-year tenure: Golden key of fortune(37.5g)and appreciation plaque
		20-year tenure: KRW 5 million support payment

Work system

Flexible Work Arrangements

JYP Entertainment has implemented a flexible work system considering the characteristics of the entertainment industry. Based on a selective work hour system, employees can freely adjust their working hours considering intensive work periods and plan their work schedules on a monthly basis. Additionally, employees can work from home once per week upon request. Such flexible work arrangements contribute to improving employee work efficiency and quality of life.

Flexible Seating

JYP Entertainment has adopted a flexible seating system to promote flexible interaction and equitable communication among employees. We pursue workplace comfort and efficiency by providing office spaces with various functions, including focus work areas, collaboration spaces, relaxation zones, and phone booths. Employees can freely select their seats each day upon arrival at work, thereby expanding inter-employee communication and enhancing work creativity.

Employees

Risk Management

Human Resource Planning and Operations

JYP Entertainment establishes strategic workforce planning and operational strategies from a medium- to long-term perspective aligned with the company's core value and objective of 'LEADER IN ENTERTAINMENT'. Based on market trends and environmental changes, we analyze workforce demand and supply by job function and strategically operate talent acquisition systems that reflect each department's growth trajectory and operational characteristics in workforce deployment and management.

Organizational Culture Consulting

JYP Entertainment conducts organizational culture consulting to broadly gather opinions on employees' work environment and organizational culture and to derive improvement measures based on these insights. We are also preparing to conduct an organizational culture survey targeting employees, which will cover company satisfaction, organizational atmosphere, communication, work methods, leadership & support staff, and readiness for change. The survey aims to enhance response convenience by utilizing emoticons and images, and will be conducted as customized surveys segmented by job positions.

Employee Suggestion Program CHANGE

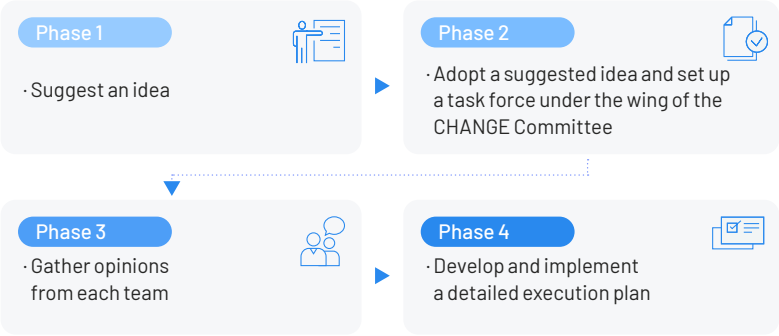
JYP Entertainment introduced CHANGE, an in-house suggestion system, in 2022. Through CHANGE, all employees can freely suggest ideas that contribute to JYP Entertainment's development and a happy workplace, regardless of their position or title. Additionally, we operate the CHANGE Committee for successful operation and implementation of the suggestion system.

In 2024, a total of 136 suggestions were submitted, of which 23 were adopted and reflected in actual company policies. Major suggestions adopted in 2024 included the introduction of group accident insurance for employee welfare enhancement and expansion of childbirth support benefits. This demonstrates the positive impact of the CHANGE system, where employees' valuable opinions lead to actual changes.

2024 CHANGE Suggestion Status



CHANGE Suggestion Process



Major Adopted Suggestions

Introduction of group accident insurance for all employees	Expansion of childbirth support benefits
Special menu provision at JYPB0B on artist debut dates	Paid annual leave provision for health checkup days

Artists

Governance

Dedicated Department

JYP Entertainment operates dedicated departments to provide professional support throughout the entire artist development process, from talent discovery to post-debut growth. The New Artist Development Division fosters promising talent at an early stage through audition planning, selection, and trainee management, alongside comprehensive training programs in vocals, dance, foreign languages, and other multidisciplinary areas. Artist Label, based on a multi-label system, specializes in artist-specific marketing and management, supporting artist capability development and sustainable activities through regular communication and customized support.

New Artist Development Division

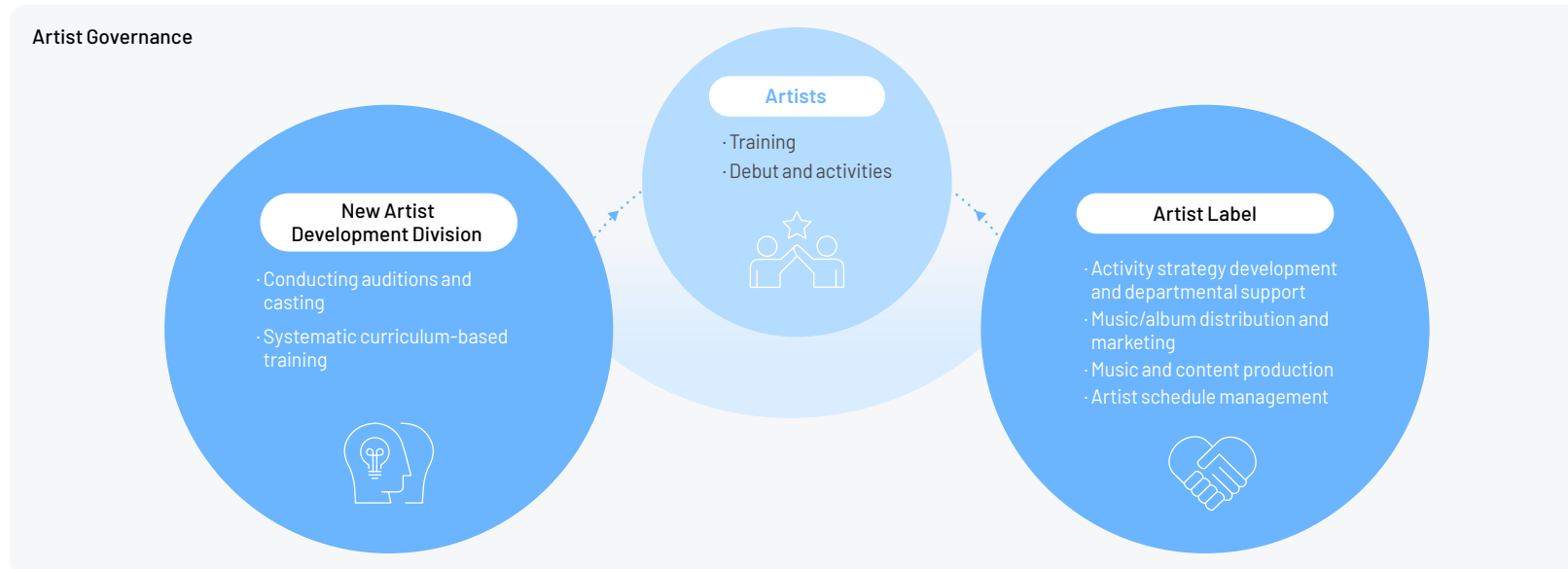
JYP Entertainment operates the New Artist Development Division as a core department for discovering and nurturing artists beloved by the public. This division is dedicated to identifying potential talent at an early stage and developing them into capable artists through systematic training programs. The division oversees the entire process including audition planning, participant selection, and trainee management, while operating educational systems for various capability development including vocals, dance, foreign languages, and fundamental skills training. In addition, through long-term development strategies that consider post-debut growth, the division contributes to enhancing the value of both JYP Entertainment and artists.

CASTING

JYP Entertainment's Casting Team serves as the department responsible for artist discovery, exploring potential talent through various domestic and international channels. Through diverse types of auditions and casting processes, we secure a broad talent pool and evaluate applicants' capabilities and potential. Considering the ever-changing K-POP market and global fandom trends, we focus on discovering talented next-generation artists based on proactive insights.

TRAINING

JYP Entertainment's Training Team is dedicated to training operations to enable trainees' systematic growth. The team develops diverse curricula including vocals, rap, dance, as well as instruments, foreign language education, and foundational competency development, recruiting field specialists or operating internal instructors. The team provides customized feedback according to generational changes, establishes objectives, and conducts regular evaluations.

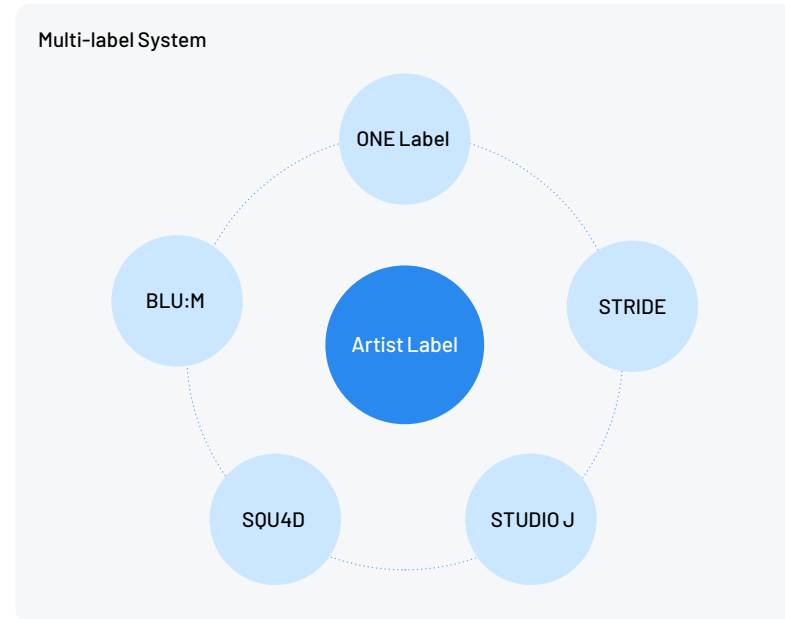


Artists

Governance

Artist Label

JYP Entertainment became the first in the entertainment industry to establish a multi-label system. Five independent labels are dedicated to training, marketing, and management of their affiliated artists. This enables systematic and comprehensive support for each artist, serving as the foundation for artist capability development. Dedicated personnel for each artist are responsible for identifying necessary training areas, monitoring psychological and health conditions, and conducting continuous consultations. Additionally, they share artist status updates through regular communication with label leaders.



STRATEGY & ADMINISTRATION

Department heads at JYP Entertainment's Artist Label plan medium- to long-term activity directions and strategies for artists while coordinating inter-departmental collaboration throughout the process. The Administration Department handles overall administrative operations for and supports various departments within, Artist Label. They manage artist appearance contracts and settlements, activity-related documentation, cost/revenue data management, wardrobe management, guidance and monitoring, and business planning.

MARKETING

JYP Entertainment's Marketing Department is responsible for enhancing artist recognition and managing distribution, marketing, and promotional activities for music/ album releases. We register music on domestic and international music platforms, establish promotional strategies for online and offline channels aligned with artist brands and album concepts, and conduct activities accordingly. Additionally, we conduct fan marketing operations including fan club management and fan meeting organization to strengthen touchpoints between artists and fans. To proactively prevent risks during artist activities, we create and implement checklists for review during content planning, broadcast appearances, and fan signing events.

MUSIC & PRODUCTION

JYP Entertainment's Music Department oversees all processes involved in music creation. They handle concept planning, demo collection and evaluation, production monitoring, credit documentation, and copyright registration. The Production Department plans concepts containing album direction and keywords, manages jacket and music video filming, and handles photo and album design encompassing all artist visual-related operations. Particularly during music and visual content production, they proactively review potential risks including similarities, plagiarism, and lyrical content to manage overall risk exposure.

MANAGEMENT

JYP Entertainment's Management Department handles operations related to artists' domestic and international schedules. They provide on-site support necessary for artist schedules and activities including album production, broadcast and event participation, and concert and fan meeting organization. For music broadcasts, entertainment programs, commercials, photo shoots, and events, we have standards for checking preliminary preparations and on-site verification items to ensure smooth execution of artist activities.

Artists

Strategy

Artist Casting

Domestic and International Talent Discovery Process

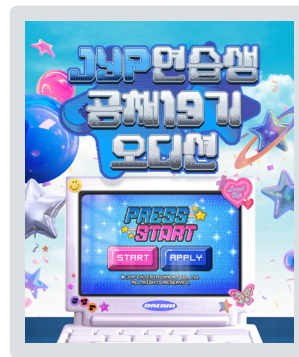
JYP Entertainment has established a systematic talent discovery process to identify creative and proactive talent. Applicants are accepted regardless of gender or nationality, and we conduct both online and offline auditions. Trainee selection follows a step-by-step evaluation process, incorporating not only talent and ability but also individual interviews and expert assessments.

Talent Evaluation and Selection Process

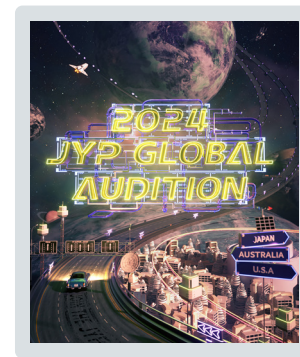


JYP Open Recruitment Audition Program JYP Entertainment has been conducting its own open recruitment auditions since 2007 to discover artists who have the potential to represent the K-POP industry. Artists such as 2PM's WOORYOUNG, TWICE's NAYEON and JEONGYEON, Stray Kids' Seungmin, Xdinary Heroes' Jungsu, and many more have been discovered through these auditions. In 2024, the 18th public audition was held in five cities across the country(Daejeon, Gwangju, Busan, Daegu, Seoul), and many contestants applied and showcased their talents at the event.

Global Audition JYP Entertainment conducts global auditions to discover musical talent from around the world in order to drive innovation in the global music industry. Our global auditions place no restrictions on gender, nationality, or cultural background to promote diversity and inclusion within the music industry, enabling us to meet diverse applicants. In 2024, we conducted auditions in Japan, Australia, and the United States.



19th Open Recruitment Audition
Promotional Poster



Global Audition Promotional Poster

Ongoing Casting JYP Entertainment conducts ongoing casting to discover promising talent. We explore talent through diverse methods including online channels such as social media and online audition platforms, as well as offline approaches. Aligned with the globalized K-POP market, we actively conduct ongoing casting not only domestically but also internationally.

On-site Academy Auditions JYP Entertainment discovers trainees by directly visiting specialized educational institutions for arts and physical education such as vocal and dance training to conduct on-site auditions. Casting Team directly evaluates the skills and talents in training through these visit auditions and uses them as opportunities to select promising trainees. This method serves as an effective channel for discovering real talent while meeting capable candidates suitable for JYP Entertainment.

Broadcaster Collaboration Auditions JYP Entertainment actively participates in audition program production through collaboration with broadcasters. Broadcast audition programs represent a method to achieve both mass appeal and professional standards simultaneously. JYP Entertainment either co-operates the entire process from program planning stages through casting, training, and evaluation or participates as judges. This collaboration serves as the foundation for discovering talented individuals, sharing their growth journey with the public, and ultimately establishing them as artists beloved by the public.

Artists

Strategy

Artist Training

Capacity Building Program

JYP Entertainment nurtures trainee performance capabilities based on a systematic training system. We operate training programs with specialized instructors in vocals, rap, and dance within comfortable practice facilities. Additionally, we continuously recruit instructors to immediately reflect evolving K-POP trends and provide diverse programs. In particular, we provide vocal training videos directly taught by founder and CCO J.Y. Park to all trainees.

Enrichment Program

JYP Entertainment provides programs that develop not only trainees' musical capabilities but also their liberal arts education. To cultivate humanities education, we conduct Korean language and history, reading education, while providing sexual harassment and violence prevention education and gender equality education to enhance ethical awareness. Additionally, we operate IT personal information protection training and fundamental competency manual training. We regularly participate in volunteer activities to enable trainees to practice and internalize the liberal arts education gained through various programs. Through this approach, trainees develop into artists with social responsibility and positive influence. Furthermore, we conduct foreign language, world history, and international etiquette education to nurture talent suitable for the global market.

Trainee Living Support

Healthcare Support JYP Entertainment provides health checkups for all trainees every two years. We support recovery through outpatient treatment for any injuries occurring during training and operate a welfare system that assists foreign trainees with health insurance enrollment. Furthermore, we provide organic meal plans to ensure adolescent trainees receive adequate nutrition and develop healthy eating habits during their growth period.

Mental Care Support JYP Entertainment operates a dedicated trainer system to facilitate smooth bidirectional communication with trainees. Dedicated trainers communicate based on horizontal organizational culture and provide comprehensive support for trainee life. We also implement regular surveys and individual consultations to address trainee concerns. Additionally, we conduct counseling programs with professional psychological counselors to support trainee mental health.

Welcome Kit JYP Entertainment presents a Welcome Kit at the first orientation meeting following contract signing to show our support and welcome trainees as they embark on their new journey. The welcome kit consists of a tumbler engraved with the JYP Entertainment logo and a practice-dedicated diary. The diary includes sections for recording daily lesson schedules, goals, and self-assessments, along with weekly and monthly feedback sections. It helps facilitate communication with trainers and systematic management of practice assignments.

JYP Talk JYP Entertainment operates JYP Talk as an anonymous ongoing communication channel for trainees. In 2024, a total of three grievances were received, including requests for practice room environment improvements and concerns about skill development, which were addressed and resolved. Additionally, we conduct quarterly surveys on overall trainee life. Using checklist-based assessments, we examine company life satisfaction (practice environment, lesson/training programs) and grievances, and we take immediate action where improvements are needed. We will continue to actively utilize JYP Talk to address trainee concerns and provide a stable practice environment.

Other Support JYP Entertainment strives to create an environment that supports trainee adaptation. For international trainees, we provide annual flight tickets to enable hometown visits, and hold trainee gatherings during holidays such as Lunar New Year and Chuseok to ensure no trainee feels isolated. Additionally, we support trainees in maintaining healthy independent lifestyles through evaluations and provide rewards such as overseas camps for outstanding performers. Additionally, we provide points for using the in-house cafe JYP Soulcup, allowing free access to beverages and refreshments.

Artists

Strategy

Artist Management

Multi-Label Operation

Through our multi-label system, JYP Entertainment provides comprehensive support for each artist, from training to psychological and health monitoring through dedicated personnel. For training, we understand artist aspirations through pre-and post-schedule monitoring and communication, actively supporting training programs that develop musical capabilities based on these insights. Beyond musical competencies, we also support foreign language and cultural education for development as global artists. Regarding psychological and health conditions, we conduct consultations and arrange rest periods when necessary, dedicating efforts to improving artist quality of life.

Artist Support

Artist Globalization JYP Entertainment strategically supports artist global expansion. Prior to overseas activities, we provide customized education to enhance understanding of local cultures and languages. Particularly for artists preparing for local interviews and fan meetings overseas, we intensively provide curricula focused on the respective country's language and cultural etiquette to facilitate smooth communication with international fans. In addition, for groups operating from overseas affiliates, headquarters actively supports global-targeted content planning, promotional strategies, and media relations.

Counseling and Collaboration with Artists To support artists' successful activities and growth, Artist Label conducts interviews with artists. Through this, we strive to listen to artists' voices and proactively identify individual needs to provide optimal customized support. In particular, CCO J. Y. Park conducts in-depth consultations by directly meeting with artists during overseas affiliate visits to share musical vision and direction. As part of collaboration among JYP Entertainment artists, they participate as cameos in music videos and various content, strengthening mutual support and solidarity.

Mindset Development JYP Entertainment provides diverse mindset education to ensure artists can continue activities smoothly in healthy and safe environments. For artists with foreign nationalities, we support understanding of Korean culture and social contexts, thereby minimizing misunderstandings arising from cultural differences. Furthermore, we conduct preventive education emphasizing mutual respect among artists, management, and staff to prevent discrimination and harassment. We strive to create safe and respectful environments where everyone can thrive together.

Special Support for Junior Artists JYP Entertainment provides customized support to help junior artists in their early career stages conduct stable activities and achieve growth. Considering that many are minors, we coordinate schedules to maintain balance between academics, practice, and activities, while providing lifestyle management and psychological stability support through dedicated managers.

