

JYP Entertainment Sustainability Report 2022

## Leader of Change

# JYP

Open the Door to Change



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## About this report

### Overview

This report is JYP Entertainment's second Sustainability Report followed by the first released in 2021. It covers ESG-related efforts and achievements we have made throughout 2022. Through this report, we intend to disclose our performances transparently in the environmental, social, and governance aspects of sustainability and promote our ESG management through active engagement with various stakeholders.

### Reporting Standards

This report was prepared in accordance with the Core Options of the GRI (Global Reporting Initiative) Standards, which are the global guidelines for sustainability reports, as well as the "Internet Media & Services" and "Media & Entertainment" industries within the Sustainability Accounting Standards Board (SASB) services, the U.S sustainability accounting standards. Financial information was prepared according to K-IFRS (Korean International Financial Reporting Standards).

### Reporting Period and Scope

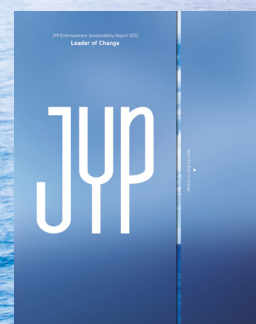
This report covers our ESG management activities between January 1st and December 31st of 2022. Major performance indicators are indicated separately in the relevant sections of the report. For quantitative performance, we disclose three-year data from 2020 to 2022 for trend analysis, and key managerial topics may include years before 2022 or the first half of 2023. Financial performance is reported on a consolidated basis, and non-financial performance focuses mainly on the Company's domestic operations.

### Independent Assurance

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

### Contact Information for the Report

JYP Entertainment ESG Committee at [esg@jype.com](mailto:esg@jype.com)



#### Cover Story

JYP Entertainment aspires to become a door to open up a new bigger world for people with dreams and passion and lead to changes for a better world. The cover of this report presents a scene where our desire and conviction become a driving force to open the door to a brighter world.

# Founder/Chairman Message



Hello, I am J. Y. Park. This is our second sustainability report, followed by the first released last year. Through the report, I hope you all feel the sincerity of me and the Company as well as the endeavors we have made with our hearts.

In this report as well, we intend to show you clearly and transparently what we at JYP Entertainment have achieved over the past year and what we will achieve in coming years, under our ESG Vision of 'Leader of Change.'

We are well aware that many of our fans and investors have high hope and expectation for us. In response, we will redouble our efforts to make continued improvements and substantial results in areas of building a distinct and sound artist development system, preserving the environment, co-prospering with partners, producing more artist content contributing to society, engaging in corporate philanthropy activities, and more.

We would like to ask for your continuous support and interest in our Company. Thank you.

J. Y. Park  
Founder, JYP Entertainment

# CEO Message

# LEADER OF ————— CHANGE



“  
We intend to build a sustainable world that  
can be shared with our fans who love  
JYP Entertainment as well as the public.  
”

Wook Jeong  
CEO, JYP Entertainment

Under the slogan “LEADER IN ENTERTAINMENT,” JYP Entertainment accelerates ESG activities, such as releasing the first sustainability report in the Korean entertainment industry and implementing RE100. What is your take on the importance and role of sustainable management with respect to entertainment businesses?

The key pillar of the entertainment industry is fans or the public. What artists do is not just simply showing their performances on stage. They are interacting with fans in person and naturally feel what the public of our time thinks of and what they pursue. Through this, we think about how we can make this world better, and this is where all sustainability management begins. With the ever-increasing influence of K-POP, entertainment companies, for their part, should try to build a sustainable world by engaging in righteous and good deeds. All these efforts, in fact, led us to release the second sustainability report for 2022, followed by the first report published last year, which was the first for a Korean entertainment company.

JYP Entertainment has achieved record-high performance in both revenue and profit in the company's history. In particular, your physical sales which indicate artists' fanbase, and are thus regarded as one of the key indexes of the K-POP industry showed remarkable growth. Tell us how your Company's sustainability management is integrated throughout the value chain of your business.

Our value chain is not a simple functional mechanism but more of a composition of closely intertwined narratives. Fans have a single end-to-end view of the whole process from artists having quality education, going through constant training and endeavors, to performing on stage. Therefore, the company is striving to implement sustainable management throughout the whole process of selecting and developing artists, producing content, and performing on stage and appearing on air. We practice ESG in various fields, including developing systems to foster artists who possess talents and a good personality, expanding welfare for artists and employees, and hosting different corporate philanthropy activities, in order to participate in creating a sustainable world.

“  
**It is an entertainment company’s ultimate social responsibility to create social values from popular culture and pass down good impact to next generations.**  
 ”

**| Dreamers |**

According to this year’s materiality assessment of sustainable management, following last year’s, the issue at our top priority was ‘fostering artists with competency and good personality.’ In fact, the issue of developing and managing artists has been emphasized continuously in the entertainment industry. I understand that from the trainee discovery phase, JYP Entertainment puts in a lot of support to develop well-rounded artists with competency and good personality. Please tell us about your unique artist management system and its distinct features.

Fostering talents with an upright personality is invaluable to entertainment companies. At JYP Entertainment, we develop our artists, based on four values of the Leader’s Code: integrity, sincerity, humility, and love. In so doing, we offer various education and training programs based on systematic curriculums, as well as learning programs on global culture and languages due to the globalization of K-Pop, volunteer work in local communities, and public service activities, focusing on nurturing well-rounded artists. Even after artists make their debut, we still actively support them for their social contribution activities and take good care of their physical and mental health.

**| Planet |**

With Millennials and Generation Z at the helm, environmental issues are gaining more significance among stakeholders. Based on the strategic system of ‘Change for the Planet,’ JYP Entertainment has been engaging in various activities to spread environmentally-friendly values. What do you emphasize exactly in spreading those values? Plus, what is your direction and plan for environmental management, going forward?

As the first entertainment company in Korea to implement RE100, JYP Entertainment uses 100% renewable energy for electricity consumed for recording sound sources at the headquarters. Also, starting in 2023, we are building a greenhouse gas (GHG) inventory, beginning our carbon emission reduction activities in earnest. In addition, an active and multi-angled discussion is underway for the eco-friendly production of albums and merchandise.

When people go to the pantry at our office, they will see a pile of tumblers in there. This shows how involved our employees are in pursuing eco-friendly activities in their everyday life, not just the artists. We will continue to promote environmental management to create a sustainable environmentally-friendly ecosystem, always keeping in mind that the plant is our foundation for life.

**| Society |**

JYP Entertainment has been engaging in a wide variety of corporate philanthropy activities including medical expense aid for children and a wish granting program, whilst artists and employees both were involved in multiple public service activities. What are the intrinsic and fundamental social responsibilities of an entertainment company?

Popular culture has always been keeping abreast with the times. Whenever there exist social difficulties, major players of pop culture leverage cultural competency to notify the seriousness of the problem as well as to encourage public participation.

As such, creating social values through popular culture and passing down the good impact made from those values to the next generations is our ultimate social responsibility. In the same context, we support diverse corporate philanthropy activities under a vision of ‘Every Dream Matters!’ and work together with artists and fans to promote various projects that spread positive influence across society.

**| Next Step |**

Of late, K-Pop’s global fandom continues to expand, and interest in ESG is on the rise, as well. In response, many entertainment companies are building strategies to implement sustainable ESG management and engaging in various activities. What is JYP Entertainment’s vision and future direction for sustainable management, so the Company could grow into a sustainable corporation?

Creating quality content is essential in the entertainment industry. This is what we do best and also the starting point and goal of sustainable management. Under our vision of ‘Leader of Change,’ we at JYP Entertainment are devoted to making Change for the Dreamers, Change for the Planet, and Change for the Society. For this, we intend to actively engage with and listen to various stakeholders through multiple channels. Also, we will strive to make our planet more inhabitable for the co-existence of diverse living organisms and facilitate sustainable management based on a transparent and reliable governance structure. Going forward, we will do our utmost to become an entertainment company that can spread a good impact across the world to many of our fans who love our music.



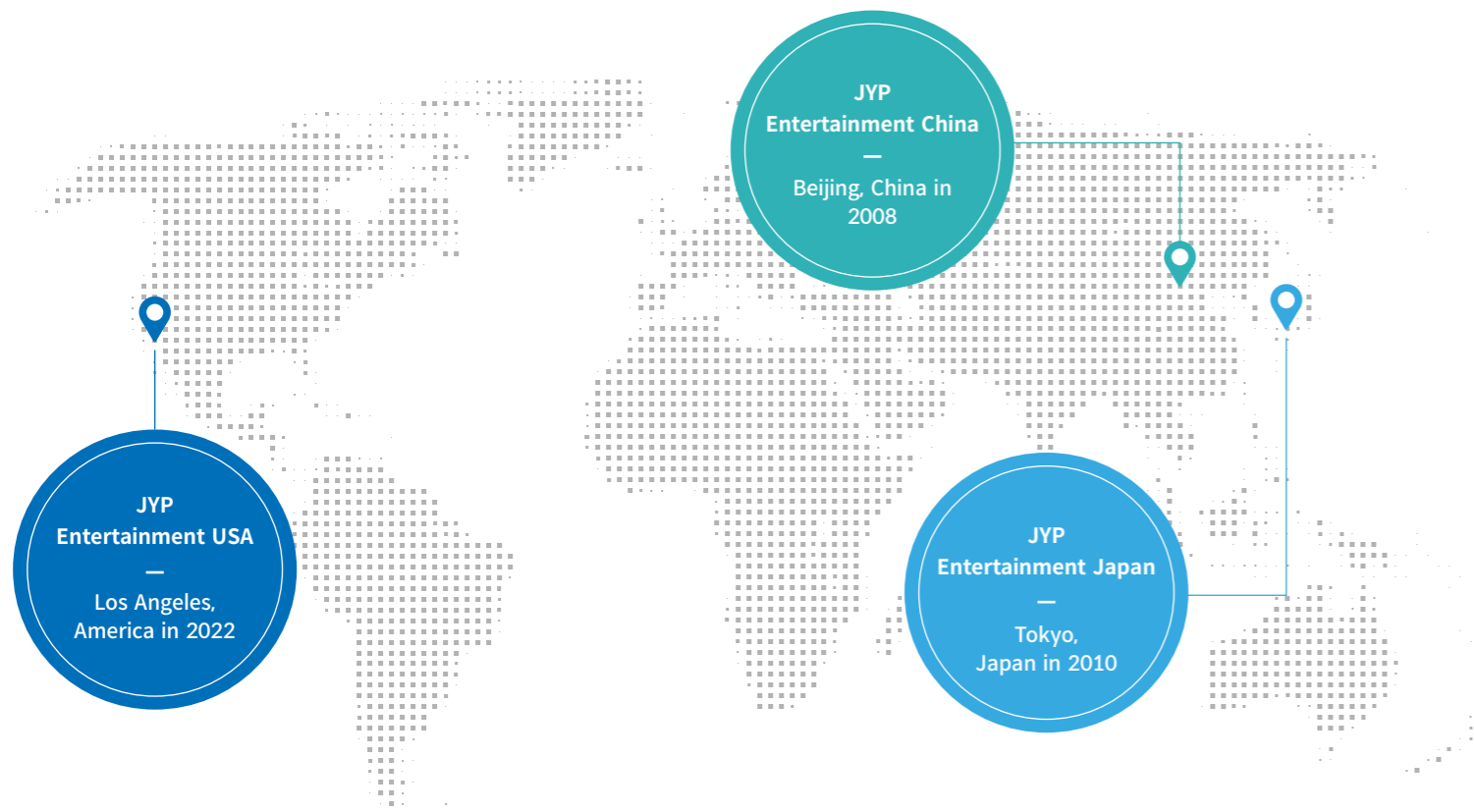
# About JYP

## JYP, LEADER IN ENTERTAINMENT

Since its foundation in 1996, JYP Entertainment, as a leader in the Korean entertainment industry, has been producing the world's leading artists with J. Y. Park, Asia's top producer at the helm. The artists include g.o.d, Rain, Wonder Girls, 2PM, miss A, GOT7, DAY6, TWICE, Stray Kids, ITZY, Xdinary Heroes, NMIXX in Korea, NiziU in Japan, Boy Story and Yao Chen in China.

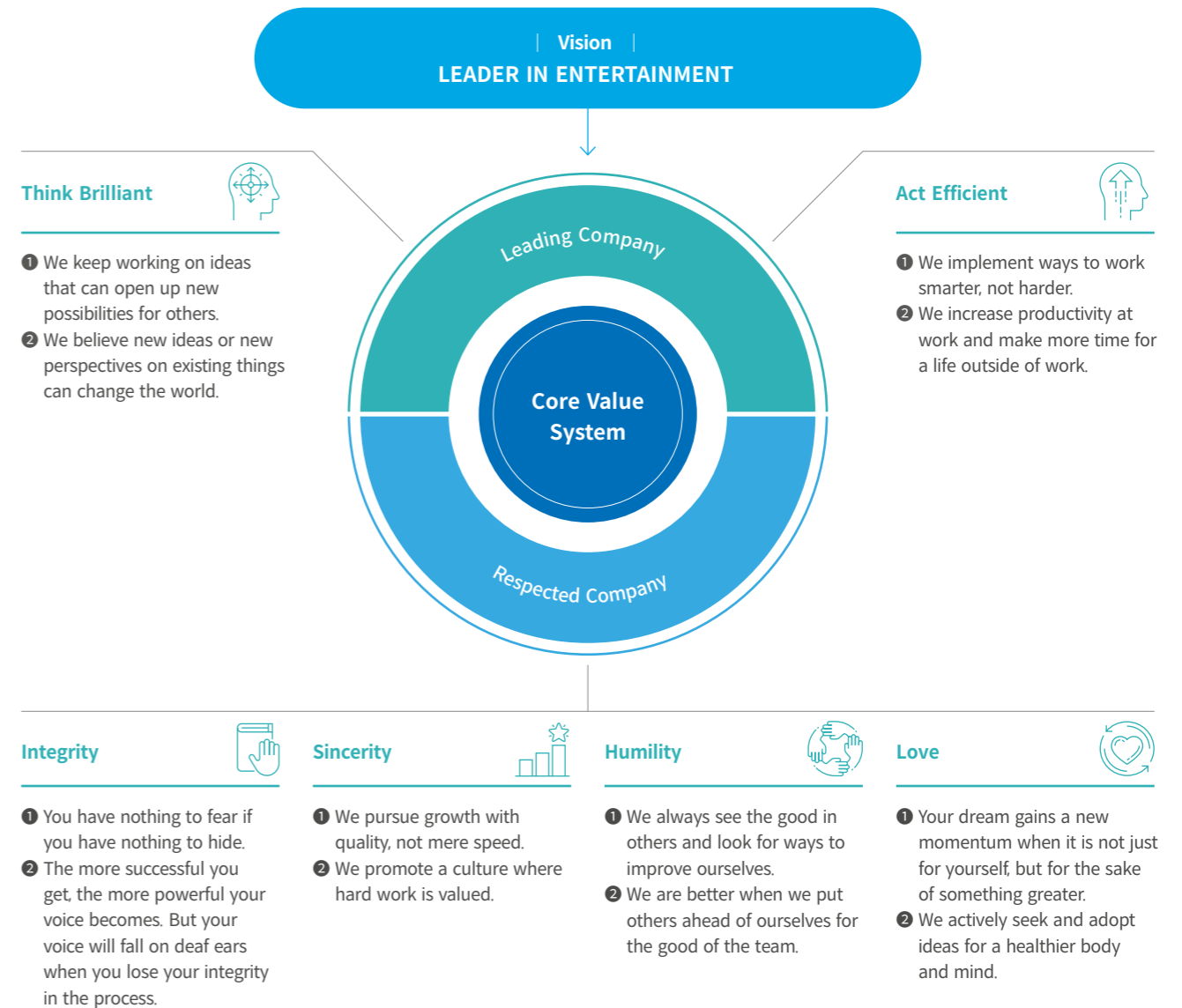
Company Name	CEO	Founded on
JYP Entertainment Corp.	Jimmy Jeong	April 25, 1996
HQ Address	Key Businesses	
205, Gangdong-daero, Gangdong-gu, Seoul	Album and digital content, merchandise (MD) and IP licensing, commercials & on-air appearances, and performances & concerts	

Starting with the establishment of JYP Entertainment China in 2008, we built JYP Entertainment Japan in 2010, followed by JYP Entertainment USA in 2022, continuously expanding K-Pop's influence globally beyond Korea. Furthermore, we are promoting our values and goals of 'Leader in Entertainment' under the core values of becoming a 'leading company' and a 'respected company' through our endeavor to discover and develop ingenious and active talents who could lead the entertainment industry.



## Leader's Code

At JYP Entertainment, we have been expanding K-Pop's foundation and influence by discovering and developing the finest artists representing the music industry. We are dedicated to becoming a leader in the global entertainment company. In pursuit of this, we comply with our management philosophy of "Leader's Code," based on the vision of "LEADER IN ENTERTAINMENT". The philosophy serves as the detailed code of conduct that all our employees must follow, as well as a commitment we intend to deliver to everyone who loves our music. In accordance with the Leader's Code's core values and code of conduct, we are striving to become a respected company that upholds integrity, sincerity, humility, and love. Through thinking brilliantly and taking action efficiently, we will always look for and try new things to usher in a better world. In addition, we comply with laws, ethics, and social norm. Through this, we fulfill our responsibilities and obligations as a member of the entertainment industry and take the lead in spreading positive impact throughout society.



# Value Chain

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

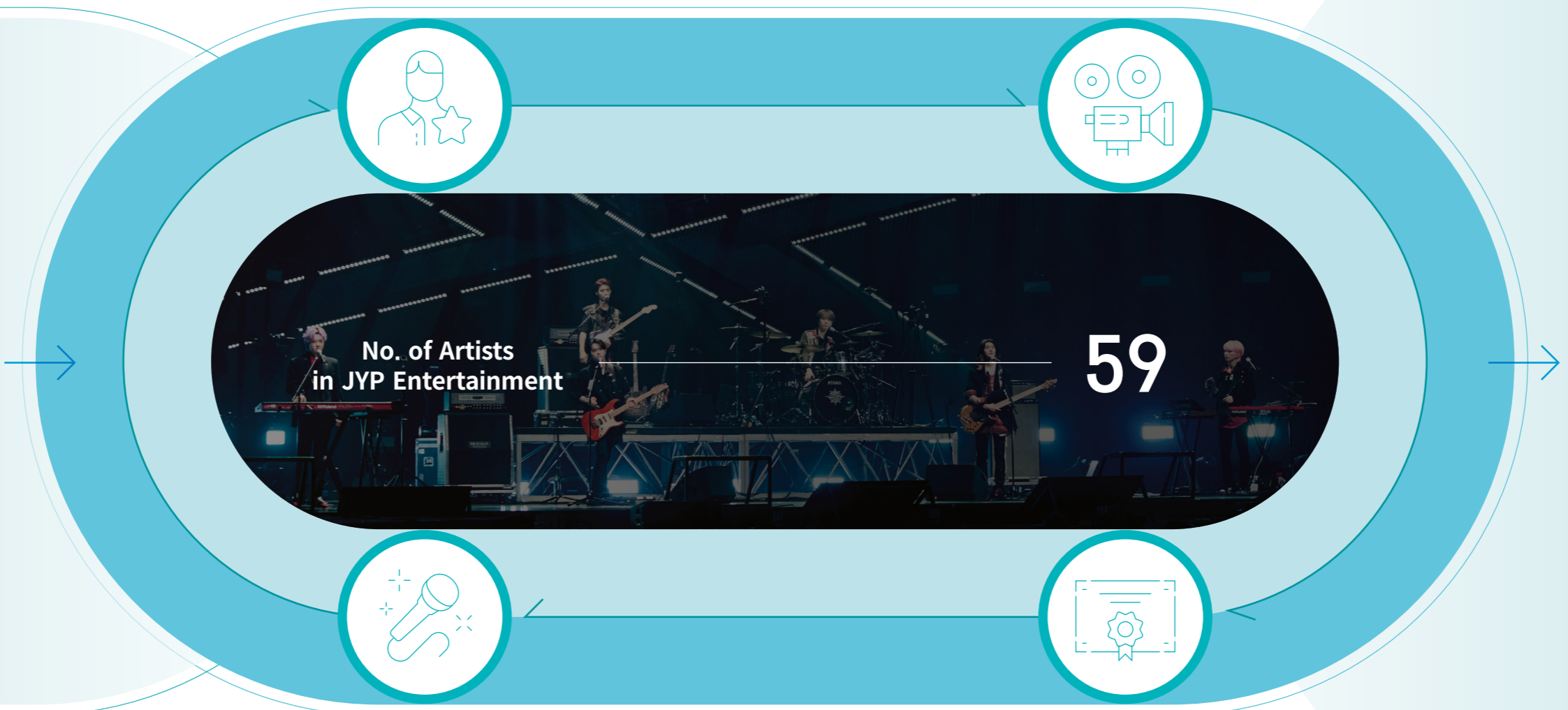
From the trainee selection phase, we discover talents with the right qualifications and good characters and support them to grow into artists with sound minds and good personalities through our systematic training system.

## | Artist Development and Support |

- Pursuit of fair cooperation and shared growth with partners.
- Compliance with ethical guidelines for commercials/broadcasting

JYP Entertainment provides management and promotion services for our artists at home and abroad, including TV shows, TV series/films, and commercials. We strive to prevent risks that may occur in the casting process in advance and focus on establishing casting plans catering to artists' characteristics and competencies.

## | Commercials & On-air Appearance Management |



## | Music & Performance Production |

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

- Creation of social contribution content
- Performance safety management

## | Merchandise and IP Licensing |

In 2022, led by JYP Three Sixty, JYP Shop was launched as the first online MD mall, and various collaborative partnerships were forged to expand IP licensing businesses as the value and needs for intellectual properties were on the rise of late.

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

Sales Revenue  
KRW **345.9** billion

Operating Profit  
KRW **96.6** billion

Donation  
KRW **1.33** billion

Value Chain

# Artists in JYP Entertainment

## J.Y. PARK

**J.Y. Park**  
 Debut September, 1994

J. Y. Park has made a successful debut as a solo artist with the song "Don't Leave Me" from his debut album "Blue City". Now, he is the world's top-ranking producer who discovers and develops world-renowned K-Pop artists and is still active as one of the most iconic artists in Korea.



**2PM**  
 Debut September, 2008  
 Member JUN. K, NICKKHUN, Ok Teacyeon, Jang Wooyoung, Lee Junho, and Hwang Chansung

The public was completely enthralled with 2PM with its highly-addictive strong beats and powerful and masculine performances, such as "Again & Again", and "Heartbeat". The boy group was a driving force behind K-Pop Wave that spread beyond Korea to Japan, Thailand, and more. Since its debut in 2008, 2PM has maintained its position as a steady seller boy group with continuous activities.



**DAY6**  
 Debut September, 2015  
 Member Sungjin, Young K, Wonpil, and Dowoon

DAY6 is a highly-talented band group that has been composing and arranging songs for its albums, starting from the debut album. The band showcases songs imbued with extraordinary sensibility and colors, encompassing various genres including rock, pop, and ballad music. The band's major hit songs, such as "You Were Beautiful", "Time of Our Life", and "Zombie" struck a chord with the public, building a broad consensus with them. It now has become one of the top K-Pop bands that fans can always rely on for great songs.







**TWICE**

**Debut** October, 2015  
**Member** Nayeon, Jeongyeon, Momo, Sana, Jihyo, Mina, Dahyun, Chaeyoung, and Tzuyu

TWICE is one of the top K-Pop girl groups that instantly captivated the public with its catchy melodies and lyrics. From the debut song "Like Ooh-Ahh" to songs released later, including "Cheer up", "TT", "Knock Knock", "Signal", "Likey", "What Is Love?", "More & More", and "Set Me Free", every song it released became a mega hit, gaining huge popularity both at home and abroad.



**Stray Kids**

**Debut** March, 2018  
**Member** Bang Chan, Lee Know, Changbin, Hyunjin, Han, Felix, Seungmin, and I.N

Starting with the debut album "I am NOT", Stray Kids has been involved in album production, composing songs, and writing lyrics in person with its own music producing. Boasting its unique musical colors, the boy group now has a broad fan base globally with its hit songs including "MIROH", "MANIAC", "Back Door", and "CASE 143" which have its signature hip hop sounds and appealing melodies. In 2022 and 2023, the group landed in No. 1 on Billboard 200 chart three times in a row, continuously making a new record with every following step it takes.



# itzy

## ITZY

**Debut** February, 2019  
**Member** Yeji, Lia, Ryujin, Chaeryeong, and Yuna

ITZY is one of the finest girl groups, having made its debut with a bang as the music video of its debut song "DALLA DALLA" hit 34 million views on YouTube within 48 hours of its release. Later, its powerful sounds, trendy music, and competent performances from the songs, such as "ICY", "WANNABE", "Not Shy", and "SNEAKERS", captivated the public, helping it increase its influence not only in Korea but overseas.



**XDINARY HEROES**

## Xdinary Heroes

**Debut** December, 2021  
**Member** Gunil, Jungsu, Gaon, Ode, Jun Han, and Jooyeon

Under the slogan "We are all heroes", Xdinary Heroes narrates stories of hidden heroes in our everyday life through songs, and all its members participate in songwriting and composition, drawing attention to its outstanding musical performances. This global band group is entralling fans globally with its extraordinary performance of musical instruments and vocal talents.



## NMIXX

**Debut** February, 2022  
**Member** Lily, Haewon, Sullyoon, Bae, Jiwoo, and Kyujin

The name, NMIXX, combines the letter "N" – for now, new, next, or an unknown variable – and "mix," which symbolizes diversity. It is about being the ideal mix for the new world. As its name suggests, NMIXX made its debut as an outstanding fourth generation K-Pop girl group with songs of its trademark "mix pop" genre and continues to grow with its members' various charms and solid live performances.





**BOY STORY: JYP Entertainment China**

**Debut** September, 2018  
**Member** Hanyu, Zihao, Xinlong, Zeyu, Ming Rui, and Shuyang

BOY STORY is JYP Entertainment's first Chinese male idol group that harmoniously combines strong dance hip hop music, lyrics conveying a positive message, and energetic performances. The group is emerging as one of the top male idol groups in China, differentiating itself from existing groups. The group is making a new record as the song "WW" from its first studio album appeared on Billboard Hot Trending Songs Chart, the first for a Chinese idol group.



**YAOCHEN: JYP Entertainment China**

**Debut** June, 2019

YAOCHEN participated in the video youth group training program "Creation Camp 2019" organized by Tencent in China in 2019 and was finally picked as a member of the group R1SE. His first solo single "NEVERMIND" released in December 2020 remained No. 1 on China's largest sound source site QQ Music for 16 consecutive days. He also has successfully closed his first solo concert held in two years since his debut as a solo artist, fast becoming a rising star in Chinese popular culture.



**NiziU: JYP Entertainment Japan**

**Debut** December, 2020  
**Member** Mako, Rio, Maya, Riku, Ayaka, Mayuka, Rima, Miihi, and Nina

NiziU is JYP Entertainment's first Japanese girl group who debuted through the audition program "Nizi Project" jointly curated by JYP Entertainment and Sony Music Japan. The group made a splendid debut as the number of sales of its debut single "Step and a step" reached about 310,000 in the first week of its release, ranking first in the Oricon Weekly Singles Chart. In 2022, the group embarked on Japanese arena tours 16 times in 7 different cities in the country, proving its surging presence and charting a new history as Japanese artists.



# ESG Strategy

JYP Entertainment’s ESG vision “Leader of Change” represents our determination to create a world where we dream together and make those dreams come true, as a leader, who brings changes to the entertainment industry.

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# ESG Progress & Plan

## 2022 Progress

## 2023 Plan

	2022 Progress				2023 Plan
<b>Environmental</b> 	<b>688</b> tCO <sub>2</sub> eq The amount of GHGs reduced	<b>RE100</b> Using 100% renewable energy	<b>31.9 %</b> In-house use of reusable containers (As of March, 2023)	<b>7,447</b> No. of environmental campaigns joined in 2022	<ul style="list-style-type: none"> <li>Carbon disclosure through CDP</li> <li>Establishment of a GHG reduction roadmap</li> <li>Release of low-carbon and digital-based albums</li> </ul>
<b>Social</b> 	<b>JYPKIMI</b> Establishment of an autonomous safety response organization	<b>52%</b> Women occupancy in leadership	<b>CTO</b> Appointment of a Chief Technology Officer	<b>412</b> Children recipients from EDM corporate philanthropy program	<ul style="list-style-type: none"> <li>Improvement of evaluation systems for capacity building</li> <li>Support for partner's growth and investment expansion</li> <li>Improvement of user accessibility to content</li> </ul>
<b>Governance</b> 	<b>Audit Office</b> Newly established with the direct supervision of the CEO	<b>322</b> Employees of ethics training	<b>50%</b> Independent board directors	<b>1,296</b> Hours of Compliance training	<ul style="list-style-type: none"> <li>Increasing diversity of the BOD</li> <li>Upgrade of legal affair management system</li> <li>Establishment of internal control/anti-corruption prevention systems</li> </ul>

# Leader of Change

## ESG Vision

At JYP Entertainment, we have established the ESG vision “Leader of Change” to promote sustainable management according to values and goals set up under “Leader in Entertainment”. The vision represents our determination to build a world where people creating and listening to music with us can have dreams together and turn them into reality. This is not just a mere chant. It is our commitment to spread our good impact to all stakeholders who create and enjoy music through active engagement and forward-looking attitude, as well as communities and even across the planet, which is our foundation of lives. Based on fair and transparent governance and strong determination, we will systematically deliver on our commitments.

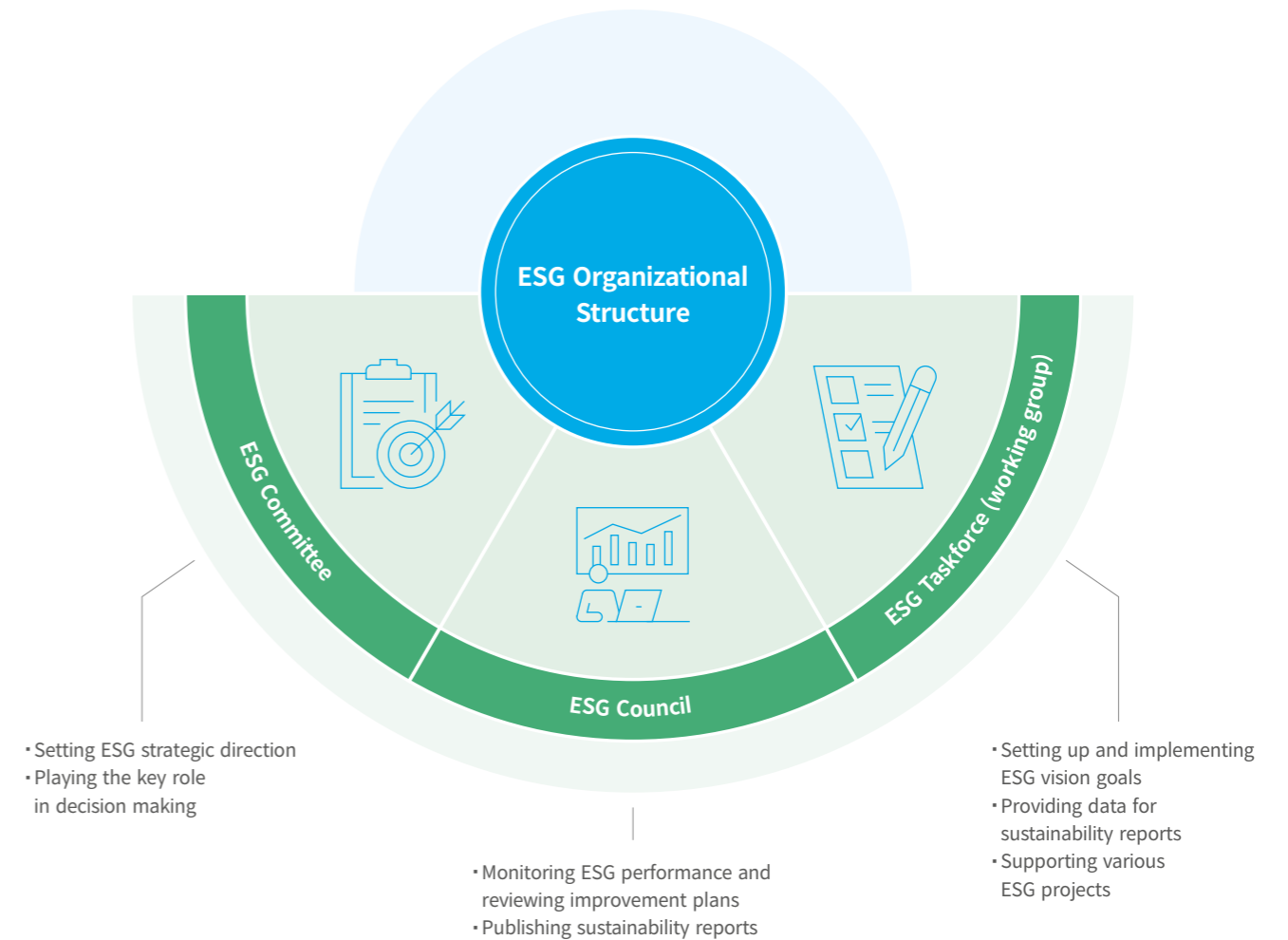
## ESG Management System

In 2022, with a goal to take a more systematic approach to implementing the ESG vision “Leader of Change”, JYP Entertainment set up the ESG Committee under the wing of the Board as a council to discuss and decide on the overall directions of the Company’s environmental and corporate philanthropy activities. The committee plays a pivotal role in setting the direction of our mid- to long-term ESG strategies. It also fulfilled its responsibility for key decision-making, reporting on plans and performances of ESG management activities in the fourth quarter of 2022 and the first quarter of 2023 respectively. The ESG Council is responsible for establishing/monitoring ESG management plans based on the mid- to long-term ESG direction, minimizing associated risks, and seeking out new business opportunities. The ESG Taskforce (working group), consisting of functional representatives, closely communicates with the council, depending on the agenda, and implements ESG strategies linked to each function, thereby ensuring the ESG goals are attained.

### ESG Management System


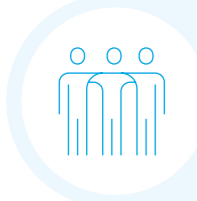






### ESG Organizational Structure



# Stakeholder Engagement

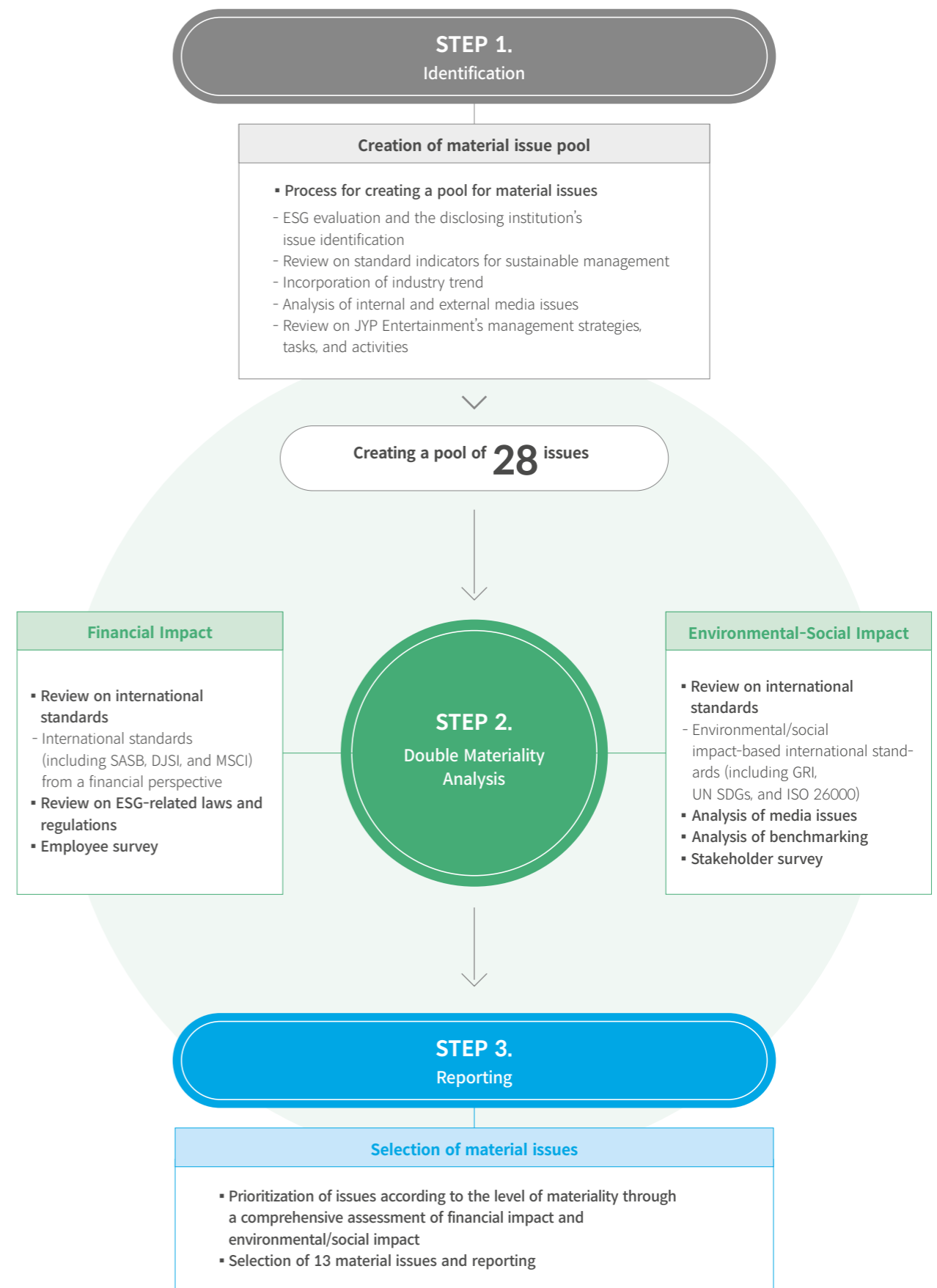
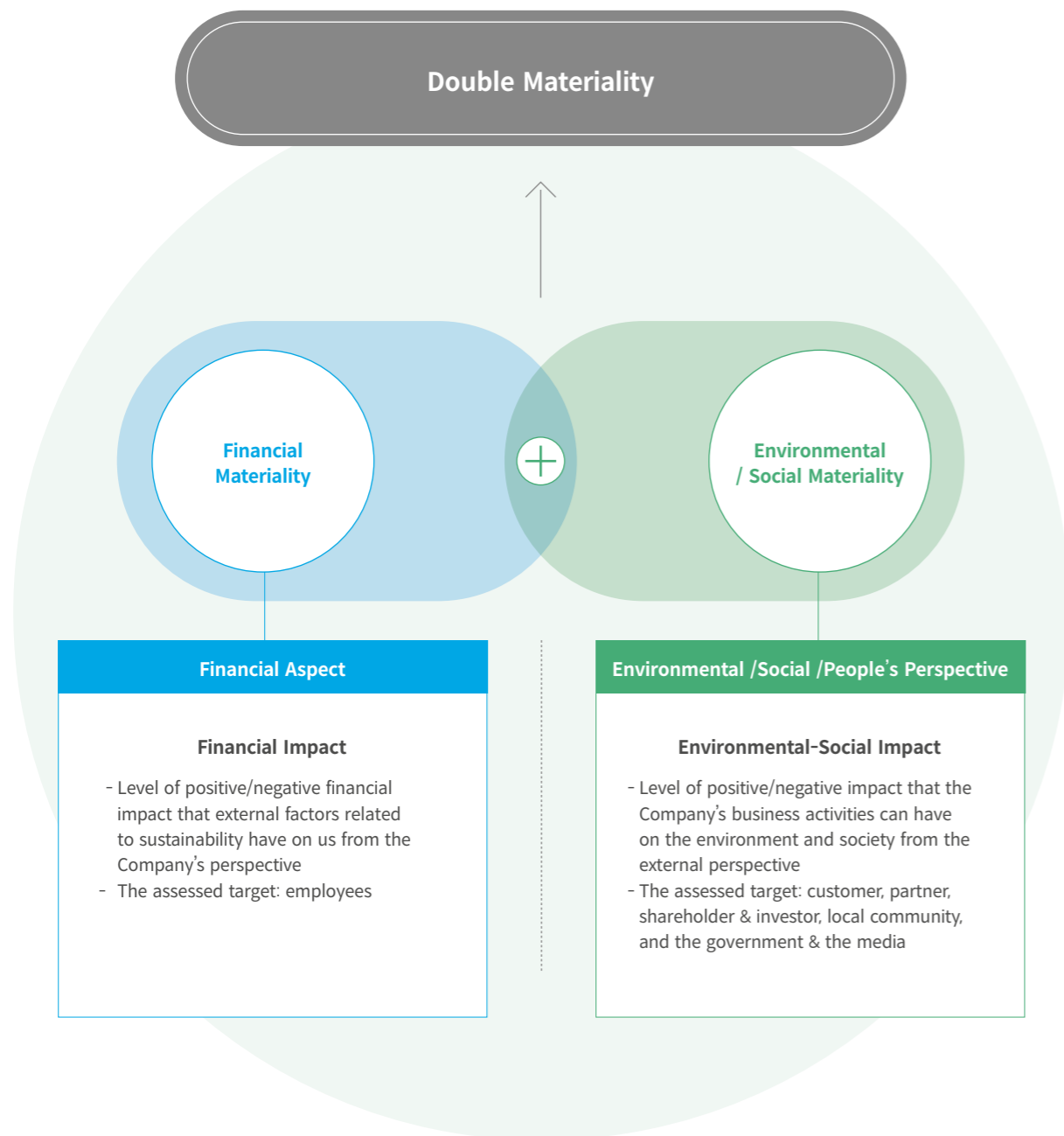
JYP Entertainment actively engages with stakeholders through various channels to identify their issues of interest and incorporate them into our business activities. As part of this effort, we have a systematic system in place to promote stakeholder engagement and communication. With an aim to facilitate communication with them, we have classified stakeholders of the customer, employee, partner, shareholder & investor, local community, and the government & the media as follows:

Stakeholder Group	Key Communication Channel	Area of Interest	Key Activity
 <b>Customer</b>	<ul style="list-style-type: none"> <li>Company website</li> <li>SNS</li> <li>Apps</li> <li>Email (fan@jype.com)</li> <li>Media report</li> </ul>	<ul style="list-style-type: none"> <li>Fostering artists with competency and good personality</li> <li>Implementing privacy protection</li> <li>Producing social contents</li> </ul>	<ul style="list-style-type: none"> <li>Offering main news and events</li> <li>Publishing new content</li> <li>Engaging with and listening to customers</li> </ul>
 <b>Employee</b>	<ul style="list-style-type: none"> <li>Enterprise-wide groupware</li> <li>Employee suggestion program (CHANGE)</li> <li>Employee survey system</li> <li>Listening to trainees' opinions (JYP Talk)</li> <li>Whistleblowing system</li> </ul>	<ul style="list-style-type: none"> <li>Incorporating ethical management and a code of conduct</li> <li>Ensuring work-life balance</li> <li>Improving organizational culture</li> <li>Reinforcing occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Notifying key management activities</li> <li>Receiving and applying suggestions through the employee suggestion program</li> <li>In-house training</li> <li>Whistleblowing system</li> </ul>
 <b>Partner</b>	<ul style="list-style-type: none"> <li>Company website</li> <li>Email</li> </ul>	<ul style="list-style-type: none"> <li>Establishing a sustainable cooperation system with partners</li> <li>Providing support and training for partners' growth</li> <li>Promoting fair trade practices</li> </ul>	<ul style="list-style-type: none"> <li>Proposing business collaboration and new business</li> <li>Supporting shared growth program</li> <li>Listening to partners' opinions</li> </ul>
 <b>Shareholder &amp; Investor</b>	<ul style="list-style-type: none"> <li>General meeting of shareholders</li> <li>Earnings conference call</li> <li>Major security firms' conference</li> <li>Periodical report &amp; disclosure</li> <li>Company website</li> <li>Non-Deal Roadshow (NDRs)</li> <li>Visit to the Company</li> </ul>	<ul style="list-style-type: none"> <li>Discovering sustainable creators</li> <li>Promoting shareholder value and improving engagement</li> <li>Evaluating governance and ensuring fairness in compensation</li> <li>Disclosing performance and improving transparency</li> </ul>	<ul style="list-style-type: none"> <li>Organizing general meetings of shareholders</li> <li>Electronic disclosure</li> <li>Performance disclosure (including financial statements and share price information)</li> <li>Hosting IRs for internal and external shareholders and investors</li> <li>Answering shareholders' inquiries</li> </ul>
 <b>Local Community</b>	<ul style="list-style-type: none"> <li>Company website</li> <li>Email (csr@jype.com)</li> <li>SNS</li> <li>JYP_EDM website (edm-wish.jype.com)</li> </ul>	<ul style="list-style-type: none"> <li>Promoting community welfare</li> <li>Improving content accessibility for the socially marginalized</li> <li>Implementing environmental campaigns</li> </ul>	<ul style="list-style-type: none"> <li>Organizing EDM corporate philanthropy programs</li> <li>Implementing environmental campaigns</li> <li>Notifying corporate philanthropy activities</li> <li>Signing an MOU</li> </ul>
 <b>Government &amp; Media</b>	<ul style="list-style-type: none"> <li>Company website</li> <li>Press release</li> <li>Sustainability report</li> <li>Round-table meetings</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Strengthening environmental policy and norms</li> </ul>	<ul style="list-style-type: none"> <li>Participating in key policies</li> <li>Creating economic performance and paying tax</li> <li>Distributing press release</li> <li>Responding to inquiries</li> </ul>

# Double Materiality Assessment

## Materiality Assessment Process

This year, we introduced a double materiality assessment for the first time and came up with key issues based on opinions presented by not only our employees but various external stakeholders. Double materiality takes into consideration both external environmental and social factors impacting companies' financial status as well as outward impacts of companies' business activities on the environment and society. We take a holistic approach to understanding the impacts that the Company and society have on each other, reporting on our relevant activities, performance, and goals in this report.





## Assessment Results

Through double materiality assessment, we have selected 13 material sustainability issues, taking into account environmental/social impact and financial impact comprehensively. The issue 'fostering artists with competency and a good personality' was selected as the most material issue, which is the same as last year, whilst 'ensuring work-life balance', and 'discovering sustainable creators' were selected as high-priority issues compared with last year.

● High Impact ● Medium Impact ● Low Impact

Material issue	Impact		Page
	Environmental/Social	Financial	
Fostering artists with competency and good personality	●	●	34-39
Ensuring work-life balance	●	●	69-71
Discovering sustainable creators	●	●	61-63
Reinforcing occupational health and safety	●	●	74-77
Ensuring stakeholders' human rights	●	●	72-73
Establishing an information security system	●	●	85
Improving organizational culture	●	●	68
Incorporating ethical management/code of conduct	●	●	100
Implementing privacy protection	●	●	85
Producing content contributing to society	●	●	44
Improving community welfare	●	●	45-47, 86-91
Complying with laws and regulations	●	●	101
Implementing environmental campaigns	●	●	42, 57-59

## Selection of Key Issues

Of the 13 material issues selected according to methodologies of double materiality assessment, we have picked three key issues, considering the industrial nature of the entertainment business. As for the three issues – 'fostering artists with competency and good personality', 'improving community welfare', and 'implementing environmental campaigns' – we have established our direction for countermeasures and related goals, and corresponding plans and activities for other material issues are disclosed in the section of ESG Factbook of this report.

Key issue	Materiality of issue	Corresponding plan	GRI Index
<b>Fostering Artists with Competency and Good Personality</b>  <b>CHANGE FOR THE DREAMERS</b>	Artists are the core asset of the entertainment industry. Developing artists with good personalities and talent has a significant impact on the sustainability of the fast-paced industry.	From selecting and training, to managing artists after debut, we strive to build a systematic artist-oriented system to develop artists who have both a good personality and talent.	
<b>Implementing Environmental Campaigns</b>  <b>CHANGE FOR THE PLANET</b>	As strategies and goals have been established domestically and globally to address climate change and preserve the environment, corporate responsibilities for environmental protection increase as well. In response, the entertainment industry can leverage its social influence, contributing to disseminating environmentally-friendly values.	We continuously organize environmental campaigns, such as the "Love Earth Challenge", and engage in various environmental preservation activities not just with employees and artists but with our fans.	GRI 302 Energy, GRI 304 Biodiversity, GRI 305 Emissions, GRI 306 Waste
<b>Improving Community Welfare</b>  <b>CHANGE FOR THE SOCIETY</b>	Companies fulfill social responsibilities by improving the welfare of local communities. With its influence on society, the entertainment industry is able to enhance social values and have a positive impact on local communities, which contributes to improving corporate values.	We have organized EDM (Every Dream Matters!) corporate philanthropy programs to systematically implement social contribution activities. Through the programs, we support socially marginalized groups at home and abroad and promote the improvement of community welfare through public service and donation activities engaged in by artists and employees.	GRI 203 Indirect Economic Impacts, CRI 413 Local Communities

# CHANGE FOR THE DREAMERS

Artists with Competency and Good Personality

1

Casting

### Broad geographical coverage and channels for talent acquisition

- Domestic
- Overseas
- Online
- Offline

Anyone can apply

Flexible application accommodating various concepts

### Multi-stage assessment and selection

- First audition -> second individual audition
- 1st assessment by team & division heads
- 2nd assessment by executives
- Trainee aptitude test
- Signing trainee contract

2

Training

Systematic curriculum	Personality cultivation and welfare program	Trainee communication channel	Attitude Assessment
<ul style="list-style-type: none"> <li>▪ Establish training courses on a one-year basis</li> <li>▪ Offer monthly culture education including global etiquette training</li> <li>▪ Participate in regular volunteer work</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide in-house café points</li> <li>▪ Must carry a tumbler to get coffee in the café, as part of environmental training</li> <li>▪ Offer trainees from overseas a free plan ticket once a year</li> <li>▪ Support trainees from overseas for outside activities during public/national holidays</li> </ul>	<ul style="list-style-type: none"> <li>▪ Organize training for training team staff to ban on using hierarchical words</li> <li>▪ Run the regular trainee communication channel "JYP TALK" and conduct regular surveys on trainees' everyday life (four surveys carried out in 2022)</li> </ul> <p><small>* JYP TALK, an anonymous communication channel for trainees, is aimed to help trainees adapt to company life and prevent harassment or ostracization between them in order to build a better environment for training. (In 2022, three out of 4 opinions received via JYP TALK were resolved.)</small></p>	<ul style="list-style-type: none"> <li>▪ Evaluate trainees' competence, attitude, and everyday life as a whole every month</li> <li>▪ Share assessment results with trainees' guardians every quarter</li> <li>▪ Give rewards to highly evaluated trainees (including overseas camps)</li> </ul>

3

Management

### Support for artists after the debut

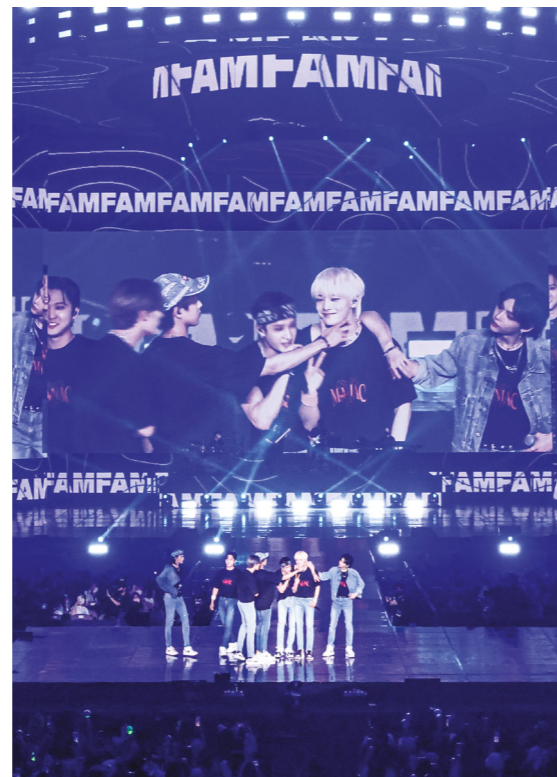
Training	Management	Legal team	Accounting team
<ul style="list-style-type: none"> <li>▪ Offer language and cultural training of various countries</li> <li>▪ Monitor schedules in advance and afterward</li> </ul>	<ul style="list-style-type: none"> <li>▪ Understand artists' competency development status, as well as their mental and physical conditions</li> <li>▪ Hold regular in-depth interviews</li> </ul>	<ul style="list-style-type: none"> <li>▪ Take legal actions to protect artists' rights and interests (including actions against defamation, malicious slanders and reports for copyright violation)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Share a transparent settlement system with artists</li> <li>▪ Hold a briefing for new artists and their guardians</li> </ul>

# CASTING

## Distinct Trainee Selection and In-house Platform

JYP Entertainment is committed to discovering and developing innovative and creative artists through continued talent discovery, contributing to bringing new values to the entertainment industry. For this, we implement aptitude verification procedures from the very first phase of trainee discovery. When we select trainees, we identify and understand applicants' aptitudes through a separate aptitude Q & A session for individual applicants, coupled with a personality test program that reflects experts' opinions. This multi-angled verification process allows us to understand the emotional status of trainees. All these processes form the very foundation of our unrivaled artist incubation system and also play a key role in selecting potential artists with the qualities and personalities the Company pursues early on. Plus, we have built our own online audition platform, which allows us to meet applicants with various talents, anytime, anywhere, regardless of age, gender, or nationality.

### Trainee Selection System



## Official Annual Audition Program

We have been discovering extraordinary artists who are now at the vanguard of K-Pop's global dominance through our own official audition program. Boasting a long tradition and history, this audition program helped us discover so many artists including Wooyoung (2PM), Nayeon and Jeongyeon (TWICE), Seungmin (Stray Kids), and Jungsu (Xdinary Heroes). After having halted it over the past three years due to COVID-19, we resumed the audition in 2023. It was held under the title "17th Official JYP Trainee Audition" in six cities across the nation, and about 9,000 applicants participated, drawing great attention from the public. Going forward, we will continue to discover and roll out next-generation leaders in K-Pop through our signature audition program.



# TRAINING

## Systematic Curriculum-Based Training

Trainees we discovered through casting calls and auditions go through systematic curriculum-based training and develop into well-rounded artists. We also offer various training programs, such as a skill training program for vocal and performance training, cultural education program covering various subjects including social, economic, and cultural matters, compulsory education on subjects of gender equality and sexual harassment prevention, and a personality development program. Additionally, professional trainers are hired for specific subject matters on an ad-hoc basis if necessary to reflect the most up-to-date trends and manage lessons more efficiently. Through this systematic training system, we support our trainees to grow into artists who not only have musical prowess but are cultured with good personalities.

### Training Curriculum

#### Skill training program

- Vocal, rap, and dance lessons from professional trainers

#### Culture program

- Monthly cultural series covering broad social and economic issues
- Year-round cultural events including films, musicals, and concerts

#### Personality development

- Education on gender equality and sexual harassment prevention
- Encouragement to participate in JYP CSR programs



## Promoting Artists' Physical & Mental Health

Medical checkups are provided to all trainees every two years, and growth and nutrition programs are provided to trainees with delayed growth, as well. Furthermore, healthy and nutritious meals (JYP BOB) with organic ingredients are offered for free at the in-house cafeteria to all trainees, so that we ensure a healthful and nutritious diet for all trainees in a growth spurt. We also aim to create a positive training environment through regular individual interviews, surveys using Google Forms, anonymous communication channel (JYP\_TALK), and counseling with certified psychological counselors.