Artists

Strategy

Artist Creative System

Creator Development and Recruitment

JYP Entertainment, through its subsidiary JYP Publishing, has pioneered the entertainment industry's first management system that supports and manages creative activities of composers, lyricists, and other creators. Beyond regular auditions, we discover talented creators through various channels including social media and referral systems. Upon final selection and company contract signing, creators receive creative activity support within our system, including promotional opportunities for their works, contract and copyright management, and comprehensive activity support and protection.

Capability Development

JYP Publishing provides diverse support to strengthen the creative capabilities of affiliated creators. For new creators, we provide educational videos and genre-specific guidelines created by CCO J.Y. Park to support creative work with solid musical fundamentals and directional clarity. Additionally, we organize song camps featuring international creators and provide opportunities to participate in music recording and album production processes. For performance directors responsible for JYP Entertainment performances, the company supports expenses necessary for professional development, including external lessons and performance attendance, facilitating practice-oriented growth.

Workplace Improvement

JYP Entertainment strives to provide optimal working environments to support the creative activities of affiliated creators and directors. In 2024, we significantly expanded practice spaces and currently operate a total of 10 practice rooms and 8 creative studios. JYP Publishing has a total of 16 studios to enable writers to focus on their creative work. For recreational spaces, we provide in-house cafés and dining facilities, while continuously conducting facility management and improvements.

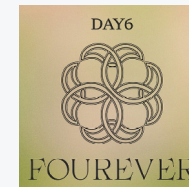
External Collaboration

JYP Entertainment strives to create optimal results through external collaborations with various creators possessing outstanding creative capabilities. Major examples of productions involving JYP Publishing affiliated creators and directors include DAY6's 8th Mini Album "Fouever," Stray Kids' "SKZSHOP HIPTAPE 합(HOP)," and Mini Album "ATE," which received significant attention and appreciation from the public. We also actively collaborate with diverse external experts in performance creation. A notable example includes Stray Kids' "Walkin On Water," where choreography was created in collaboration with WE DEM BOYZ, which also participated in challenges together and received positive responses from fans.

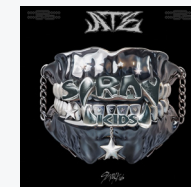


2024 Song Camp

External Collaboration Cases



DAY6
FOUREVER



Stray Kids
ATE



Stray Kids
합(HOP)

Artists

Risk Management

Intellectual Property Protection

JYP Entertainment recognizes intellectual property(IP)created through diverse content including music, videos, and performances by affiliated artists as core assets and takes proactive measures for protection. JYP Entertainment directly owns IP secured through exclusive contracts with artists and utilize this foundation to plan, produce, and distribute secondary content. We maintain regular monitoring and legal response systems to prevent unauthorized reproduction or misappropriation that infringes on intellectual property, and we have established systems for rights usage through licensing agreements with external companies. JYP Entertainment will continue to strategically protect and expand high-value IP to establish a foundation for sustainable growth.

Licensing Scope

Music and Content

OST, remakes, video content, etc.



Merchandise(MD)

Character, logo, publicity rights-based merchandise



Performances and Events

Concerts, pop-up stores, fan meetings, etc.



Brand Advertising

Brand commercials, campaign models, etc.



Artist Rights Protection

JYP Entertainment is committed to protecting artist property rights and human rights. We transparently share settlement systems and details with artists, and for new artists, we conduct briefings with guardians before debut to provide comprehensive explanations. We conduct ongoing monitoring of malicious comments and take legal action when necessary to protect artists from sexual harassment, defamation, and other harmful acts.

Plagiarism Monitoring System

JYP Entertainment conducts plagiarism monitoring for upcoming music releases through similarity monitoring specialist creators within JYP Publishing and external popular music experts. We review similarity based on checklists, collect expert opinions, and decide on music revisions or release cancellations through internal reviews to thoroughly manage all copyright issues including plagiarism. Performances are also closely analyzed for similarities through repeated reviews by multiple specialist evaluators.

Content Settlement System

JYP Entertainment transparently manages distribution and settlement of all music content through our proprietary content settlement system, JMC(JYP Music Content Management System). We explicitly delegate performance royalty collection rights to JYP Entertainment in exclusive contracts with artists, and execute neighboring rights royalty collection contracts with OSP(Online Service Providers, music transmission operators, music platforms) to collect performance royalties and subsequently settle with artists. We conclude written service contracts with session musicians and transmit information to the Federation of Korea Music Performers through the Korea Music Content Association.

Users

Governance

Dedicated Department

JYP Entertainment strives to enhance artist-fan bonds through fan-centered content and services, realizing mutually positive relationships. We operate dedicated departments including Platform Business Office(BLUE GARAGE) and Performance Business Office to provide innovative experiences, facilitate authentic communication, and improve fan engagement.

Platform Business Office

Platform Business Office(BLUE GARAGE) operates community platforms that enable artist-fan communication and active fan engagement, as well as commerce platforms that sell artist albums and merchandise. Supporting departments including planning, design, development, operations, customer experience, and logistics analyze overall consumer experiences and actively reflect them in service improvements. They resolve inquiries and complaints promptly and communicate transparently with fans through official platforms. Furthermore, they deliver optimal customer experiences by planning differentiated features, content, and events through analysis of user behavior data, competitor and market trends, and VOC(Voice of Customer).

Concert Business Office

Concert Business Office delivers special and enriching experiences to fans by implementing performances that reflect artists' worldviews and messages through artist and fan-centered operations. Additionally, we strive to create sustainable performance culture by enhancing performance and content accessibility and strengthening ticketing systems.

Strategy

FANS Platform

JYP Entertainment operates the global platform FANS, a space where artists and fans can communicate with each other. Through this space, fans can quickly check artist-related schedules and announcements, and also communicate with artists. Paid memberships(fan clubs) provide exclusive content access and various community events. We plan to continuously expand useful features to bring artists and fans closer together.

Multilingual Content Support

JYP Entertainment provides content translated into various languages to minimize language barriers as artist activities expand globally. The FANS service supports a total of five languages(Korean, English, Chinese, Japanese and Spanish), while video content subtitles support up to nine languages(Korean, English, Chinese, Japanese, Spanish, Portuguese, Indonesian, Thai and Russian). Additionally, real-time translation of posts and comments from artists and fans is available in dozens of languages. In 2024, we included announcements in multilingual translation targets and improved quality through systematization of translation processes.

Accessibility and Convenience Enhancement

JYP Entertainment has implemented various technical and design improvements to enhance the FANS platform user experience. We significantly improved system stability by reducing abnormal termination rates by over 95% from the platform's initial launch, while enhancing convenience through UX design improvements that eliminated unnecessary elements. Additionally, we expanded beyond the previous mobile application-centered approach by launching a responsive web browser version, strengthening accessibility so users can access the platform and consume content through various devices.

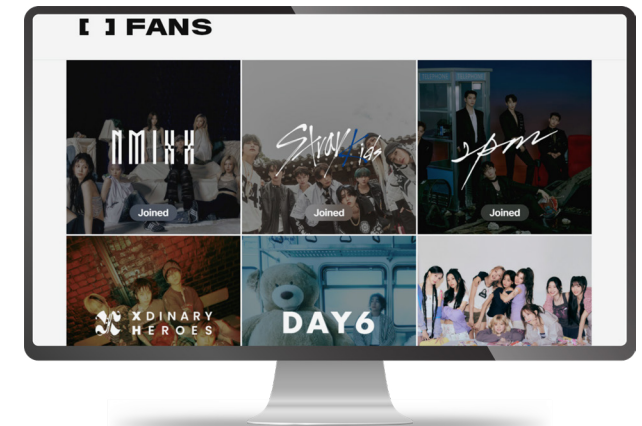
FANS
Multilingual
Support
Status

FANS Service

Korean, English, Chinese,
Japanese, Spanish

Video Content Subtitles

Korean, English, Chinese,
Japanese, Spanish, Portuguese,
Indonesian



Users

Strategy

FANS Platform

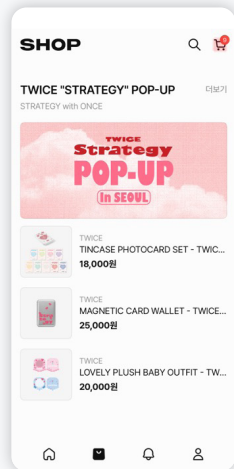
FANS SHOP Platform Integration

JYP Entertainment launched "FANS SHOP" by integrating the previously separate JYP SHOP with the FANS platform. This provides fans with a unified environment where they can directly communicate with artists and other fans while simultaneously purchasing albums and merchandise. By organically providing users with an integrated experience, we aim to enhance user satisfaction. We plan to continuously add various commerce features to strengthen the fan experience moving forward.

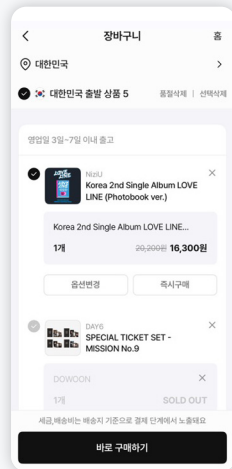
Specifically, we have improved cancellation/exchange/return processing by clearly displaying product order and delivery status information, while other features including curation/categories/events have been updated to provide enhanced convenience. We internalized the platform to improve logistics systems in alignment with operational strategies and aim to provide customized insights to fans through data analysis and support a convenient user experience.

Waitlist Registration and Product Stock Status Board Functions

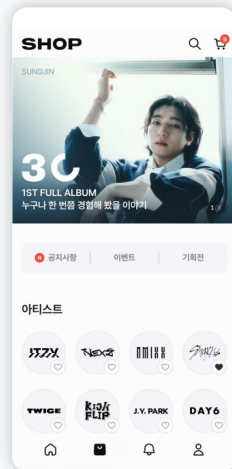
JYP Entertainment is introducing features that combine offline and online experiences through the FANS platform to enhance fan experience. In 2024, we launched a "waitlist registration feature" at concerts and pop-up stores that allows fans to receive mobile queue tickets using the FANS app, enabling convenient waiting without physically standing in line. In addition, during artist merchandise purchasing processes, we support efficient purchasing by enabling stock availability verification within FANS. In the future, we plan to integrate advance payment functionality to improve fan experience and reduce on-site congestion.



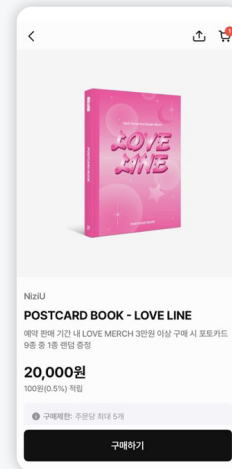
FANS SHOP Curation



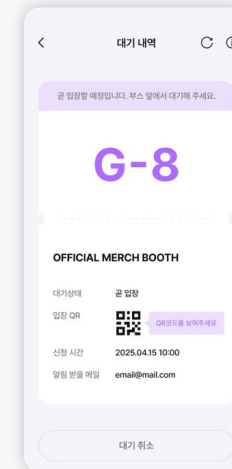
FANS SHOP Cart



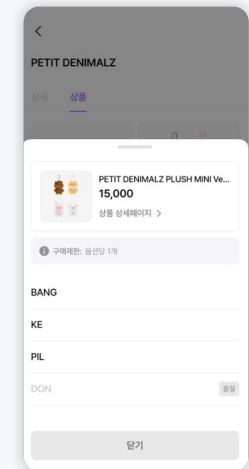
FANS SHOP Main



FANS SHOP Products



Waitlist Registration Feature



Stock Status Board Feature

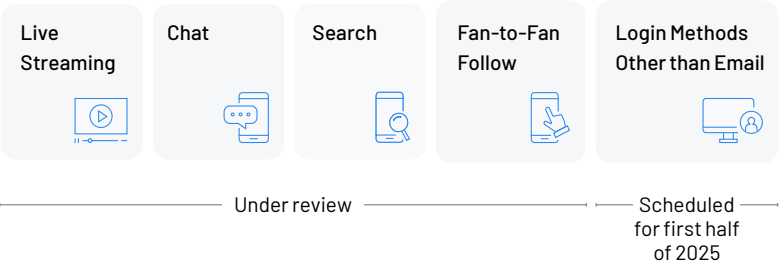
Users

Risk Management

FANS User Satisfaction

JYP Entertainment actively communicates and incorporates user feedback regarding inconveniences and areas requiring improvement through channels within the FANS service. We prioritize various feedback based on frequency and other criteria, implementing improvements sequentially. In 2024, we conducted comprehensive stability and speed enhancements for the FANS platform, along with UX/UI redesign work. We also improved multilingual translation scope and processes, and newly introduced stock status board and waitlist registration features for convenient offline event participation. Regarding suggested features including live streaming, chat, and search functionality, we have internally elevated their priority and are currently under review. Additionally, we conduct user interviews to listen to user voices and strive to provide valuable services.

FANS User Suggestions and Proposals Progress Status



JYP SHOP* User Satisfaction

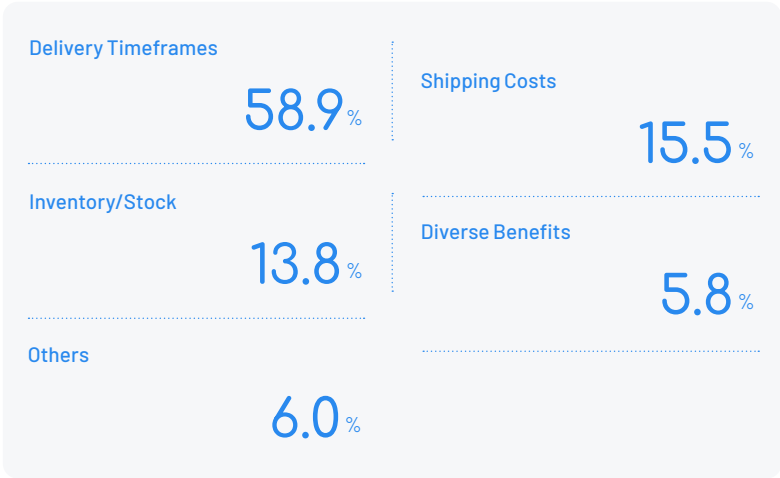
JYP Entertainment regularly conducts satisfaction surveys to actively gather user feedback for experience improvement and enhanced service delivery. A total of 4,455 users responded to the satisfaction survey conducted in 2024. The highest satisfaction areas were diverse benefits and product quality/design, while the most requested improvements were delivery timeframes and shipping costs.

Based on these opinions, we are making multifaceted efforts to reduce delivery periods and provide various special benefits. We continuously improve FANS services for fan convenience. We have enhanced platform-wide speed for a more comfortable environment and have improved multilingual translation scope and processes to support communication over language barriers. We have also conducted UI/UX improvements and will continue listening to users' voices to provide better services.

JYP SHOP* User Satisfaction



JYP SHOP* Areas for Improvement



* First half of 2025 integrated restructuring into the 'FANS' platform

Special Performance Operations

Sustainable Performance

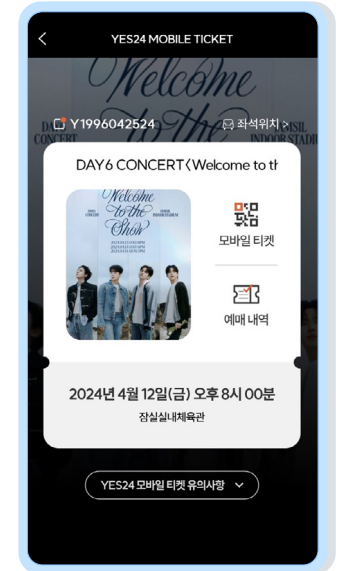
JYP Entertainment implements various strategies that consider environmental and social responsibility throughout the entire performance process to establish a sustainable performance culture. We minimize unnecessary energy waste from performance preparation through operation. We actively encourage audiences and staff to use public transportation, expand reusable container usage to reduce waste generation, and systematically guide on-site waste separation. We ensure safety as the top priority for both audience and staff through thorough safety inspections at every performance stage, while supporting venue accessibility improvements. Additionally, we provide multilingual support to enable global fans to enjoy performances without language barriers. Additionally, JYP Entertainment protects user rights through preventing unfair ticket sales and strengthening personal information protection. Furthermore, we meticulously manage performance content through preliminary monitoring to reflect diverse perspectives and ensure inclusiveness and ethics.

Waste Minimization

JYP Entertainment makes multifaceted efforts to minimize waste generated during performance operations. Specifically, we provide services enabling mobile ticket receipt instead of paper tickets during performance reservations. We also actively utilize digital materials in performance operations, contributing to paper waste reduction. We strive for overall waste reduction by applying eco-certified materials to merchandise packaging sold at MD booths.

Fair Ticketing Environment Creation

JYP Entertainment creates fair ticketing environments to ensure audiences can attend performances through legitimate procedures. We have established systems to identify and cancel unauthorized reservation tickets in advance, effectively preventing scalping through identity verification procedures. Additionally, we continuously strengthen security systems from booking to on-site performance operations to protect audiences' personal information. Through this, we aim to create sustainable performance culture by protecting audience and fan rights while enhancing ticketing process reliability.



Mobile Tickets

Sustainable Performance Operation

Venue Energy Management	Public Transportation Promotion	Performance Health and Safety	Fair Ticketing Environment Creation	Content Monitoring	Waste Usage Minimization	Venue Accessibility Improvement	Content Multilingual Support
• Operate heating and cooling only when necessary • Maintain appropriate temperatures according to recommended temperature standards	• Minimize traffic congestion and environmental impact around venues • Provide public transportation usage information	• Systematically manage all processes from planning to teardown • Revise performance safety management manuals, identify and improve risk factors in advance	• Identify and cancel unauthorized reservations in advance • Strengthen security systems for audience personal data protection	• Implement phased monitoring throughout the entire performance process • Review by personnel from various specialized departments	• Replace paper tickets with mobile tickets • Utilize digital materials to reduce paper waste during operations	• Secure and operate barrier-free seating • Conduct advance training for on-site staff	• Reduce linguistic and physical barriers through online platforms • Expand multilingual translation services

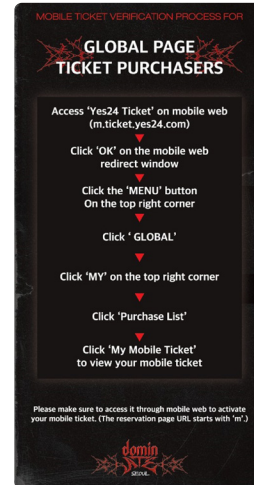
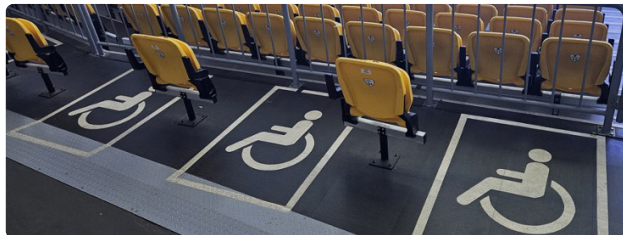
Special Performance Operations

Performance Accessibility Enhancement

JYP Entertainment strives to improve venue accessibility so that everyone can comfortably enjoy performances. We secure sufficient quantities of barrier-free seating, including wheelchair seats, in advance and convenient guide ramps and pathways to support audiences in safely and comfortably viewing performances. Particularly for venues without designated wheelchair seating, we convert some standing areas into wheelchair-accessible spaces, striving to incorporate inclusive values into performance culture so everyone can equally enjoy performances. Additionally, we create multilingual guidance materials so audiences from diverse cultural backgrounds can enjoy performances without inconvenience. At offline venues, staff provide accessibility information and receive relevant training to ensure appropriate support for audience members requiring assistance.



Wheelchair Seating in Venue



Foreign Language Information Guides

Content Multilingual Support

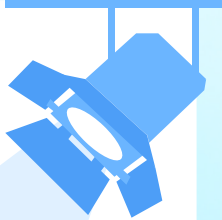
JYP Entertainment supports global fans in enjoying performances without linguistic or physical barriers through online performance platforms. We continuously expand multilingual translation services and operate real-time interpretation services for international fans attending performances. Performance subtitles and guidance materials are provided in a total of 11 languages, including English, Japanese, Chinese, and Spanish, helping audiences immerse themselves deeply in the content. This enables global fans to overcome physical limitations, connect more closely with artists, and share in the emotional experience of a performance.



Beyond LIVE Japanese and English Subtitle Screens



Beyond LIVE Japanese and English Subtitle Screens



Partners

Governance

Top Management

JYP Entertainment management is responsible for reviewing and approving overall strategies and policies for partners. They establish direction for building long-term partnerships and regularly review partner performance, directing action on areas requiring improvement.

Dedicated Department

JYP Entertainment's Management Support Team serves as the operational department implementing management strategies and is responsible for business operations and management with partners. We identify, evaluate, and contract with partners in compliance with relevant laws including the Subcontracting Act and Act on the Promotion of Mutually Beneficial Cooperation between Large Enterprises and SMEs. Additionally, we promote activities such as education and welfare enhancement for mutual growth while improving partner concerns through regular exchanges and communication.

Fair Cooperation Guide for Partners

Steps for Partner Selection

- Both existing and prospective partners should be offered fair opportunities for opening transactions and not face discrimination.
- Competitive partners should be selected based on transparent and fair selection standards(Multiple comparisons, price, competitiveness, etc.) and procedures.
- Partner selection standards should be concrete and specific with no room for discretionary interpretation, and the selection results should be disclosed in a transparent manner.
- Partner selection should not be solely based on close associations with the management or members, previous transaction history, or business convenience.

Steps for Transaction Terms Agreement

- Before commencing business with a partner, sufficient prior discussions should be conducted to confirm the transaction terms.
- Discussion on the transaction terms should be carried out fairly based on mutual respect and on equal footing.
- The terms should be free of common practices of transaction and made from a mutually beneficial perspective to avoid creating unfair transaction terms.
- In cases where there are several different counterparties, the transaction terms should be based on objective standards and free of discrimination, such as being unilaterally advantageous to a company with a special relationship or affiliation.

Steps for Transaction

- Any term changes should be preceded by full consultation with the counterparts to avoid unilateral changes.
- Accepting or asking for favors, gifts, or special treatment from partners is not allowed, and any unrequested gifts must be politely turned down.
- In case a contract has to be canceled due to inevitable reasons, prior agreed-upon cancellation terms must be followed.

Strategy

Fair Cooperation with Partners

JYP Entertainment has created the Partner Fair Cooperation Guide to build a transparent and equitable cooperation system. The Fair Cooperation Guide defines unfair trading practices, provides employee behavioral guidelines for fair trade, and sets standards to ensure fairness in all stages, including partner selection.

[JYP Entertainment Fair Cooperation Guide for Partners ↗](#)

Shared Growth Activities

Support to Improve the Well-being of Partners

JYP Entertainment makes various efforts to build a cooperative system enabling mutual growth with partners. To improve working environments for partners' resident employees, we provide in-house dining facilities and cafés, business IT equipment and software, and facility supplies.

Providing Funding and Investment to Partners

JYP Entertainment provides operating capital to small-scale partners to maintain stable business relationships. We particularly support partners' liquidity security through flexible and prompt payment to help secure their operational funds. Additionally, we strategically foster partnerships by investing in various startups. In 2024, we made new investments in food-tech startup Mynormal Company, travel tourism fintech Orange Square, and artist management company EDEN Entertainment.

Partner Training

JYP Entertainment supports partner education to strengthen partner competitiveness. In accordance with the CEO's ethical management message, we conducted ethics training for major partners and provided training for performance partners based on performance safety management guidelines. In 2024, we expanded seminars that were previously limited to relevant department employees to include partner employees through online participation. We will continue expanding partner education for the sustainable growth of the creative ecosystem.

Partners

Risk Management

Partner Code of Conduct

JYP Entertainment has established a Partner Code of Conduct to build a sustainable ecosystem through mutual growth with partners. The Code of Conduct includes the purpose of establishment, scope of application, and partner responsibilities and roles. All partners conducting business with JYP Entertainment must comply with the Code of Conduct and submit signed Partner Ethics Code of Conduct Compliance Pledges.

[JYP Entertainment Partner Code of Conduct ↗](#)

Partner Code of Conduct



Respect for Basic Human Rights of Workers

- Voluntary employment
- Protection of minor workers



Health and Safety

- Industrial safety
- Emergency evacuation



Environmental Protection

- Environmental permits and reporting
- Pollution prevention and resource usage reduction



Business Ethics

- Integrity
- Prohibition of improper benefits



Management System

- System integration into decision-making processes
- Regular measurement and performance evaluation

Partner Selection

JYP Entertainment has established partner selection and operation practices by applying the Fair Trade Commission's partner selection and operation guidelines and selects partners based on these practices. Key contents of the practices include enhancing transparency and fairness in partner selection and operation processes, and specifically and clearly disclosing all partner selection criteria, procedures, and results. JYP Entertainment will continue striving to build a fair and transparent win-win culture in partner selection and operations.

Partner Engagement Guidelines

- 1 — Disclosing standards and procedure for partner selection and results
- 2 — Concrete and specific selection standards
- 3 — Fair selection standards and procedures
- 4 — Fair opportunities for opening transactions
- 5 — Disclosing standards and procedures in relation to the registration and cancellation of contracts with partners
- 6 — Concrete and specific standards in relation to registration and cancellation of contracts with partners
- 7 — Fair standards and procedures in relation to registration and cancellation of contracts with partners

Partner Status

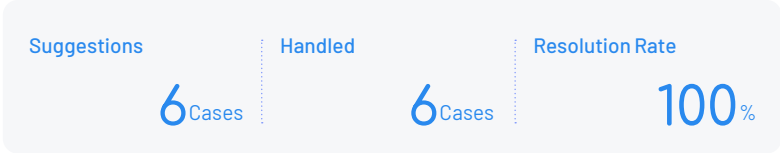
Category	Unit	2022	2023	2024
Overall Partners	EA	2,435	3,011	3,760
New Partners	EA	512	576	749
Total purchases	KRW 100 million	1,055	1,714	3,826

Partner Grievance Handling

JYP Entertainment operates communication channels for partners to freely present opinions and report grievances within the supply chain. Through this, companies registered as JYP Entertainment partners can freely suggest better directions for mutual cooperation, with reporter anonymity thoroughly guaranteed. Additionally, we accept and review creative and promising business proposals from potential partners through this channel.

[JYP Entertainment Communication with Partners ↗](#)

Partner Grievances Handling in 2024



Health and Safety

Governance

Top Management

The Chief Executive Officer(CEO), serving as the company-wide health and safety officer, is the ultimate responsible party for health and safety management. The CEO regularly reviews company-wide health and safety activity plans and performance, receives reports on major health and safety issues from the health and safety Manager, and reflects these in management decision-making.

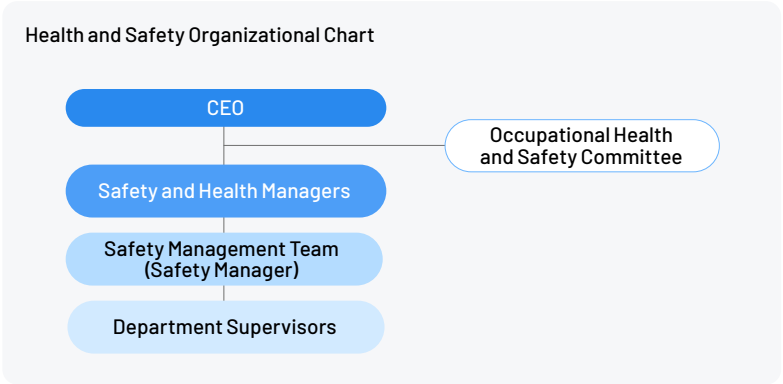
The health and safety Manager reviews company-wide health and safety issues, sets health and safety objectives, and develops risk management measures. This officer also presides over the Occupational Health and Safety Committee to implement decisions, manages and supervises the subordinate Safety Management Team, and oversees overall health and safety operations.

Occupational Health and Safety Committee

JYP Entertainment operates an Occupational Health and Safety Committee to facilitate more effective health and safety discussions. The committee comprises three employer representatives and three employee representatives, serving the role of discussing measures to protect employee health and safety. For continuous consultation, the committee deliberates and resolves health and safety-related matters quarterly. Major discussion topics in 2024 included safety manual revisions and occupational health and safety management policy updates.

Safety Management Team

JYP Entertainment operates a Safety Management Team under the health and safety Manager to implement health and safety management policies. Safety Management Team conducts overall health and safety activities including accident prevention and response based on safety laws such as the 「OCCUPATIONAL HEALTH AND SAFETY ACT」 and 「SERIOUS ACCIDENTS PUNISHMENT ACT」. For professional company-wide operations, Safety Managers within Safety Management Team collaborate with supervisors from each operational department. Safety Managers assist health and safety Manager and provide guidance to supervisors on safety management. Supervisors are designated by operational department to conduct workplace risk assessments, identify major hazardous risk factors, and derive and implement improvement activities.



Occupational Health and Safety Committee Operation in 2024	
Category	Details
Q1	· Construction safety basic management guidelines revision
Q2	· Occupational health and safety management policy revision
Q3	· Performance safety management guidelines and evacuation drill revision · JYP CENTER evacuation drill implementation
Q4	· Occupational health and safety management policy revision, contractor health and safety management guidelines revision, etc.(4 items)

Health and Safety

Strategy

Health and Safety Management Policy

JYP Entertainment regards safety as the top priority value to ensure all employees, partners, and customers can enjoy themselves in a safe environment. To this end, we have documented and publicly announced our occupational health and safety management policy both internally and externally. JYP Entertainment will continue company-wide efforts to protect the safety of not only internal employees but all stakeholders.

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

Health and Safety Implementation Direction

JYP Entertainment has established an occupational health and safety advancement roadmap for systematic health and safety enhancement. 2024 was the health and safety strengthening phase, where we strengthened our safety system to prevent industrial accidents in advance by conducting intensive risk assessments based on the health and safety management system. We established an external safety management audit system for effective health and safety management, thereby strengthening the safety management systems of both headquarters and subsidiaries. Going forward, we will establish internal standards that are stricter than legal requirements and spread a safety culture where all members can work in a safe environment.

Health and Safety Management Activities

Safety Management for Artists and Trainees

JYP Entertainment identifies various risks from industry characteristics and conducts regular safety inspections to create a safer practice environment for artists and trainees. Considering the frequent vibrations from choreography practice within the building, we conduct vibration safety inspections monthly. We inspect the mounting condition of ceiling lighting fixtures, finishing materials, and fixed installations, and verify the fastening condition of screws and bolts on audio equipment. JYP Entertainment will continue proactively and thoroughly managing safety accident factors to ensure all artists and trainees can practice in safe environments.



Health and Safety Management Policy

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

Health and Safety Management Roadmap

Establishment of the safety system

- Formation of a safety management team
- Appointment of safety managers
- Establishment of a safety management system

Introduction
(2022)

Reinforcement of the safety system

- Strengthening safety capabilities across all operations
- Establishing an external diagnosis system for safety management
- Bolstering the safety management system for each business unit
- Settling a pervasive safety culture throughout the organization
- Achieving and maintaining zero safety accidents

Reinforcement
(2023~ 2024)

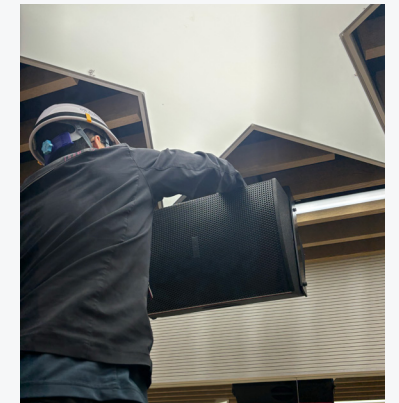
Expansion of the safety system

- Establishing internal safety standards that are more stringent than the legal requirements
- Leading the development of safety culture

Expansion
(2025~)



Conducting tremor inspections –
Check the fastening condition of audio
equipment



Conducting tremor inspections –
Check lighting fixture mounting condition

Health and Safety

Strategy

Health and Safety Management Activities

Health and Safety Management for Employees

Training JYP Entertainment conducts regular occupational health and safety education for all employees to build a safety culture. In 2024, we conducted safety education for new hires and regular occupational health and safety education for all employees, achieving a 100% completion rate for both. Additionally, we provide separate education for positions closely related to occupational health and safety. The Health and Safety Manager and Safety Managers regularly complete job training to continuously strengthen their expertise and capabilities.

Health Management JYP Entertainment spares no effort in providing various support and initiatives for employees' healthy living. We fundamentally provide comprehensive health examinations and influenza vaccinations, while supporting employee health management through external partnerships with fitness centers, dental clinics, orthopedic clinics, and others. In addition, we conduct musculoskeletal hazard factor surveys every three years to prevent work-related musculoskeletal disorders. In 2024, we invited external medical professionals to deliver lectures on topics including chronic disease management and stress management for office workers.

Emergency Response Training JYP Entertainment operates 'JYPKIMI,' an emergency response volunteer organization, to ensure prompt evacuation guidance and emergency measures during emergency situations. 'JYPKIMI' performs roles including initial fire suppression and evacuation guidance during fires, first aid for emergency patients, and escape device usage guidance. It receives four theoretical and practical training sessions annually. Activity members are appointed based on employee permanent workspaces, with voluntary participation increasing yearly. Additionally, we conduct annual emergency evacuation drills and fire safety education for all employees. In 2024, we additionally installed fire extinguishers, oxygen masks, and skin protection water to enhance employee safety.

Health and Safety Management for Partners

JYP Entertainment creates and provides safety education materials for the occupational health and safety of both our company and partners. In 2024, we developed safety training materials on temporary facilities and cargo handling machinery work safety for concert stage installation. During music video filming, we establish and support safety standards and management processes to enable operational departments to safely manage partner companies. Particularly for high-risk filming, we prevent safety accidents through additional on-site inspections. In addition, we actively maintain safety-related communication through safety management pledge completion and monthly safety council meetings with resident partners.



CPR Training



Employee Health Seminar



Safety Temporary Facilities Operation Safety Education Materials

Cargo Handling Machinery Work Safety Education Materials

Health and Safety

Strategy

Health and Safety Management Activities

Health and Safety Management for Events and Performances

Performances are venues where diverse stakeholders including artists, audiences, employees, and partners participate throughout all stages from stage setup to dismantling. Accordingly, JYP Entertainment revised the Performance Safety Management Manual in 2024 to conduct thorough safety inspections. In the 24 performances conducted in 2024, we identified 165 risk factors in advance and completed all improvement measures before the performances, achieving a 100% implementation rate. Due to this proactive management system, there were no performance-related safety accidents in 2024.

Additionally, we have independently published various case study collections to prevent performance safety accidents. The <Casebook of Safety Deficiencies in Stage Installation> contains types of accidents that may occur due to inadequate construction or insufficient use of safety/protective equipment during stage installation, and the <Casebook of Artist-related Incidents> contains types of accidents that may occur to artists during performances. These casebooks will expand their scope of application from domestic performances by JYP Entertainment to overseas performances, and we plan to continuously update their contents. JYP Entertainment will establish environments where all stakeholders participating in performances can safely operate and enjoy performances.

Safety Manual for Music Video Filming

JYP Entertainment revised the 'Safety Manual for Music Video Filming' in 2024 to identify and manage risk factors at filming sites in advance. Since M/V filming is conducted through contracts with multiple partners, this manual specifies safety management standards throughout the entire process from contract signing to filming. When signing contracts, we receive safety management pledges from partner companies. Artist Label and partners conduct advance site surveys of filming locations to implement accident prevention measures and create filming safety checklists for submission to Safety Management Team. Through this approach, zero safety accidents occurred related to music video filming in 2024, and we will continue creating and maintaining safe filming environments for everyone through thorough safety inspections.

Health and Safety Management Process for Events and Performances



Hazard and Risk Mitigation Measures

Hazardous Risk Factors	Action taken
Danger of Fall (Structural/material fall)	· Structural (lighting, interior finishing materials, etc.) fall prevention measures (double or more fixed) · Measures to prohibit the entry of personnel underneath hanging structures (installing fences)
Danger of Fall (Non-compliance with work at height instructions)	· Wearing worker's protective gear (safety helmet, safety belt, etc.) · Installing A-frame ladder outrigger
Fire Hazard	· Smoking area designation and fire extinguisher placement

Safety Checklists for Each Department

Safety Management Team 	· Check all safety-related matters prior to the commencement of filming · Establish and manage safety rules · Inspect and manage partners' safety activities
Artist Label 	· Inform partners of our safety rules when signing contracts with them · Cooperate with Safety Management Team to check on artists' physical and mental stability
Partner Company 	· Comply with safety rules provided by JYP Entertainment · Take corrective measures to resolve safety issues detected during safety inspection
Artists 	· Check on safety conditions prior to the commencement of music video filming · Stop the filming immediately and examine safety conditions when a safety risk is detected

Health and Safety

Risk Management

Risk Assessment Implementation

JYP Entertainment has established the 2023 Risk Assessment Guidelines to proactively identify and prevent risks at its workplaces. Based on the Fatal Accident Act and the Occupational Health and Safety Act, the guidelines specify the overall procedure for risk assessment, risk determination, reduction measure establishment, and improvement plans for implementation. Risk assessment is categorized into initial assessment, periodic assessment, and occasional assessment. Periodic assessment is conducted twice a year after the initial assessment. As the standards of the assessment have been strengthened, we are conducting frequent assessments at least once a month.

For hazards and risks identified through the assessment, we estimate and determine the risk by comprehensively considering the likelihood of occurrence and materiality and establish improvement measures by determining whether the risk is acceptable or not. For unacceptable risks, we establish improvement measures and quantitatively evaluate the effectiveness of mitigation measures after they are implemented. In 2024, we improved a total of 84 hazards and risks, and confirmed that the risks were reduced to an acceptable level in all 84 cases after the mitigation measures were implemented.

Goals and Indicators

Health and Safety Goals

JYP Entertainment sets quantitative goals, including company-wide health and safety-related goals, and manages the implementation status. Based on our health and safety management policy, we set health and safety goals by synthesizing the results of risk assessments, accident cases, and the status of health and safety promotion in peer industries.

Risk Assessment Process



Results of 2024 Risk Assessment



Health and Safety Goals



Social Contributions

Governance

Top Management

JYP Entertainment regards corporate social responsibility as an important management principle. Particularly, JYP Entertainment emphasizes social contribution activities aligned with our business and core values, striving to widely spread positive influence and create sustainable social value. To this end, management establishes direction and objectives for social contribution activities and performs key decision-making roles.