### Trainer-Trainee Program

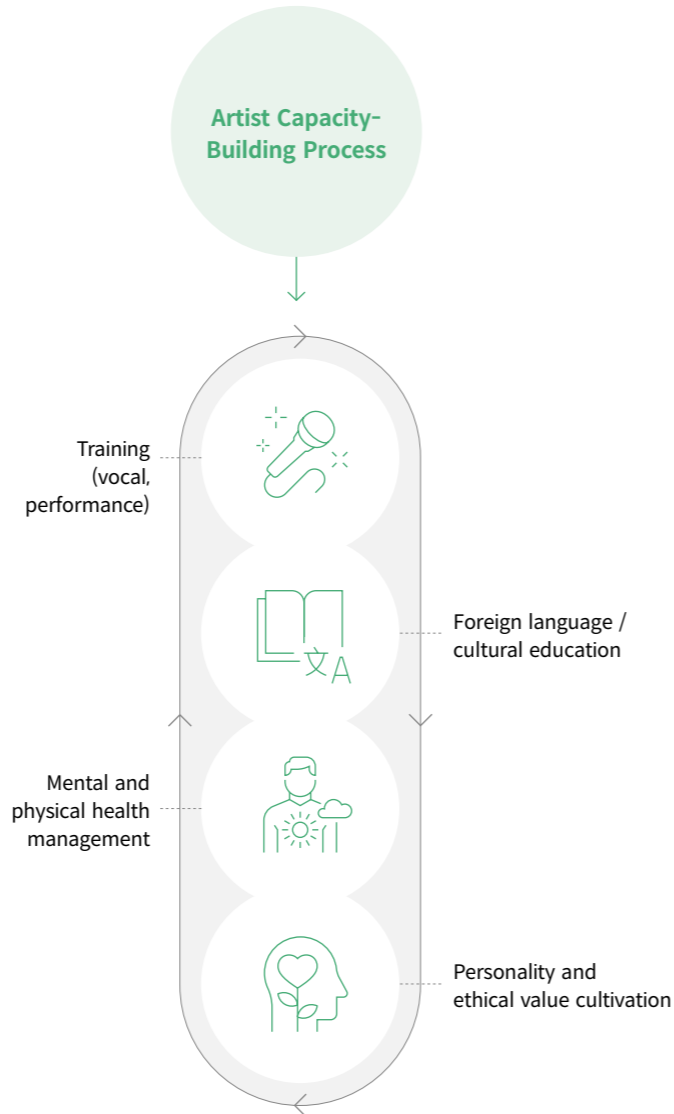
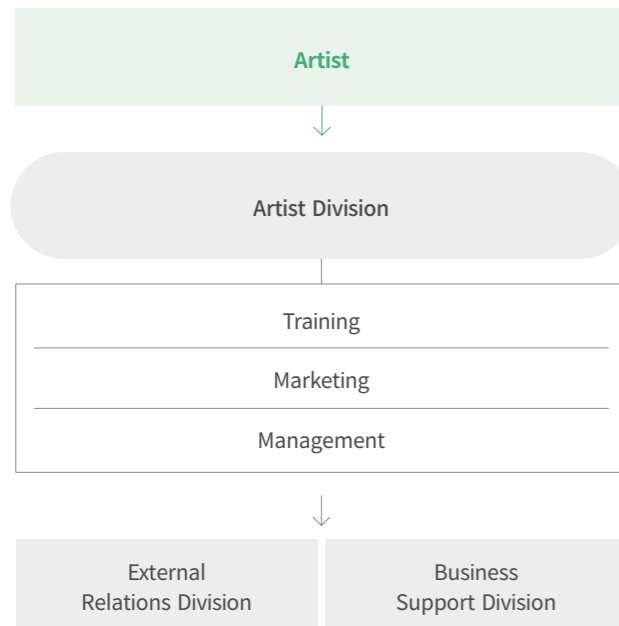
We respect and promote the human rights of trainees and aim for a horizontal culture where two-way communication between trainers and trainees is encouraged, instead of a top-down hierarchy based on unilateral instructions and orders. To this end, we have in place the "Trainer-Trainee Program" that matches every trainee to a trainer for closer engagement and care, so no trainee is left behind.

# MANAGEMENT

## Multi-label Artist Support System

At JYP Entertainment, we introduced a multi-label system for the first time in the industry in 2018 and successfully established a sustainable business structure. Currently, there are five independent artist labels in place, and each artist is assigned to one of the labels and has dedicated support staff through which the artist can have full access to systematic support and management services. The dedicated full-time support staff regularly communicate with label leaders and members and keep track of artists' capacity-building status, as well as physical and mental well-being, so they can help keep artists at the top of their condition. In particular, we do our utmost to enhance the well-being and quality of life of artists in various ways, coordinating schedules and supporting counseling sessions and vacations based on our artists' physical-mental health management system.

## Dedicated Full-Time Support System per Artist



## Artist Capacity-Building Process

Each label assigned to artists considers their artist's desired direction and unique personality and provides various training programs accordingly, so artists can play up strengths and improve weaknesses, broadening their musical spectrum as artists. In particular, as artists' influence in our society and global fandoms is growing, more emphasis is put on individual artists' development of a cultured personality as public figures. Recognizing this, we offer training programs covering various fields, such as foreign languages, society, and culture. We also hold regular in-depth interviews with every artist to have heart-to-heart talks over what they have felt and learned and what challenges they have faced, helping them develop and cultivate their personality and ethical values further.

ITZY?ITZY!  
EP64.

ITZY is  
learning  
English!

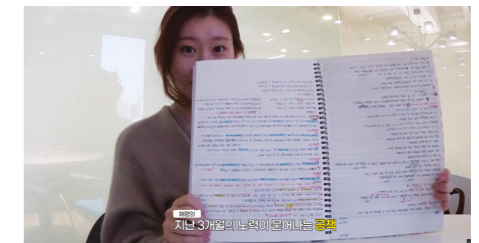


#1



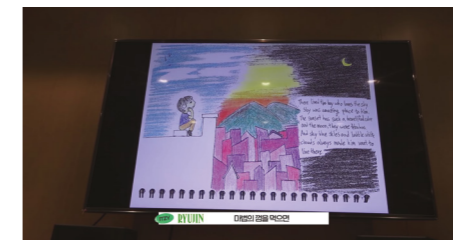
English conversation in a situational play  
<ITZY's Got Talent>

#2



Individual study time

#4



Public speaking & presentation

#3



Reading using movies

# CHANGE FOR THE PLANET

## Eco-Friendly Album & MD

### Minimizing Album Packaging Materials' Environmental Impact

JYP Entertainment is seeking various approaches in minimizing albums' impact on the environment. In 2022, we hired a new in-house printing production specialist to actively promote eco-friendly printing practices. To reduce environmental pollution stemming from album packaging materials, paper, and soy ink certified by the Forest Stewardship Council® (FSC®) were introduced to the Company, facilitating eco-friendly business practices further. Also, we adopted process-free printing plates, which release no chemical waste, to implement eco-friendly printing technologies, striving to reduce environmental impact step by step.



### Eco-Friendly Merchandise Manufacturing

We are striving to introduce eco-friendly merchandise in phases. We are actively promoting the use of green materials, such as biodegradable plastic made from nature and upcycled products using discarded waste, whilst facilitating the manufacturing of eco-friendly merchandise including outfits and bucket hats made of natural materials and reusable tumblers and eco-bags.

## Eco-Friendly Packaging

JYP Entertainment's official online merchandise shopping site "JYP SHOP" is working on using eco-friendly elements for subsidiary materials used in merchandise packaging in phases, striving to reduce environmental impact. Starting in November 2022, the online site replaced its packaging tape with FSC-certified uncoated natural rubber materials and plans on making a phased introduction of FSC-certified folding boxes free of tape. In addition, buffer materials will be replaced with craft paper, working on gradually minimizing packaging.

### Boxes with Minimum Packing Materials



### Change to Natural Rubber Tape

- [Before]**
- Plastic rubber materials
  - Printing for company logo

Total use amount  
**3,050** ea



- [After]**
- Natural rubber material
  - Elimination of the company logo



Total use amount  
**6,480** ea

# THINK GREEN GREEN PROJECT



## Urban Forestation for All

We donated KRW 127,987,182 profit made from Green Project to "Forest for Life", which is a citizen-based environmental group devoted to building healthy forests and a sustainable society. We helped rebuild dilapidated parks into healthy forests where trees, tall and short, live in harmony with ground-cover plants and herbaceous flowers, enhancing biodiversity and creating "a forest for all." Through the 2022 Green Project, we contributed to helping people, along with our fans, enjoy nature and reduce carbon emissions. We will continue to donate profits made from Green Project every year and strive to become an exemplary model as a healthy company in order to protect the planet and make good impacts for the next generations.

## Donations for Urban Forestation

KRW **127,987,182**

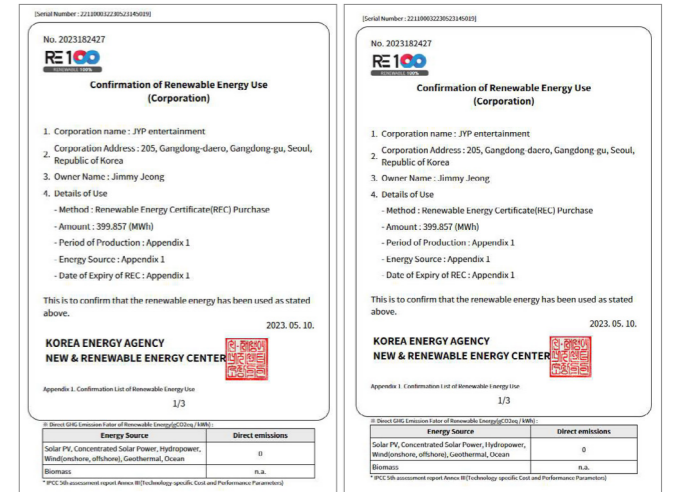


Green Project is an environmental project we run every June, marking the launch of JYP Shop. At the 2022 Green Project, we manufactured a merchandise package for each artist, such as reusable bamboo boxes, keyrings made of upcycled waste plastic, and eco-friendly paper stickers of artists' hand-drawn paintings. We have donated the profit from merchandise sales to environmental groups to promote environmental projects. Going forward, we will continue to pursue meaningful projects through Green Project, where we can introduce eco-friendly elements in phases and work together with fans.

# RE100

For the first time in the Korean entertainment industry, we have voluntarily implemented RE100, a global eco-friendly initiative, aiming to use 100% renewable energy for electricity. For instance, our electricity consumption for 2022 (1,440 MWh) was 100% powered by renewable energy. It means that we used 100% renewable energy sources for electricity consumed for sound source recording at the head office. Going forward, we will continuously engage in activities to minimize environmental impact throughout users' journeys to enjoy our various content.

\* JYP Entertainment consumed 1,440.433MWh for 2022 and purchased Renewable Energy Certificates (RECs) equivalent to 1,441.203MWh.



## Carbon reduction

**688** tCO<sub>2</sub>eq

## No. of pine trees replaced

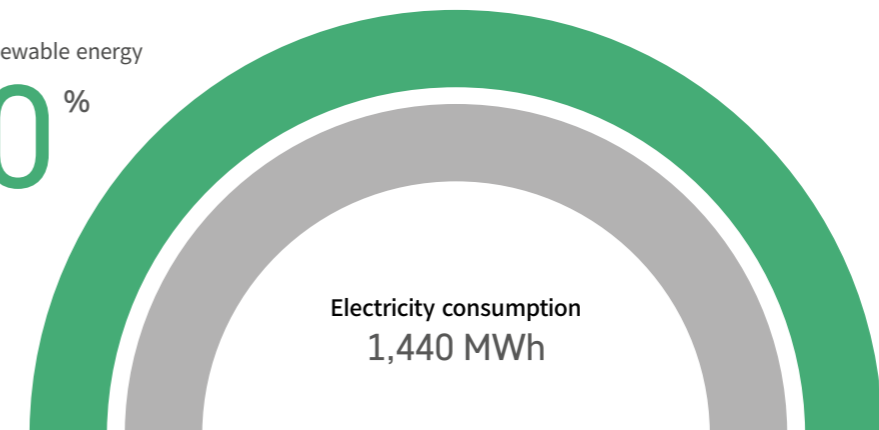
**= 85,060**

\* Annual carbon absorption per 30-year-old pine tree in Gangwon Province (Source: 2019 Carbon Emission Factors and Biomass Allometric Equations by Species in Korea, the Korea Forest Research Institute)

## Renewable Energy Ratio

Transition to renewable energy

**100** %

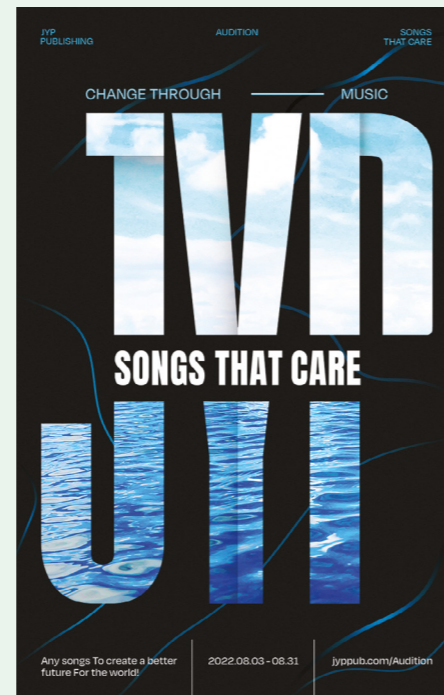


Electricity consumption  
1,440 MWh

# CHANGE FOR THE SOCIETY

## SONGS THAT CARE

JYP Entertainment intends to spread good impact across society through music. As part of our corporate philanthropy efforts as such, we held a music contest titled "SONGS THAT CARE." Organized under the theme of "Any songs to create a better future for the world!", the public contest attracted broad participation from people around the world including Korea. Through this contest, we were able to feel the passion of various contestants who desire to create a better world, and our artist Young K (DAY6) also presented a singing performance during the contest, adding to our efforts to build a good impact that carries social messages. Going forward, we will make continued efforts to produce socially meaningful content together with our artists.



| Contest Theme |

A world where everyone can have a dream without discrimination based on gender, age, race, and more  
A world where the socially vulnerable (women, children, seniors, non-permanent workers, and more) are respected  
A world where various living things, such as nature, people, and animals, coexist in harmony

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**Any songs to create a better future for the world!**



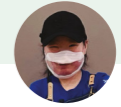
## 2022 EDM DAY

Under the vision "Every Dream Matters! (EDM)", we have been holding an annual EDM DAY since 2022, with an aim to share achievements we made through EDM corporate philanthropy activities for each year with our fans. In 2022, with the lowering of social distancing, we have arranged a special time when children who have participated in a medical expense support program, a key EDM project, and a wish granting program could spend some time and share their stories with each other.

### JYP EDM DAY Content

| EDM DAY Total Views | **1.45** million  
(As of May 2023) EDM DAY total views (YouTube content) from 2020 to 2022

| No. of countries watching EDM DAY | **118**  
(As of May 2023) No. of countries watching EDM DAY content in 2022



**I feel much better now that I have my wish granted! I wish we dream together no matter what!**  
- Hye-ju Ham, EDM wish-granted child -



**Since leaving the hospital, she has felt tired and completely forgotten about how much she loved baking. But with the wish granting program, she now seems to have a big motivation.**  
- Mother of the wish-granted child -



**I had a bad headache and nausea, but I got a lot better with the treatment! I like drawing pictures on a clean piece of paper! I want to be a painter when I grow up!**  
- Nandin Bold (Mongolia), recipient child for EDM overseas medical expense aid -

# EDM History With Fan

Our fans have always been with us every step of the way for our EDM corporate philanthropy program. We will take the lead in creating a better world, upholding the “value of togetherness” along with our artists, employees, and fans.

**EDM Anniversary Donation**  
Running fundraising for celebrating artists' meaningful days

**2020 LOVE EARTH CHALLENGE 'Tumbler For Earth'**  
Starting environmental campaigns together with fans in everyday life

**EDM DAY**  
Holding an EDM Day to share EDM corporate philanthropy activities with fans (from 2020 onwards)

**EDM Wish granting**  
Holding a Wish Day with Wonpil (DAY6)

**SONGS THAT CARE**  
Holding a music contest carrying social messages

**Funding project**  
Launching funding for EDM medical expense support together with Lee Jun-ho (2PM)

**2022 LOVE EARTH CHALLENGE 'LOVE OCEAN'**  
Organizing environmental campaigns with fans in everyday life

## 2019 ————— 2020 ————— 2021 ————— 2022

**JYP\_EDM website**  
Launching the online contribution site “JYP\_EDM website” for children with incurable diseases

**EDM Wish granting**  
Organizing wish days with participants including J.Y. Park, Stray Kids, DAY6

**JYP Fan's EDM debit card**  
Launching an EDM debit card supporting the dreams of children with incurable diseases (EDM, GOT7, DAY6, TWICE)

**EDM Donation**  
Running together to grant the wishes of children with incurable diseases

**EDM Wish granting**  
Organizing Wish Days with Stray Kids and ITZY

**Socially meaningful content creation (environment)**  
Creating content carrying eco-friendly messages as part of artists' social project

**2021 LOVE EARTH CHALLENGE 'CLEAN SWELL'**  
Organizing environmental campaigns together with fans in everyday life

**Promotional video for environment preservation**  
Making a promotional video starring Stray Kids for the International Marine Debris Conference

**JYP Fan's EDM debit card**  
Launching the second version of an EDM debit card (Stray Kids, ITZY)



# ESG Factbook

At JYP Entertainment, we are striving to minimize environmental impacts arising from our corporate activities and spread and promote eco-friendly values. We are committed to pursuing shared growth with artists, employees, and partners and upholding social values.



- 50 Environmental
- 60 Social
- 92 Governance

# Environmental

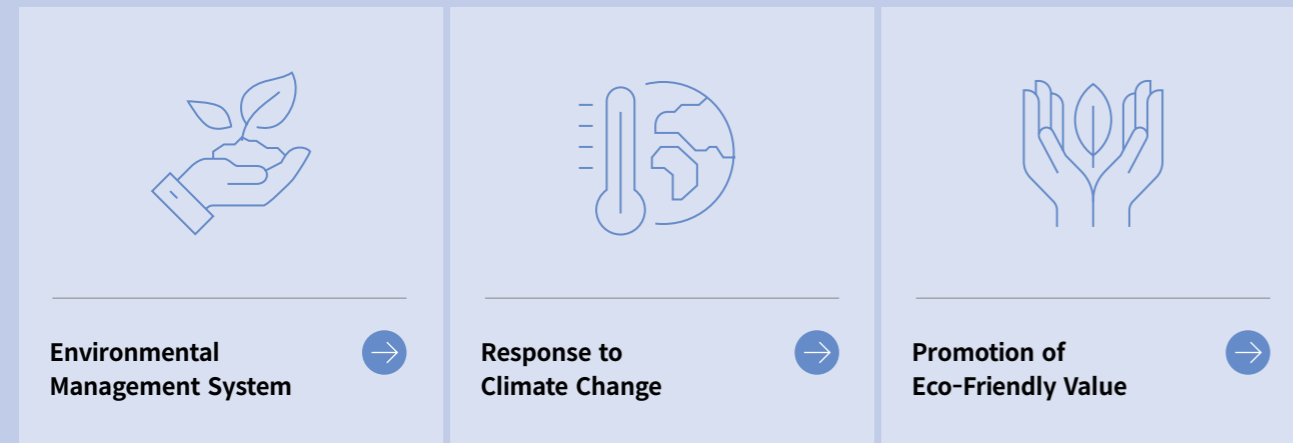
## Background

As environmental issues are posing a significant threat to our sustainable survival, climate change has been emerging as one of the most serious issues on the planet. In response, the international community has been rolling out various laws and regulations for environmental preservation, and companies, at the same time, are bearing more burden on their shoulders in relation to environmental issues. The entertainment industry is consuming energy and resources in various fields, and all stakeholders participating in the process of creating and consuming entertainment must make concerted efforts to minimize impacts on the environment.

## Direction

At JYP Entertainment, we have set up 'response to climate change' and 'promotion of eco-friendly value' as our direction for environmental management, striving to achieve our goals for reducing environmental impacts. Following the implementation of RE100 in 2022, we are planning to make a GHG inventory in order to manage GHG emissions ourselves. Plus, we will put in efforts to reduce environmental impacts arising from producing albums or merchandise, whilst promoting environmental campaigns with internal and external stakeholders, striving further to spread eco-friendly values at home and abroad.

## Contents



## Link to SDGs

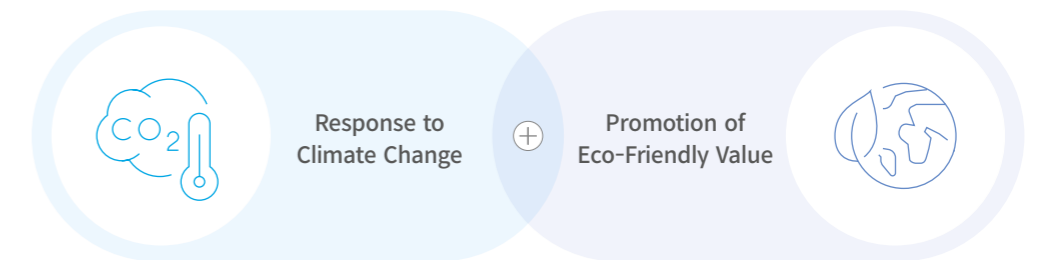


## Environmental Management System

In order to address global environmental issues, we are striving to reduce the impact that our overall business activities have on the environment and make changes for a better planet where we all live together. As part of the efforts, we are actively implementing environmental management to raise awareness of environmental issues of our time and engage in activities for a sustainable future.

## Direction for Environmental Management

We are taking a two-pronged approach for environmental management: response to climate change and promotion of eco-friendly values. In order to better respond to climate issues, we are working on reducing GHG emissions throughout business activities, such as managing energy consumption and transitioning to renewable energy. In 2023, we plan on creating a GHG inventory to systematically manage our GHG emissions. Plus, we contribute to spreading eco-friendly values. Our cafeteria and café are using environmentally-friendly materials and ingredients, and employees are encouraged to use a tumbler, as a way of promoting an eco-friendly culture throughout the Company. Externally, we are organizing environmental campaigns together with fans and artists and engaging in global environmental networks to promote the importance of environmental preservation throughout society.



## Environmental Management Organization

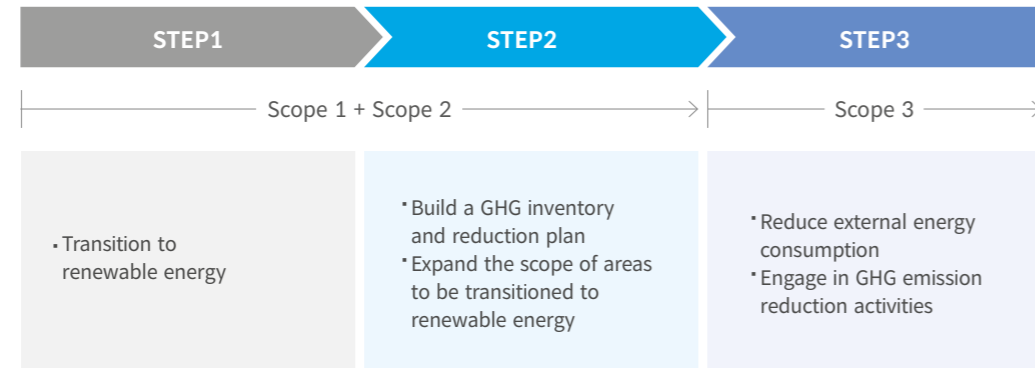
At JYP Entertainment, the Environment Task Force under the wing of the ESG Council plays a key role in establishing and implementing strategic tasks for environmental management. The Environment Task Force reports on environmental management plans to the ESG Committee and the BOD once a year and keeps monitoring the progress on implementation. With environmental performance goals incorporated into the top management's KPIs, environmental management performance is regularly reported to the board on an annual basis for better management and supervision of environmental management. In addition, constant collaboration is made with the Artist Division to design and run various programs for the promotion of eco-friendly values.

## Organizational Structure



## Response to Climate Change

In an effort to reduce GHG emissions, JYP Entertainment is managing internal energy consumption, while working on transitioning to renewable energy and reducing GHG emissions, taking the lead in addressing climate change. Through this, we are striving to protect and preserve the earth, the foundation where the next generations realize their dreams.



## Energy Consumption Management

In order to actively respond to climate change, we are making continued efforts to manage energy consumption and reduce carbon emissions. As the Company grows, we have more business sites accordingly, which led to an increase in the total energy consumption, but our energy intensity, the amount of energy used to produce a given level of output or activity, is on the decrease every year. Furthermore, JYP BOB, our cafeteria, replaced cooking pots from gas-fueled to induction based, contributing to cutting down on emissions of hazardous chemicals and carbon dioxide.

### Energy Consumption Status

Energy	Unit	2020	2021	2022
Total energy consumption*	GJ	5,460	5,926	6,182
Total direct energy	GJ	691	593	673
LNG	GJ	691	593	673
Total indirect energy	GJ	4,769	5,333	5,509
Korea	GJ	4,481	5,013	5,186
Japan**	GJ	68	86	147
China	GJ	220	234	176
Energy intensity	GJ/KRW 100 million	3.7	2.75	1.59
Renewable energy consumption	GJ		5,333	5,509

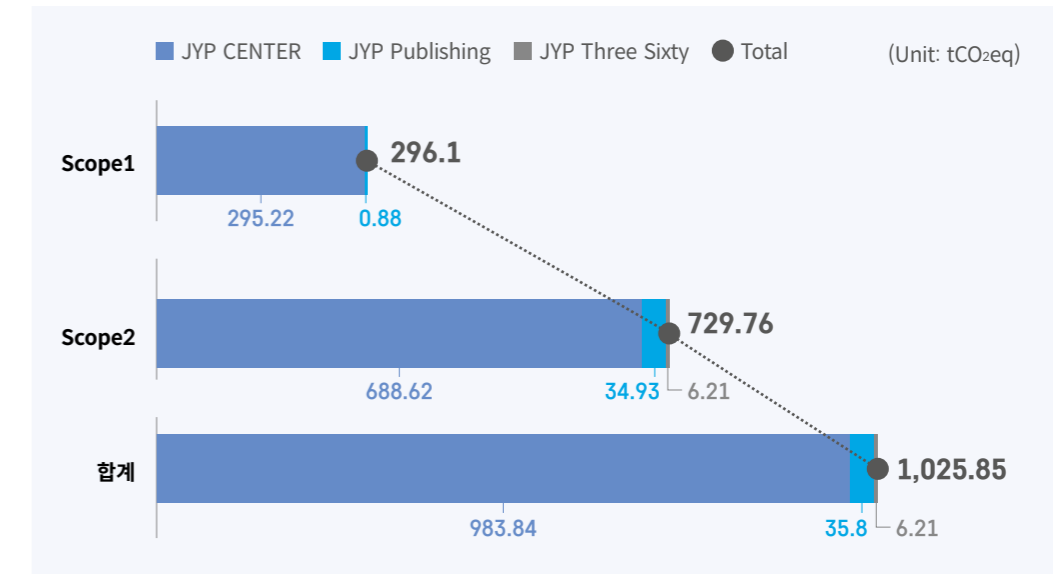
\* Direct energy + indirect energy

\*\* More electricity was used due to an increase in employees at the Japanese branch in 2022 and the rent of the fourth floor since September 2022.

## GHG Inventory

We established a roadmap for a GHG inventory and used a GHG digital management program to build the GHG inventory for Scopes 1 and 2 emissions. We have voluntarily joined the Carbon Disclosure Project (CDP), with an aim to systematically manage risks and opportunities related to climate change according to the Task Force on Climate-Related Financial Disclosures (TCFD) framework. In 2022, 1,025.85 tons of GHGs were released by our head office, subsidiaries, and overseas branches combined. Of the total amount, 1,440 MWh, the head office's electricity consumption (Scope 2) for 2022, was 100% replaced with renewable energy. Later, we are planning to set reduction targets for carbon emissions and even measure Scope 3 emissions, aiming to manage our GHG emissions impacting business practices throughout the Company.

### GHG Emissions



### Renewable Energy Replacement



**1,440** MWh

### GHG Reduction

\* At the headquarters

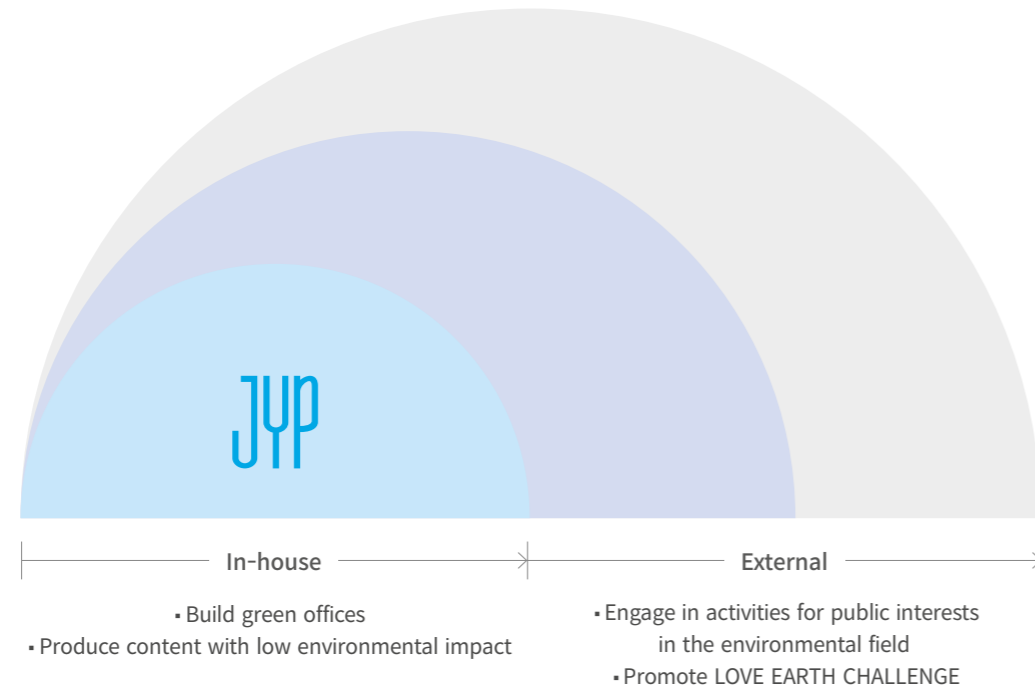


**688** tCO<sub>2</sub>eq

## Promotion of Eco-Friendly Value

Starting with building a green office at work, JYP Entertainment is taking the lead in producing eco-friendly content and engaging in environmental campaigns with artists, aiming to facilitate eco-friendly values.