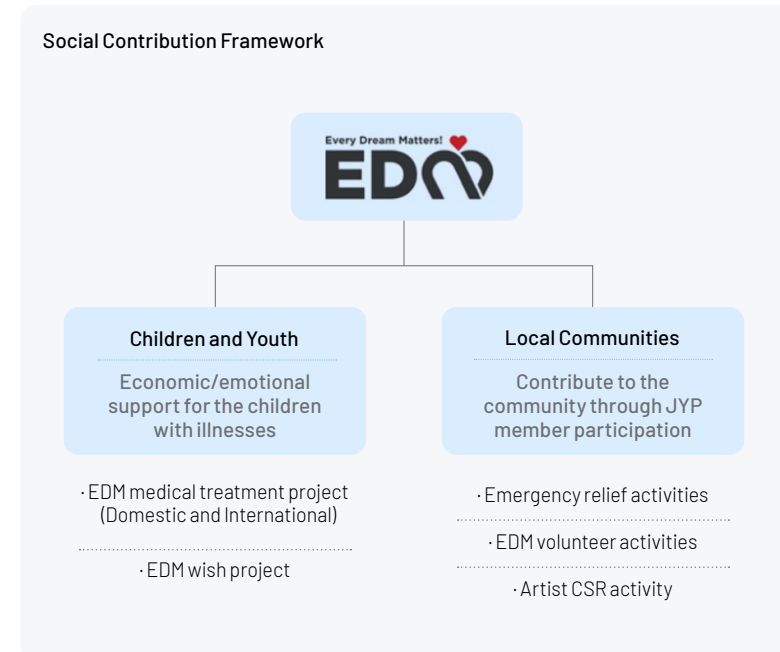
Dedicated Department

JYP Entertainment organizes and operates a CSR Team for systematic and effective social contribution activities. CSR Team serves as the department that implements and operates social contribution strategies as part of corporate social responsibility activities, planning and managing various social contribution programs while handling internal and external communications. Key roles include establishing implementation plans by project, performance measurement and reporting, encouraging employee participation, and managing external cooperation and partnerships.

Strategy

Social Contribution Vision

JYP Entertainment conducts various EDM social contribution activities under the vision 'Every Dream Matters!'. Every dream in the world is precious'. As major social contribution activities, we operate the EDM Medical Treatment Project and EDM Wish Project for children and adolescents, and conduct emergency relief, EDM volunteer activities, and artist public service activities for local communities.



Social Contribution Roadmap



Social Contributions

Strategy

Social Contribution Activities

EDM Medical Treatment Project

JYP Entertainment operates the 'EDM Treatment Cost Support Project' to ensure children do not give up on their dreams due to illness. From 2020 to 2024, we supported children's treatment costs domestically and internationally with donations of KRW 5.75 billion from headquarters and JPY 48 million from overseas affiliates(JYP JAPAN). Particularly in 2024, through collaboration with World Vision, an international relief and development NGO, we expanded coverage beyond the existing seven overseas countries(Mongolia, Bangladesh, Vietnam, Indonesia, Cambodia, Thailand, Philippines) to include Mexico and Brazil. Furthermore, we expanded domestic medical treatment coverage by signing a business agreement(MOU) with Yonsei Medical Center, extending our compassion to a total of 1,716 children both domestically and internationally in 2024. JYP Entertainment will continue providing consistent attention and support to ensure children can grow up healthy.

Medical Treatment Support for International Patients JYP Entertainment has collaborated with Yonsei Medical Center to support children who cannot receive treatment due to local medical limitations or financial difficulties by inviting them to Korea for treatment. In 2024, we supported the precious dreams of children by sponsoring medical and surgical expenses for 2 children from the Philippines and Myanmar. In 2025, in addition to inviting overseas child patients for medical treatment support, we plan to begin supporting unregistered migrant child patients to ensure that more children do not go without treatment due to environmental circumstances.



KIM, a child from the Philippines

“ When we return to the Philippines, I must continue to take good care of my child. I'll send her back to school too. Thank you for helping my child. ”

- Mother of KIM, a child from the Philippines-



CHO, a child from Myanmar

“ I want to become a teacher when I grow up. Now I have faith that I can achieve my dreams! ”

- CHO, a child from Myanmar -



JYPBT Women's Championship



JYPBT Closing Ceremony

[JYPBT YouTube link ↗](#)

EDM Wish Project

JYP Entertainment signed a social contribution agreement with Make-A-Wish Korea in 2019 and operates the EDM Wish Fulfillment Project supporting the precious dreams of children with serious illnesses. In 2024, we conducted Artist EDM Wish Days for patients wishing to meet TWICE, DAY6, and Stray Kids. By 2024, the cumulative donation amount from headquarters totaled 1.08 billion KRW, supporting the dreams of 278 children with rare diseases.



Stray Kids Wish Day



TWICE Wish Day



DAY6 Wish Day

[DAY6 Wish Day Video ↗](#)

Social Contributions

Strategy

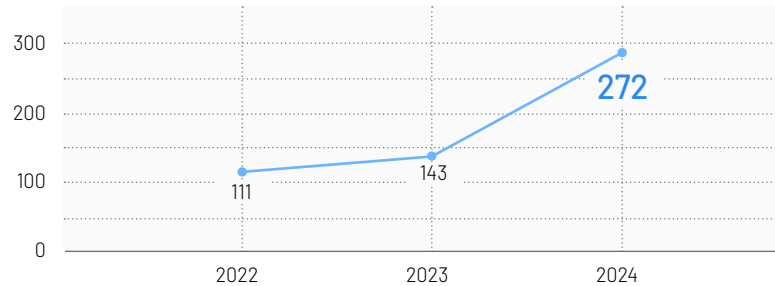
Social Contribution Activities

Employee Volunteer Activities

JYP Entertainment continues social contribution activities by planning and conducting various volunteer programs annually. Particularly, we introduced a 'customized volunteer program' allowing employees to freely participate in their preferred volunteer fields in order to encourage employees with shared interests to form volunteer teams and engage in activities. In addition, we regularly conduct 'EDM quarterly volunteer activities', providing quarterly opportunities for employees to participate in diverse volunteer fields including hands-on volunteering, stray animal care, and coastal cleanup that reflect their various interests.

Number of Volunteer Activity Participants

(Unit: People)



Volunteer Activity to Care for and Shelter Dogs and Cats

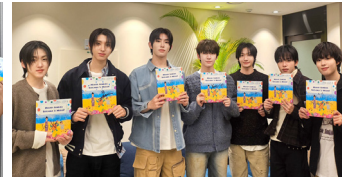


Coastal Cleanup Volunteer Activity

EDM Picture Book Creation Volunteer Activity Since 2022, we have continued EDM picture book creation volunteer activities for emotional and educational support of pediatric patients. In 2024, we conducted EDM picture book creation volunteer activities in local languages for Indonesian pediatric patients. Not only employees but also trainees, NEXZ, and KickFlip members participated, completing picture books filled with warm hearts supporting pediatric patients.



NEXZ



KickFlip

JYP Volunteer Point System JYP Entertainment implements a 'volunteer point system' where volunteer points accumulate when participating in company volunteer activities in order to encourage voluntary participation by employees. In 2024, outstanding volunteers were given the opportunity to participate in EDM volunteer activities abroad, including delivering EDM picture books in Indonesia, one of the countries supported by the EDM Medical Treatment Project. In addition, they were offered the benefit of making donations, under their own names, to institutions of their choice.



Outstanding Volunteers Participating in Overseas Activities



Outstanding Volunteers Participating in Overseas Activities

EDM DAY

JYP Entertainment holds EDM DAY annually to share the outcomes of its EDM social contribution efforts with fans. In 2024, the event was hosted by J.Y. Park, DAHYUN of TWICE, and YEJI of ITZY, who led a program highlighting the positive changes created through our EDM initiatives. We introduced stories such as inviting children from abroad who were unable to receive proper treatment in their home countries to Korea for medical support, as well as JYPBT, a charity basketball game held to raise funds for treatment. The event also included a time of sharing with the children and guardians who benefited from the support.

[2024 EDM DAY ↗](#)



“ All of JYP's artists, employees, and fans came together to create a miracle. Let's all work together to support the dreams of more children. ”
- J.Y. Park -

“ It was really difficult while receiving treatment, but I'm truly grateful for the great strength you gave to me, Wonjun, and our family. ”
- Wonjun's mother -



“ Thank you again from the bottom of my heart for helping Yuna receive treatment without worry. ”
- Yuna's mother -

Social Contributions

Strategy

Social Contribution Activities

Donation to Local Community

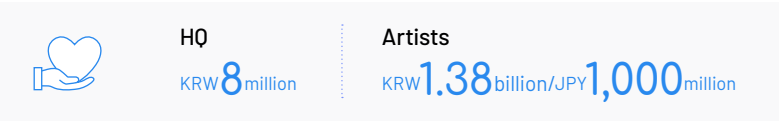
JYP Entertainment and its affiliated artists continue active sharing across various areas with hearts filled with gratitude for the love they have received. Particularly when domestic and international disasters and calamities occur, they immediately participate in emergency relief donations, delivering comfort and hope to those experiencing difficulties. Additionally, they steadily expand active sponsorship activities across various areas requiring assistance, including treatment cost support for vulnerable pediatric patients, support for children with disabilities, and overseas children's nutrition and clean water support.

Donation by JYP Entertainment Artists

Category	Description	Donor	Amount of donations
Medical Treatment Support	Treatment support for medically vulnerable children with illnesses	J.Y.Park	KRW 1 billion
	Treatment and emotional support for vulnerable children with illnesses	LEE JUNHO (2PM)	KRW 100 million
	Treatment support for medically vulnerable groups	NAYEON(TWICE)	KRW 30 million
	Treatment and emotional support for vulnerable children with illnesses	Hyunjin (Stray Kids)	KRW 100 million
	Treatment support for medically vulnerable children with cancer	I.N (Stray Kids)	KRW 100 million
Support for People with Disabilities	Physical fitness enhancement support for athletes with developmental disabilities	Bang Chan (Stray Kids)	KRW 100 million
	Language rehabilitation therapy and cochlear implant replacement support for people with hearing impairment	Kids Hyunjin (Stray Kids)	KRW 100 million
Domestic and International Nutrition, Health, and Housing Support	Support for Cambodia children's nutrition kit and health education	LEE JUNHO (2PM)	KRW 100 million
	Support the global food crisis response project	Lee Know (Stray Kids)	KRW 100 million
	Support for Laos children's nutrition and water sanitation	Felix(Stray Kids)	KRW 50 million
	Breakfast support for domestic food-vulnerable children	Felix(Stray Kids)	KRW 50 million
	Nutrition, housing, and medical support for domestic vulnerable children	I.N (Stray Kids)	KRW 100 million

*As of January 2024 - March 2025

Emergency Relief Donation Status



Description	Donor	Amount of donations
Project for Emergency Relief for the Noto Peninsula Earthquake in Japan in 2024	MOMO(TWICE)	JPY 10 million
Support for Wildfire Damage Recovery in Gyeongnam and Gyeongbuk Provinces in 2025	JYP Entertainment	KRW 500 million
	JANG WOORYOUNG(2PM)	KRW 100 million
	LEE JUNHO(2PM)	KRW 100 million
	NAYEON, DAHYUN(TWICE)	KRW 100 million
	JIHYO(TWICE)	KRW 50 million
	CHAEYOUNG(TWICE)	KRW 100 million
	Stray Kids	KRW 800 million
	YEJI(ITZY)	KRW 50 million
	CHAERYEONG(ITZY)	KRW 20 million
Support for 2025 Myanmar Earthquake Damage and Children's Treatment	NMIXX	KRW 60 million
	JYP Entertainment	KRW 300 million

*Only publicly disclosed artists are listed

EDM Funding Project

Stray Kids conducted an EDM funding project donating all funding proceeds to treatment costs for children with illness at the National Cancer Center. Funding participants received EDM blanket and reusable bag sets produced in collaboration with 'SpringShine', a social enterprise where artists with developmental disabilities are active. The EDM blankets feature climate crisis vulnerable coral species that members directly participated in coloring, also carrying environmental protection significance.

“ So that no children give up their dreams because of illness,
So that the Earth we stand on no longer suffers,
Stray Kids supports all dreams in the world. ”
- Stray Kids -



Special Donation and Appointment of Artists

Artist's Public Contribution Activities

Inspired by the love and support they receive, JYP Entertainment's artists continue practicing sharing by consistently donating to places requiring assistance. Led by JYP Entertainment's representative producer J.Y. Park, artists have been honored as major donor communities of various public welfare organizations through continuous sharing activities. 2PM's JANG WOORYOUNG has joined the Hope Bridge Honors Club for major donors, while fellow member LEE JUNHO has become a major donor with both Community Chest of Korea and World Vision. TWICE's NAYEON, DAHYUN, and CHAEYOUNG were inducted into the Community Chest of Korea's Honor Society, and ITZY's Ryujin was named a member of The Promise Honors Club. In addition, all members of Stray Kids have been recognized as major donors through their contributions to various charitable organizations such as World Vision and Hope Bridge. Along with the warm sharing activities, 2PM LEE JUNHO serves as a promotional ambassador for World Vision, and Stray Kids Felix serves as a goodwill ambassador for UNICEF Korea. Together, they lead efforts to widely spread positive influence and sharing the love they received from fans.

TWICE NAYEON's Honor Society Membership Ceremony with Community Chest of Korea



Stray Kids Felix's UNICEF Goodwill Ambassador Appointment Ceremony



JYP Artists Honored as Major Donor

Appointing Organization	Artists
The Promise(Honor Club)	Stray Kids Changbin, Stray Kids Hyunjin, ITZY RYUJIN
Snail of Love(Soul Leader)	Stray Kids Hyunjin
Community Chest of Korea(Honor Society)	2PM LEE JUNHO, TWICE NAYEON, TWICE DAHYUN, TWICE CHAEYOUNG, Stray Kids Bang Chan
Save the Children(Honor Club)	Stray Kids Felix
UNICEF(Honor Club)	Stray Kids I.N
World Vision(Bob Pierce Honor Club)	J.Y.Park, 2PM LEE JUNHO, Stray Kids Lee Know, Stray Kids HAN, Stray Kids Felix, Stray Kids Seungmin, Stray Kids I.N
ChildFund Korea(Green Noble Club)	Stray Kids I.N
Hope Bridge(Honor Club)	2PM JANG WOORYOUNG, Stray Kids Bang Chan, Stray Kids Lee Know, Stray Kids Changbin, Stray Kids Hyunjin

*Only publicly disclosed artists are listed publicly

Governance

Sustainable corporate management is founded on transparent and trustworthy governance structures. JYP Entertainment is committed to achieving sustainable growth and strengthening stakeholder trust through responsible governance practices. The Company maintains robust governance frameworks centered around an independent and highly professional Board of Directors, implementing responsible decision making processes through Board committees. We enhance shareholder value through strengthened stakeholder engagement and demonstrate our commitment to ethical business conduct through Anti-Bribery Management System(ISO 37001) certification. Additionally, we are dedicated to protecting stakeholder information by appointing dedicated personnel and reinforcing our information security infrastructure.

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BOD and Committees

Board of Directors

Board Composition

The JYP Entertainment Board of Directors serves as the Company's supreme decision-making body, reviewing key business and strategic decisions while providing oversight exercising checks and balances on management. The Board comprises eight members, including four independent directors, maintaining an independent director ratio of over 50% annually. Committees under the Board of Directors include the Audit Committee, Compensation Committee, Investment Review Committee, and ESG Committee. The Investment Review Committee was newly established in 2024. All directors are elected at the Annual General Meeting of Shareholders, with each director nominated as a separate agenda item to ensure Board transparency.

Independence of the Board of Directors

JYP Entertainment maintains a board composition with half of the directors being independent directors. All independent directors undergo qualification verification through the Independent Director Qualification Confirmation Form upon appointment. For audit committee members, independence is verified annually throughout their tenure via the 'Audit Committee Member Expertise and Independence Confirmation Form' from the time of appointment. Additionally, we conduct thorough reviews of potential conflicts of interest, including special relationships with management and material transactions or contractual arrangements with JYP Entertainment. Only candidates meeting our independence criteria are appointed as independent directors through shareholder approval. These independent directors monitor efficient corporate operations and contribute to enhancing corporate value.

(As of March 31, 2025)

Category	Name	Gender	Date of Appointment	Date of Re-appointment	Term Expiry Date	Career Highlights	Responsible Committee
Executive Director	Wook Jeong	Male	2011.02.16	2023.03.28	2026.03.27	Current)CEO, JYP Entertainment	Chairman of the Board of Directors, Investment Review Committee
Executive Director	Sangbong Byun	Male	2011.02.16	2023.03.28	2026.03.27	Former)Accounting Team, Dongsuh Foods Co., Ltd., Team Leader, Management Support Team, E-Net Corporation Current)Vice-president, JYP Entertainment	Investment Review Committee
Executive Director	Jinyoung Park	Male	2011.02.16	2023.03.28	2026.03.27	Founder, JYP Entertainment, Won Prime Minister's Citation in 2006 (For contribution to the export of cultural content) Current)CCO, JYP Entertainment	-
Executive Director	Jiyoung Lee	Female	2021.03.29	2024.03.26	2027.03.25	Former)Casting Manager, SM Entertainment, Adjunct Professor of Entertainment Management, Seoul Arts College Current)Head of Talent Development Division /Artist Label 4, JYP Entertainment	-
Independent Director	Wan Park	Male	2021.03.29	2024.03.26	2027.03.25	Former)CPA, Hanyoung Accounting, CPA, Samjeong KPMG, Executive Director, Cell Bio Human Tech Co., Ltd Current)CPA, Samhwa Accounting	Audit Committee, Compensation Committee, ESG Committee, Investment Review Committee
Independent Director	Taeyong Gong	Male	2021.03.29	2024.03.26	2027.03.25	Former)Lawyer, Gwangjang Law Firm, Lawyer, Shinu Law Firm, Representative Lawyer, Minsan Law Office Current)Representative Lawyer, Yegeon Law Office	Audit Committee, Compensation Committee, ESG Committee, Investment Review Committee
Independent Director	Hyunggeun Yoon	Male	2021.03.29	2024.03.26	2027.03.25	Former)CPA, Daesung Accounting Director, Mirae Partners CPA, Chungmu Management Accounting Office Current)Managing Director, Maymust	Audit Committee, Compensation Committee
Independent Director	Jungmin Lee	Female	2025.03.25	-	2028.03.24	Former)ESG Strategy Consultant, HR Organizational Culture Consultant, Samjeong KPMG, Current)Consultant, Kim & Chang Management & People Center	ESG Committee

Board Expertise and Diversity

JYP Entertainment ensures professional expertise by appointing directors with specialized knowledge across diverse fields including the entertainment industry, accounting, and legal affairs. The Board leverages extensive practical experience to conduct professional deliberations on agenda items. Also, JYP Entertainment values board diversity as a core principle. Currently, female representation on the Board stands at 25%, and we remain committed to continuously enhancing diversity, including gender balance.

Board Skills Matrix

Category	Name	Expertise					
		Industry Expertise	Accounting	Finance	Law	Investment	ESG
Executive Director	Wook Jeong	●					
Executive Director	Sangbong Byun		●	●		●	
Executive Director	Jinyoung Park	●					
Executive Director	Jiyoung Lee	●					
Independent Director	Wan Park		●				
Independent Director	Taeyong Gong				●		
Independent Director	Hyunggeun Yoon		●				
Independent Director	Jungmin Lee						●

BOD and Committees

Board of Directors

Board of Directors Operation

JYP Entertainment operates its Board of Directors in accordance with the Articles of Incorporation and Board Operating Regulations. The Board is convened by the Chairman, and when necessary, any director may request the Chairman to convene a Board meeting by specifying the agenda items and relevant rationale. Board resolutions are adopted when a majority of directors are present and a majority of attending directors vote in favor. The JYP Entertainment Board of Directors held 13 meetings in 2024, addressing 20 resolutions and 1 reporting matter. Key agenda items included corporate establishment matters, exclusive artist contract approvals, and the establishment of the Investment Review Committee. In 2024, the overall Board attendance rate averaged 86.5%, while independent director attendance averaged 98.1%. In addition, the ESG Committee convened 3 times, addressing 5 resolutions and 2 reports; the Compensation Committee held 1 meeting with 1 resolution; and the Audit Committee met once to engage with external auditors.

Operation Status of BoD in 2024

No.	Date	Agenda	Approval(Y/N)	Approval Rate	Attendance
1	2024.01.16	Real estate acquisition	Approved	100%	87.5%
2	2024.01.23	Acquisition of shares in other companies	Approved	100%	87.5%
3	2024.02.20	1. Changes in concurrent directorship at other corporation	Approved	100%	75.0%
		2. Resolution on employee incentive	Approved	100%	
4	2024.03.07	Decision of cash dividend(KRW 574 per share)	Approved	100%	87.5%
5	2024.03.07	Resolution to Convene the 29th(2023) Annual General Meeting of Shareholders	Approved	100%	87.5%
6	2024.03.07	Report on the operation of the Internal Accounting Control System and Board resolution on internal settlement for 2023	Approved	100%	87.5%
7	2024.03.26	3 agenda items including acquisition of shares in other companies	Approved	100%	87.5%
8	2024.05.07	Appointment of board committee members	Approved	100%	87.5%
9	2024.05.07	2 agendas including acquisition of shares in other companies	Approved	100%	87.5%
10	2024.06.04	Establishment of Init Entertainment Co., Ltd.	Approved	100%	87.5%
11	2024.07.18	Approval of exclusive artist contract	Approved	100%	87.5%
12	2024.08.06	Approval for overseas check purchase	Approved	100%	87.5%
13	2024.10.22	4 agenda items including the establishment of the Investment Review Committee	Approved	100%	87.5%

Board of Directors Education

JYP Entertainment provides comprehensive director training across various domains, including ESG, to support effective role performance. In 2024, training programs covered sustainability management practices for entertainment companies and internal accounting control systems.

Evaluation and Compensation for Directors

Board compensation is determined by the Compensation Committee and distributed according to Executive Compensation Regulations within shareholder-approved limits. Performance evaluation comprehensively considers revenue, operating profit, and individual contributions. Compensation is calculated per Compensation Committee guidelines, considering job responsibilities, position, leadership capabilities, and professional expertise, with business performance and environmental performance(ESG) established as key performance indicators. Incentive compensation is distributed within executive compensation limits approved by the Annual General Meeting of Shareholders.

Director Compensations

(Unit: KRW 1,000)				
Category		2022	2023	2024
Total	Total remuneration	4,842,263	4,615,702	6,950,557
	Average remuneration per person	609,252	576,962	868,820
Registered Director	Total remuneration	4,723,027	4,470,102	6,777,757
	Average remuneration per person	1,180,756	1,117,525	1,694,439
Independent Director	Total remuneration	20,759	29,400	34,800
	Average remuneration per person	20,759	29,400	34,800
Audit Committee Member	Total remuneration	98,477	116,200	138,000
	Average remuneration per person	32,825	38,733	46,000

BOD and Committees

Committees within the BOD

Audit Committee

The Audit Committee comprises exclusively independent directors to maintain strict independence and objectivity from the Board of Directors and management. Additionally, independent directors with specialized expertise in accounting and finance serve as committee members to evaluate internal accounting control systems. The committee receives operational status reports from internal accounting personnel to support the preparation and disclosure of reliable financial information. Beyond this, the committee performs oversight functions related to corruption prevention, fair trade compliance, and ethical conduct.

Composition of Audit Committee

(As of March 31, 2025)

Chairman

Wan Park(Independent Director)

Members

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

Operation Status of the Audit Committee in 2024



Compensation Committee

The Compensation Committee conducts preliminary reviews of director compensation limits and deliberates on executive compensation matters. Through establishing rational compensation frameworks, we ensure appropriate recognition for executive leadership while building stakeholder trust to support the Company's sustainable growth.

Composition of Compensation Committee

(As of March 31, 2025)

Chairman

Taeyong Gong(Independent Director)

Members

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

Investment Review Committee

The Investment Review Committee conducts comprehensive investment reviews from multiple perspectives, including financial performance analysis and non-financial risk assessment of target companies, providing strategic direction for long-term corporate value enhancement.

Composition of Investment Review Committee

(As of March 31, 2025)

Chairman

Wook Jeong(Executive Director)

Members

Sangbong Byun(Executive Director), Wan Park
(Independent Director), Taeyong Gong(Independent Director)

ESG Committee

The ESG Committee is responsible for deliberating and approving JYP Entertainment's ESG strategic direction and ESG management roadmap. Additionally, we continuously expand ESG-related discussion agendas and scope to strengthen the Board's accountability and role in sustainable management. To ensure systematic ESG Committee operations, we have established the ESG Council and ESG Working Group under the committee structure. In 2024, the ESG Committee convened three meetings, addressing resolutions including carbon neutrality roadmap progress reports, ESG materiality assessment results review and approval, and environmental management resource circulation activity plan approval.

Composition of ESG Committee

(As of March 31, 2025)

Chairman

Jungmin Lee(Independent Director)

Members

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

Operation Status of the ESG Committee in 2024

Date	Agenda
2024.01.23	1. Approval for appointment of ESG advisory committee members
	2. Report on sustainability report initiation status
	3. Report on carbon neutrality roadmap progress
2024.05.07	1. Review and approval of ESG materiality assessment results
	2. Approval of 2023 sustainability report publication plan
	3. Approval of ESG social initiatives activity plan
2024.07.30	Approval of ESG environmental management resource circulation activity plan

Shareholders

Shareholder Value Enhancement



Voting Rights Status

JYP Entertainment adheres to the one-share-one-vote principle and does not employ differential voting rights systems that grant multiple voting rights to specific shares. As of year-end 2024, total shares carrying voting rights numbered 33,133,059, representing 93.2% of total issued shares. Treasury shares with voting restrictions under the Commercial Act totaled 2,399,433 shares.

Shareholder Meeting Convening and Notification

JYP Entertainment strives to provide shareholders with comprehensive advance information to facilitate the exercise of rights. In compliance with the Commercial Act, shareholders' meeting notices containing detailed information(date and venue, agenda items, electronic voting procedures, etc.)are disclosed through electronic disclosure systems two weeks prior to meetings, with additional notifications via website electronic announcements. Major shareholders holding 1% or more equity stakes receive postal notifications regarding shareholders' meeting convening.

Protection of Shareholder Rights

JYP Entertainment has implemented electronic voting since the 25th Annual General Meeting of Shareholders held in March 2020 to enhance shareholder convenience and encourage active voting participation. As part of shareholder return policies, we implement cash dividend distributions. Annual dividend matters are determined through Board resolutions, with approved dividends finalized at shareholders' meetings. Previously, the Articles of Incorporation designated December 31 annually as the dividend record date; however, at the 30th Annual General Meeting of Shareholders held in March 2025, the Articles were amended to allow dividend record date determination following Board dividend proposal resolutions. These dividend process improvements enhance dividend predictability for shareholders.

Shareholder Return Policy

JYP Entertainment institutionalized its dividend policy in 2018 and has maintained annual dividend payout ratios of 16-18% based on consolidated net income since 2019. For 2024, a dividend of KRW 534 per share was declared. Through 2025, we target maintaining dividend payout ratios of 15-20% based on consolidated net income. Based on the 15% payout ratio benchmark, 2024 dividends achieved approximately 120% of target implementation. From 2026 onward, we plan to announce revised dividend policies considering capital expenditures for new headquarters expansion. Additionally, we maintain fair disclosure compliance and provide transparent stakeholder communication through website publication of financial information and stock price data.

Integrity and Compliance Management

Governance

Audit Committee and CEO

JYP Entertainment has established global-standard internal audit governance to address comprehensive business risks and meet elevated external stakeholder expectations, while continuously advancing our integrity management framework. The CEO effectively supports organic and standardized audit processes that seek enhanced business management methodologies through advancing the integrity management framework of the independent audit function. In addition, the Audit Committee, maintaining independence from the Board of Directors, monitors internal accounting control system operations and oversees financial reporting processes. Based on this internationally standardized internal audit governance, JYP Entertainment continuously elevates our integrity management practice standards.

Audit Office

JYP Entertainment operates an Audit Office reporting directly to the CEO to ensure independence as required by the International Professional Practices Framework (IPPF), the international internal audit practice standard. Audit Office maintains fair and unbiased approaches with professional expertise to avoid conflicts of interest and provide objective audit results to the CEO and Audit Committee. Internal auditors within Audit Office comprise professionals holding global certifications including CIA, CISA, and CDPSE. Additionally, annual continuing professional education (CPE) programs are conducted to enhance internal audit knowledge and expertise, striving for global-standard internal audit quality.

Business Assessment Team

JYP Entertainment operates a Business Assessment Team under Audit Office to strengthen proactive auditing across group company management operations. Business Assessment Team conducts proactive preventive audits across high-risk areas for fraud and inefficiency within group companies. Through this approach, we supervise integrity management implementation at subsidiaries as well as overseas affiliate, proactively addressing global-standard internal audit governance requirements.

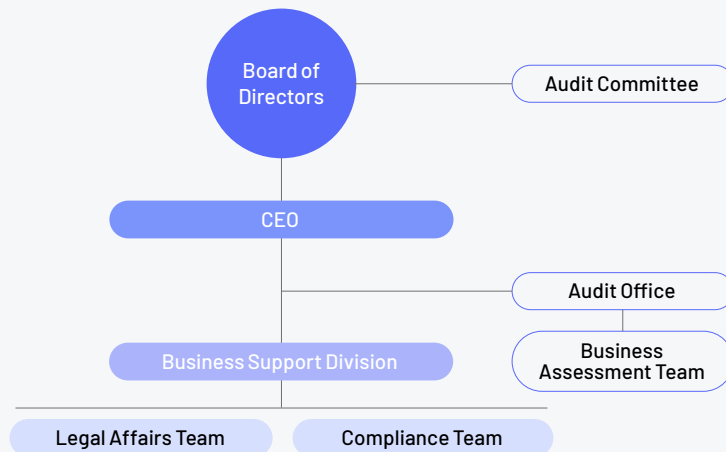
Legal Affairs Team

JYP Entertainment operates a Legal Affairs Team to support corporate legal decision making and minimize legal risks across all business activities. The team provides practical and specific legal services throughout business implementation processes, identifying and addressing civil, criminal, intellectual property, and fair trade issues arising from business operations, thereby supporting JYP Entertainment's legal stability and credibility.

Compliance Team

JYP Entertainment established and operates a Compliance Team in 2025 for effective prevention of potential legal risks. Compliance Team systematically monitors compliance with applicable laws and regulations across the Company's diverse business domains. Additionally, the team provides regular training programs to help employees understand and apply complex and evolving regulatory requirements to their work, minimizes potential legal issue occurrence through proactive internal monitoring activities, and plays a critical role in fostering organizational culture where compliance mindset is naturally embedded company-wide. Through systematic Compliance Team operations, JYP Entertainment will reduce regulatory violation uncertainties and further strengthen foundations for stable and sustainable growth.

Organizational Chart of the Integrity Management System



Integrity and Compliance Management

Strategy

Integrity Management for Employees and Partners

JYP Entertainment distributes the CEO's Notice on Integrity Management twice annually to prevent corruption among employees and partners. As an entertainment industry leader, JYP Entertainment strives to fulfill responsibilities and obligations alongside employees and partners by adhering to legal, moral, and social standards. Furthermore, we verify that key partners have established and implemented the Code of Conduct for Partners.

CEO's Notice on Integrity Management

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

Wook Jeong CEO, JYP Entertainment

Code of Conduct for Integrity Management(Regulation)

JYP Entertainment's Audit Office has established and publicly disclosed the Code of Conduct for Integrity Management to enhance organizational transparency. The Code of Conduct for Integrity Management presents behavioral standards that all JYP employees must comply with providing clear decision-making and behavioral judgment criteria for employees. Additionally, it embodies our commitment to fulfilling responsibilities and obligations as a global company aiming to become a company that earns genuine respect and trust from society members. This includes employees' fundamental responsibilities and obligations, stakeholder relationships, prohibition of receiving/providing money and entertainment, protection of public interest whistleblowers, and others.

[JYP Entertainment Code of Conduct for Integrity Management ↗](#)

Integrity Management Training

JYP Entertainment provides integrity management and internal audit/fraud awareness training for all employees, including new hires. Annual online ethics training aims to enhance understanding of integrity management necessity and implementation methods while fostering organization-wide ethical mindset in work performance. In 2024, 432 employees(429 regular employees and 3 contract employees)completed ethics training.

Compliance Training

JYP Entertainment provides legal and compliance training conducted by Legal Affairs Team leaders and compliance officers. In 2024, a total of 110 employees completed fair trade education. JYP Entertainment will continue to expand related training and activities to internalize compliance awareness among employees and mitigate compliance risks.

Code of Conduct for Integrity Management(Executive Summary)

Definition	· Purpose · Scope of Application · Supervising Department · Employees' Fundamental Responsibilities and Obligations
Employee Attitude	· Mutual Respect between Employees · Faithful Job Performance · Protection of Company Assets and Critical Information
Fair Trade and Competition	· Stakeholder Relationships · Prohibition of Receiving/Providing Money, Entertainment, and Hospitality · Righteous Competition
Social Responsibility of Employees and Company	· Contribution to a Better Society
Operation of Code of Conduct for Integrity Management	· Reporting Violations and Protection of Public Interest Whistleblowers

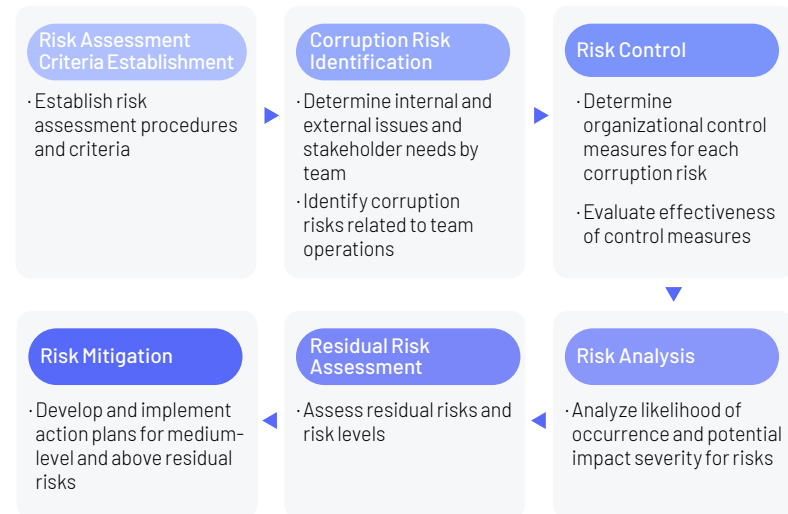
Integrity and Compliance Management

Risk Management

Anti-Corruption and Fraud Supervision Framework

JYP Entertainment's Audit Office has established a corruption/fraud risk oversight framework to foster transparent and ethical corporate culture. The corruption/fraud risk oversight framework comprises systematic stages including risk identification, analysis, assessment, and treatment for high-risk areas. In particular, we operate this framework with particular focus on proactive corruption prevention to support sustainable business operations.

Corruption Risk Oversight System



Anti-Bribery Management System Certification(ISO 37001)

In 2023, JYP Entertainment's Audit Office became the first company in Korea's entertainment industry to obtain Anti-Bribery Management System Certification(ISO 37001), an international anti-corruption standard certification from the British Standards Institution, the world's most prestigious standards organization. We conducted comprehensive company-wide corruption risk diagnosis and assessment, securing an internationally standardized framework to prevent and monitor corruption-related violations including bribery, embezzlement, and recruitment misconduct. In 2024, we successfully completed our first-year certification review to maintain continuous verification of our global-standard anti-corruption management system. JYP Entertainment will continue advancing our integrity management framework to lead the global entertainment industry.



Compliance Enhancement

JYP Entertainment has positioned compliance enhancement as a core driver of sustainable growth and plans to advance our regulatory compliance framework. The newly established Compliance Team will develop customized compliance systems reflecting the entertainment industry's unique operational environment and organizational characteristics. This includes establishing medium to long-term compliance plans, enacting and systematizing compliance regulations, and operating systematic education programs to cultivate compliance awareness among all employees. Through these efforts, JYP Entertainment will dramatically enhance operational transparency and firmly establish a corporate culture where sustainable decision-making extends beyond simple fulfillment of legal obligations.

Contract Process Improvement

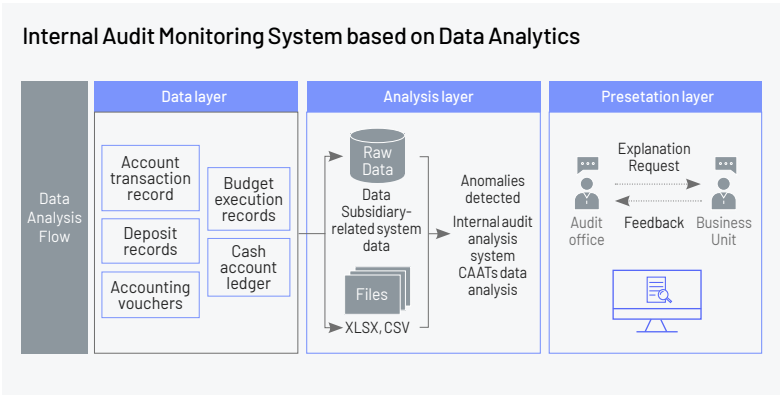
JYP Entertainment continuously updates internal standard contracts and adds new formats in alignment with newly enacted and revised regulations. We plan to establish contract management regulations for employees' reference to enhance understanding of contract related processes. JYP Entertainment will continue conducting consistent monitoring and updates of relevant laws to ensure fair contract management.

Integrity and Compliance Management

Risk Management

Establishing the Internal Audit System

JYP Entertainment has established a global-standard internal audit framework to implement integrity management across all group companies, including subsidiaries and overseas affiliates. Audit Office independently conducts regular audits, thematic (specific) audits, and fraud audits to perform internal audits that address comprehensive business risks and meet elevated external stakeholder expectations. In addition, we are implementing an internal audit solution (DRF, Dynamic Risk Finder) for overseas affiliates, subsidiaries, and headquarters that focuses on auditing embezzlement through group-wide financial transaction monitoring. In particular, we are establishing a global-standard internal audit framework capable of proactively and effectively responding to risk scenarios including potential fund misuse and embezzlement through data analytics-based financial risk diagnosis and monitoring systems.



Management Diagnostic Survey

In 2024, JYP Entertainment's Audit Office conducted surveys and training for 101 affiliate entity employees to strengthen the ethical environment and assess regulatory compliance status, completing subsequent follow up measures based on results. The management diagnostic survey comprises leadership integrity, sexual harassment, acceptance of monetary gifts and entertainment, conflicts of interest, and organizational inefficiency and irrationality. Through this initiative, employees enhanced understanding of relevant regulations, while the Company proactively diagnosed the organization's sustainable integrity management environment and implemented corresponding follow-up measures. In 2025, Audit Office is designing a scientific and quantified management diagnostic survey framework for invisible corruption risks to advance our company-wide integrity management environment. Through this approach, we plan to expand advanced organizational management diagnostics based on psychological stability and respect for JYP Entertainment employees across all group companies.

JYP Entertainment Whistleblowing System

JYP Entertainment operates the 'JYP Whistleblowing System' based on integrity management with thorough anonymity protection. The JYP Whistleblowing System is operated independently by Audit Office to ensure transparent and fair investigations and prevent secondary victimization of whistleblowers. Additionally, anonymity is strictly guaranteed throughout the entire reporting process through technical encryption, and the system supports eight languages including Korean, English, Japanese, and Chinese, enabling all employees of headquarters, subsidiaries, and overseas affiliates to report 24/7/365. In 2024, eight violations were reported through the JYP Whistleblowing System, with disciplinary actions completed for six cases.

JYP Whistleblowing Process



JYP Whistleblowing Reporting Categories

- | | |
|---|---|
| 1. Act of hindering fair performance of duties | 4. Act of disrupting a healthy corporate culture |
| 2. Act of making unfair profits | 5. Other unethical behaviors |
| 3. Violations related to information and security | 6. JYP partners: Reporting unfair practices, etc. |

Information Security

Governance

Top Management

JYP Entertainment appointed a CISO/CPO as an unregistered executive in 2025, who was recruited in 2024 as an information security specialist for more systematic(personal) information protection management. The CISO/CPO operates specialized information security organizations, reviews information protection policy and objective establishment, and manages company-wide implementation. In addition, the CISO/CPO reviews and improves countermeasures for security issues and internal/external threats that may arise during information asset handling and business operations.