### Roadmap for Promoting Eco-Friendly Value



### Environmental Impact Reduction Activities

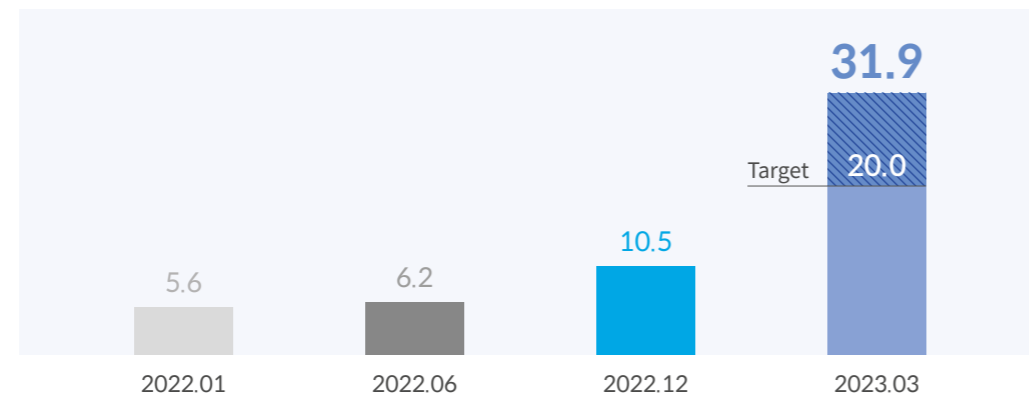
#### In-house Environmental Education

When training new hires, we include a course for environmental education, working on promoting an eco-friendly culture at work. In 2022, 12 environmental education sessions were organized, and we will continuously strive to spread an eco-friendly culture at work in order to raise employee awareness of the environment.

#### Tumbler at Work Campaign

We launched a campaign for using tumblers at our in-house café JYP-Soulcup to encourage employees, partners, artists, and trainees to use reusable cups. Thanks to this, the percentage of reusable cup use, which merely stood at 5.6 % in January 2022, rose to 31.9 % as of March 2023, exceeding 20 %, our original target for 2022. Plus, to encourage the use of reusable containers, we installed a cleaning and disinfecting machine for tumblers and an LED sterilizer for reusable cups in October 2022.

Reusable Cup Use (Unit: %)



## Green Office at Work

Implementation Items	Effect
----------------------	--------

### Use of reusable containers



- Introducing the use of reusable cups at the in-house café (JYP-Soulcup) in January 2022
- Replacing disposable cups used at the cafeteria and the café with reusable cups

### No. of disposable cups saved

27,407

### Organic meal serving



- Using eco-friendly food ingredients including organic, pesticide-free, and non-antibiotic produce
- Using cooking utensils and tableware free of endocrine-disrupting chemicals

### Percentage of organic and eco-friendly raw materials and ingredients used

About 86 %

### Green office



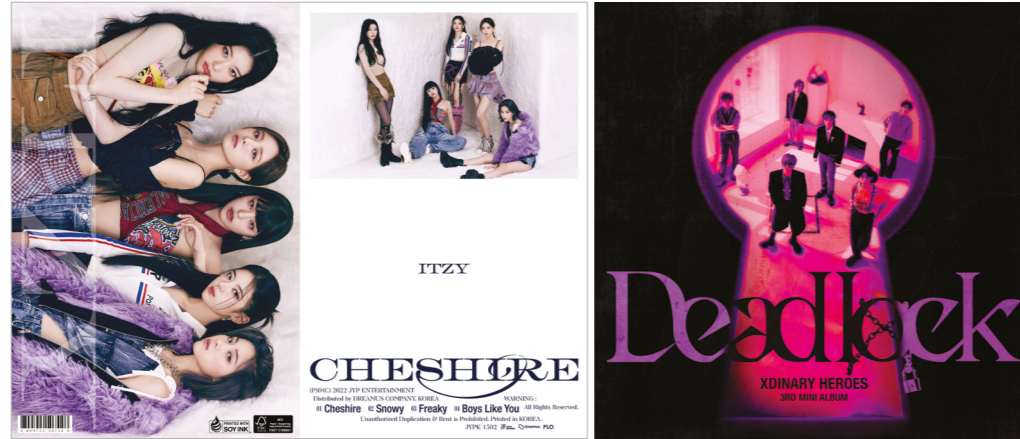
- Introducing an electronic approval system in July 2021 to build a paperless workplace
- Using Green Guard-certified office furniture

### Percentage of printing paper reduction

35 % year on year

## Activities to Reduce the Environmental Footprint

JYP Entertainment is taking multiple approaches to produce albums with eco-friendly materials. For instance, we are preparing digital-based albums that can replace physical ones. With digital albums available, we will be able to deliver our content in various formats, such as audio, video, and gallery, so fans can enjoy them in whatever format they choose. Plus, to reduce the environmental impact arising from producing albums, we have introduced FSC-certified paper and soy ink, as well as process-free printing plates, which release no chemical waste. Going forward, we will make continued efforts to produce eco-friendly content.



ITZY <CHESHIRE>

Xdinary heroes <Deadlock>

Furthermore, we are working on reducing carbon emissions when creating content. As part of our efforts to reuse waste materials, we opened a pop-up store that was built with reused stage equipment from the filming location for <MIXXLETTER>, a film video of NMIXX. The store was used as a venue for fan events. Normally, these stage props specially made for music video filming are discarded immediately after the filming is done. By reusing them, we were able to consume fewer filming materials, contributing to lessening our impact on the environment, whilst fans could vividly enjoy the store as if they were in the actual filming location.



## Public Interest Participation in the Environment Sector

### “1% for the Planet” Member Activities

“1% for the Planet” is a global network of responsible businesses, NGOs, and individuals tackling our planet’s most pressing environmental issues for a healthy Earth. As a member of the network, JYP Entertainment joins forces with external and internal environmental institutions to address pressing issues related to the environment. For instance, we donate 1 % of JYP-Soulcup sales to Our Sea of East Asia Network (OSEAN), contributing to publishing annual reports of the International Coastal Clean Up.



### Funding for Eco-Friendly Upcycled Comforters

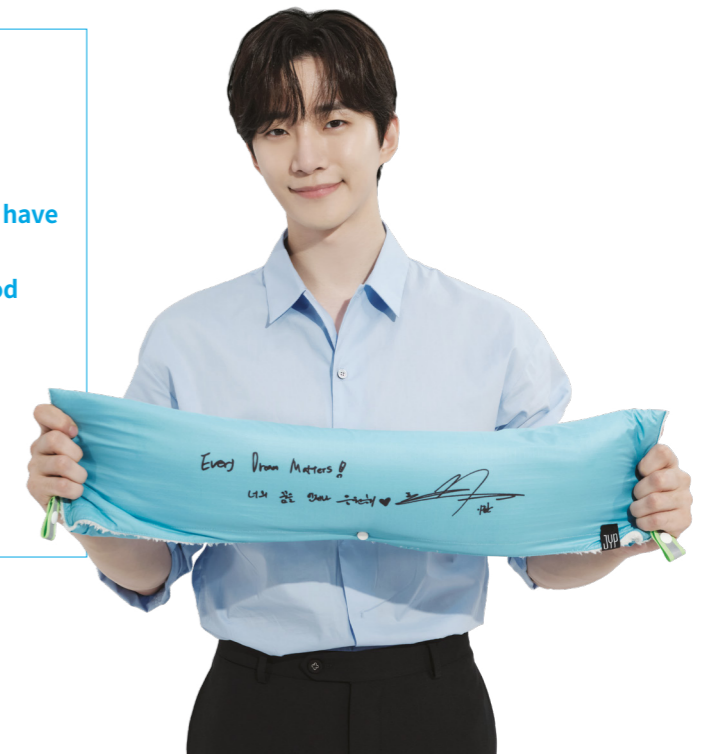
Lee Jun-ho, a member of 2PM, participated in funding for ‘eco-friendly upcycled comforters’, which was co-hosted with World Vision, as part of an EDM project for overseas medical expense support. Comforters were produced by upcycling yarn from plastic bottles in collaboration with the sustainable fashion brand “I WAS PLASTIC”. Through the funding campaign, when customers buy one comforter, the Company gives the same one they bought to each of the Mongolian kids receiving our aid as donation matching, and the funding profit was solely used for the EDM project for overseas medical expense aid.

“

It was very nice to see that fans who love me and who have a lot of interest in the EDM funding project made a good impact. I really want to say thank you to those fans.

”

- Lee Jun-ho, 2PM -



### Promotional Activities for the International Marine Debris Conference

Stray Kids appeared on a promotional video for the 7th International Marine Debris Conference held in September 2022, helping people understand the issue of marine plastic pollution and related international conventions, as well as raising public awareness.



#### Hi, we're Stray Kids!

We want to share an important message with you today about our ocean and our planet. Did you know that by 2050 there will be more plastic than fish in our world's oceans? Most of the plastic we use every day ends up in the ocean and every year more than 10 million tons of plastic are added to the world's oceans.

Once plastic has entered the ocean, it will not disappear for at least 500 years. This puts so many marine life in danger. Fish, seabirds, and sea turtles can confuse plastic litter for food or shelter. Every year, over 100,000 marine mammals and over 1 million seabirds die from eating or getting trapped inside plastic products we carelessly throw away.

And eventually, plastic pollution will threaten the health and well-being of our families, friends, and loved ones.

It is crystal clear that marine plastic is an imminent environmental crisis that cannot be ignored. As such, this March, 193 countries at the 5th UN Environment Assembly came to an agreement on a new global convention to end plastic pollution.

- In an attempt to promote debate on marine plastic, the 7th International Marine Debris Conference, will be held in Busan, Korea this September.

The International Marine Debris Conference, since its first event in the United States in 1984, has historically served as a forum to discuss and debate new ideas for reducing marine debris and best practices surrounding new research methods.

We are looking forward to your participation and support for "7IMDC the first step towards clean, plastic-free oceans.

Marine plastic is a global challenge that can't be tackled without collective action.

If we, Stray Kids, STAY, our fans, and people around the world can start making small changes in our daily lives like using less plastic every day, all of us can join together and save our oceans.

Let's Start Over. Let's make changes.

**Let's save our ocean together.**

## LOVE EARTH CHALLENGE



Since 2020, JYP Entertainment has been organizing "Love Earth Challenge", an environmental campaign for ocean, marking the International Coastal Cleanup Day every year. In 2022, under the theme of "Love Ocean", our artists and fans home and abroad engaged in activities to preserve the ocean. This time, the campaign was organized under two themes: lessen waste and reduce carbon. During the campaign, fans and the public who participated in the event were given environmental protection missions they could easily fulfill in daily life, and once they completed them, they got certified on the environmental platform "earth ball".

Through the four-week-long campaign, we made a KRW 10,000 contribution to each mission joined by fans and donated an accumulated total of KRW 74.47 million to Our Sea of East Network (OSEAN). Fans from as many as 44 countries participated in the campaign, which made it more meaningful, and the campaign served as a venue for us to offer the public practical environmental activities they can engage in every day, as well as to discuss the importance of marine protection.

We were able to encourage more fans and people to join the campaign since our missions were easily achievable in daily life. The missions included using tumblers and public transportation, leaving no leftovers, and using reusable grocery bags. According to the assessment results based on Life Cycle Assessment (LCA)\*, we saved 4,324tCO<sub>2</sub>eq of carbon through the campaign. Going forward, we will make concerted efforts to implement campaigns for spreading eco-friendly values together with artists and fans, leading the endeavor to make a better Earth.

\* A scientific research methodology to assess the environmental impact of the end-to-end process of manufacturing, transporting, and using certain merchandise



Carbon reduction

**4,234** tCO<sub>2</sub>eq

# Social

## Background

With K-Pop's soaring global influence, increasing emphasis is placed on the entertainment industry's corporate social responsibilities. Therefore, entertainment companies should leverage the industry not only to disseminate cultural values and their identities but to make efforts to raise proper awareness for various social issues and present corresponding solutions. In addition, the companies, as a member of community, need to collaborate more actively with community and offer plans for shared growth. Internally, companies ought to work on promoting employees' capacity building and human rights and improving organizational culture.

## Direction

To implement sustainability throughout our creative process, we focus on building a fair and flexible creative ecosystem. We are working on creating a well-balanced organizational culture for a better workplace and engaging in corporate philanthropy activities to promote social values. We have established a workplace health safety and performance safety system so that everyone can enjoy JYP Entertainment's content in a safe environment, and we are operating a shared growth program to establish a win-win cooperation system for partners.

## Contents

<p><b>Employee</b> →</p> <ul style="list-style-type: none"> <li>• Discovering sustainable creators</li> <li>• Better workplace</li> <li>• Human rights</li> <li>• Strengthening occupational health and safety</li> </ul>	<p><b>Partner</b> →</p> <ul style="list-style-type: none"> <li>• Shared growth system for partners</li> <li>• Communication with and support for partners</li> </ul>	<p><b>User</b> →</p> <ul style="list-style-type: none"> <li>• Improving user accessibility</li> <li>• Privacy protection and information security</li> </ul>	<p><b>Local Community</b> →</p> <ul style="list-style-type: none"> <li>• Contribution activities for local communities</li> <li>• Artists' public interest activities</li> </ul>

## Link to SDGs



## Discovering Sustainable Creators

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

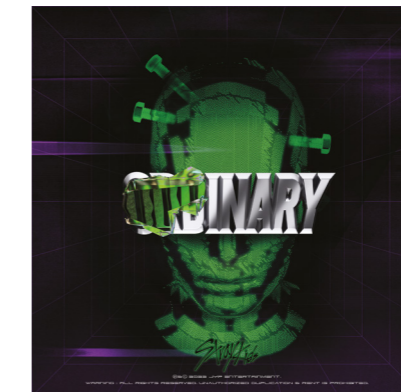
## Music Production

### Flexible Creative Structure

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

JYP Publishing, a subsidiary of JYP Entertainment, is a copyright management music publisher that owns professionals in composing and songwriting. The regular annual audition it has been holding turned into a quarterly one since the second half of 2022, which was divided into four sub-auditions: in the areas of lyric writer, songwriter, trackmaker, and producer. To help them create the finest music, we offer the songwriters selected from the audition support in various forms, such as solutions tailored to each songwriter based on JYP Publishing's knowhow, a workroom for active creation activities, song camps, and systematic management of copyrights.

Songwriters, who have gone through this process and made their debut, could release their songs through albums of such artists as TWICE, Stray Kids, ITZY, NiziU, and Xdinary Heroes. One extraordinary case in point would be Stray Kids' album "ODDINARY" ranking first on the Billboard 200.



Stray Kids' album "ODDINARY" released (March 2022)

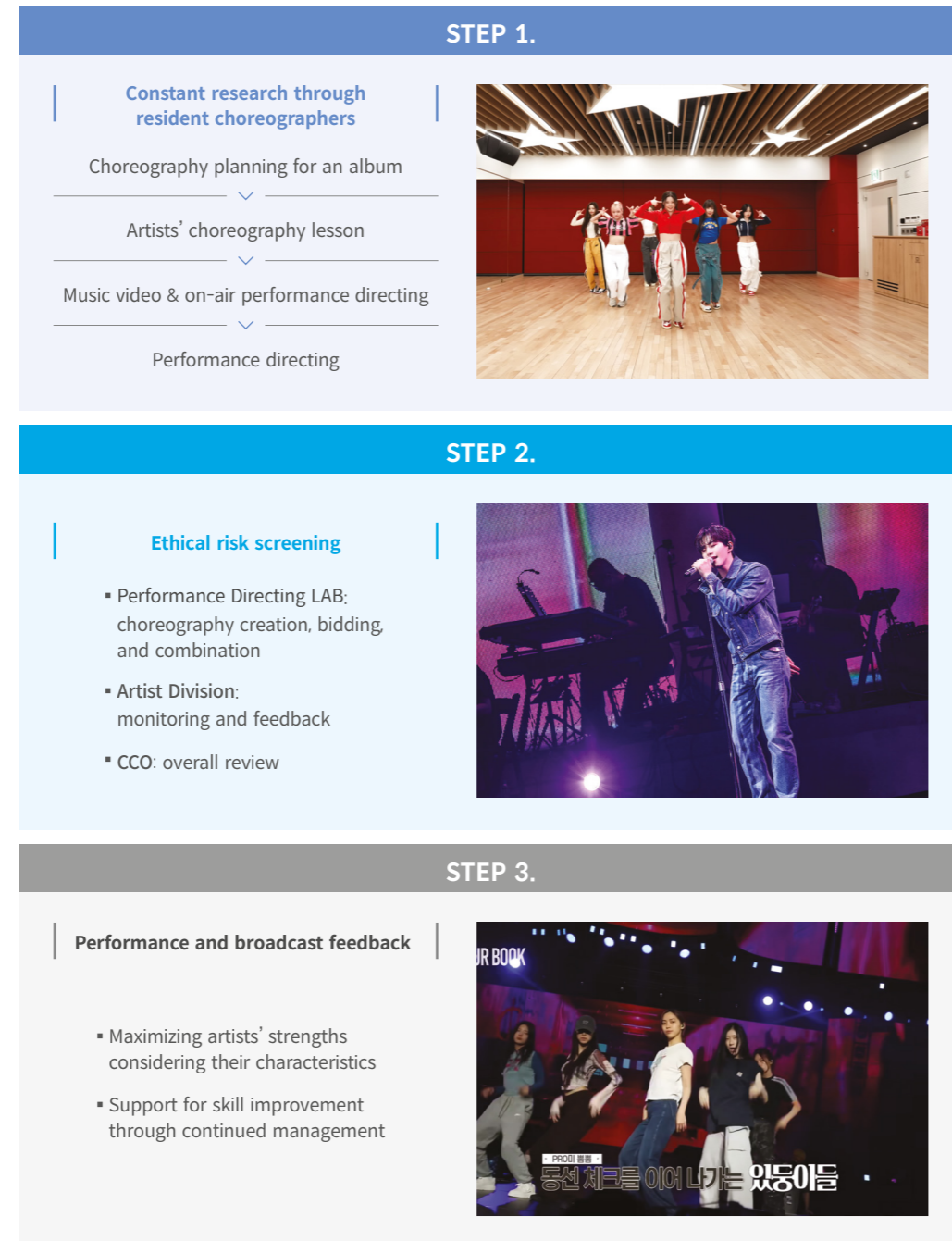
### Leading Production Infrastructure

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

## Performance Production

JYP Entertainment has a separate performance creation team called Performance Directing LAB that has resident choreographers who have accumulated over ten years of choreography creation know-how and stage experience. Choreographers identify artists' preferences and need from practicing together since before their debut and come up with dance pieces that highlight their strengths. During the creative choreographic process, we closely communicate with the artists and the Artist Division to make sure the choreography fits in with everything else, from the general concept of the album, and costume, to the artists' style. Plus, to create an optimal performance, choreographers closely participate in the entire album production process, from the training of artists.

### Creative Choreographic Process



## Protection of Creators' Rights

### Plagiarism Monitoring System

JYP Entertainment monitors albums of all artists for similarity before release in order to manage copyright issues including plagiarism. For this, a music source scheduled to be released is sent to a group of JYP Publishing songwriters specialized in similarity monitoring, music critics, and five external pop culture experts, who will fill in the survey on similarity. When we receive feedback that there is a similarity, we make a decision on whether the album requires modification or should be canceled.

**Monitoring Checklist**

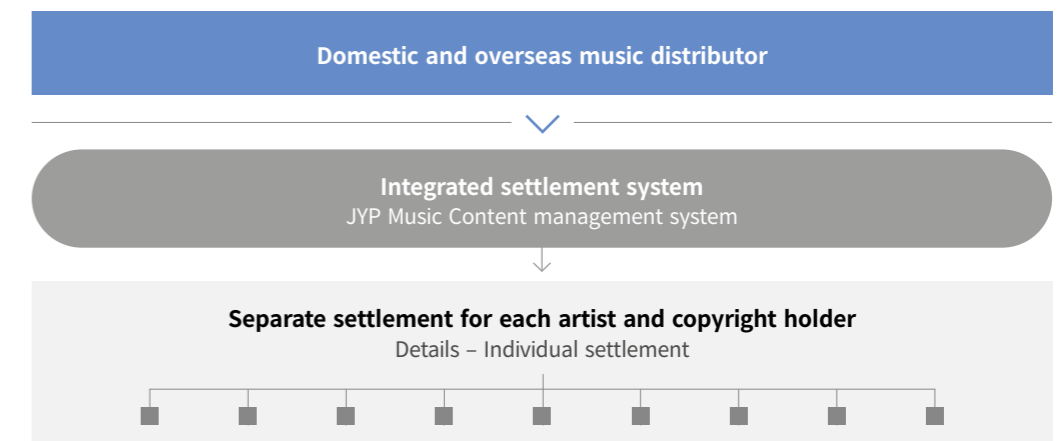
- Can you think of any similar songs that remind you of this one?
- Is there any song that has a similar chord progression with this song?
- Is there any song that has a similar melody with this song?
- Do you think there is any lyric in this song that could be potential trouble? If so, please tell us which one and why?
- Other than the questions above, do you have any thoughts or opinions you want to share with us on this song?

### Transparent Content Settlement System

JYP Entertainment has an internal policy that stipulates the collection and distribution of stage performance fees and has built an in-house settlement system for our content, in an effort to transparently manage the distribution and settlement of music content. During the process of signing an exclusive contract with an artist, we specify that the artist delegates one's authority to collect stage performance fees to the Company, which, then, signs a contract of collecting fees for neighboring rights with online service providers (OSP\*) to collect stage performance fees directly from them and settle up with the artist afterward.

We sign a written service contract with subsidiary performers (session musicians), and the information of the contract is registered to the Korea Music Content Industry Association, which then sends it to the Federation of Korean Music Performers. Also, the JYP Music Content Management System, our in-house settlement system for content, helps us systematically manage JYP Entertainment's copyrighted content, as well as transparently handle the settlement process, protecting creators' rights.

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





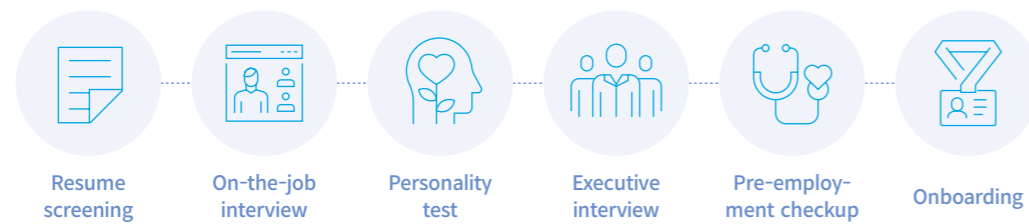
# Great Work- place

## Human Resource Development

### Talent Recruitment

JYP Entertainment believes people are the most valuable assets for a company. In line with the core values of the Company, “respected company” and “leading company”, we are working on discovering and developing creative and proactive talents who will lead the entertainment industry. At JYP Entertainment, key senior management participates in the hiring process to recruit talented people who have good personalities as well as on-the-job skillsets, and a personality test is added to the process. Also, we adopt a blind recruitment process for creative positions to focus more on individuals’ creativity and ensure fairness.

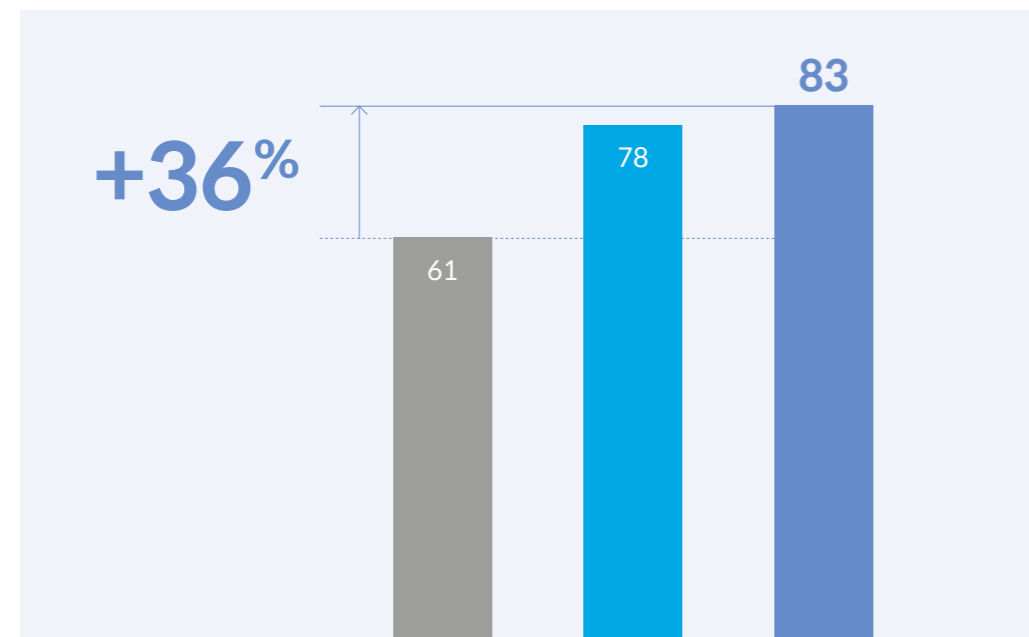
### Recruitment Process



As the Company grows, our talent hiring is on the steady rise, and employment is continuously increasing in 2023 as well. We intend to keep hiring and retaining talented people who will be instrumental in the growth of the entertainment industry.

### No. of New Hires

(Unit: persons)

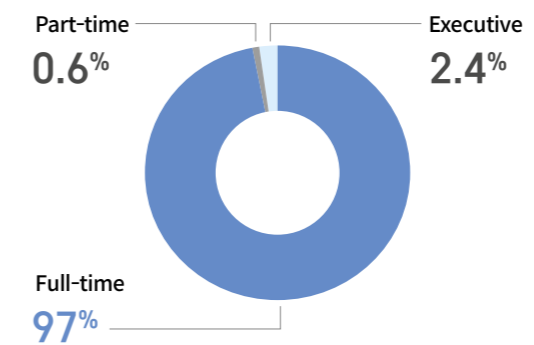


\* Including the number of part-time workers

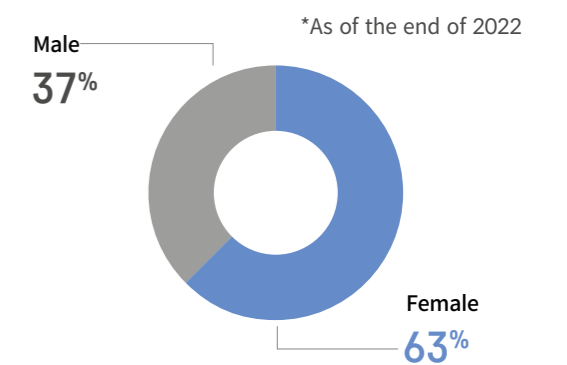
### Respect for Diversity

We are striving to build a culture that respects all employees and an environment where talented people with diverse backgrounds and experiences can make creative music and content with flexible thinking. As of the first half of 2022, we have a total of 325 employees, of which 97 percent, or 315 employees, work on a full-time basis. Furthermore, we are working on building a workplace where female talent can grow. As of the end of 2022, about 63 percent of the total workforce was female, and the proportion is continuously on the rise.

### Employee Status by Contract Type

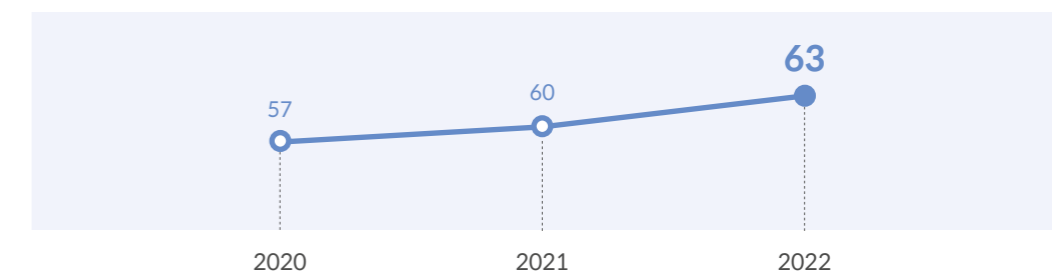


### Employee Status by Gender



### Female Employment Trend in the Past 3 Years

(Unit: %)



We appointed our first female executive director in 2021 to strengthen the leadership of female talent and are making continued efforts to raise the ratio of female directors in the BOD. In addition, 75 percent of the newly appointed team heads in 2022 were female, and of the total team heads, women account for 52 percent. Going forward, we will continue to implement work-life balance policies, such as parental leaves, to encourage female employees to develop their careers and reinforce our training for next-generation leadership. Plus, to enhance employee diversity, we are actively expanding the recruitment of national meritorious persons and foreign nationals. As of 2022, there were six national meritorious persons and five foreign nationals on our payroll, accounting for 3.38% of the total workforce.

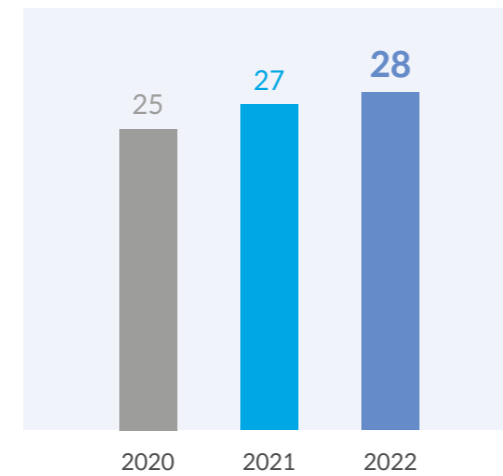
## Talent Development and Training

JYP Entertainment fosters a training environment where employees drive their own professional development with passion. We offer a learning platform that includes more than 6,000 learning courses, such as job skills, foreign languages, and cultural competence, so employees can drive their own learning in desired fields at their own pace. Also, we survey employee satisfaction and effectiveness regarding training programs to assess training performance and effectiveness including learning achievement, on-the-job applicability, and contribution to organization performance. Plus, we support employees in developing job skills and careers through conferences, external training, and leadership training.

### Learning Platform

Category	Field	Max. no. of supported courses		Max. supported amount
		Month	Year	
Online	Job	-	-	KRW 200,000
	Language	1	-	KRW 150,000
	OA	-	-	KRW 100,000
Offline	Job	1	2	KRW 500,000
	Language, OA	1	5	KRW 100,000

### Per capita Training Expenses (Unit: KRW 10,000)



### Courses in the Talent Nurturing Program

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

### 2023 JYP Ent. Leadership Workshop

The 2023 JYP Ent. Leadership Workshop was held in the first half of 2023 to cultivate leadership across the Company from multiple angles, such as the humanities and communication skills, and 42 employees from the head office and each subsidiary attended the occasion.

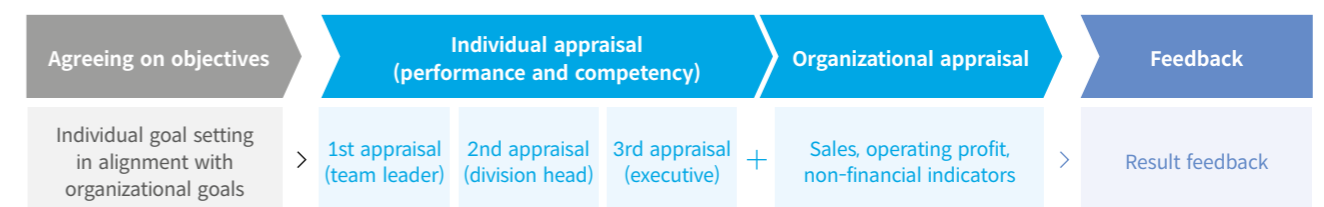


## Appraisal and Compensation

Through the HR appraisal system built based on the core values of the Leader's Code, we make sure that employees have equal opportunities for promotion, compensation, and benefits. We implemented the MBO (Management by Objectives) HR program in 2012 to assess individual contributions and performances together with the Company's growth targets. We have since assisted employees in achieving the best performance and personal growth goals. A multi-faceted leadership assessment is conducted as well in order to address improvement gaps based on employee feedback on leaders and complements the top-down HR-driven process with the voices of employees. Plus, we have the Performance Management Committee in place to assist the Company in responding fast to the rapidly changing business landscape by coordinating and adjusting business strategies and goals in a timely manner in alignment with company-wide targets. The committee members engage in in-depth examination and discussion to enhance the fairness of the evaluation results while striving to promote a culture of communication and consensus across the Company. Through this, we enhance the fairness and transparency of the appraisal system in order to deliver objective appraisal results for each organization by comprehensively reviewing the level of performance, environmental difficulty, and stretch goal settings.

We offer equal and fair opportunities to employees based on their individual efforts and competencies, without discrimination against job level, placement, or gender. To ensure fair appraisal and compensation, employees and the Company set objectives together through consensus, and compensation is decided by comprehensively considering the levels of contribution and performance both organizations and individual employees desire to achieve. In addition, guided by the value of "One JYP Entertainment", we earmark a certain portion of the Company's profits and share it with all employees under the company-wide profit-sharing plan. Going forward, we will continuously improve the level of compensation, living up to the efforts made by our employees.

### Appraisal Process



### Appraisal Category Incorporating Leader's Code

Classification	Core value	Competency	Appraisal criteria
Respected Company	Integrity	Integrity	We abide by the Company regulations and social norms even when no one is watching.
	Sincerity	Sincerity	We give our best and try to minimize mistakes even if there is no visible delivery in the short term.
		Mutual respect	We respect hard-working colleagues as they are regardless of their performance or capability.
	Humility	Teamwork	We actively cooperate on the matter decided through agreement even when it is inconsistent with our own ideas.
Leading Company	Think Brilliant	Creativity	When faced with a challenge, we come up with ideas to address the issue.
		Execution	We apply new ideas to our work even when trials and errors are likely to happen.
	Act Efficient	Work control	We prioritize tasks based on importance.
		Efficient communication	We streamline work processes that are within our control. We give clear work instructions and request cooperation from relevant teams and people in consideration of the nature of the tasks.

## Improvement of Organizational Culture

JYP Entertainment pursues a healthy organizational culture where people respect each other and exchange thoughts and ideas free of bias and judgment. To this end, we have introduced various policies and systems to the Company.

### Labor-Management Communication

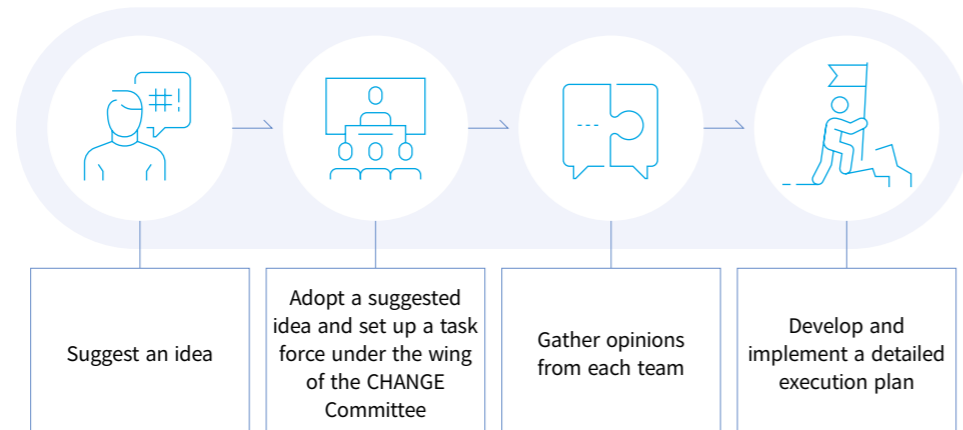
At JYP Entertainment, we comply with the basic rules of the right to work recommended by the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work. For this, we run the Labor-Management Council to communicate with employees on a regular basis. Going forward, we will closely listen to employees' voices in association with welfare systems, organizational culture, and a work environment, promoting labor-management relations based on mutual respect.

### Employee Suggestion Program "CHANGE"

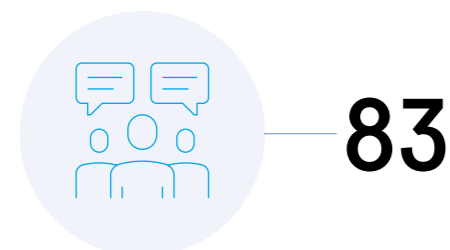
In 2022, JYP Entertainment introduced the employee suggestion program called "CHANGE" and established the CHANGE Committee for the successful running and implementation of the new system. Through the program, every employee, regardless of their job title or function, can propose ideas and opinions that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

In 2022, various ideas were suggested through the program in relation to expanding benefit programs, and we have gathered and reviewed the ideas to come up with improvement plans. As a result, we eliminated some of the benefits in the program, including support for book purchases and telecommunications expenses, and increased the limit of benefit points provided per year for the more efficient use of the program. We will continue to reflect on employees' various ideas to work as well as our regulations and policies to become a better company.

### Suggestion Process



### No. of CHANGE Suggestions



### Case of Implementing CHANGE Suggestions

- **Introducing a messenger for work-life balance and security preservation**
  - Introducing and using a company-wide messenger
- **Reviewing the development of JYP Entertainment's own font and uniting font families and sizes, for the unity of the Company brand**
  - Uniting font families and sizes and applying unified families and sizes gradually to the website

## Work-Life Balance

At JYP Entertainment, we are aiming to create a better workplace to ensure employees' work-life balance. To this end, we provide an extensive benefits program, helping employees seek a balance between work and life. Plus, flexible work hours and mental well-being programs are offered, considering the nature of the entertainment businesses we are in.

### Flexible Work Arrangements

Taking into consideration the characteristics of the entertainment industry, we introduced flexible work arrangements, through which employees can voluntarily set or adjust their work hours within core working hours. The flexible work arrangements allow employees to fix their own work schedule on a monthly basis. The core time-based flexible work hours contribute to improving work efficiency and work-life balance as it enables employees to ensure leisure time with better visibility on work schedules, as well as maximizing employees' autonomy and creativity.

### Employees Eligible for Flexible Work Arrangements



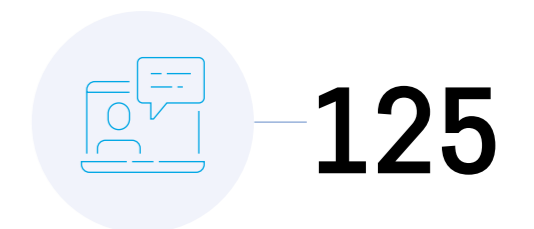
### Mental Well-being Program

We have in place a mental well-being program to promote the mental well-being and health of employees. The program consists of face-to-face counseling and online counseling programs with a certified psychological counselor. Face-to-face counseling is one-on-one sessions and allows for convenient counseling through video conference or in a separate space. Since the end of 2021, online counseling programs have been available to employees who spend a lot of time working outside the office environment.

### No. of Face-to-Face Counseling Sessions



### No. of Online Counseling Sessions



### Flexible Seating

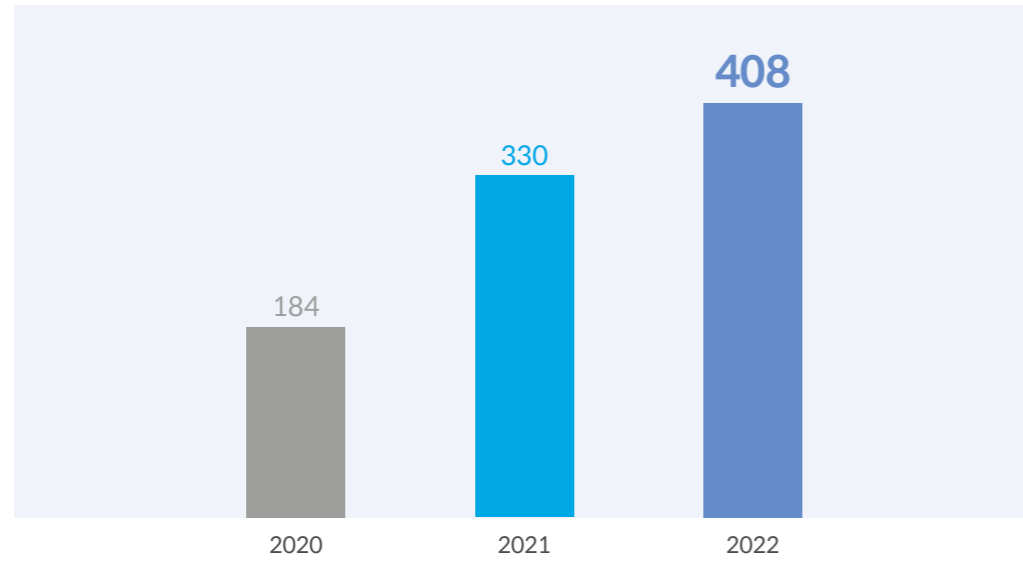
We have flexible seating arrangements to encourage employees to engage in more flexible and less-hierarchical communications with each other. We are making concerted efforts to allow employees to use the office space more conveniently, by arranging various workspaces, such as focus zone, collaboration space, rest area, and phone booth. The flexible seating option helps employees choose where they want to work, stimulating impromptu encounters and inspiring creativity along the way.

### Benefits and well-being

JYP Entertainment runs a wide variety of benefit programs for employees' work-life balance. In order to build a working environment that could enhance employee satisfaction, we offer a systematic diet solely made with organic ingredients at our cafeteria, benefit points, and support for leisure and cultural activities, expanding our benefits and well-being program further. In 2023, we adopted a benefit-related suggestion made through the suggestion program and are planning to add 800,000 more benefit points than before, offering a total of 2 million points per year.

Benefits Cost per Employee

(Unit: KRW 10,000)



### Benefit Package

Category	Description	
Work hours	Flexible work arrangements	Setting up a work schedule based on core work hours and on a monthly basis
	Free meals at in-house restaurant	Free lunch and dinner at JYP BOB with a systematic organic diet
Work & life	Drinks at in-house cafe	Benefit points redeemable at in-house café (JYP-Soulcup)
	Congratulations on returning to work from parental leave	Gifts for those who return to work from parental leave
	Benefit points	Points granted through the affiliated online mall for national holidays and the foundation day, as well as in an annual total
	Congratulations & condolences support	Congratulatory and condolence expenses (flower arrangements, etc.) and bereavement leaves, funeral service agency support (parents, children)
Healthcare	Mental well-being program	Face-to-face and online one-on-one counseling by a certified psychological counselor
	Comprehensive health checkup support	Comprehensive health checkups for employees and their spouses at affiliated medical facilities
	Flu prevention	Flu vaccination support
Leisure & cultural activities	In-house clubs	Allowance for club activities
	Vacation support	Annual summer vacation allowances
	Condominium discount benefits	Discounts on affiliated resort facility
Reward	Support for tenured employees	6-year tenure: sabbatical leave (1 month) 10-year tenure: gold souvenir and appreciation plaque 20-year tenure: long-service leave, bounty, and plaque

## Human Rights Management

### Protection of Stakeholders' Human Rights

At JYP Entertainment, we respect and advocate international standards on human rights, such as the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises, and are committed to protecting the human rights of all stakeholders. For this, we installed the Audit Office which directly reports to the CEO in 2023. This independent office has authorities delegated by the CEO and the Audit Committee. Additionally, we have a public reporting system in place. The system called "Whistleblowing" ensures full technical anonymity to protect the human rights of stakeholders in association with corruption and other matters. In 2023, we are also planning to prepare a checklist for human rights management and assess human rights impact in phases, actively facilitating human rights management.

#### Human Rights Management System

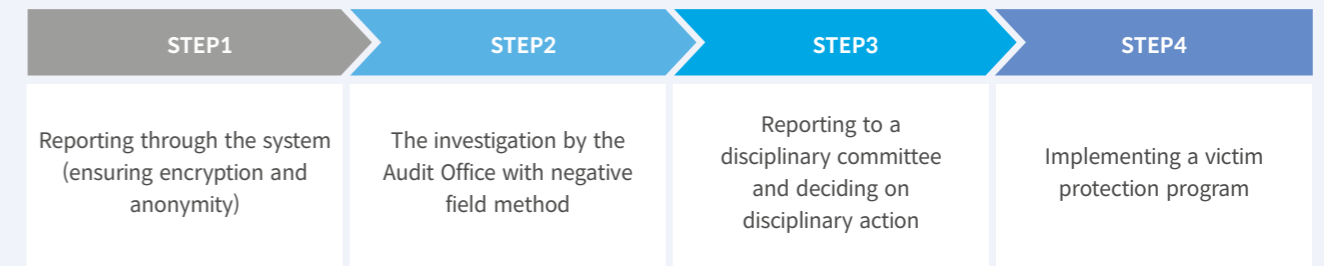
To consistently promote human rights management, we set up the independent Audit Office and announced and explained to employees the installation of the internal audit team and procedures of regular internal audit during our company-wide new year kick-off meeting in January, 2023. Our hiring policy, public reporting system, and partners' code of ethics clearly specify internal or external stakeholders at potential risk of human rights issues, such as misconduct and unlawful instruction (coercion, harassment, graft). Therefore, in case of any human rights-related public reporting, the Audit Office is handling the reported matters fairly and professionally through its audit experts including a certified internal auditor (CIA) based on the global standards of the Institute of Internal Auditors (IIA) and the Association of Certified Fraud Examiners (ACFF). Plus, starting the second half of 2023, we are scheduled to adopt a system that human rights risks identified through internal audit and issues reported via the public reporting system are investigated and reported to the Audit Committee. Through this process, we are doing our utmost to protect employees' human rights.

#### Human Rights Education

To implement human rights management, we are organizing new hire training on corruption and internal audit hosted by the Audit Office, as well as annual company-wide statutory training on sexual harassment prevention, workplace bullying prevention, disability awareness, privacy protection, and ethical management. We consistently emphasize the importance of human rights protection through such training. We will continuously work on raising employee awareness of human rights.

## JYP Ent. Public Reporting System "Whistleblowing"

With a strict whistle-blower protection policy in place, the Audit Office runs a consistent monitoring system to prevent potential secondary victimization in advance and any disadvantages that the victims may suffer from even after the closing of relevant issues, in our effort to carefully protect their human rights. Also, the Whistleblowing system is available not only in Korean but also in English, Japanese, Chinese, and more and is accessible to all our employees from the head office, subsidiaries, to overseas branches 24/7, representing our full commitment to human rights management



#### No. of Languages Available



## Reinforcement of Occupational Safety and Health

### Safety and Health Management System

JYP Entertainment strives to ensure people enjoy our music in a safe environment. To this end, in 2022, we newly formed a safety and health organization and implemented a relevant management system in response to the Occupational Safety and Health Act and the Serious Accidents Punishment Act. In addition, we run the Occupational Safety and Health Committee as a safety communication channel to review and decide on safety and health matters on a quarterly basis. The committee also discusses issues, such as legal safety requirements, risk factors in the workplace, and contagious disease prevention. In line with our safety and health management policies, we will make continued efforts to attain our safety and health goals including zero industrial accidents.

#### Safety and Health Management Policy

- We put safety first and protect employees from accidents or disasters.
- We comply with safety and health laws and regulations and discover and address risk factors in advance.
- We provide a safe and pleasant working environment and prevent accidents in line with JYP Entertainment's core value system.
- We offer full financial or regulatory support to promote safety management.
- We strive to prevent disasters through systematic education and training, as well as improvement activities.
- We disseminate safety and health management policies to all our stakeholders and engage in active communication with them to establish a safety and health management system.

#### Safety and Health Goal

- Zero industrial accidents by running a safety and health management system
- All employees' 100 % completion of occupational safety and health training courses
- 100 % improvement on the assessed risks regarding hazardous or dangerous facilities and tasks
- A half-yearly inspection of implementation obligations in line with safety and health laws and 100 % implementation rate

### Safety and Health Risk Assessment and Management

We conduct risk assessment through a third-party company more than once a year to identify potential risk factors in the workplace early on, preventing industrial accidents and ensuring a safe environment for our employees. As for risk factors identified through risk assessment, we establish detailed improvement measures accordingly and evaluate the effectiveness of the measures taken to prevent safety accidents completely. In 2022, eight improvement measures were taken to fill the gap according to the risk assessment results, and the results afterward showed that all of the identified risk factors were at either low or very low risk, confirming our measures were effective.

Furthermore, regular safety inspection is conducted on JYP Center's building structure and interior design to check they fit the Center's maintenance policies, whilst construction safety management is applied to all constructions at JYP Entertainment including designing, groundbreaking, construction, and completion, as well as the construction of new office buildings. Additionally, we examine accidents that happened in a similar industry to manage the risks of JYP Center in advance.

For the safety of employees from both the Company and partners, emergency safety supplies, including fire evacuation masks, are also available to prevent evacuation delays or casualties in the event of a fire.

#### Risk Factors Identified through Risk Assessment



#### Effectiveness of Improvements Made for Key Risk Factors

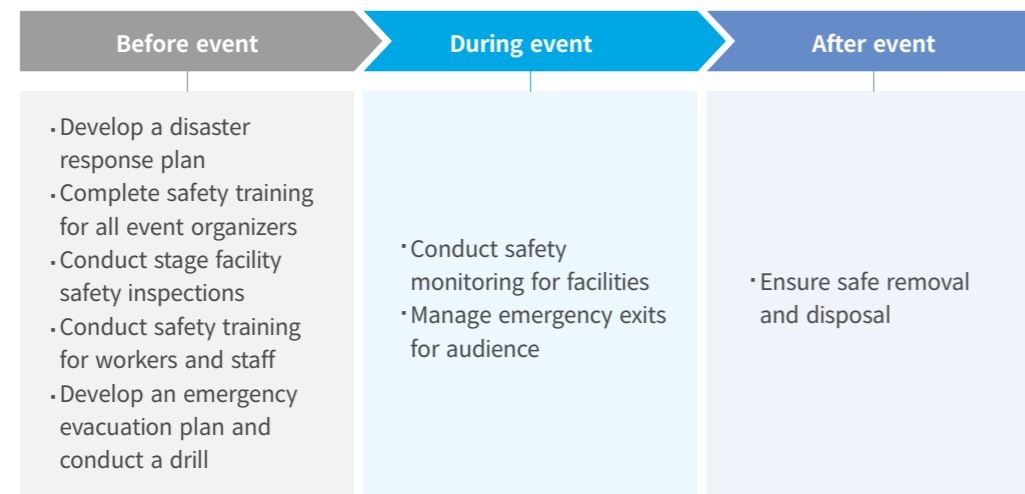
Identify risk factors	Come up with improvement measures	Evaluate the effectiveness	
Risk factors	Risk before improvement	Safety and health measures	Risk after improvement
Part of the Company's wooden entranceway was covered with ice, posing a risk of slip and fall injuries	Slightly high (9)	1. Sprinkle salt and calcium chloride on the entranceway to prevent slip & fall 2. Attach slippery warning sign	Very low (3)
Risk of falling accidents due to no installation of handrails for the stairs	Slightly high (9)	1. Install safety handrails 2. Attach slippery and fall warning sign	Very low (3)
Emergency evacuation is not possible due to a lack of order in the clothing warehouse	Average (8)	1. Ban on loading obstacles near the fire exit 2. Tidy up regularly to secure an emergency evacuation path	Low (4)



## Safety Management for Events and Content Filming

For a safe and pleasant event, JYP Entertainment makes sure that everyone on site, including artists and performers, audiences, and staff members, complies with legal safety standards. Also, a performance safety management process is in place to continuously and meticulously inspect safety throughout the event from its start to end.

### Safety Management Process for Performance

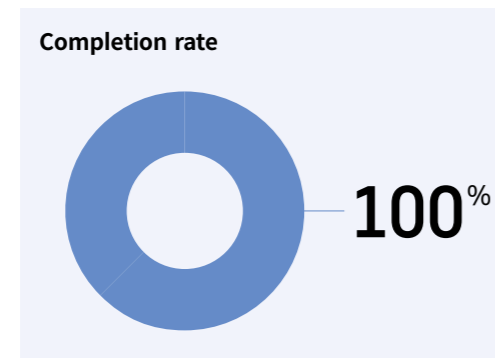


Safety inspection was conducted on the status of construction underway in preparation for Xdinary Heros' performance scheduled in December, 2022. Through the inspection, seven inconsistencies including safety gear, electrocution risk, and insufficient fire protection facilities were found, and improvement measures were taken accordingly. To enhance our safety management capabilities, we have marshaled experts in the fields of occupational safety, construction safety, and firefighting. Plus, we are planning to hire electricity specialists in the second half of 2023, so we could be fully equipped with expertise in each of the safety fields. We will also update our event safety manuals and establish a safety manual for music video filming, thereby upgrading our safety capacity.

## Establishing Safety Culture

JYP Entertainment strives to build a safe working environment by making prompt improvements on issues inconsistent with safety standards through continuous safety inspections. To raise employee awareness on safety culture, we also promote employee engagement activities including a safety bulletin board, and communication channels and safety campaigns. We will also develop emergency response manuals for different crisis situations, such as fire, collapse, and natural disaster, and perform drills in a consistent manner in the second half of 2023. Furthermore, to instill a sense of safety in employees, regular safety and health training in compliance with the Occupational Safety and Health Act is offered to all employees, and safety and on-the-job training is organized for safety and health managers.

### Employee Safety and Health Training



## Employee Health Management

In order to promote employee health, JYP Entertainment prevents potential musculoskeletal disorders that employees may develop during work and inspect their physical condition for hazard recognition. Plus, we partner with a personal training facility and dental clinic and provide comprehensive medical checkups and flu vaccinations to help employees maintain their health.

## Capacity Building for Emergencies

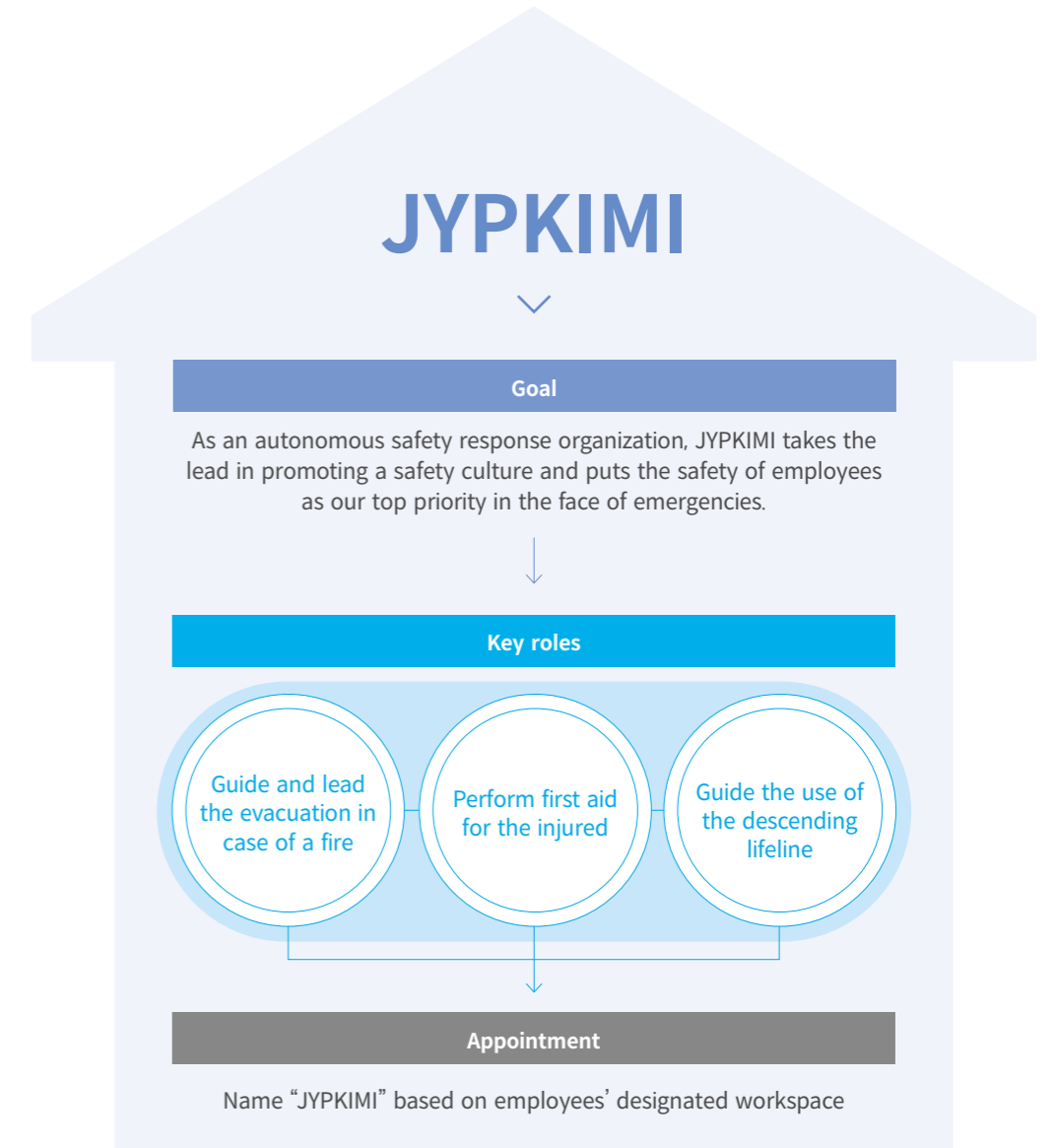
To ensure prompt response to emergencies, we have designated "JYPKIMI", a manager in charge of evacuation and first aid per division and section. In case of emergencies, the manager leads the evacuation, guides people on how to use the descending lifeline, perform CPR, and use an AED (automated external defibrillator). In addition, we conduct an emergency evacuation drill and arrange fire safety training at JYP Center once a year to help employees better respond to emergency situations.