[JYP Entertainment Information Security Statement](#)

Information Security Team

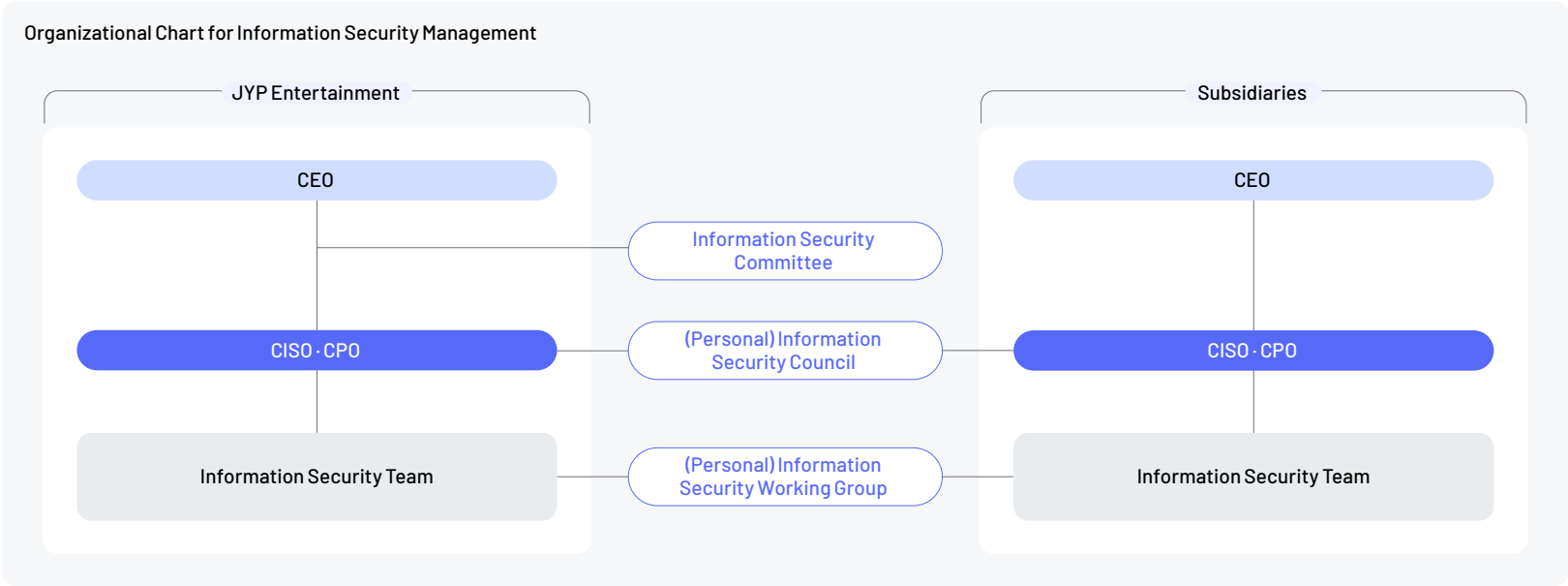
JYP Entertainment established Information Security Team in 2024 for effective internal information security operations. Information Security Team serves as the organization that practically implements and operates our information security policies, responsible for comprehensive security management and monitoring. Key responsibilities include security system establishment and maintenance, security incident prevention and response, and related training. Additionally, the team analyzes latest security threats and develops response strategies to protect JYP Entertainment’s information assets.

Information Security Committee

JYP Entertainment established Information Security Committee in 2025 to discuss response measures for major information security issues. Information Security Committee is chaired by the CEO with executive and management participation, convening at least once annually. The Information Security Committee deliberates matters including information protection policy amendments, related business plans, and investments.

Company-wide Information Security Council

JYP Entertainment supports the Company-wide Information Security Council to upgrade the enterprise-level information security management system. In particular, subsidiary BLUE GARAGE has appointed a CISO/CPO and conducts regular meetings with JYP Entertainment. The Council is responsible for establishing enterprise-wide information protection policies, reviewing major security issues and response strategies, and serves the role of discussing security risk management and employee security awareness enhancement measures. In addition, we operate Information Protection Working Groups centered on operational departments. Information Security Teams from respective organizations at JYP Entertainment and BLUE GARAGE collaborate to discuss company-wide security system operations, practical security problem resolution, and latest security technology implementation methods, continuously improving information security standards.



Information Security

Strategy

Information Security Policy

In 2025, JYP Entertainment established optimized information security policies and guidelines reflecting information security-related laws and regulations. The Information Security Policy applies to all JYP Entertainment employees. The information protection policy encompasses information protection organization, personnel security, information systems and security incidents, networks, information devices, physical security, servers, and related components. Furthermore, we have developed an information security medium to long-term roadmap and operate an information protection management framework to enhance technical and policy security advancement.

Information Security Training

JYP Entertainment conducts company-wide information security training to internalize information protection culture. Information security training materials are distributed to all employees through groupware, with regular security training for all employees conducted under CISO leadership. Additionally, information security training is implemented for all employees working at JYP Entertainment regardless of employment type. In 2024, 423 employees completed information security training. Beyond this, we emphasize information security importance by sharing cases including phishing emails and hacking attempts. Moving forward, we will continue developing information security content and adding field-specific specialized training programs to ensure professional and detailed education delivery.

Establishment of Risk Detection and Response systems for Information Assets

JYP Entertainment conducts regular risk detection and improvement activities to strengthen information asset security. We operate continuous security monitoring through external security specialists, implementing response measures for detected risk factors according to internal procedures. Additionally, we have comprehensively assessed information asset risk factors through information security consulting and established countermeasures for phased implementation.



Information Security Policy Major Items

- 1

Purpose and scope of application
- 2

Information security organization roles and responsibilities
- 3

Information security fundamental principles
- 4

Information security policy establishment and documentation
- 5

Information security policy compliance
- 6

Information security organization composition and operations
- 7

Asset classification and control
- 8

Personnel security and physical environmental security
- 9

Communications and operations management
- 10

Security incident prevention and response
- 11

Access control
-

Information Security Training Status in 2024

Topic	Details	Sessions
Cyber Threat Awareness and Response	· Malware and ransomware response, phishing awareness, Windows file exploitation hacking, etc. · Cyber crisis response simulation training results notification	10 sessions
Security Policy and Guidelines	· Information security compliance requirements, weekly guidelines, security inquiry guidance, etc. · Internal antivirus program operation policy guidance, account management issues, data organization guidance	10 sessions
Personal Information Protection Education	· Distinguishing between personal information processing consignment and third party provision · Notification requirements for personal information collection consent- Personal information and account information verification	3 sessions

Information Security

Strategy

Privacy Policy

JYP Entertainment values user personal information and complies with relevant laws and regulations. Personal information collected for customer consultation and service provision is destroyed without delay after its purpose has been achieved. However, service proposals, inquiries, and reports are retained for 12 months, while website visit related records such as access logs are retained for 3 months before destruction. Additionally, we do not provide user personal information to external parties in principle. However, this excludes cases where users have provided prior consent or provision is required by law.

[JYP Entertainment Privacy Policy](#)

Automatic Personal Information Collection and Refusal

JYP Entertainment notifies automatic personal information collection through our Privacy Policy. We respect data subjects' choice regarding automatic personal information collection(cookie installation) and provide guidance on methods to refuse automatic personal information collection through our Privacy Policy.

Data Subject Rights

JYP Entertainment responds promptly and faithfully to data subject requests for personal information access, correction, deletion, and processing suspension. When data subjects request personal information correction, we do not use or provide such information until correction completion, and when deletion is requested, we delete it without delay and do not retain such information in any form.

Personal Data Protection Measures

JYP Entertainment implements technical and administrative measures to ensure personal information security. Technical measures include access control system operations and security program installation, while administrative measures include employee security training. In addition, we have secured technical stability for software including database and OS access control systems. Detailed information is available in the JYP Entertainment Privacy Policy. Currently, we do not operate systems for personal information encryption and de-identification, but plan to strengthen related technical measures if sensitive personal information collection increases in the future.

Data Subject Rights



Access to Personal Data

Data subjects may request access to their personal data held by the company at any time.



Correction and Deletion of Personal Data

Data subjects may request the correction or deletion of their personal data held by the company.



Suspension of Personal Data Processing

Data subjects may request the suspension of the processing of their personal data held by the company.

Information Security

Risk Management

Internal Evaluation of Information Security

JYP Entertainment conducts internal audits to identify information security vulnerabilities such as account management and log monitoring, assessing risk occurrence probability and impact. Improvements identified through this process are being implemented with specific measures, and we plan to expand internal audit scope to advance our framework.

Information Security Management for Partners

JYP Entertainment distributes and provides relevant guidelines and forms to enable partners to comply with and implement JYP Entertainment’s information security regulations. Furthermore, JYP Entertainment provides partner information security checklists to monitor compliance requirements during collaboration processes with our company. In the future, we plan to establish frameworks for monitoring and evaluating partner information security levels for regular management.

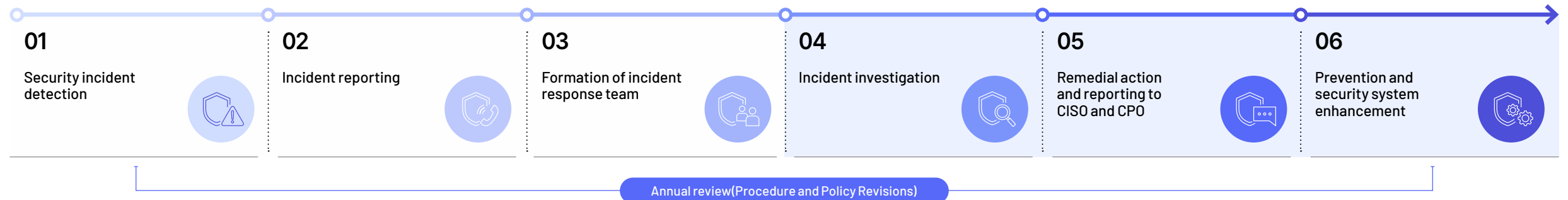
Third-Party Assessment and Diagnosis of Information Security

JYP Entertainment has conducted third-party consulting through external specialist organizations for objective information security level diagnosis and continuous improvement. Through this approach, we have identified security risk factors and are establishing and implementing systematic countermeasures based on identified improvement initiatives. Moving forward, we plan to conduct third-party assessments including penetration testing to strengthen technical security, further enhancing JYP Entertainment’s information security reliability and stability.

Third-Party Certification of Information Security

BLUE GARAGE, a JYP Entertainment subsidiary, plans to obtain ISMS certification in the second half of 2025 to provide more stable and reliable services to users. To this end, we have established robust information security frameworks and continuously strive to advance our information security systems through partnerships with specialist companies.

Incident Response Process



APPENDIX

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UN SDGs	121
GHG Verification Statement	122
Third-party Assurance Statement	124



ESG Data

Economy

Consolidated Statement of Financial Position

Assets

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Current assets	KRW	237,105,821,049	368,755,808,500	362,268,599,891
Cash and cash equivalents		139,647,280,323	217,189,672,861	190,613,227,749
Other current assets		20,010,696,834	45,552,679,989	26,513,353,064
Trade and other receivables		68,206,650,598	71,041,490,706	117,417,583,409
Inventories		2,397,304,762	24,438,851,519	14,310,042,165
Other current assets		6,843,109,192	10,520,723,535	13,110,086,730
Current corporate tax assets		779,340	12,389,890	304,306,774
Non-current assets		174,016,489,083	202,777,637,642	316,513,460,000
Profit or loss - Financial assets at fair value		32,552,923,079	23,281,292,721	28,823,510,063
Other comprehensive income - Financial assets at fair value		1,455,231,985	1,525,723,135	936,887,062
Other non-current financial assets		11,145,264,155	19,883,873,094	18,205,438,210
Other non-current assets		3,820,326	1,354,006	63,269,174
Investments in associates or joint enterprises		48,302,838,434	52,790,939,190	56,574,648,891
Investment properties		0	67,325,126	64,950,090
Property, Plant and Equipment		37,763,727,474	56,287,042,425	140,231,005,691
Intangible assets		41,506,863,178	40,648,348,163	60,223,870,978
Deferred tax assets		1,285,820,452	8,291,739,782	11,389,879,841
Total assets		411,122,310,132	571,533,446,142	678,782,059,891

Liabilities

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Current liabilities	KRW	101,383,995,470	154,345,051,751	174,828,773,094
Trade and other payables		31,556,538,448	55,642,713,036	94,329,534,150
Other current financial liabilities		3,214,591,918	5,335,329,080	6,607,235,700
Advance received		25,416,661,186	28,141,774,064	26,129,535,954
Other current liabilities		25,811,243,282	42,056,965,907	39,369,360,165
Current corporate tax liabilities		15,384,960,636	23,168,269,664	8,393,107,125
Non-current liabilities		5,237,213,426	19,145,723,455	21,071,785,411
Other non-current financial liabilities		3,378,038,152	8,599,417,191	6,347,541,704
Net defined benefit liabilities		0	22,145,074	209,379,800
Provisions		78,243,008	1,384,170,666	1,899,308,692
Other non-current liabilities		1,178,196,309	1,621,166,555	3,560,724,869
Deferred tax liabilities		602,735,957	7,518,823,969	9,054,830,346
Total liabilities		106,621,208,896	173,490,775,206	195,900,558,505

Capital

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Equity attributable to owners	KRW	300,557,951,078	394,021,893,926	478,598,990,184
Share capital		17,943,451,500	17,953,451,500	17,960,951,500
Capital surplus		76,955,682,199	78,164,159,199	79,101,015,199
Capital adjustment		(9,591,249,638)	(10,509,590,094)	(10,824,740,094)
Accumulated other comprehensive income		(2,296,310,605)	(2,386,159,740)	2,833,436,534
Retained earnings		217,546,377,622	310,800,033,061	389,528,327,045
Non-controlling interests		3,943,150,158	4,020,777,010	4,282,511,202
Total equity		304,501,101,236	398,042,670,936	482,881,501,386

ESG Data

Economy

Consolidated Statement of Comprehensive Income

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Revenue	KRW	345,892,110,215	566,500,542,871	601,787,883,332
Cost of sales		189,329,525,299	298,216,964,062	345,406,334,314
Gross profit		156,562,584,916	268,283,578,809	256,381,549,018
Sales and administration expenses		59,931,044,946	98,839,668,860	128,119,279,778
Operating profit		96,631,539,970	169,443,909,949	128,262,269,240
Other income		335,224,145	806,686,665	393,689,264
Other expenses		2,112,162,593	6,734,170,511	3,939,126,995
Financial income		5,898,372,520	6,088,723,978	14,174,507,508
Financial costs		7,327,785,447	17,757,610,617	5,244,314,238
Profits(losses) of joint ventures and associates		695,391,798	3,825,325,960	2,509,848,814
Gains(losses) from investments in associates		94,120,580,393	155,672,865,424	136,156,873,593
Income tax expenses		26,619,321,899	50,656,124,683	38,441,959,676
Net Income		67,501,258,494	105,016,740,741	97,714,913,917
Profit attributable to				
Controlling interests		67,483,723,822	105,466,839,210	97,758,616,779
Non-controlling interests		17,534,672	(450,098,469)	(43,702,862)

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Other comprehensive income(loss)	KRW	(3,745,908,675)	(165,932,453)	5,504,476,399
Items that are or may be reclassified to profit or loss(other comprehensive income after tax)		(2,681,989,854)	(173,693,680)	5,623,653,423
Foreign currency translation difference for foreign operations		(2,681,989,854)	(173,693,680)	5,623,653,423
Items that will not or may not be reclassified to profit or loss(other comprehensive income after tax)		(1,063,918,821)	7,761,227	(119,177,024)
Gains and losses on financial assets at fair value through other comprehensive income		(1,106,377,397)	53,818,584	(452,814,940)
Share of changes in other comprehensive income(loss) of associates		42,458,576	(46,057,357)	354,194,845
Remeasurements of net defined benefit liabilities		0	0	(20,556,929)
Total comprehensive income		63,755,349,819	104,850,808,288	103,219,390,316
Profit attributable to:				
Controlling interests		63,839,739,366	105,376,990,075	102,957,656,124
Non-controlling interests		(84,389,547)	(526,181,787)	261,734,192
Earnings per share				
Basic earnings per share(losses)		2,039	3,186	2,951
Diluted earnings per share(losses)		2,038	3,184	2,951

ESG Data

Economy

Separated Statement of Financial Position

Assets

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Current assets	KRW	159,948,635,066	282,039,787,595	232,463,943,227
Cash and cash equivalents		94,576,441,780	165,657,780,669	88,561,403,705
Other current assets		17,213,171,576	35,223,680,086	7,030,879,283
Trade and other receivables		40,519,146,983	60,939,352,385	122,979,055,493
Inventories		896,137,696	11,086,625,218	4,512,073,725
Other current assets		6,743,737,031	9,132,349,237	9,380,531,021
Non-current assets		161,637,220,691	196,293,404,913	324,013,127,987
Profit or loss - Financial assets at fair value		32,552,923,079	23,281,292,721	28,823,510,063
Other comprehensive income - Financial assets at fair value		1,455,231,985	1,525,723,135	936,887,062
Other non-current financial assets		5,047,339,645	12,570,270,071	16,698,525,583
Other non-current assets		2,780,152	1,354,006	0
Investment in subsidiaries, associates and joint ventures		48,035,253,353	65,397,543,353	80,381,808,853
Investment properties		477,851,374	529,853,698	512,155,859
Property, Plant and Equipment		33,831,518,052	50,788,167,367	133,453,167,366
Intangible assets		40,234,323,051	35,971,160,477	55,725,575,082
Deferred tax assets		0	6,228,040,085	7,481,498,119
Total asset		321,585,855,757	478,333,192,508	556,477,071,214

Liabilities

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Current liabilities	KRW	76,936,935,007	119,418,879,196	129,109,877,232
Trade and other payables		29,893,118,854	46,773,835,061	82,641,623,965
Other current financial liabilities		2,273,676,960	4,987,559,803	5,296,715,754
Advance received		14,873,478,390	15,344,394,657	13,357,798,512
Other current liabilities		18,948,161,245	33,231,169,535	24,872,058,910
Current corporate tax liabilities		10,948,499,558	19,081,920,140	2,941,680,091
Non-current Liabilities		4,392,494,916	9,774,458,066	9,320,619,690
Other non-current financial liabilities		2,917,719,545	7,394,158,983	5,840,233,548
Provisions		78,243,008	1,049,886,817	1,389,076,745
Other non-current liabilities		984,733,838	1,330,412,266	2,091,309,397
Deferred tax liabilities		411,798,525	0	0
Total liabilities		81,329,429,923	129,193,337,262	138,430,496,922

Capital

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Share capital	KRW	17,943,451,500	17,953,451,500	17,960,951,500
Capital surplus		68,073,565,569	69,282,042,569	70,218,898,569
Capital adjustment		(11,671,581,511)	(11,986,928,634)	(12,302,078,634)
Accumulated other comprehensive income		(298,837,362)	(245,018,778)	(697,833,718)
Retained earnings		166,209,827,638	274,136,308,589	342,866,636,575
Total equity		240,256,425,834	349,139,855,246	418,046,574,292