### Accident Rate

0.29%

### Mortality

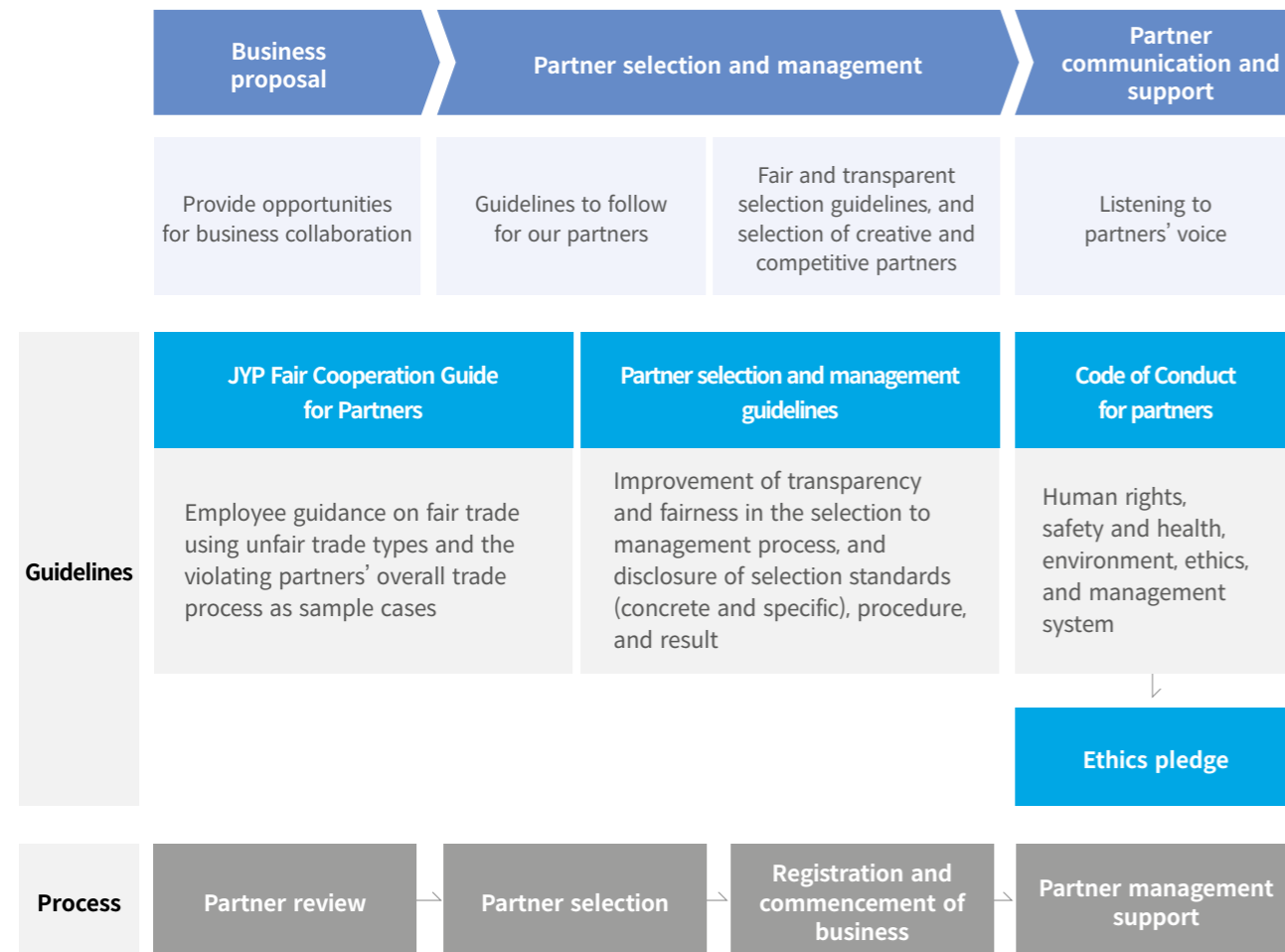
0%



## Shared Growth System for Partners

Completing and debuting a song or performance requires collaboration with creative partners from various fields. To JYP Entertainment, partners are not parties for business cooperation. They are companions we want to grow together with. Therefore, aspiring to build a fair system for partners who drive the creative process to grow and thrive, we have set systematic standards for partner selection and management, and published a comprehensive guideline that governs all areas from contract signing to follow-up after closing. Also, we keep our partner communication channels open for new business proposals or other collaboration opportunities. We will continue to provide partners with fair and transparent business opportunities as well as a variety of support programs to drive a mutually beneficial culture.

### Partnership Guidelines and Shared Growth Process



## Partner Selection and Management

### Fair Cooperation with Partners

As part of our effort to promote the value of shared growth through a fair and transparent system for partner collaboration, we have enacted the JYP Fair Cooperation Guide for Partners. The guide is JYP Entertainment's commitment to fulfilling our responsibilities for fair trading and ethical management based on mutual trust with partners. Established based on key competition policies of the Korea Fair Trade Commission, the guide also serves as our code of conduct for fair competition with rival companies and mutual growth with partners to promote sustainable and mutually beneficial relationships. Through this, we will build a transparent and ethical partnership with our partners.

### Partner Selection

In pursuit of fair transactions and shared growth with partners, we have established partner selection and management guidelines by referencing the Korea Fair Trade Commission's Guideline for Selecting and Managing Business Partners. Based on the guidelines, we ensure transparency and fairness in our partner engagement across the board to provide opportunities for cooperation and facilitate mutually beneficial relationships.

Implementation Plan for Partner Selection and Management	
<ul style="list-style-type: none"> <li>▪ Disclosing partner selection standards, procedure and result</li> <li>▪ Concrete and specific selection standards</li> <li>▪ Fair selection standards and procedure</li> <li>▪ Fair opportunities for opening transaction</li> </ul>	<ul style="list-style-type: none"> <li>▪ Disclosing standards and procedures in relation to partner's being registered and canceled</li> <li>▪ Concrete and specific standards in relation to partners' being registered and canceled</li> <li>▪ Fair standards and procedures in relation to partners' being registered and canceled</li> </ul>

### JYP Fair Cooperation Guide for Partners

Step for partner selection	Step for transaction terms agreement	Step for transaction
<ul style="list-style-type: none"> <li>• Both existing and would-be partners should be offered fair opportunities for opening transactions and not be discriminated against.</li> <li>• Competitive partners should be selected, based on transparent and fair selection standards (multiple comparisons, price, competitiveness, etc.) and procedure.</li> <li>• Partner selection standards should be concrete and specific with no room for discretionary interpretation, and selection results should be disclosed in a transparent manner.</li> <li>• Partner selection should not be solely based on being personally close, previous transaction history, or business convenience.</li> </ul>	<ul style="list-style-type: none"> <li>• Before commencing business with a partner, sufficient prior discussion should precede to confirm transaction terms.</li> <li>• Discussion on transaction terms should be carried out fairly based on mutual respect and on equal footing.</li> <li>• The terms should be made, free of common practices of transaction and from a mutually beneficial perspective, to avoid creating unfair transaction terms.</li> <li>• Regardless of different counterparties, no transaction terms should be discriminative, such as being unilaterally advantageous to a company with a special relationship and affiliation or other companies without objective standards.</li> </ul>	<ul style="list-style-type: none"> <li>• In the case of term changes, full consultation with counterparts should precede to avoid unilateral changes.</li> <li>• Accepting, or asking for a treat from partners is not allowed, and any unrequested gifts must be turned down politely.</li> <li>• In case of inevitable contract cancellation, prior agreed-upon cancellation terms must be followed.</li> </ul>

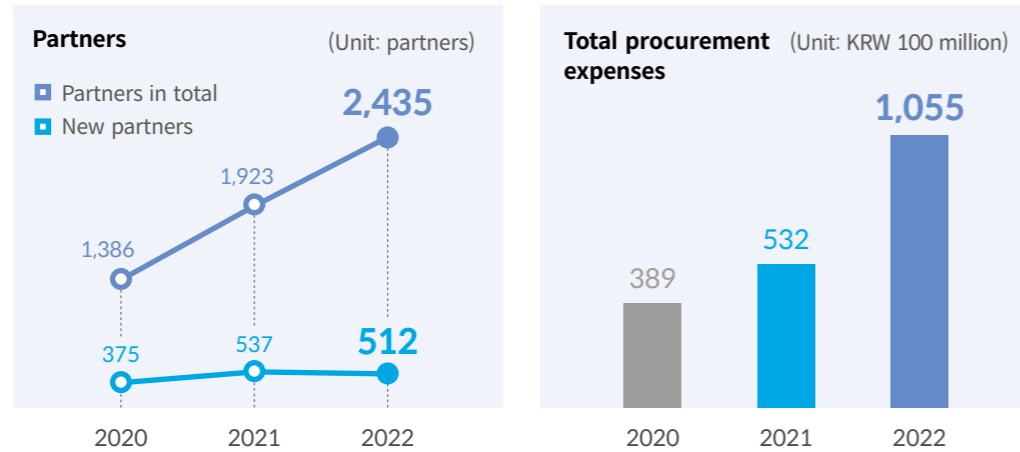


## Partner Engagement and Support

### Partner Engagement

JYP Entertainment runs communication channels for partners to freely reach out to us with business proposals and ideas. Via the "CONTACT" page on our website and emails, we receive proposals and creative ideas from potential, as well as listen to new proposals or improvement ideas from existing partners. Going forward, we will continuously stimulate communication with partners by enhancing the convenience of channels to engage in more extensive business cooperation with our partners.

#### Partner Status



### Partner Training

We provided partners with training designed to strengthen their competitiveness, which in turn will contribute to the growth of the creative ecosystem in the long term. Ethical education was organized for 133 key partners through guidance containing the CEO's message for ethical management, whilst training on policies and guidelines for event and performance safety was offered to partners specializing in events and performances, aiming to ensure the safety of everyone. In the meantime, as part of our effort for mutual growth with partners, company-wide training on fair transactions is offered to all employees once a year and mandatory fair transaction training is provided for new hires.

#### Partner Training Curriculum

Ethics training	Safety training
<ul style="list-style-type: none"> <li>Ethics-related subjects, such as prohibition of solicitation and discrimination</li> </ul>	<ul style="list-style-type: none"> <li>Major safety accidents and issues in the entertainment industry</li> <li>JYP Entertainment's safety guide training</li> </ul>

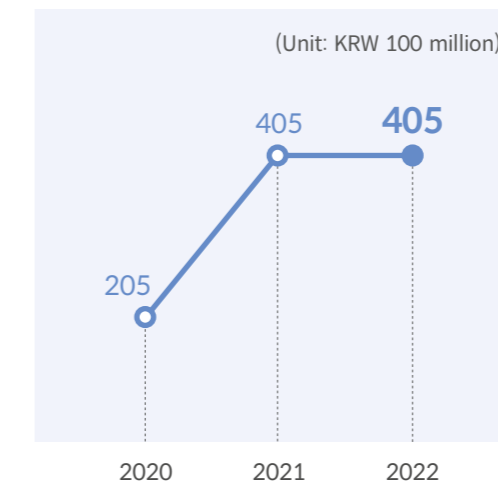
#### No. of Complaints Reported by Partners



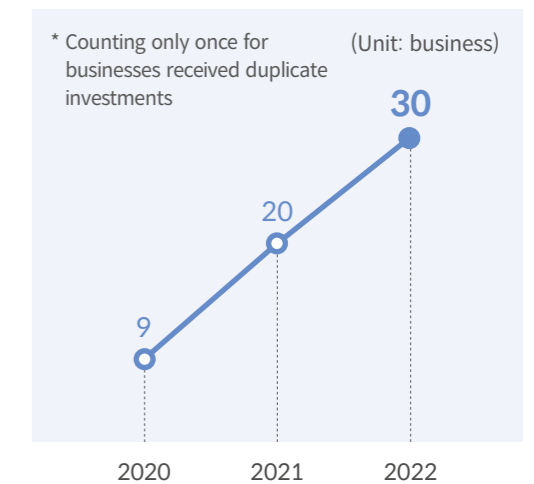
### Initial-Stage Startup Investment

JYP Entertainment invests in early-stage companies and small- and medium-sized businesses through investment associations as a limited partner. Through various investments in an innovative ecosystem, we provide startups with funding for a stable financial position while seeking to create new business opportunities. The investment association JYP Entertainment is part of a focus on emerging companies and ventures within three years of business, and through investing in those with excellent technologies, the associations support their growth and seek strategic ways for mutually beneficial partnerships. Currently, the total investment made through the associations is KRW 40.5 billion, and, as of the end of 2022, we have supported a total of 30 businesses. Going forward, we will continuously expand our investment in initial-stage startups.

#### Accumulated Amount of Investment

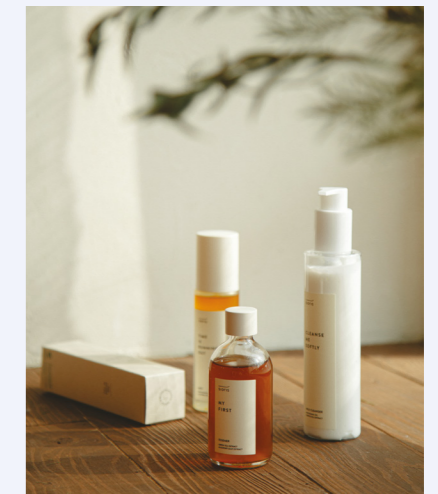


#### No. of Businesses Invested



### Synergy Creation Through Start-up Investment

JYP Entertainment made a direct investment in SIORIS, an organic beauty brand that harvests domestic in-season ingredients grown with organic farming and uses them to make cosmetic products, and acquired 19% of its shares. Plus, Producer J. Y. Park participated in the brand's product planning in person to build a business collaboration for the promotion of his concert "GROOVE BACK". SIORIS's products are offered at a discounted price to employees and available in our merchandise mall.



**SIORIS = SIMPLE + ORIGINAL**

## Improvement of User Accessibility

### Broader Access to Events and Performances

JYP Entertainment is committed to nurturing an environment where users can freely consume our content, transcending physical and geographical limitations. We offer wheelchair seats for users with disabilities and mobility difficulties along with seats for their helping companions. Through this, we strived to broaden access to our events and performances, so more people can enjoy them without limitations. Going forward, we will continue to work on making more accessible and inclusive events by analyzing various limiting aspects in association with event accessibility. We intend to make continued endeavors to gradually expand accessibility, so everyone, regardless of their physical conditions, can enjoy cultural events and performances.

### Multilingual Support for Content

As the presence of our artists is going global, JYP Entertainment offers our content in multiple languages at the official YouTube channel, so our content can be consumed not only by domestic fans but by fans from Southeast Asia and North America to Latin America and Europe. Languages available at the official channel include English, Japanese, Chinese, Indonesian language, Spanish, and Thai. Coupled with this, in 2023, we held TWICE's fifth world tour "READY TO BE" on our virtual platform "Beyond LIVE", further promoting accessibility for overseas users.



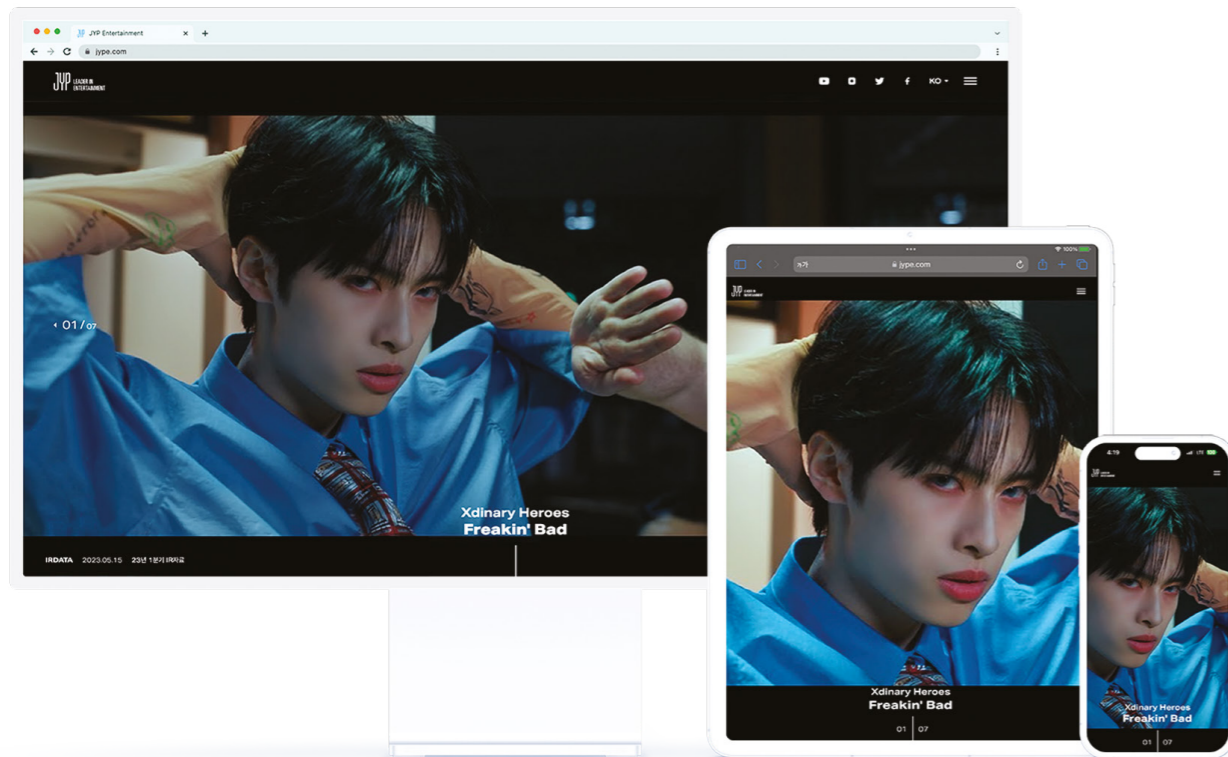
TWICE 5TH WORLD TOUR 'READY TO BE'



## Renewal of the Official Website

In 2022, we renewed our official website for better user accessibility. The upgraded website now offers content in five languages, including not only Korean but English, Japanese, Chinese, and Spanish, for more convenient access. Plus, we redesigned our website as responsive, so users can enjoy better visual effects no matter which device they use for accessing the website. The existing photo-type main screen was changed to a video screen, from which users can easily jump to YouTube clips using links, to allow users to have easier access to artists' content through the website.

### No. of Languages Available at the Official Website



## Privacy Protection and Information Security

JYP Entertainment puts our best efforts for the air-tight protection of users' valued personal information. To this end, we have implemented an information security system and are taking fast and professional actions to protect personal information according to our privacy policy. We will continue to maintain a high level of security, so users can consume our content in a safe environment protected from the threat of privacy breaches.

### Information Security System

We monitor the servers in operation and the network in our building 24/7 through a third-party information security service provider while adopting highly reliable security programs to the servers and network. Also, to enhance information security, we regularly replace security programs or upgrade security control systems. In particular, a firewall system was built to control and block unauthorized access from the outside, and all necessary technical equipment is in place to ensure system security. In 2023, we added and reinforced a network security system to block unauthorized access to the network in our building.

### Privacy Policy

We have established and implemented an internal management plan for the safe handling of collected personal information. We comply with the Privacy Protection Act, the Promotion of the Use of Information and Communication Networks and Protection of Information Act, and all other relevant laws and regulations. The compliance status as well as the implementation of privacy protection measures is checked by relevant teams and IT personnel, who also take corrective actions immediately for any issues identified. We hired a Chief Technology Officer (CTO) in 2023 and plan to further strengthen privacy protection by setting up a dedicated privacy protection body.

### Information Protection Training

We aim to improve company-wide information security awareness through providing employees with information protection training. Over the past three years, a total of 826 employees have received statutory privacy protection training, either online or on-site. We also provide regular in-house training or external training on acquiring new security technologies and understanding privacy protection obligations to minimize administrative risks of personal data breaches. Furthermore, we are the only Company in the Korean entertainment industry that conducts cyber threat simulation training for employees jointly with the Korea Internet and Security Agency (KISA) every year. Plus, according to our personal information handling policy, we check on how internal or external stakeholders' personal data collected by the Company is used and in what forms and notify the checked result to the stakeholders.

### Privacy Protection Status

At JYP Entertainment, there has been no incident or damage attributable to information leakage in the past three years. We will spare no effort in maintaining a high level of privacy protection by raising security awareness for employees and IT divisions, as well as upgrading our server security level.

### No. of Privacy Violations

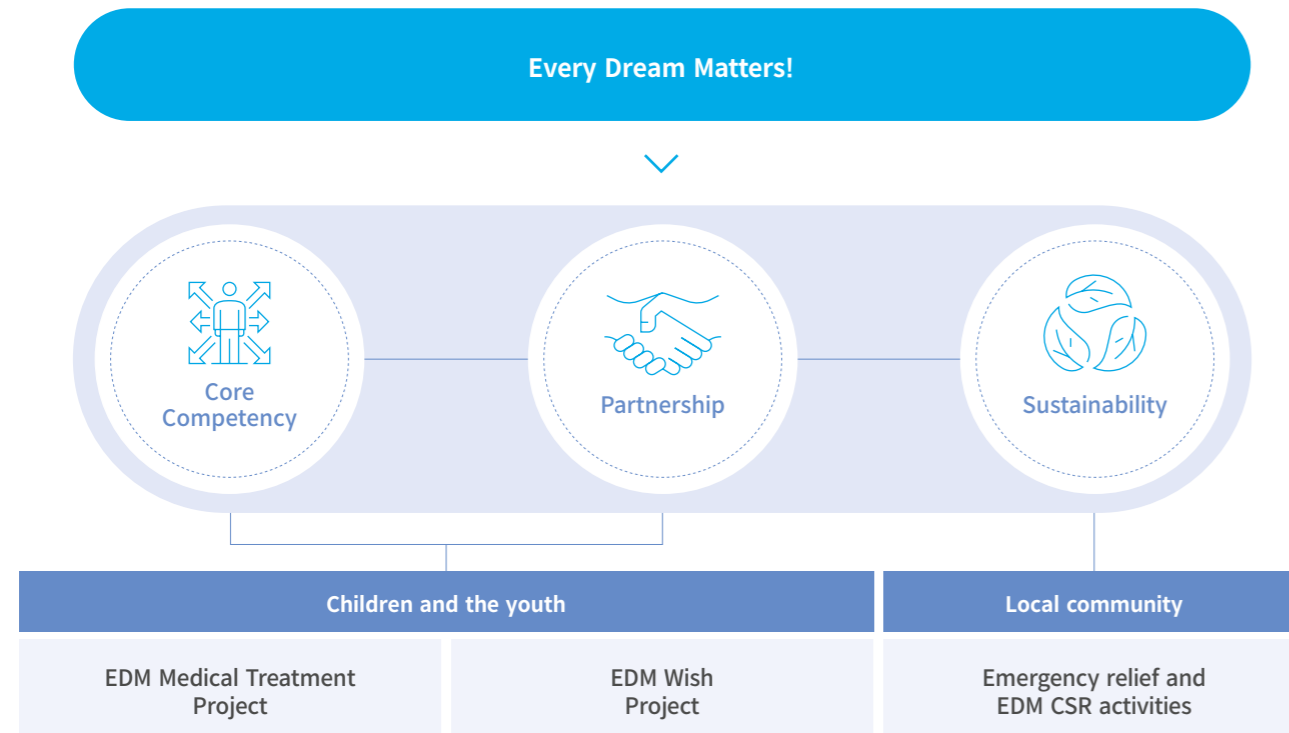


## Contribution Activities for Local Communities

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



### Corporate Philanthropy System



### CSR Roadmap

2019~2021	2022~2024	2025~
<b>STEP 1</b> Introduction	<b>STEP 2</b> Reinforcement	<b>STEP 3</b> Expansion
Lay the groundwork	Upgrade and advance CSR activities	Promote CSRs on a global level
<ul style="list-style-type: none"> <li>Establishment of dedicated organization: CSR Team</li> <li>CSR system building: vision, brand, business areas, and more</li> <li>Representative business launch: EDM CSR activities</li> </ul>	<ul style="list-style-type: none"> <li>Company-wide CSR training</li> <li>Advancement of EDM CSR activities                             <ul style="list-style-type: none"> <li>Expand EDM partner institutions</li> <li>Strengthen expertise in EDM programs</li> </ul> </li> <li>Create socially meaningful content</li> </ul>	<ul style="list-style-type: none"> <li>Incorporation of CSR activities in the organization</li> <li>Expansion of domestic and overseas CSR areas                             <ul style="list-style-type: none"> <li>Expand the number of countries for EDM activities</li> <li>Increase EDM recipient children (above 10 % per year)</li> </ul> </li> <li>Expansion of the socially meaningful content categories</li> </ul>

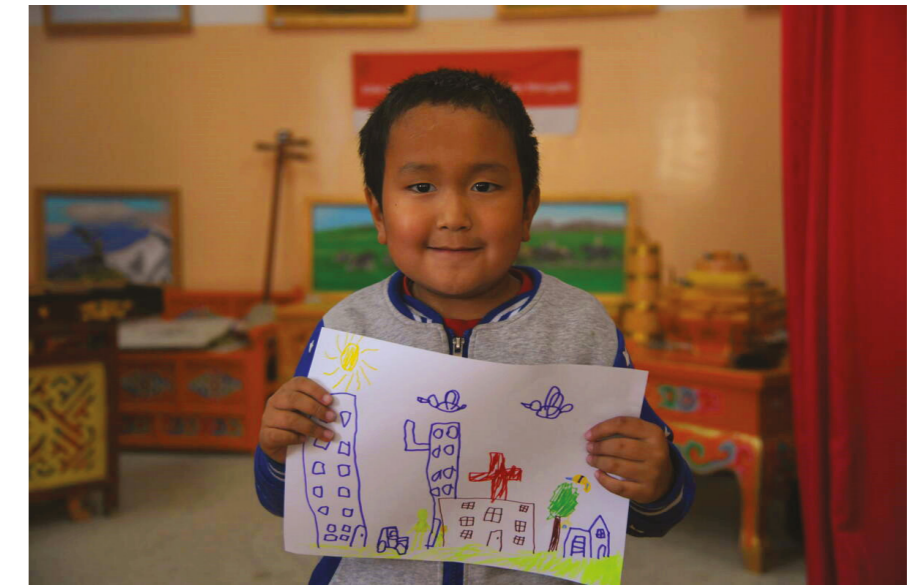
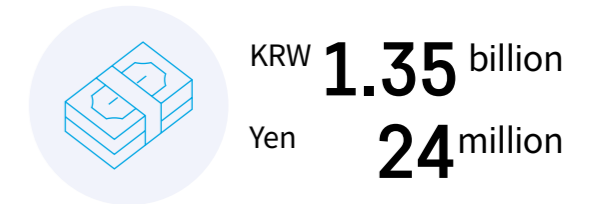
## EDM Medical Treatment Project

As the flagship project of our CSR activities, EDM Medical Treatment Project saves precious lives from home and abroad by providing much-needed medical expenses to children whose family is in financial distress and cannot afford surgery. Starting with the signing of a memorandum of understanding (MOU) with Samsung Medical Center in 2020, we have been covering treatment costs for low-income children in Korea. From 2020 to 2022, our donation totaled KRW 750 million, which benefited 77 children. Building upon the work, we signed an MOU with World Vision in 2021 to start caring for the lives of overseas patients. Joined also by JYP Entertainment Japan, our overseas medical treatment project has saved the lives of 639 children in Mongolia, the Philippines, Bangladesh, and Vietnam. JYP Entertainment will continue to expand our medical treatment support so that every child can have a dream even if they are not well.

### No. of Recipient Children



### Donation Total



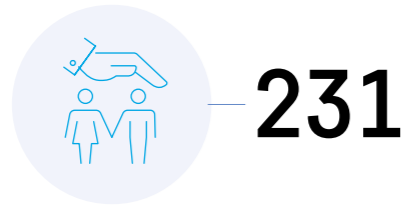
## EDM Wish Project

JYP Entertainment signed an MOU with Make-A-Wish Korea in June 2019 and has been carrying out an EDM wish project that offers hope and support to children with incurable diseases. A total of KRW 890 million was donated by 2022 to support the dreams of 231 incurably ill children. In the first half of 2023, Stray Kids granted wishes for five overseas children with incurable diseases through the virtual meet and greet. Through Wish Day, the band members sang and performed their songs, and had a hearty time with the child fans, answering questions that they were curious about.

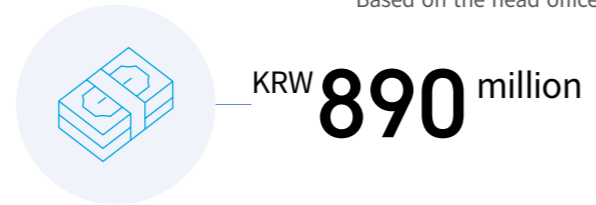


Organizing Wish Days with Stray Kids

### No. of Sponsored Children



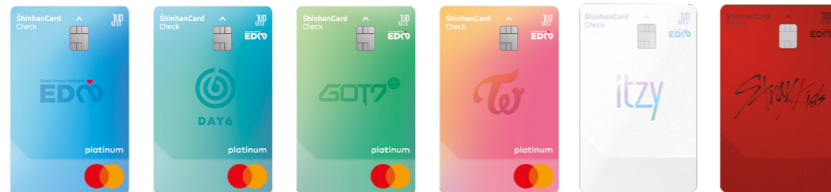
### Total Donation



\* Based on the head office

### JYP Fan's EDM Debit Card

JYP Entertainment launched JYP Fan's EDM debit cards in partnership with Shinhan Card. When fans use the cards, a share of their purchases is automatically donated to corporate philanthropy activities. The donation is delivered in the name of artists and fandom, and used for activities that grant the wishes of children with intractable illnesses. Following GOT7, DAY6, and TWICE debit cards in 2020, Stray Kids and ITZY debit cards were launched in 2022. Events such as photocard gifts for new cardholders have drawn the participation of many fans. In addition, domestic and overseas fans can donate directly on our JYP\_EDM website, where we operate the "Donation for Children" fundraising with stories of children fighting serious illnesses and the "EDM Anniversary Donation" fundraising for celebrating meaningful days. As such, JYP Entertainment engages in a wide range of activities on various platforms to spread its "positive influence" with fans.

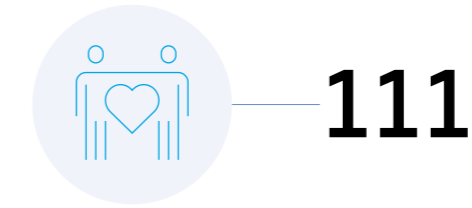


JYP Fan's EDM Debit Card

## Engagement Activities of JYP Members

JYP Entertainment plans and conducts various volunteer activities where all employees, trainees, and artists participate. In 2022, picture book-creating with NMIXX and JYP employees, and ITZY Dream Day were carried out as volunteer work.

### No. of Participants in Volunteering



### Hands-on Volunteer Activities

NMIXX and JYP employees created and presented picture books containing "The Journey to Find Dreams" for Mongolian children who had suffered from various diseases and spent the first winter after treatment. The picture book was produced in the Mongolian language to provide emotional and educational support for Mongolian child patients aged 2 to 10.



**Artists' Public Interest Activities**

**Donations to Local Communities**

JYP Entertainment and its artists are practicing sharing in the community to return the love they have received from their fans. In 2022, J.Y. Park donated KRW 1 billion to support medical treatment costs for vulnerable children at home and abroad, and JYP Entertainment and other artists donated a total of KRW 800 million to help victims of the Turkey-Syria earthquakes in 2023. ITZY's Ryujin, Stray Kids' Changbin and Hyunjin, have become the first, second, and third members of Honors Club of ThePromise, Non-Governmental Organization. Stray Kids' Felix was appointed to the World Vision's Vision Society and Save the Children's Honors Club. Also, J.Y. Park was appointed to the Bob Pierce Honor Club of World Vision, spreading the good influence.

**Local Community Donation by JYP Entertainment and JYP Artists**

Description	Donor	Donated amount (KRW)
Wildfire restoration in the eastern coastal areas	ITZY Ryujin	50,000,000
Helping those affected by torrential rain	ITZY Lia	30,000,000
Medical treatment support for children from vulnerable families at home and abroad	J.Y. Park	1,000,000,000
Emergency relief for Turkey-Syria earthquakes	JYP Entertainment	300,000,000
	ITZY Ryujin	50,000,000
	TWICE	200,000,000
	Stray Kids Changbin	100,000,000
	Stray Kids Hyunjin	100,000,000
	Stray Kids Felix	50,000,000
Meals for underfed children from vulnerable groups in Korea	Stray Kids Felix	20,000,000

**ITZY DREAM DAY**

ITZY spent a day mentoring children from vulnerable families in Korea that are dreaming to become idols in "ITZY DREAM DAY," a special event held by World Vision, the partner of JYP Entertainment's EDM corporate philanthropy project. The members taught each child point choreography of "DALLA" and "WANNABE," providing specific dance mentoring. They shared practical and sincere advice about the job of "singer" through "dream" question time, encouraging the dreams of the children. In response, the children who participated in the mentoring had a heart-warming and meaningful time, giving ITZY a thank-you letter and a special performance.

“  
 We prepared a mentoring program for a meaningful time of our dreaming friends, but I think it's us who renewed strength. We will sincerely support their journey toward their dreams!  
 ”  
 - ITZY -



# Governance

## Background

It is important to establish transparent and responsible governance to realize sustainable management. This requires increasing trust in decision-making by managing corporate decision-making transparently and providing information to stakeholders. Amid growing interest in the soundness of corporate governance in entertainment companies, businesses need to establish a balanced governance system through the participation of various stakeholders.

## Direction

JYP Entertainment has reorganized its governance to operate the board of directors with expertise, independence, and diversity. It also formed the ESG Council and the ESG Taskforce for the systematic performance of the ESG Committee. Also, through the independent operation and new establishment of committees within the BOD, we aimed to realize responsible management supported by a rational decision-making process and built a system for ethical management. Through the compliance officer system, legal risks are prevented and managed to support legitimate and efficient business performance.

## Contents

<b>Composition of BOD and Committees</b> →	<b>Shareholder-Friendly Management</b> →	<b>Ethical and Compliance Management</b> →

## Link to SDGs



## Composition of BOD and Committees

### BOD Composition

The BOD consists of eight directors who are four executive directors and four independent directors, thereby raising the ratio of independent directors to 50% of the BOD. It appoints directors with expertise, diversity, and independence according to the internal guidelines on the BOD operations. The Audit Committee, the Compensation Committee, and the ESG Committee were established within the BOD to ensure the sound management of the BOD.

### BOD Status

\* As of Q1 2023

Classification	Name	Gender	Completion of tenure	Career	Responsibility
Executive director	Wook Jeong	Male	2026.03.26	• (Current) CEO, JYP Entertainment	Chairman of board of directors
Executive director	Sangbong Byun	Male	2026.03.26	• (Current) Vice-president, JYP Entertainment	-
Executive director	Jinyoung Park	Male	2026.03.26	• Founder, JYP Entertainment • Won Prime Minister's Citation in 2006 (for contribution to cultural content export) • (Current) CCO, JYP Entertainment	-
Executive director	Jiyoung Lee	Female	2024.03.28	• Casting manager, SM Entertainment • Adjunct professor of Entertainment Management, Seoul Arts College • (Current) Head of Talent Development Division / Artist Division 4, JYP Entertainment	-
Independent director	Wan Park	Male	2024.03.28	• CPA, Hanyoung Accounting • CPA, Samjeong KPMG • (Current) CPA, Samhwa Accounting	Audit Committee Compensation Committee ESG Committee
Independent director	Taeyong Gong	Male	2024.03.28	• Attorney, Lee & Ko Law Office • Attorney, Shinwoo Law Office • Partner attorney, Law firm Minsan • (Current) Partner attorney, Law firm Yeagun	Audit Committee Compensation Committee ESG Committee
Independent director	Hyunggeun Yoon	Male	2024.03.28	• CPA, Daesung Accounting • Director, Mirae Partners • CPA, Chungmu Management Accounting Office • Advisor, T-money • (Current) Managing director, Maymust	Audit Committee Compensation Committee
Independent director	Kyungmee Moon	Female	2025.03.28	• Head of Communication, Lutronic • Strategic planning director, Pax Economic TV • CEO, Block Monster Lab • (Current) CEO, The Companies	ESG Committee

## Expertise and Diversity of BOD

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

### Expertise

	Wook Jeong	Sangbong Byun	Jinyoung Park	Jiyoung Lee	Wan Park	Taeyong Gong	Hyunggeun Yoon	Kyungmee Moon
Corporate management / investment	○	○	○					○
Industry experience	○		○	○				
Accounting and finance		○			○		○	
Law						○		
Risk management	○	○	○	○		○		
ESG								○

### Independence of BOD

We brought the ratio of independent directors up to 50% of BOD members, further enhancing the independence of the BOD. The director appointment process requires the company to disclose the personal information of the candidate prior to the shareholders' meeting as well as whether the candidate has any shareholder recommendations.

### BOD Composition

(Unit: Persons)

	2020	2021	2022
Total	4	7	8
By type	Executive director	3	4
	Independent director	1	3
By gender	Male	4	6
	Female	0	1

## Compensation for Directors

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

### Director Compensations

(Unit: KRW 1,000)

	2021	2022
Total	Total compensation paid	2,100,335
	Average compensation per person	269,936
Registered directors (excluding independent directors and Audit Committee members)	Total compensation paid	2,013,341
	Average compensation per person	503,335
Independent directors (excluding Audit Committee members)	Total compensation paid	3,000
	Average compensation per person	-
Audit Committee members	Total compensation paid	80,994
	Average compensation per person	26,998

### Operation of BOD

The BOD deliberates and decides on important management matters in accordance with the Board Operation Guideline, which is constantly reviewed and updated. A resolution of the BOD is made when a majority of the directors are in attendance and by a majority vote of the directors in attendance. In 2022, the BOD convened 8 times to endorse important matters such as establishing a subcommittee and appointing a compliance officer.

### BOD Meetings in 2022

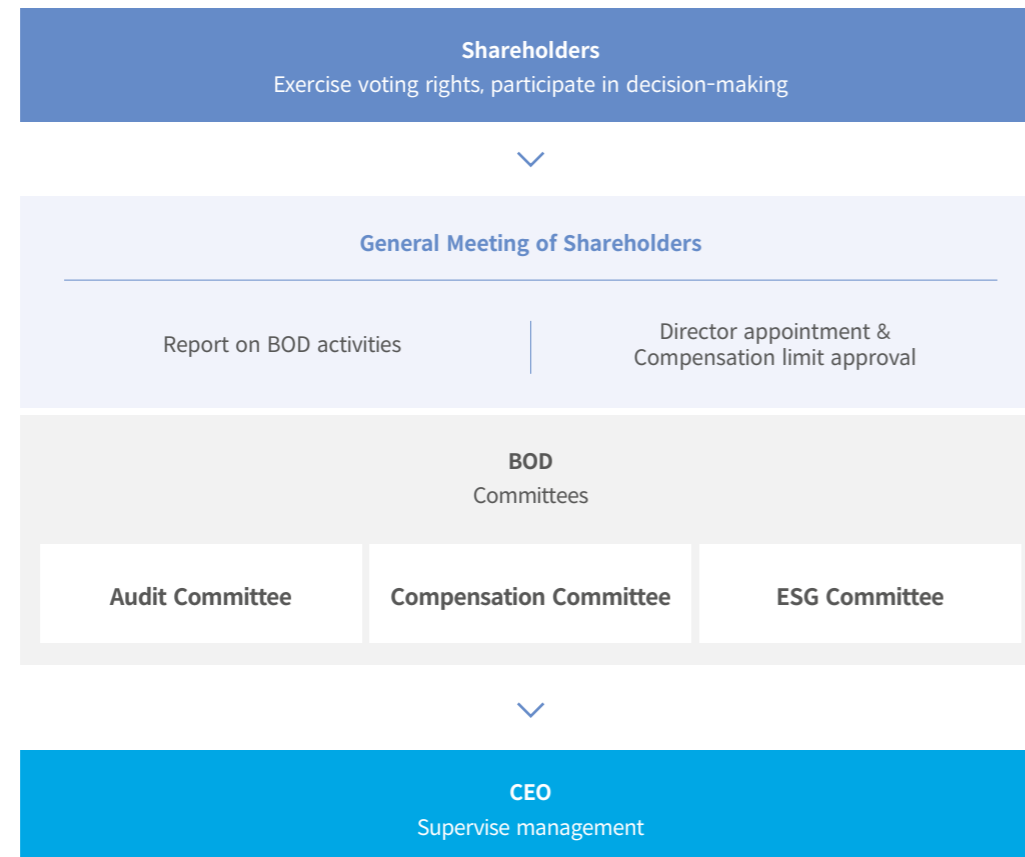
No.	Date	Agenda	Approval (Y/N)
1	2022.03.14	Decision on cash dividend (KRW 369 per share)	Y
2	2022.03.14	Resolution on the convocation of the 27th (Year 2021) Annual General Meeting of Shareholders	Y
3	2022.03.14	Report on the operation of internal accounting management system for 2021 and resolution on the closing of the financial year	Y
4	2022.06.21	1. Establishment of a committee within the BOD 2. Appointment of a compliance officer 3. Change of investment management regulations 4. Paid-in capital increase to acquire new shares of JYP USA subsidiary (another US corporation) 5. Branch closure (Soulcup at Lotte World Mall)	Y
5	2022.07.13	Investment in intangible assets	Y
6	2022.12.08	<Minutes of Audit Committee> 2022 interim audit review results	Y
7	2022.12.08	<Minutes of Compensation Committee> 2022 management performance evaluation and confirmation of compensation plan	Y
8	2022.12.08	<Minutes of ESG Committee> Report on the publication and progress of the 2022 ESG Report	Y



### Committees within BOD

The BOD strives to improve corporate value and maximize shareholder profits. We established the Audit Committee within the BOD for transparent management of the Board, and the Committee consists only of independent directors to ensure its independent decision-making. In 2022, we newly established the Compensation Committee and the ESG Committee to strengthen the soundness and sustainability of corporate management. Through the operation, we endeavor to reinforce responsible and sustainable governance within JYP Entertainment.

#### BOD Composition and Decision-making Process



### Audit Committee

The Audit Committee is comprised of all independent directors for its independence, and includes accounting and financial experts in accordance with the relevant provisions of the Commercial Law. The Audit Committee receives reports from the accounting control manager and is responsible for reviewing the operation status of the internal accounting management system, which is designed to prepare and disclose accounting information in a credible and reliable manner. We provide accurate and reliable information to the BOD and shareholders through independent reviews and evaluations of the company's finances and accounting.

#### Operation Status of Audit Committee

Ratio of independent directors	%	100
Ratio of accounting and finance professionals	%	67
Number of meetings held	meetings	8
Attendance rate of independent directors	%	81
Number of agendas (resolutions and reports)	agendas	10/2

### Compensation Committee

The Compensation Committee evaluates the management performance and sets the level of compensation for executives accordingly. We operate a fair and transparent system consistent with the company's performance and shareholders' interests. The Compensation Committee strives to ensure appropriate levels and types of incentives to executives from a mid- to long-term perspective. We established a balanced and reasonable compensation system for sustainable growth and value creation.

### ESG Committee

The ESG Committee aims to actively respond to the evolving business landscape and pursue sustainable management. The ESG Committee, which comprises all of independent directors, plays a critical role in decision-making related to ESG activities, such as setting ESG strategic direction and establishing a management roadmap. We have also in place the ESG Council and the ESG Taskforce for systematic performance. The ESG Council manages the performance of projects undertaken by the ESG Taskforce, reviews various agendas to the ESG Committee. The ESG Taskforce sets and executes the ESG visions in alignment with the strategic direction set by the Committee, and cooperates with relevant departments to effectively implement strategic challenges. In 2022, we reported to the ESG Committee on the publication and progress of the ESG Report.

### Agenda on Climate Change and Environmental Management

Date	Agenda reported	Main content
December 8, 2022 (Thursday)	Reporting on publication and progress of the 2022 ESG Report	<ul style="list-style-type: none"> <li>- First Korean entertainment company to publish ESG Report, reporting on the implementation of RE100</li> <li>- Appointing ESG advisors, reporting and approval of the selection of ESG report publisher</li> </ul>
April 18, 2023 (Tuesday)	Reporting on CSR/ESG management plan in 2023	<ul style="list-style-type: none"> <li>- CSR/ESG of JYP Entertainment</li> <li>Reporting and approval of goals and priorities, implementation of RE100 and GHG response plans, and social content production</li> </ul>

## Shareholder-Oriented Management

### Stock and Capital Structure

JYP Entertainment adopts the “one-share, one-vote” principle. As of December 31, 2022, a total of 35,497,492 common shares were issued, and the number of treasury shares that do not carry voting power by the Commercial Law was 2,399,433.

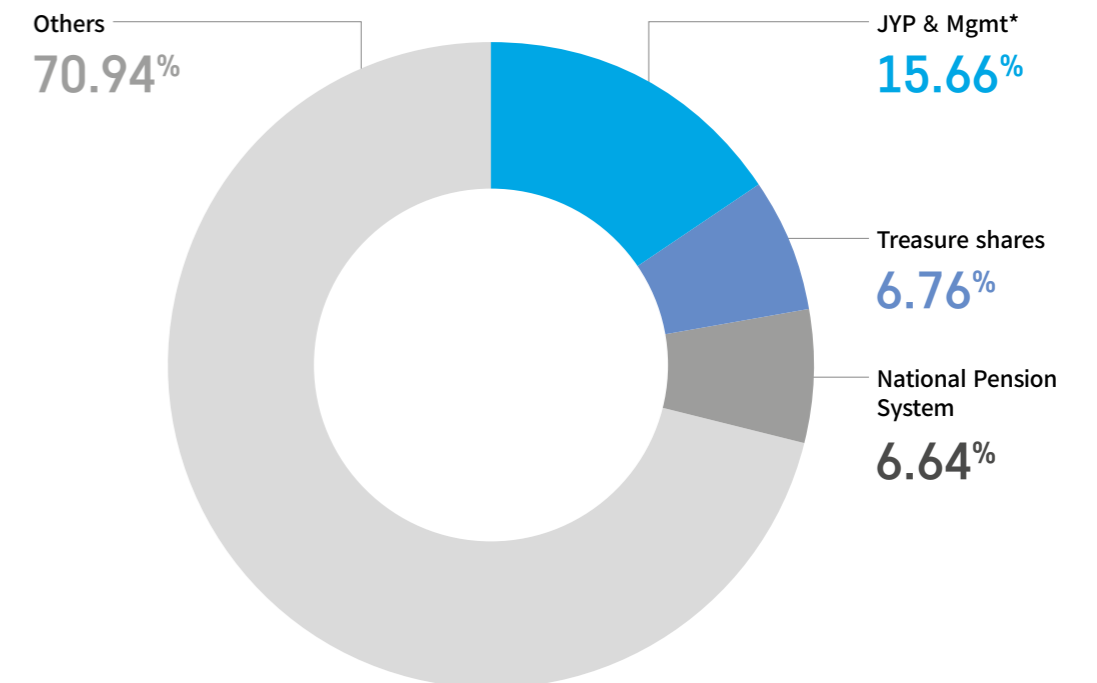
### Protecting Shareholder Rights and Interests

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

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

### Major Shareholder Status

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



## Ethical Management

### Ethics Guideline

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

### Ethical Management System

Our ethical management system is implemented mainly by HR/General Affairs, Legal, and Accounting that are affiliated with the Management Support Office of the Business Support Division. The system facilitates ethical and compliance management, and promotes compliance value across the organization. In 2022, we plan to further strengthen the ethical management system by facilitating communication between the newly-appointed compliance officer and relevant teams. Led by the Audit Office, we are pushing for high-level system improvement in 2023 to ensure that the anti-corruption management, which has been strengthened around the world, meets international standards. Through this, we will fulfill our social responsibility and strive to become an ethical organization.

### Ethics Training

We conduct ethics management training for all employees as well as new hires. Organized by HR/General Affairs and conducted online once a year, the ethics training aims to promote awareness on the importance of ethical management and its practice, as well as help build an ethical mindset. A total of 322 employees completed the ethics training in 2022.

### Ethics Training Hours



**644** Hours

### Compliance Management

#### Compliance Officer

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

#### Legal Management System

Starting from May 2022, JYP Entertainment introduced the Law.ai legal management system, which links the entire process from contract review to implementation into one process. In addition, we designed a process that meets the internal accounting management guidelines and introduced electronic signatures to reduce environmental impact through paper saving and improve work convenience and speed.

#### Compliance

JYP Entertainment is set to establish legal, internal accounting, and audit processes, and enact JYP compliance control standards in 2023 in accordance with the "Model Compliance Standard (MCS) published by Korea Listed Companies Association." We will also identify the latest trends in relevant laws and promote legal updates every year, including the revision of standard contracts and guidelines for drafting contracts/required documents.

#### Compliance Training

JYP Entertainment provides personal information protection and legal training for new employees. The training consists of how to review contracts and apply for legal advice, sealing procedure and submission of signed contract, Copyright Act, obligation to explain artists in advance, obligation to protect children and youth artists, Personal Information Protection Act, and Improper Solicitation and Graft Act.

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## Financial Statements

### Consolidated Statements of Comprehensive Income

(Unit: KRW)

	26th	27th	28th
<b>Revenue</b>	144,399,021,991	193,899,561,773	<b>345,892,110,215</b>
<b>Cost of sales</b>	67,501,513,665	89,745,860,121	<b>189,329,525,299</b>
<b>Gross profit</b>	76,897,508,326	104,153,701,652	<b>156,562,584,916</b>
<b>Selling General Administrative Expenses</b>	32,761,025,511	46,249,940,539	<b>59,931,044,946</b>
<b>Operating income</b>	44,136,482,815	57,903,761,113	<b>96,631,539,970</b>
<b>Other income</b>	36,342,548	609,074,468	<b>335,224,145</b>
<b>Other expenses</b>	2,064,335,003	3,167,628,460	<b>2,112,162,593</b>
<b>Financial income</b>	2,895,098,655	18,482,931,348	<b>5,898,372,520</b>
<b>Financial cost</b>	6,924,089,637	2,600,977,793	<b>7,327,785,447</b>
<b>Gains (losses) from investments in associates</b>	(91,676,050)	14,685,257,283	<b>695,391,798</b>
<b>Income before income taxes</b>	37,987,823,328	85,912,417,959	<b>94,120,580,393</b>
<b>Income tax expenses</b>	8,351,425,095	18,411,687,983	<b>26,619,321,899</b>
<b>Net Income</b>	29,636,398,233	67,500,729,976	<b>67,501,258,494</b>
<b>Profit attributable to:</b>			
Controlling interests	29,533,856,172	67,460,902,491	<b>67,483,723,822</b>
Non-controlling interests	102,542,061	39,827,485	<b>17,534,672</b>
<b>Other comprehensive income (loss)</b>	(622,469,747)	1,845,141,829	<b>(3,745,908,675)</b>
<b>Items that are or may be reclassified to profit or loss (other comprehensive income after tax)</b>	(379,967,192)	1,664,304,641	<b>(2,681,989,854)</b>
Gains and losses on financial assets at fair value through other comprehensive income	(116,503,188)	180,434,719	
Foreign currency translation difference for foreign operations	(263,464,004)	1,483,869,922	(2,681,989,854)
<b>Items that will not be reclassified to profit or loss (other comprehensive income after tax)</b>	(242,502,555)	180,837,188	<b>(1,063,918,821)</b>
Gains and losses on financial assets at fair value through other comprehensive income	(242,502,555)	213,729,164	(1,106,377,397)
Share of changes in other comprehensive income (loss) of associates		(32,891,976)	42,458,576
<b>Total comprehensive income</b>	29,013,928,486	69,345,871,805	<b>63,755,349,819</b>
<b>Profit attributable to:</b>			
Controlling interests	28,886,552,729	68,893,899,634	<b>63,839,739,366</b>
Non-controlling interests	127,375,757	451,972,171	<b>(84,389,547)</b>
<b>Earnings per share</b>			
Basic earnings per share	892	2,038	<b>2,039</b>
Diluted earnings per share	892	2,037	<b>2,038</b>

### Consolidated Statement of Financial Position

(Unit: KRW)

	26th	27th	28th
<b>Assets</b>			
<b>Total current assets</b>	126,952,970,508	159,186,900,028	<b>237,105,821,049</b>
Cash and cash equivalents	34,542,244,171	49,138,232,915	139,647,280,323
Financial assets (current) at fair value through profit or loss	5,101,974,076	5,675,597,350	
Other current financial assets	63,983,800,000	51,878,745,542	20,010,696,834
Trade and other receivables	19,457,512,337	46,946,321,942	68,206,650,598
Inventories	448,282,082	1,433,494,363	2,397,304,762
Other current assets	3,417,179,145	4,106,281,094	6,843,109,192
Current tax assets	1,978,697	8,226,822	779,340
<b>Total non-current assets</b>	96,996,732,158	158,231,406,055	<b>174,016,489,083</b>
Financial assets (non-current) at fair value through profit or loss	11,773,641,107	34,910,724,585	32,552,923,079
Financial assets at fair value through other comprehensive income	2,965,596,800	2,909,699,380	1,455,231,985
Other non-current assets	6,387,766,611	8,808,688,517	11,145,264,155
Investment in associates	1,906,330,880	42,570,591,708	48,302,838,434
Property, plant, and equipment	40,547,332,973	38,286,277,286	37,763,727,474
Intangible assets	30,828,082,474	29,545,607,468	41,506,863,178
Other non-current assets	6,679,101	2,140,349	3,820,326
Deferred tax assets	2,581,302,212	1,197,676,762	1,285,820,452
<b>Total assets</b>	223,949,702,666	317,418,306,083	<b>411,122,310,132</b>
<b>Liabilities</b>			
<b>Total current liabilities</b>	33,334,303,727	58,331,683,486	<b>101,383,995,470</b>
Trade and other payables	11,049,475,413	14,514,656,591	31,556,538,448
Other current financial liabilities	1,462,994,210	2,392,309,254	3,214,591,918
Advance received	7,365,481,404	16,931,443,246	25,416,661,186
Other current liabilities	9,283,877,109	15,814,007,089	25,811,243,282
Income taxes payable	4,172,475,591	8,679,267,306	15,384,960,636
<b>Total non-current liabilities</b>	4,368,063,466	8,437,233,761	<b>5,237,213,426</b>
Other non-current financial liabilities	3,180,175,973	1,767,291,595	3,378,038,152
Provisions	60,757,442	61,913,876	78,243,008
Other non-current liabilities	1,127,130,051	4,735,861,713	1,178,196,309
Deferred tax liabilities		1,872,166,577	602,735,957
<b>Total liabilities</b>	37,702,367,193	66,768,917,247	<b>106,621,208,896</b>
<b>Total shareholders' equity</b>			
<b>Equity attributable to owners</b>	182,671,767,939	246,621,849,131	<b>300,557,951,078</b>
Capital stock	17,943,451,500	17,943,451,500	17,943,451,500
Capital surplus	76,955,682,199	76,955,682,199	76,955,682,199
Capital adjustment	(12,054,078,634)	(11,900,795,990)	(9,591,249,638)
Accumulated other comprehensive income	(85,323,292)	1,347,673,851	(2,296,310,605)
Retained earnings	99,912,036,166	162,275,837,571	217,546,377,622
<b>Non-controlling interests</b>	3,575,567,534	4,027,539,705	<b>3,943,150,158</b>
<b>Total stockholders' equity</b>	186,247,335,473	250,649,388,836	<b>304,501,101,236</b>
<b>Total liabilities and equity</b>	223,949,702,666	317,418,306,083	<b>411,122,310,132</b>

## Environmental Performance

### Energy

Classification	Unit	Performance		
		2020	2021	2022
Total energy consumption	GJ	5,460	5,926	6,182
Direct energy	GJ	691	593	673
	LNG GJ	691	593	673
Indirect energy (electricity)	GJ	4,769	5,333	5,509
	Korea GJ	4,481	5,013	5,186
	Japan GJ	68	86	147
	China GJ	220	234	176
Energy intensity	GJ/KRW 100 million	3.7	2.75	1.59
Renewable energy consumption	GJ		5,333	5,509

### Greenhouse Gas

Company name	Category	Unit	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Total emissions
JYP Entertainment Co., Ltd.	Location-based*	ton CO <sub>2</sub> eq	295,215	688,617	983
	Market-based**	ton CO <sub>2</sub> eq		0	295
JYP Publishing Co., Ltd.	Location-based*	ton CO <sub>2</sub> eq	0,876	34,930	36
	Market-based**	ton CO <sub>2</sub> eq		34,930	36
JYP Three Sixty Co., Ltd.	Location-based*	ton CO <sub>2</sub> eq	0	6,212	6
	Market-based**	ton CO <sub>2</sub> eq		6,212	6

※ Based on the calculation criteria for emissions in 2022

※ The 'total emissions' above are based on the direct and indirect emissions combined.