ESG Data

Economy

Separated Statements of Comprehensive Income

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Revenue	KRW	291,490,220,553	477,085,945,707	488,264,358,029
Cost of sales		170,531,934,072	259,022,020,924	300,512,939,012
Gross profit		120,958,286,481	218,063,924,783	187,751,419,017
Sales and administration expenses		43,013,797,175	66,547,862,001	74,432,449,036
Operating profit		77,944,489,306	151,516,062,782	113,318,969,981
Other income		276,211,029	248,098,354	1,208,990,641
Other expenses		1,829,273,491	2,664,285,916	3,800,140,658
Financial income		5,137,545,255	24,827,792,007	11,555,850,390
Financial costs		6,926,872,167	16,776,427,675	4,578,026,413
Gains from investments in associates		74,602,099,932	157,151,239,552	117,705,643,941
Income tax expenses		19,655,933,589	37,011,574,830	29,965,550,089
Net Income		54,946,166,343	120,139,664,722	87,740,093,852

Category	Unit	28th (2022.01.01 ~ 12.31)	29th (2023.01.01 ~ 12.31)	30th (2024.01.01 ~ 12.31)
Other comprehensive income(loss)	KRW	(1,106,377,397)	53,818,584	(452,814,940)
Items that will not or may not be reclassified to profit or loss(other comprehensive income after tax)		(1,106,377,397)	53,818,584	(452,814,940)
Gains and losses on financial assets at fair value through other comprehensive income		(1,106,377,397)	53,818,584	(452,814,940)
Total comprehensive income		53,839,788,946	120,193,483,306	87,287,278,912
Earnings per share				
Basic earnings per share(losses)		1,660	3,629	2,648
Diluted earnings per share(losses)		1,659	3,626	2,648

ESG Data

Environmental

Greenhouse Gas

Indicators			Unit	2022	2023	2024
Total Direct and Indirect Greenhouse Gas Emissions(Scope 1, 2)				1,073.64	1180.74	1492.9
Scope 1	Total Direct Greenhouse Gas Emissions(Scope 1)			298.24	319.09	347.34
	HQ	JYP Entertainment		295.22	299.63	313.85
	Domestic Subsidiary	JYP Publishing		0.88	2.87	6.47
		BLUE GARAGE		2.15	2.52	7.31
		JYP Partners		-	-	1.48
		INNIT Entertainment		-	-	-
	Overseas affiliate	JYP Entertainment Japan Inc.		-	-	-
		JYP Entertainment Hong Kong LIMITED		-	14.07	14.54
		JYP USA Inc.	tCO ₂ eq	-	-	3.69
	Total Indirect Greenhouse Gas Emissions(Scope 2)			775.40	861.65	1145.56
HQ	JYP Entertainment		688.62	751.51	979.06	
Scope 2	Domestic Subsidiary	JYP Publishing		34.93	29.49	33.04
		BLUE GARAGE		6.21	14.85	48.34
		JYP Partners		-	0.60	4.34
		INNIT Entertainment		-	-	9.45
	Overseas affiliate	JYP Entertainment Japan Inc.		17.69	30.98	34.14
		JYP Entertainment Hong Kong LIMITED		27.96	32.70	32.46
		JYP USA Inc.		-	1.52	4.72
		Greenhouse gas emission intensity(Scope 1+2)			tCO ₂ eq/ 100 million	0.310

Indicators			Unit	2022	2023	2024
Scope 3 ²⁾	Total Other Indirect Greenhouse Gas Emissions(Scope 3)			-	311.11	397.53
	Category 2	HQ	JYP Entertainment	-	24.78	13.27
			JYP Publishing	-	-	-
		Domestic Subsidiary	BLUE GARAGE	-	0.98	3.34
			JYP Partners	-	-	-
			INNIT Entertainment	-	-	0.13
	Category 3	HQ	JYP Entertainment	-	97.18	123.26
			JYP Publishing	-	3.38	3.95
		Domestic Subsidiary	BLUE GARAGE	-	1.76	5.67
			JYP Partners	-	0.07	0.55
			INNIT Entertainment	-	-	1.04
	Category 7	HQ	JYP Entertainment	-		192.25
			JYP Publishing	-		4.16
		Domestic Subsidiary	BLUE GARAGE	-	182.97	41.59
			JYP Partners	-		1.85
			INNIT Entertainment	-		6.47

*Intensity is calculated based on consolidated revenue
1) Data revision due to calculation method change(Scope 1+2/consolidated revenue)
2) Calculated from 2023, with additional calculation of Category 2&3 emissions

ESG Data

Environmental

Energy

Indicators			Unit	2022	2023	2024
Total energy consumption				19.99	22.06	27.34
Non-renewable energy	HQ	JYP Entertainment		4.43	4.49	4.71
	Domestic Subsidiary	JYPPublishing		0.71	0.64	0.76
		BLUE GARAGE		0.16	0.34	0.11
		JYPPartners		-	0.01	0.11
		INNIT Entertainment	TJ	-	-	0.19
	Overseas affiliate	JYP Entertainment Japan Inc.		0.39	0.68	0.28
		JYP Entertainment Hong Kong LIMITED		0.47	0.76	0.42
		JYP USA Inc.		-	0.06	0.13
Renewable Energy Usage				13.83.	15.09	20.63 ¹⁾
Renewable Energy Usage Ratio			%	69.18	68.41	75.48
Energy intensity			TJ/ 100 million	0.006	0.004	0.005

* Intensity is calculated based on consolidated revenue
1) Combined usage of headquarters(19.66TJ) and BLUE GARAGE(0.97TJ)

Water

Indicators	Unit	2022	2023	2024
Water intake	tons	7,409	9,982	10,563

Waste

Indicators	Unit	2022	2023	2024
Waste generated ¹⁾	tons	62	69	69

1) Data revised by converting based on the 「Seoul Metropolitan City Gangdong-gu Waste Management Ordinance」 standards at headquarters location

Environmentally Friendly Vehicle

Indicators	Unit	2022	2023	2024
No. of environmentally friendly vehicle	Vehicles	0	2	2

ESG Data

Social

Human Rights*

Indicators	Unit	2022	2023	2024
No. of grievances reported	Cases	0	0	3
No. of grievances resolved		0	0	3
Ratio of grievance resolved	%	0	0	100
No. of related law violation(s)	Cases	0	0	0
Fine for negligence	KRW 1,000	0	0	0
Fines		0	0	0

* Human Rights Grievance Handling Channels have been operated since 2024. The number of cases processed includes matters that have been completed for improvement and are in progress.

Employees*

Indicators		Unit	2022	2023	2024
Total number of employees		People	417	517	629
By gender	Male		137	168	190
	Female		280	349	439
By age	Under 30		197	221	221
	30~49		212	288	399
	Above 50		8	8	9

* Non-affiliated workers(non-employee headquarters-based staff): 2022: 22 people, 2023: 29 people, 2024: 36 people

Recruitment and Turnover

Indicators		Unit	2022	2023	2024
No. of new hires		People	122	152	211
By gender	Male		28	37	57
	Female		94	115	154
By age	Under 30		75	85	108
	30~49		47	66	103
	Above 50		0	1	0
No. of turnover			62	58	96
By gender	Male		11	12	37
	Female		51	46	59
By age	Under 30		33	30	35
	30~49		28	27	59
	Above 50		1	1	2
Voluntary turnover			61	56	91
Voluntary turnover ratio ¹⁾		%	14.6	10.8	14.5

1) Data revision due to change in total employee count calculation method
* Voluntary turnover rate calculation = Number of voluntary departures / Total employees

ESG Data

Social

Diversity¹⁾

Indicators		Unit	2022	2023	2024	
By employment type	Employees with unlimited duration of employment contract	People	367	463	570	
	Male		121	148	172	
	Female		246	315	398	
	Employees with limited duration of employment contract		50	54	59	
	Male		16	20	18	
	Female		34	34	41	
By age	Staff		Under 30	196	218	219
			30~49	158	228	290
			Above 50	0	0	0
	Junior manager		Under 30	1	1	2
			30~49	38	42	72
			Above 50	1	1	1
	Senior manager		Under 30	0	0	0
			30~49	10	11	25
			Above 50	1	0	1
	Executive		Under 30	0	0	0
			30~49	6	9	12
			Above 50	6	7	7

1) Data revisions due to calculation methodology changes including exclusion of concurrent position holders

2) Data revisions due to calculation methodology changes including aggregation of foreign nationalities by country

Indicators			Unit	2022	2023	2024
By gender	Staff	Male	People	107	130	138
		Female		247	307	371
	Junior manager	Male		16	17	26
		Female		24	27	49
	Senior manager	Male		6	14	15
		Female		5	6	11
	Executive	Male		8	10	11
		Female		4	6	8
	Revenue generating department			245	300	346
By gender	Male	%	66	79	73	
	Female		179	221	273	
	Ratio of males		26.9	26.3	21.1	
	Ratio of females		73.1	73.7	78.9	
Employees with disabilities	No. of employees with disabilities	People	0	2	2	
	Ratio of employees with disabilities	%	0	0.4	0.3	
National meritorious employees			6	9	8	
Employees of foreign nationalities ²⁾	No. of foreign nationals		People	47	58	70
	China			38	42	42
	Japan			5	8	15
	United States			2	4	9
	Belgium			0	1	1
	Thailand			2	2	2
	Canada			0	1	1
	Ratio of foreign nationals			%	11.3	11.2

ESG Data

Social

Performance Evaluation*

Indicators	Unit	2022	2023	2024
No. of employees subject to performance evaluation	People	286	339	377
No. of employees subject regular performance evaluation		286	339	377
Ratio of employees subject regular performance evaluation	%	100	100	100

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

Remuneration*

Indicators	Unit	2022	2023	2024
Ratio of female to male remuneration	%	79	78	78
Average employee remuneration	KRW 1,000	72,979	93,232	106,152
Male		81,409	101,144	124,062
Female		64,548	79,084	97,087
Average of CEO remuneration/employee remuneration	Time(s)	19	20	18

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

Parental Leave

Indicators	Unit	2022	2023	2024
No. of employees eligible for parental leaves	People	5	8	8
Male		2	1	2
Female		3	7	6
No. of employees on leave		10	8	6
Male		3	1	1
Female		7	7	5
No. of employees returning to work after parental leave		2	7	1
Male		0	1	0
Female		2	6	1
No. of employees working for more than one year after parental leave		2	4	4
Male	%	0	1	1
Female		2	3	3
Rate of employees returning to work after the leave		100	88	100
Male		-	100	-
Female		100	86	100
Employment retention rate after parental leave		100	88	100
Male		-	100	100
Female		100	86	100
Use of reduced work hours before childbirth	People	3	5	4

ESG Data

Social

Employee Benefit

Indicators	Unit	2022	2023	2024
Total benefits cost	KRW 10,000	132,620	169,091	314,589
Per capital benefits cost		408	443	769

Retirement Pension Program

Indicators		Unit	2022	2023	2024
Defined contribution(DC)	Amount in management	KRW 1 million	1,246	1,610	1,686
	No. of subscribers	People	243	267	310

Labor Relations

Indicators	Unit	2022	2023	2024
No. of meetings held for the Labor-Management Council	Times	4	4	4
Headcount subject to the Council	People	317	374	420
Labor-Management Council coverage ratio	%	99	99	99

Employee Training

Indicators		Unit	2022	2023	2024
Total training expenses		KRW 10,000	7,105	15,431	14,155
Per-capita training expenses		KRW 10,000	20	39	34
Per-capita average training hour(s)		Hours	29	33	27
Language and on-the-job training	No. of participants	People	109	143	153
	Per-capita training hour(s)	Hours	23	24	21.4
New hire training	No. of participants	People	81	97	110
	Per-capita training hour(s)	Hours	25	31	30
Statutory training (= compliance training)	No. of participants	People	324	375	432
	Per-capita training hour(s)	Hours	4	4	4
Safety and health training* (office workers)	No. of participants	People	296	325	288
	Per-capita training hour(s)	Hours	3	3	6
Safety and health training* (non office workers)	No. of participants	People	-	116	105
	Per-capita training hour(s)	Hours	-	6	12
Integrity Management training (= ethics training)	No. of participants	People	322	378	432
	Per-capita training hour(s)	Hours	2	2	2
Environmental education	No. of participants	People	81	97	110
	Per-capita training hour(s)	Hours	0.5	0.5	0.5

*Since 2023, training has been conducted separately for office and non-office workers(office workers: 6 hours quarterly / non-office workers: 12 hours quarterly)

ESG Data

Social

Partners

Indicators	Unit	2022	2023	2024
Total number of partner companies	EA	2,435	3,011	3,760
New partners		512	576	749
Total purchases	KRW 100 million	1,055	1,714	3,826

Investment in Initial-stage Startups

Indicators	Unit	2022	2023	2024
Accumulated amount of investment	KRW 100 million	405	405	405
No. of businesses invested	EA	30	35	38

Partner Grievance Reporting

Indicators	Unit	2022	2023	2024
No. of grievance reported	Cases	0	0	6
No. of grievance received	Cases	0	0	6
Ratio of grievance processed	%	-	-	100

Occupational Health and Safety

Indicators	Unit	2022	2023	2024
No. of employees subject to the occupational health and safety management system	People	341	411	452
No. of industrial accident victims		1	1	0
Employee		1	1	0
Partner		0	0	0
Accident rate	%	0.29	0.24	0
Employee		0.29	0.24	0
Partner		0	0	0
Mortality	People	0	0	0
Employee		0	0	0
Partner		0	0	0
Mortality rate	%	0	0	0
Employee		0	0	0
Partner		0	0	0
No. of occupational illness	Cases	0	0	0
Employee		0	0	0
Partner		0	0	0

ESG Data

Social

Social Contributions

Indicators		Unit	2022	2023	2024
EDM Medical treatment project	Total donation(HQ)	KRW 1,000	600,000	1,000,000	3,400,000
	Total donation(Japan)	JPY 1,000	12,000	12,000	12,000
	Domestic	Treatment expense support	KRW 1,000	300,000	600,000
		Recipient children	People	36	64
	Overseas	Treatment expense support(HQ)	KRW 1,000	300,000	400,000
		Treatment expense support(Japan)	JPY 1,000	12,000	12,000
		Recipient children	People	326	671
EDM Wish Project	Total donation	KRW 1,000	143,307	134,685	49,443
	Recipient children	People	50	40	7

Indicators		Unit	2022	2023	2024
Employee Volunteer Activities	No. of volunteer activities	Times	5	8	13
	No. of volunteers	People	111	143	272
Donation to Local Community	JYP Entertainment donation		KRW 1,000	300,000	500,000
	JYP Entertainment artists' donation*		KRW 1,000	1,090,000	1,761,400
			JPY 1,000	0	10,300
Environmental campaign	Love Earth Challenge	No. of participations	Times	7,447	1,860
		Amount donated	KRW 1,000	74,470	37,200
	JYPBOB environmental fund ¹⁾ Amount donated			0	0

*The amount is based on the total sum of closed and non-disclosed donations.
1) Data revision based on donation timing

ESG Data

Governance

Board Composition

Indicators		Unit	2022	2023	2024
No. of directors			8	8	8
By type	Executive directors	People	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

Director Remunerations

Indicators		Unit	2022	2023	2024
Total	Total remuneration	KRW 1,000	4,842,263	4,615,702	6,950,557
	Average compensation per person		609,252	576,962	868,820
Registered directors ¹⁾	Total remuneration		4,723,027	4,470,102	6,777,757
	Average compensation per person		1,180,756	1,117,525	1,694,439
Independent director ²⁾	Total remuneration		20,759	29,400	34,800
	Average compensation per person		20,759	29,400	34,800
Audit committee member	Total remuneration		98,477	116,200	138,000
	Average compensation per person		32,825	38,733	46,000

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

Board of Directors Operation

Indicators		Unit	2022	2023	2024
Number of meetings held		Times	5	15	13
Attendance rate of independent directors		%	70	100	98
No. of agendas	Resolved	Cases	9	21	20
	Reported		1	2	1
No. of independent director dissenting/amendment agenda items			0	0	0

ESG Data

Governance

Audit Committee¹⁾

Indicators		Unit	2022	2023	2024
Ratio of independent directors		%	100	100	100
Ratio of accounting and finance professionals			67	67	67
No. of meetings held		Times	1	1	1
Attendance rate of independent directors		%	100	100	100
No. of agendas	Resolved	Cases	0	1	0
	Report		1	1	1

1) Data revision due to separate disclosure of Board of Directors and subcommittees

Compensation Committee

Indicators		Unit	2022	2023	2024
Ratio of independent directors		%	100	100	100
Number of meetings held		Times	1	1	1
No. of agendas	Resolved	Cases	1	1	1
	Report		0	0	0

ESG Committee

Indicators		Unit	2022	2023	2024
Ratio of independent directors		%	100	100	100
Number of meetings held		Times	1	2	3
No. of agendas	Resolved	Cases	0	0	5
	Report		1	2	2

ESG Data

Governance

Integrity Management¹⁾

Indicators	Unit	2022	2023	2024
No. of JYP Whistleblowing system reports	Cases	-	10	8
No. of disciplinary actions taken		-	10	6
Dismissal		-	2	1
Suspension		-	2	2
Pay cut		-	4	3
Reprimand		-	2	0

1) Whistleblowing System Management since 2023, 2023 salary reduction data revised due to indicator classification refinement

Privacy Protection and Information Security

Indicators	Unit	2022	2023	2024
No. of personal information breaches	Cases	0	0	0
Violation rate in relation to PII(personally identifiable information)	%	0	0	0
No. of users affected by personal information breaches	People	0	0	0
Amount of financial loss due to legal proceedings related to privacy protection	KRW	0	0	0

Compliance Management

Indicators	Unit	Unit	2022	2023	2024
No. of violation(s) of applicable law(s)	Violation of environmental law	Cases	0	0	0
	Violation of anti-competition law		0	0	0
Fine amount	Violation of environmental law	KRW 1 million	0	0	0
	Violation of anti-competition law		0	0	0

ESG Data

Reporting Scope

- HQ: JYP Entertainment
- Subsidiary: JYP Publishing, BLUE GARAGE, JYP Partners, INNIT Entertainment
- Overseas affiliate: JYP Entertainment Japan Inc., JYP Entertainment Hong Kong LIMITED, JYP USA Inc.

Environmental

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

Social

Indicators		Reporting Scope
Human Rights		HQ
Employees		HQ/Domestic Subsidiary/Overseas affiliate
Recruitment and Turnover		HQ/Domestic Subsidiary/Overseas affiliate
Diversity		HQ/Domestic Subsidiary/Overseas affiliate
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 Health and Safety		HQ
Social Contributions		HQ/Overseas affiliate

Governance

Indicators		Reporting Scope
Board Composition		HQ
Director remunerations		HQ
Board of Directors Operation		HQ
Audit Committee		HQ
Compensation Committee		HQ
ESG 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, 2024 to December 31, 2024 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, 116	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	-	If there are revisions, write as footnotes on the relevant page.
	2-5	External assurance	122~125	
Activities and workers	2-6	Activities, value chain and other business relationships	6, 9~11	
	2-7	Employees	6, 25~26, 107~108	
	2-8	Non-regular workers	108	
Governance	2-9	Governance structure and composition	88	
	2-10	Nomination and selection of the highest governance body	88~89	
	2-11	Chair of the highest governance body	88~89	
	2-12	Role of the highest governance body in overseeing the management of impacts	88~89	
	2-13	Delegation of responsibility for managing impacts	14	
	2-14	Role of the highest governance body in sustainability reporting	14, 90	

Topic		Disclosure	Reported in	Remarks
Governance	2-15	Conflicts of interest	88, 90	
	2-16	Communication of critical issues	88~90	
	2-17	Collective knowledge of the highest governance body	89	
	2-18	Evaluation of the performance of the highest governance body	89	
	2-19	Remuneration policies	89	
	2-20	Process to determine remuneration	89	
	2-21	Annual total compensation ratio	109	
Strategy, policies and practices	2-22	Statement on sustainable development strategy	4~5	
	2-23	Policy commitments	50, 76, 78, 93	
	2-24	Embedding policy commitments	50, 76, 78, 93	
	2-25	Processes to remediate negative impacts	56, 78~81, 94~95	
	2-26	Mechanisms for seeking advice and raising concerns	56, 95	
	2-27	Compliance with laws and regulations	-	Business Report p. 207(0 cases)
	2-28	Membership associations	10	
Stakeholder engagement	2-29	Approach to shareholder engagement	17	
	2-30	Collective bargaining agreements	57, 110	

GRI Index

Universal Standards

GRI 3: Material Topics

Topic	Disclosure		Reported in	Remarks
Disclosures on material topics	3-1	Process to determine material topics	18~19	
	3-2	List of material topics	20	
Material topic 1. Promoting human rights management and respecting diversity				
Disclosures on material topics	3-3	Management of material topics	21, 49~56	
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	25~26, 88, 107~108	
	405-2	Ratio of basic salary and remuneration of women to men	109	
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	56, 95, 115	
Material topic 2. Developing sustainable content and services				
Disclosures on material topics	3-3	Management of material topics	21, 41~45, 73~74	
Non-GRI	No relevant Topic Standard			
Material topic 3. Fostering artists with competency and good personality				
Disclosures on material topics	3-3	Management of material topics	21, 63~69	
Non-GRI	No relevant Topic Standard			

Topic	Disclosure		Reported in	Remarks
Material topic 4. Information security and personal data protection				
Disclosures on material topics	3-3	Management of material topics	21, 96-99	
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	115	
Material topic 5. Establishing Integrity and Compliance management systems				
Disclosures on material topics	3-3	Management of material topics	21, 92-95	
Anti-corruption	205-1	Operations assessed for risks related to corruption	94-95	
	205-2	Communication and training about anti-corruption policies and procedures	94, 110	
	205-3	Confirmed incidents of corruption and actions taken	95, 115	
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	Based on publication date, no violations

GRI Index

Topic Standards

Topic	Disclosure	Reported in	Remarks
Economic Performance	201-1	Direct economic value generated and distributed	101~104
	201-2	Financial implications and other risks and opportunities due to climate change	38~39
	201-3	Defined benefit plan obligations and other retirement plans	61
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	83~86
	203-2	Significant indirect economic impacts	112
Energy	302-1	Energy consumption within the organization	40, 106
	302-3	Energy intensity	40, 106
	302-4	Reduction of energy consumption	37
Water	303-5	Water consumption	106
Emissions	305-1	Direct(Scope 1)GHG emissions	40, 105
	305-2	Energy indirect(Scope 2)GHG emissions	40, 105
	305-3	Other indirect(Scope 3)GHG emissions	40, 105
	305-4	GHG emissions intensity	105
	305-5	Reduction of GHG emissions	37, 40
Waste	306-1	Waste generation and significant waste-related impacts	43~45
	306-2	Management of significant waste-related impacts	45, 47
	306-3	Waste generated	106

Topic	Disclosure	Reported in	Remarks
Employment	401-1	New employee hires and employee turnover	107
	401-3	Parental leave	109
Occupational Health and Safety	403-1	Occupational health and safety management system	78
	403-2	Hazard identification, risk assessment, and incident investigation	81
	403-3	Occupational health services	79
	403-4	Worker participation, consultation, and communication on occupational health and safety	79
	403-5	Worker training on occupational health and safety	79
	403-6	Promotion of worker health	79
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81
	403-8	Workers covered by an occupational health and safety management system	78~79
	403-9	Work-related injuries	111
	403-10	Work-related ill health	111
Training and Education	404-1	Average hours of training per year per employee	110
	404-2	Programs for upgrading employee skills and transition assistance	59
	404-3	Percentage of employees receiving regular performance and career development reviews	109

SASB Index

Internet media & Service

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 2024 stood at 27TJ, of which 75%(21TJ), was replaced with renewable energy.	40, 106
	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 2024 was 10,563tons. and the water intake and consumption were the same.	106
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.	98
	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.	115
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.	115
	TC-IM-230a.2	Description of approach identifying and addressing data security risks, including use of third-party cyber security standards	We manage related risks through information security third-party verification and certification.	97-99
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	As of 2024, we have 70 foreign nationals, accounting for 11.1% of the total employees.	25-26, 108
	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.	25-26, 89, 108
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.	115

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 2024, the percentage of female employees is 69%, maintaining a high ratio.	25-26, 89, 107-108
	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.	73-74
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property(IP) protection	We conduct plagiarism monitoring within JYP Publishing to protect intellectual property rights.	69

UN SDGs

Category	Goals	JYP Entertainment Activities	Reported in
Environmental	 7 Ensure access to affordable, reliable, sustainable, and modern energy for all	· RE100 implementation by replacing 100% of electricity usage(2,149.09MWh)at headquarters and subsidiary BLUE GARAGE with renewable energy	37, 105
	 12 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 · Resource circulation activities: Production of upcycled items(JYPBT sneaker bags for charity basketball tournament, EDM volunteer uniforms)	34, 42~44, 47
	 13 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, 7	37~40
	 14 Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	· Annual 1% of JYP Soulcup cafe revenue donated to 'The Sea of East Asia Network(OSEAN)' for marine ecosystem plastic problem resolution and marine waste reduction activities · LOVE EARTH CHALLENGE environmental campaign contributing to marine ecosystem conservation · Collaboration with East Asian Seas Action Network OSEAN for joint International Coastal Cleanup(ICC) seminar and exhibition booth operations during INC-5	44, 46
Social	 3 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 3.4 billion, overseas affiliate 12 million yen / Domestic and Overseas cumulative sponsored children: 1,716	61, 66, 83
	 4 Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all	· Job-specific competency enhancement training, leadership development training for managers, internal seminar operations · Differentiated trainee competency and enrichment programs, multi-label-based artist support	59, 66~67
	 5 Achieve gender equality and empower all women and girls	· 2024 female employee ratio: 69.79%, Female manager ratio(executive/junior/senior): 56.67% · 2024: 6 employees used parental leave, 4 employees used pre-birth working hour reduction	107~109
	 8 Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	· 2024 new hires: 211 employees · Partner fair cooperation guide operations, partner mutual growth activities	75~76, 107
Governance	 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels	· FANS platform accessibility enhancement, multilingual content support, performance accessibility expansion · Integrity management code of conduct establishment and disclosure, CEO's Integrity Management Notice distribution for partner corruption prevention · Contract process improvement and compliance education, Human Rights Grievance Handling Channels operations	70~74, 94~95
	 17 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 Medical Center, World Vision · Environmental Partnership: The Sea of East Asia Network OSEAN, 1% for the Plant	44, 46, 83, 85

GHG Verification Statement

Introduction

DNV Business Assurance Korea Ltd. (“DNV”) was commissioned by JYP Entertainment Corporation (“Company”) to perform thirdparty 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: 2006’¹. 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., BLUE GARAGE Corporation, JYP Partners Corporation, INNIT Entertainment Corporation, JYP Entertainment Japan Inc., JYP Entertainment Hong Kong LIMITED(incl. JYP Beijing Cultural Exchange Ltd.), JYP USA Inc.
- Operational boundary: Direct Emissions(Scope 1), Indirect Emissions(Scope 2) and Other Indirect Emissions(Scope 3)
- Reporting period: 2024.01.01 ~2024.12.31

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.

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 presents an ‘Unmodified’ opinion on Greenhouse Gas Emissions

2024		GHG Emissions(ton CO ₂ eq)				Energy Consumption(TJ) ²⁾
		Scope 1	Scope 2	Scope 3	Total ¹⁾	
JYP Entertainment and its subsidiaries	Market-based ³⁾		118.157		863	
	Location-based ⁴⁾	347.340	1,145.556	397.529	1,890	27.336

1) Total emissions = Scope 1 + Scope 2 + Scope 3
2) Energy Consumption: fuel and electricity use(excluding Scope 3 emission)
3) The ‘Market-based’ emissions are GHG emissions reflected as Scope 2 by purchasing of a renewable energy certificate for taking part in K-RE100. (JYPE’s electricity consumption in FY24: 2,047.975MWh, JYPE’s REC purchase in FY24: 2,050.013MWh, BLUE GARAGE’s electricity consumption in FY24: 101.115MWh, BLUE GARAGE’s REC purchase in FY24: 101.707MWh)
4) The ‘Location-based’ emissions are GHG emissions reported as Scope 2 based of local-grid.

09 June 2025 Seoul, Korea

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



1 The Global Warming Potential(GWP) was applied in accordance with the standards set by the environmental authority of each respective country(Hong Kong applies the IEA 2022 emissions factors).
2 The organizational boundary for other indirect emissions(Scope 3) is limited to domestic subsidiaries only.

GHG Verification Statement

Annex to PRJN-982783-AST-ENG Verification Opinion

GHG emissions and energy consumption by each 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		643	24.371
		Location-based ⁴⁾	313.850	979.060	328.783	1,622	
	JYP Publishing Co.,Ltd.	Location-based	6.473	33.043	8.109	48	0.760
	BLUE GARAGE Corporation	Market-based		0		58	1.080
		Location-based	7.310	48.339	50.603	106	
	JYP Partners Corporation	Location-based	1.480	4.344	2.400	8	0.109
	INNIT Entertainment Corporation	Location-based	-	9.449	7.634	17	0.190
Japan	JYP Entertainment Japan Inc.	Location-based	-	34.139	-	34	0.281
China	JYP Entertainment Hong Kong LIMITED ³	Location-based	14.538	32.460	-	47	0.420
USA	JYP USA Inc.	Location-based	3.689	4.722	-	8	0.125
Total		Market-based	347.340	118.157	397.529	863	27.336
		Location-based	347.340	1,145.556	397.529	1,890	

1) Total emissions = Scope 1 + Scope 2 + Scope 3
2) Energy Consumption: fuel and electricity use(excluding Scope 3 emission)
3) The 'Market-based' emissions are GHG emissions reflected as Scope 2 by purchasing of a renewable energy certificate for taking part in K-RE100.(JYPE's electricity consumption in FY24: 2,047.975MWh, JYPE's REC purchase in FY24: 2,050.013MWh, BLUE GARAGE's electricity consumption in FY24: 101.115MWh, BLUE GARAGE's REC purchase in FY24: 101.707MWh)
4) The 'Location-based' emissions are GHG emissions reported as Scope 2 based of local-grid.

3 In the case of JYP Entertainment Hong Kong LIMITED, the emissions of its major subsidiary, JYP Beijing Cultural Exchange Ltd., are included.

GHG emissions by scope 3 category

Country	Country	GHG Emissions(ton CO ₂ eq)			
		Category 2	Category 3	Category 7	Total
Korea	JYP Entertainment Corporation	13.272	123.262	192.249	328.783
	JYP Publishing Co.,Ltd.	-	3.950	4.159	8.109
	BLUE GARAGE Corporation	3.343	5.668	41.592	50.603
	JYP Partners Corporation	-	0.552	1.849	2.400
	INNIT Entertainment Corporation	0.129	1.035	6.470	7.634
Total		16.744	134.465	246.320	397.529

Third-party Assurance Statement

Overview

BSI (British Standards Institution) Group Korea (hereinafter referred to as the "Assurer") was requested to verify the 2024 JYP Entertainment Sustainability Report (hereinafter referred to as the "Report"). The Assurer is independent of the JYP Entertainment Corporation and has no major operational financial interest other than the assurance. This assurance opinion statement is intended to provide information related to the assurance of the JYP Entertainment Corporation report relating to the environment, social and governance (ESG) to the relevant stakeholders and may not be used for any purpose other than the purpose of publication. This assurance opinion statement was prepared based on the information presented by the JYP Entertainment Corporation and the assurance was carried out under the assumption that presented the information and data were complete and accurate.

JYP Entertainment Corporation is responsible for managing the relevant information contained within the scope of assurance, operating the relevant internal control procedures, and for all information and claims contained in the report. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to JYP Entertainment Corporation only.

The Assurer is responsible for providing JYP Entertainment Corporation management with an independent assurance opinion containing professional opinions derived by applying the assurance methodology to the scope specified, and to provide the information to all stakeholders of JYP Entertainment Corporation. The Assurer shall not bear any other responsibility, including legal responsibility, to any third party other than JYP Entertainment Corporation in providing the assurance opinion and shall not be liable to any other purpose, purpose or stakeholders related thereto for which the assurance opinion may be used.

Scope

The scope of engagement agreed upon with JYP Entertainment Corporation includes the following:

- Reporting contents during the period from January 1st to December 31st 2024 included in the report, some data included the first half of 2025.
- Major assertion included in the Report, such as sustainability management policies and strategies, goals, projects, and performance, and the Report contents related to material issues determined as a result of materiality assessment.
- Appropriateness and consistency of processes and systems for data collection, analysis and review.
- In Accordance with the four principles of AA1000 AccountAbility in the report, based on the type of Sustainability Assurance based on AA1000AS v3 and if applicable, the reliability of the sustainability performance information contained in the report.

The following contents were not included in the scope of assurance.

- Financial information in Appendix.
- Index items related to other international standards and initiatives other than the GRI.
- Other related additional information such as the website, business annual report.

Assurance Level and Type

The assurance levels and types are as follows;

- Moderate level based on AA1000 AS and Type 2 (confirmation to the four principles as described in the AA1000 Accountability Principle 2018 and quality and reliability of specific performance information published in the report.)

Description and sources of disclosures covered

Based on the scope and methodology of assurance applied, the assurer reviewed the following Disclosures based on the sampling of information and data provided by JYP Entertainment Corporation.

[Universal Standards]

2-1 to 2-5 (The organization and its reporting practices), 2-6 to 2-8 (Activities and workers), 2-9 to 2-21 (Governance), 2-22 to 2-28 (Strategy, policies and practices), 2-29 to 2-30 (Stakeholder engagement), 3-1 to 3-3 (Material Topics Disclosures)

[Topic Standards]

201-1~3, 203-1~2, 302-1, 302-3~4, 303-5, 305-1~5, 306-1~3, 205-1~3, 206-1, 401-1, 401-3, 403-1~10, 404-1~3, 405-1~2, 406-1, 418-1

Methodology

As a part of its independent assurance, the Assurer has used the methodology developed for relevant evidence collection in order to comply with the verification criteria and to reduce errors in reporting. The Assurer has performed the following activities;

- A top-level review of issues raised by external parties that could be relevant to organizations policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staffs on organization's approach to stakeholder engagement.
- Review of the supporting evidence related to the material issues through interviews with senior managers in the responsible departments.
- Review of the system for sustainability management strategy process and implementation
- Review of materiality issue analysis process and prioritization by reviewing materiality issue analysis process and verifying the results
- Verification of data generation, collection and reporting for each performance index and document review of relevant systems, policies, and procedures where available
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard (2018).
- Visit of the JYP Entertainment Corporation HQ to confirm the data collection processes, record management practices.

Limitations and approach used to mitigate limitations

The Assurer performed limited verification for a limited period based on the data provided by the reporting organization. It implies that no significant errors were found during the verification process, and that there are limitations related to the inevitable risks that may exist. The Assurer does not provide assurance for possible future impacts that cannot be predicted or verified during the verification process and any additional aspects related thereto.

Competency and Independence

BSI (British Standards Institution) is a leading global standards and assessment body founded in 1901. BSI is an independent professional institution that specializes in quality, health, safety, social and environmental management with almost 120 years history in providing independent assurance services globally. No member of the assurance team has a business relationship with JYP Entertainment Corporation. The Assurer has conducted this verification independently, and there has been no conflict of interest. All assurers who participated in the assurance have qualifications as an AA1000AS assurer, have a lot of assurance experience, and have in-depth understanding of the BSI Group's assurance standard methodology.

Third-party Assurance Statement

Opinion Statement

The assurer was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance Standard v3. Assurer planned and performed this part of our work to obtain the necessary information and explanations assurer considered to provide sufficient evidence that JYP Entertainment Corporation's description of their approach to AA1000 Assurance Standard and their self-declaration of compliance with the GRI standards were fairly stated.

On the basis of our methodology and the activities described above, it is our opinion that the information and data included in the Report are accurate and reliable and the Assurer cannot point out any substantial aspects of material with mistake or misstatement. We believe that the economic, social and environmental performance indicators are accurate and are supported by robust internal control processes.

Conclusions

The Report is prepared in accordance with the GRI Standards. (Reporting in accordance with the GRI standards). The detailed reviews against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards are set out below.

Inclusivity: Stakeholder Engagement and Opinion JYP Entertainment Corporation defined members, partners, users, shareholders/investors, local community and government/media as a Key Stakeholder Groups. In order to collect opinions by each stakeholder group in the context of sustainability, operated the stakeholder engagement process. JYP Entertainment Corporation conducted a review of the stakeholder engagement process at the Steering Committee in order to reflect the major issues derived through the stakeholder engagement process in sustainability strategy and goals. JYP Entertainment Corporation disclosed the results related to the process in the Report.

Materiality: Identification and reporting of material sustainability topics JYP Entertainment Corporation implemented its own materiality assessment process in consideration of the major business and operational characteristics to derive important reporting issues related to sustainability. In the materiality assessment, JYP Entertainment Corporation conducted the analysis of global sustainability disclosure and evaluation standards, analysis to derive the impact and financial materiality. JYP Entertainment Corporation derived 5 material issues through the process, and disclosed GRI topic standards disclosures related to material issues in the Report.

Responsiveness: Responding to material sustainability topics and related impacts JYP Entertainment Corporation operated a management process for material issues in the context of sustainability derived from the materiality assessment. JYP Entertainment Corporation established mid- to long-term sustainability plans and goals in according to the management methodology established to effectively reflect the expectations of key stakeholders. JYP Entertainment Corporation disclosed the process including policy, indicator, activity and response performance on key issues in the Report.

Impact: Impact of an organization's activities and material sustainability topics on the organization and stakeholders JYP Entertainment Corporation identified the scope and extent of the impacts to the organization and key stakeholders in the context of the sustainability of the material issues reported. JYP Entertainment Corporation established sustainability strategies and objectives based on the analysis results of major impacts, including risks and opportunities for material issues at the governance level, disclosed mid- to long-term plans and strategic system in the Report.

Findings and conclusions concerning the reliability and quality of specified performance information

Among the GRI Topic Standards, the following disclosure related Economic, Social and Environmental were carried out in a assurance Type 2 based on the information and data provided by the reporting organization. In order to verify the reliability and accuracy of the data and information, internal control procedures related to data processing, processing, and management were verified through interviews with the responsible department, and accuracy was verified through sampling. Errors and intentional distortions in sustainability performance information included in the report were not found through assurance processes. The reporting organization manages the sustainability performance information through reliable internal control procedures and can track the process of deriving the source of the performance. Errors and unclear expressions found during the assurance process were corrected during the assurance process and prior to the publication of the report, and the assurer confirmed the final published report with the errors and expressions corrected.

- GRI Topic standards 201-2, 203-1~2, 302-1, 302-3~4, 303-5, 305-1~5, 306-3, 205-1~3, 206-1, 401-1, 401-3, 403-1~10, 404-1~3, 405-1~2, 406-1, 418-1

Recommendations and Opportunity for improvement

The assurer will provide the following comments to the extent that they do not affect the result of assurance; Considering the industry and business characteristics of JYP Entertainment Corporation,

- Considering JYP Entertainment's entertainment industry and business characteristics, It may be effective to upgrading key sustainability management systems, such as stakeholder engagement and value chain identification.
- It may be helpful to advance the sustainability management system by advancing the sustainability performance indicator management system, including companies subject to consolidation.

GRI-reporting

JYP Entertainment Corporation provided us with their self declaration of compliance within GRI Standards. Based on our review, we confirm that social responsibility and sustainable development indicators with reference to the GRI Index. The Assurer confirmed that the Report was prepared in accordance with the GRI Standards and the disclosures related to the Universal Standards and Topic Standards Indicators based on the data provided by JYP Entertainment Corporation. The sector standard was not applied.

Issue Date: 20/06/2024

For and on behalf of BSI (British Standards Institution): BSI representative




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