\* Location-based emissions include the GHG emissions reported as Scope 2 according to the electricity consumption of the national power grid standard.

\*\* Market-based emissions include Scope 2 GHG emissions reflecting the purchase of 'renewable energy certificates (REC)' for the implementation of a K-RE100 program. (In 2022, JYP Entertainment consumed 1,440.433MWh electricity and purchased 1,441.203MWh in RECs.

### Water

Category	Unit	2020	2021	2022
Water consumption	m <sup>3</sup>	5,394	6,026	7,409*

\* The consumption rose in 2022 due to the expansion of the office space.

### Waste

Category	Unit	2020	2021	2022
Waste generated	ton	90	75	97.1

## Governance Performance

### Composition of the BOD

Category	Unit	2020	2021	2022	
No. of directors	Persons	4	7	8	
By type	Executive director	Persons	3	4	4
	Independent director	Persons	1	3	4
By gender	Male	Persons	4	6	6
	Female	Persons	0	1	2
Independent director ratio	%	25	43	50	

### Director Compensations

Category	Unit	2020	2021	2022	
Total	Total compensation paid	KRW 1,000	-	2,100,335	4,842,263
	Average compensation per person	KRW 1,000	-	269,936	609,252
Registered directors (excluding independent directors and Audit Committee members)	Total compensation paid	KRW 1,000	-	2,013,341	4,723,027
	Average compensation per person	KRW 1,000	-	503,335	1,180,756
Independent directors (excluding Audit Committee members)	Total compensation paid	KRW 1,000	-	3,000	20,759
	Average compensation per person	KRW 1,000	-	-	-
Audit Committee members	Total compensation paid	KRW 1,000	-	80,994	98,477
	Average compensation per person	KRW 1,000	-	26,998	32,825

### Audit Committee

Category	Unit	2020	2021	2022	
Independent director ratio	%	-	100	100	
Accounting and financial expert ratio	%			67	
No. of meetings held	Times	-	10	8	
Attendance ratio of independent directors	%			81	
No. of agendas	Resolved	Cases	-	10	10
	Reported	Cases	-	1	2

### Violation of Law

Category	Unit	2020	2021	2022	
No. of violation	Violation of environmental law	Cases	0	0	0
	Violation of anti-competition law	Cases	0	0	0
Fine amount	Violation of environmental law	KRW million	-	-	-
	Violation of anti-competition law	KRW million	-	-	-

## Social Performance

### Employment Status

Total			2020	2021	2022	
By age	Employee	Under 30 years old	Persons	126	147	156
		30 ~ 50 years old	Persons	116	134	162
		50 years old or above	Persons	5	6	7
	Junior manager	Under 30 years old	Persons	-	-	-
		30 ~ 50 years old	Persons	16	16	24
		50 years old or above	Persons	2	2	1
	Senior manager	Under 30 years old	Persons	-	-	-
		30 ~ 50 years old	Persons	6	5	4
		50 years old or above	Persons	-	-	-
Executive	Under 30 years old	Persons	-	-	-	
	30 ~ 50 years old	Persons	3	3	3	
	50 years old or above	Persons	2	4	5	
By gender	Employee	Male	Persons	105	113	121
		Female	Persons	142	174	204
	Junior manager	Male	Persons	10	10	12
		Female	Persons	8	8	13
	Senior manager	Male	Persons	3	3	2
		Female	Persons	3	2	2
	Executive	Male	Persons	5	6	6
		Female	Persons	-	1	2
	By contract type	Executive	Persons	5	7	8
Full-time		Persons	238	274	315	
Part-time		Persons	4	6	2	
Total			Persons	247	287	325

### Recruitment and Turnover\*

Category	Unit	2020	2021	2022	
<b>No. of new hires</b>					
	Persons	61	78	83	
Fresh graduate hires	Persons	35	42	48	
	Persons	26	36	35	
Experienced hires	Persons	12	17	20	
	Persons	49	61	63	
By gender	Male	Persons	12	17	20
	Female	Persons	49	61	63
By age	Under 30 years old	Persons	51	73	57
	30 ~ 50 years old	Persons	10	3	26
	50 years old or above	Persons	-	2	-
<b>No. of turnover**</b>					
	Persons	42	41	43	
By gender	Male	Persons	10	11	10
	Female	Persons	32	30	33
By age	Under 30 years old	Persons	33	26	28
	30 ~ 50 years old	Persons	8	13	15
	50 years old or above	Persons	1	2	-
<b>Voluntary turnover***</b>					
	Persons	42	41	43	
<b>Voluntary turnover rate</b>					
	%	17	14	13	

\* It includes part-time workers.

\*\* Calculated with an accumulated number of retirees /an annual average number of employees

\*\*\* Voluntary turnover: Workers' voluntary resignation, not a layoff or advised resignation

### Tenure

Category	Unit	2020	2021	2022	
Average tenure	Years	4 years 7 months	4 years 4 months	4 years 4 months	
	Male average	Years	5 years 3 months	5 years 5 months	5 years 7 months
	Female average	Years	4 years 1 month	3 years 7 months	3 years 7 months

### Diversity

Category	Unit	2020	2021	2022	
No. of employees with disabilities	Persons	1	-	-	
No. of national meritorious employees	Persons	5	6	6	
No. of foreign employees	Persons	4	5	5	
No. of female manager or higher	Persons(%)				
	Female executives	Persons(%)	-	1(14%)	2(25%)
	Female senior managers	Persons(%)	3(43%)	3(43%)	2(50%)
	Female junior managers	Persons(%)	8(44%)	8(44%)	13(52%)

\* Junior manager – team leader, senior manager – division head (department head)

### Performance Evaluation

Category	Unit	2020	2021	2022
No. of employees subject to evaluation*	Persons	217	236	286
No. of employees subject to regular evaluation	Persons	217	236	286
Ratio of employees subject to regular evaluation	%	100	100	100

\* As of the number of employees at the end of September

### Employee Remuneration \*

Category	Unit	2020	2021	2022	
Average employee remuneration	All	KRW 1,000	59,705	61,303	72,979
	Male employees	KRW 1,000	65,542	69,781	81,409
	Female employees	KRW 1,000	55,292	55,792	64,548
Ratio of female to male remuneration**	%	84.4	80	79.3	

\* Employee remuneration does not include remuneration for the CEO, independent directors, and part-time workers

\*\* (Average female wage /average male wage) x 100

## Social Performance

### Parental Leave

Category	Unit	2020	2021	2022
No. of employees eligible for parental leaves*	Person	3	7	5
Male	Person	2	4	2
Female	Person	1	3	3
No. of employees on leave	Person	1	2	10
Male	Person	0	0	3
Female	Person	1	2	7
No. of employees returning to work after parental leave	Person	1	1	2
Male	Person	0	0	0
Female	Person	1	1	2
No. of employees working for more than one year after parental leave	Person	1	1	2
Male	Person	0	0	0
Female	Person	1	1	2
Rate of employees returning to work after the leave**	%	100	100	100
Male	%	0	0	0
Female	%	100	100	100
Employment retention rate after parental leave***	%	100	100	100
Male	%	0	0	0
Female	%	100	100	100
Use of reduced work hours before childbirth	Person	1	0	3

\* Based on the number of employees who became parents in the relevant year

\*\* (The number of employees who returned to work in the relevant year / the number of employees on parental leave in the previous year) x 100

\*\*\* (The number of employees who worked for more than 12 months after parental leave / the number of employees who returned to work after taking parental leave in the previous year)

### Employee Benefit

Category	Unit	2020	2021	2022
Mental well-being counseling	Sessions	19	18	134
Benefits cost per employee	KRW 10,000	184	330	408

\* "Contact-free mental well-being counseling" was introduced at the end of 2021.

### Retirement Pension Program

Category	Unit	2020	2021	2022	
Defined contributions (DC)	The paid amount	KRW million	883	1,063	1,246
	No. of subscribers	Persons	218	231	243

\* All JYP Entertainment employees subscribe to a defined contribution pension scheme.

### Employee Training

Category	Unit	2020	2021	2022	
Language and on-the-job training	No. of participants	Persons	65	86	109
	Hours per person	Hours	26.4	38.1	23.4
	Total hours	Hours	1,720	3,283	2,559
New hire training	No. of participants	Persons	46	67	81
	Hours per person	Hours	21	21	25
	Total hours	Hours	966	1,407	2,025
Statutory training* (= compliance training)	No. of participants	Persons	231	271	324
	Hours per person	Hours	4	4	4
	Total hours	Hours	924	1,084	1,296
Safety and health training	No. of participants	Persons	222	253	296
	Hours per person	Hours	3	3	3
	Total hours	Hours	666	759	888
Fair trade training** (= ethics training)	No. of participants	Persons	-	271	322
	Hours per person	Hours	-	8	2
	Total hours	Hours	-	2,168	644
Environmental training	No. of participants	Persons	46	67	81
	Hours per person	Hours	0.5	0.5	0.5
	Total hours	Hours	23	33.5	40.5

\* Training on sexual harassment prevention, privacy protection, disability awareness, and workplace harassment prevention

\*\* From 2022, training started to reflect it.

### Training Participants & Expenses

Category	Unit	2020	2021	2022
Total training expenses	KRW 10,000	3,389	4,739	5,946
No. of employees participating in training per year	Persons	135	176	210
Average training cost per participant (those who actually attended training)	KRW 10,000	25	27	28



## Social Performance

### Occupational Safety and Health

Category	Unit	2020	2021	2022
No. of employees subject to the occupational safety and health management system*	Person	269	309	341
No. of industrial accident victims	Person	0	1	1
Employee	Person	0	1	1
Partner	Person	0	0	0
Accident rate	%	0	0.32	0.29
Employee	%	0	0.32	0.29
Partner	%	0	0	0
Mortality	Person	0	0	0
Employee	Person	0	0	0
Partner	Person	0	0	0
Mortality rate	%	0	0	0
Employee	%	0	0	0
Partner	%	0	0	0
No. of occupational illness	Case	0	0	0
Employee	Case	0	0	0
Partner	Case	0	0	0

\* Partner employees are included in the number of employees subject to the occupational safety and health management system.

### Shared Growth

Category	Unit	2020	2021	2022		
Partner Status	Partner	Total no. of partners	Partners	1,386	1,923	2,435
		New partners	Partners	375	537	512
	Procurement	Total procurement expenses	KRW 100 million	389	532	1,055
Investment in initial-stage startups	Accumulated amount of investment		KRW 100 million	205	405	405
		No. of businesses invested	Partners	9	20	30*
Partner complaint reporting	No. of complaints received	Cases	0	0	0	
	Rate of complaints processed	%	0	0	0	

\* Counting only once for businesses received duplicate investments

### Privacy Protection and Information Security

Category	Unit	2020	2021	2022
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	Persons	0	0	0
Amount of financial loss due to legal proceedings related to privacy protection	KRW	0	0	0

### Corporate Philanthropy

Category	Unit	2020	2021	2022			
EDM Medical Treatment Project	Total donation (HQ)		KRW 1000	200,000	550,000	600,000	
	Total donation (Japan)		JPY 1000	-	12,000	12,000	
	Domestic	Treatment expense support	KRW 1000	200,000	250,000	300,000	
		Recipient children	Persons	15	26	36	
	Overseas	Treatment expense support (HQ)	KRW 1000	-	300,000	300,000	
		Treatment expense support (Japan)	JPY 1000	-	12,000	12,000	
		Recipient children	Persons	-	313	326	
		Total donation		KRW 1000	338,745	193,427	143,307
	EDM Wish Project	JYP Entertainment donation		KRW 1000	300,000	170,000	100,000
		JYP Fan's EDM debit card donation*		KRW 1000	21,193	12,350	34,237
EDM website donation		KRW 1000	17,552	11,077	9,070		
EDM wish granting activity volunteer		Persons	209	171	187		
Recipient children		Persons	60	71	50		
Environmental campaign	Love Earth Challenge	No. of participations	Persons	840	1,100	7,447	
		Amount donated	KRW 1000	5,000	30,000	74,470	
Employee volunteer work	No. of volunteer activities		Times	5	3	5	
	No. of participants		Persons	103	67	111	
Donation to local communities	JYP Entertainment donation		KRW 1000	500,000	-	300,000	
	JYP Entertainment artists' donation		KRW 1000	375,254	72,684	1,090,000	









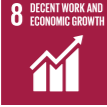


\* Reflecting the change in how to calculate the debit card contribution

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# UN SDGs

Category	Goal	Activities in 2022
Environmental	 <b>7. Ensure access to affordable, reliable, sustainable, and modern energy for all</b>	<ul style="list-style-type: none"> <li>▪ Implementing RE100 by replacing all of the electricity consumed by the head office in Korea with renewable energy</li> </ul>
	 <b>12. Ensure sustainable consumption and production patterns</b>	<ul style="list-style-type: none"> <li>▪ Publishing 2022 JYP Entertainment Sustainability Report</li> <li>▪ 31.9%, a rate of using reusable containers at the in-house cafe</li> <li>▪ Promoting eco-friendly merchandise and introducing green packaging</li> </ul>
	 <b>13. Take urgent action to combat climate change and its impacts</b>	<ul style="list-style-type: none"> <li>▪ Managing energy consumption and transitioning to eco-friendly fuels</li> <li>▪ Building an environmentally-friendly and paperless office</li> </ul>
	 <b>14. Conserve and sustainably use the oceans, seas, and marine resources for sustainable development</b>	<ul style="list-style-type: none"> <li>▪ Promoting the eco-friendly campaign “Love Earth Challenge” under the theme of ‘Love Ocean’</li> </ul>
	 <b>15. Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</b>	<ul style="list-style-type: none"> <li>▪ Contributing to building urban forests through donating Green Projects’ profit to “Forest of Life”</li> </ul>
Social	 <b>3. Ensure healthy lives and promote well-being for all at all ages</b>	<ul style="list-style-type: none"> <li>▪ Offering EDM support to 362 children home and abroad</li> <li>▪ The head office donated KRW 600 million and overseas branches donated JPY 12 million for EDM Medical Treatment Project</li> <li>▪ Providing employees with 134 mental well-being counseling sessions</li> </ul>
	 <b>4. Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all</b>	<ul style="list-style-type: none"> <li>▪ Building a distinct trainee selection platform</li> <li>▪ Providing a multi-label artist support system</li> <li>▪ 10 employees using parental leave, and 3 using reduced work hours before childbirth.</li> </ul>
	 <b>5. Achieve gender equality and empower all women and girls</b>	<ul style="list-style-type: none"> <li>▪ Female employees accounting for 63% of the total employees</li> <li>▪ Female senior managers accounting for 52% in 2022</li> </ul>
	 <b>8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all</b>	<ul style="list-style-type: none"> <li>▪ Recruiting 83 new hires</li> <li>▪ Operating a fair cooperation process for partners</li> </ul>
Governance	 <b>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</b>	<ul style="list-style-type: none"> <li>▪ Introducing a legal affairs management system</li> <li>▪ Expanding digital communication channels and providing content in multiple languages</li> </ul>
	 <b>17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development</b>	<ul style="list-style-type: none"> <li>▪ Signing an MOU with World Vision for medical treatment support for children overseas</li> <li>▪ Signing an MOU with Make-A-Wish Korea for corporate philanthropy programs to help children with incurable diseases</li> <li>▪ Joining forces with the global environmental network One Percent for the Planet</li> <li>▪ Engaging in ocean protection activities in collaboration with Our Sea of East Asia Network (OSEAN)</li> </ul>

## SASB Index

SASB standards refer to the industry-specific sustainable accounting standards released by the Sustainability Accounting Standards Board located in the U.S. in order to help companies disclose financial material sustainability information to their investors. The SASB developed SICS (Sustainable Industry Classification System) is comprised of 11 sectors which are subdivided into 77 industries, and JYP Entertainment is part of the Internet Media & Service and Media & Entertainment industries within the service sector.

Topic	Code	Metric	Page	Content of reporting
Environmental Footprint of Hardware Infrastructure	TC-IM-130a.1	(1) Total energy consumed, (2) Percentage grid electricity and (3) Percentage renewable	52-53, 106	The HQ's total energy consumption for 2022 stood as 6,182 GJ, of which 5,186 GJ, the electricity used in Korea, was replaced with renewable energy.
	TC-IM-130a.2	(1) Total water intake (2) Total water consumed; Percentage of each in regions with High or Extremely High Baseline Water Stress	106	The total water consumption for 2022 was 7,409m <sup>3</sup> .
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	85	We are internally taking actions for privacy protection and establishing and running an information security system.
	TC-IM-220a.2	Number of users whose information is used for secondary purposes	-	The number is 0. JYP Entertainment uses privacy data only after users' prior consent.
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	113	There are no breaches of user data or legal proceedings in association with privacy data, hence no monetary losses.
Data Security	TC-IM-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	113	The number of data breaches in the last three years is 0.
	TC-IM-230a.2	Description of approach identifying and addressing data security risks, including use of third-party cybersecurity standards	85	Cybersecurity technologies and physical actions are in place for privacy protection.
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	109	We have five foreign nationals, accounting 1.5 % of the total employees. (2022)
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 is no such violation of anti-competitive behavior regulations, hence no monetary losses resulting from legal proceedings.
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	108-109	As of 2022, female employees account for 63% of the total employees and keep on the rise.
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	82, 84	To enhance user accessibility without physical or geographical limitations, we are providing broader access for events and performances to the social marginalized, as well as offering content in multiple languages.
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	63	at JYP Publishing, a plagiarism prevention system is in place to protect intellectual property rights.

## Greenhouse Gas Assurance Statement

### DNV BUSINESS ASSURANCE GREENHOUSE GAS ASSURANCE STATEMENT No.: AS\_PRJN-559754-2023-AST-KOR JYP Entertainment Corporation

#### Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by JYP Entertainment Corporation ("JYPE") to verify the JYPE' Greenhouse Gas Inventory Report ("the report") for the calendar year 2022 based upon a reasonable level of assurance. JYPE is responsible for the preparation of the GHG emissions data on the basis set out within the 'ISO 14064-1:2018 (Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals). Our responsibility in performing this work is to the management of JYPE only and in accordance with terms of reference agreed with them. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this assurance statement.

#### Scope of Assurance

The reported emissions cover Direct emissions (Scope 1) and Energy Indirect emissions (Scope 2) from JYPE boundary of the report:

- Organizational boundary: JYPE and JYPE's domestic subsidiary company (JYP PUBLISHING Co., Ltd., JYP Three Sixty Corporation)
- Operational boundary: Direct Emissions (Scope 1: Stationary, Mobile Emission), Energy Indirect Emissions (Scope 2: Emissions from Consumption of Electricity)

#### Verification Approach

The verification has been conducted by DNV in May 2023 and performed in accordance with the verification principles and tasks outlined in the 'ISO 14064-3:2019 (Greenhouse gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions)'. We planned and performed our work to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level, concerning the completeness of the emission inventory as well as the reported emission figures in ton CO<sub>2</sub> equivalent. As part of the verification process:

- We have reviewed and verified the JYPE's GHG inventory report for the calendar year 2022 (Excel based tool)
- We have reviewed and verified the process to generate, aggregate and report the emissions data

#### Conclusions

Based on the above verification of core elements, it is the DNV's opinion that nothing comes to our attention to suggest that GHG emissions are not properly calculated, and a significant uncertainty and error are included in the GHG Emissions from domestic sites of JYPE for the year 2022 below;

#### Greenhouse Gas Emissions of JYPE for Yr 2022

Unit: ton CO<sub>2</sub> equivalent

Company	Accounting Method	Direct emissions (Scope1)	Energy indirect emissions (Scope2)	Total emissions
JYP Entertainment	Location-based*	295.215	688.617	983
	Market-based**		0	295
JYP PUBLISHING	Location-based*	0.876	34.930	36
	Market-based**		34.930	36
JYP Three Sixty	Location-based*	0	6.212	6
	Market-based**		6.212	6

※ Total emissions is the sum of direct and indirect emissions.

\* The 'Location-based' emissions are GHG emissions reported as Scope 2 based of local-grid.

\*\* 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 FY22: 1,440.433MWh, JYPE's REC purchase in FY22: 1,441.203MWh)

31 May 2023 Seoul, Korea  
Country Manager  
DNV Business Assurance Korea Ltd  
Jang-Sub Lee

This Assurance Statement is valid as of the date of the issuance 31 May 2023. Please note that this Assurance statement would be revised if any material discrepancy which may impact on the Greenhouse Gas Emissions of JYPE is subsequently brought to our attention.

# Independent Assurance Statement

## To the Stakeholders of JYP Entertainment

The Korea Productivity Center (hereinafter the "Assurer") was appointed by JYP Entertainment (hereinafter the "Company") to provide independent assurance of its "JYP Entertainment Sustainability Report 2022" (hereinafter the "Report"), and hereby presents the following assurance statement.

## Responsibility and Independence

The Company is fully responsible for the reliability and accuracy of all the information and opinions presented in the Report. The Assurer is responsible solely for the third party assurance of the content in the Report. As an independent assurance agency, the Assurer was neither involved in the process of preparing the Report, nor in any conflicts of interest that may undermine our independence.

## Assurance Standard and Method

This assurance was conducted in accordance with Type 2 assurance and the Moderate Level based on AA1000AS v3(2020). The Assessor reviewed whether the Client complied with the four principles of inclusivity, materiality, responsiveness, and impact presented by AA1000AP(2018). We conducted our assurance engagement based on the four-principle framework, which means that we comprehensively reviewed the effectiveness and reliability of the reporting standards during the assurance engagements. On the basis of documents and information presented by the Client and in the field interviews, we checked all the indicators and information specified in the Report to confirm their balance, comparability, accuracy, timeliness, clarity, and reliability.

## Methodology

This assurance was conducted through the following methods:

- Verified if the requirements of the GRI Standards 2021 were fulfilled.
- Verified the compliance with the principles of the Report contents and quality based on the GRI Standards 2021.
- Verified the selection of material issues covered and the appropriateness of the contents.
- Verified the suitability of the contents and any errors in expression through a comparison analysis with other sources.
- Verified the basis of Core data and information and the internal process and system through onsite inspection at the headquarters in Seoul.

## Findings and Conclusion

It is the Assurer's opinion that the Report represents the sustainability efforts and performance results of the Company in a fair and accurate way. In addition, the Assurer verified that the Report fulfils the requirements of GRI Standards 2021. It was confirmed that the contents of the Report are in compliance with the Universal Disclosure and the Topic-specific Standards. In addition, compliance with the SASB (Sustainability Accounting Standards Board) standards was confirmed.

Material Issues	GRI Topic Disclosure	Pages Reported
Fostering Artists with Competency and Good Personality	-	34-39
Implementing Environmental Campaigns	GRI 302-1, 302-3, GRI 304-3, GRI 305-1, GRI 305-2, GRI 306-3~4	42, 57-59
Improving Community Welfare	GRI 203-1, GRI 413-1	45-47, 86-91

## ▪ Inclusivity: Stakeholder Engagement

The Assurer confirmed that the Company defines its stakeholders and establishes communication channels for each stakeholder in order to comply with the Inclusivity Principle. The Company has defined and categorized its key stakeholders as customers, employees, partners, shareholders and investors, communities, governments, and the media, and communicates with them through communication channels for each stakeholder. We also confirmed that the Company analyzes the main areas of interest of each stakeholder and conducts communication activities accordingly, and has plans to further enhance its communication channels for stakeholders in the future.

## ▪ Materiality: Identification and Reporting of Material Issues

The Assurer verified that the Company used a Double Materiality Assessment process for identifying environmental, social, and financial impacts comprehensively and selected its material issues. The Company selected 13 material issues through external environmental analysis, such as examining global standards including GRI Guidelines, UN SDGs, and ISO26000, and SASB, identifying ESG-related regulatory trends, conducting media research and peer group benchmarking. The Company also used internal environmental analysis, such as reviewing management strategies and tasks and conducting surveys of employees. The Assurer verified that the Company identified three core issues reflecting industry characteristics from the 13 material issues and reported the materiality of each issue along with its response.

## ▪ Responsiveness: Organization's Response to Issues

It was verified that the Company diagnosed major expectations that affect the stakeholders' performance and established appropriate measures to respond to them, of which the contents were properly stated on the Report. Moreover, the Report earnestly discloses all corresponding activities and their performances regarding the major issues of sustainability management.

## ▪ Impact: Measuring Sustainability Impact

The Company is expanding the scope of its stakeholder surveys in the process of selecting material issues by focusing on the social impact of the organization. The Assurer verified that the Company defined the impacts of the resulting material issues in relation to industry characteristics and disclosed countermeasures to minimize negative impacts in the report.

## ▪ Reliability: Reliability and quality of specific information

In addition to compliance with AA1000AP (2018) principles, the Assurer conducted reliability verification on economic, environmental, and social performance information related to sustainability performance. Interviews were conducted with the person in charge to verify the information and data, and it was confirmed that the information was reliable through data sampling, supporting documents, and external sources and public data. We found no intentional errors or misstatements in the sustainability performance information.

## Limitations

The Assurer verified the Report based on the aforementioned assurance standards. The on-site verification was carried out at the headquarters in Seoul. The financial data in the Report was verified through the financial statements and disclosure information which was audited by an auditor, while the aggregated data at the corporate level are used for the verification of Environmental and Social performance. The Assurer discloses that the results may vary if further verification procedures are performed. The Assurer expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

## Recommendation

The Assurer recognizes the diverse efforts and performance made by the Company and suggests the following for the Company's publication of the Report in the future and the improvement of its sustainability standards:

- JYP Entertainment operates a communication channel for trainees and a public interest reporting system for employees. The company is also working to expand institutional support to ensure the human rights of various stakeholders, including employees, customers, and partners. To improve its human rights management continuously in the future, it is recommended that JYP Entertainment establish a human rights management system at a more company-wide level and establish detailed policies and strategies.



July 2023.

CEO Wan-Gi Ahn

Sang-il Kim, Director

Eunil Kang, Team Leader

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

\* AA1000AS v3 (2020) : AA1000 Assurance Standard v3 (2020) is the only global assurance standard recognized for assurance that applies the global assurance principles AA1000AP (2018), which is established by AccountAbility to provide a comprehensive way of verifying an organization's management, compliance with the principles, and the reliability of performance data for reporting its sustainability issues.

\*\* AA1000AP (2018): AA1000 Accountability Principles Standard (2018) is the global assurance principles established AccountAbility to provide the basis for the AA1000 Assurance Standard.