

Business Code of Conduct

June 14, 2023

YG Entertainment Inc.

Table of Contents

1. Corporate Ethics
2. Respect for Ruman Rights
3. Safety and Health
4. Environmental Protection

YG Entertainment Inc. ("YG") is committed to fulfilling corporate social responsibility and embracing its role as a global entertainment company engaging with people worldwide through diverse cultural content and entertainment activities. YG considers all entities or individuals with whom YG enters into contracts or engages for business purposes, including suppliers, vendors, agents, service providers, or subcontractors (collectively referred to as, the "**Parties**"), as parties engaged in mutually developmental relationships. Consequently, YG expects all the Parties to conduct practices promoting sustainable management with YG by ensuring compliance with laws and regulations and preventing legal and ethical risks. YG hereby establishes the Business Code of Conduct (the "**Code**").

1. Corporate Ethics

- ① **Anti-corruption:** The Parties are required to comply with anti-corruption laws and regulations, including the laws on improper solicitation and graft, in the context of all business relationships. The Parties must not tolerate corrupt behavior, such as bribery and embezzlement, and are expected to conduct ongoing checks and monitoring thereof.
- ② **Public Disclosure:** The Parties must ensure transparency in all their business activities and accurately record and manage all transactions. The Parties are required to disclose information regarding the performance of all business activities in accordance with applicable laws, regulations and industry practices.
- ③ **Fair Trade:** The Parties must comply with laws and regulations concerning fair trade and are prohibited from engaging in any conduct that may impair the integrity of fair trade order.
- ④ **Protection of Intellectual Property Rights:** The Parties are obligated to uphold intellectual property rights and must not infringe upon the intellectual property rights of contracting parties or other third parties. The Parties must safeguard intellectual property rights and comply with applicable laws, including the copyright and trademark laws.
- ⑤ **Protection of Confidential Information:** The Parties must protect confidential information, including trade secrets of interested parties, by complying with the laws governing the prevention of unfair competition and the protection of trade secrets.
- ⑥ **Protection of Personal Information:** The Parties must protect the personal information of interested parties, such as compliance with laws governing the protection of personal information.

2. Respect for Human Rights

- ① **No Forced Labor:** The Parties must not require workers to engage in labor against their free will.
- ② **Prohibition of Child Labor:** Any form of child labor is prohibited. However, if it is

necessary to employ minors who are legally eligible for hired, the Parties must familiarize themselves with and strictly adhere to the requirements of applicable laws and regulations. The Parties are prohibited from receiving any goods or services supplied by entities that engage in child labor or otherwise violate applicable laws.

- ③ **Compliance with Labor Laws:** The Parties are obligated to manage systems and working environments conducive to the safety and health of workers, while complying with labor laws and regulations concerning working hours, wages, working age, and other relevant factors.
- ④ **Humane Treatment:** The Parties must treat workers with respect and are prohibited from subjecting them to inhumane treatment, including verbal abuse, assault, sexual harassment, mental or physical coercion, or verbal abuse.
- ⑤ **Prohibition of Discrimination:** The Parties are obligated to furnish a work environment that is free from unfair discrimination and harassment based on factors, such as race, ethnic origin, age, gender identity, sexual orientation, disability, pregnancy, marital status, ideology, religion, or political affiliation.

3. Safety and Health

- ① **Safe Working Environment:** The Parties must furnish a safe and healthy working environment for all workers and implement precautions to eliminate hazards in the working environment. The Parties must comply with safety and health laws and regulations, including the occupational safety and health legislation. Also, the Parties are required to procure and maintain all necessary occupational safety and health licenses essential for their business operations.
- ② **Preparation for Emergency:** The Parties are obligated to identify and assess potential emergencies (e.g., natural disasters, infectious diseases, workplace accidents). Furthermore, the Parties must develop and execute emergency plans and response procedures with the aim of minimizing damages.
- ③ **Prevention of Occupational Accidents and Diseases:** The Parties are required to establish and maintain procedures and systems designed to prevent occupational accidents and diseases, including those classified as industrial diseases affecting workers. The Parties must manage, track, monitor, and report such incidents.

4. Environmental Protection

- ① **Environmental Compliance and Licenses:** YG expects the Parties to acknowledge their responsibilities for the environment and to comply with environmental laws, regulations, and international treaties related to the environment, including the United Nations Framework Convention on Climate Change (UNFCCC). Furthermore, the Parties are expected to procure and sustain all necessary environmental licenses essential for business operations.

- ② **Prevention of Environmental Pollution:** The Parties must exert efforts to minimize adverse impacts on the environment arising from their business operations.
- ③ **Management of Air Pollutants:** The characteristics of volatile organic compounds, aerosols, corrosive gases, dusts, ozone depleting substances, and combustion byproducts generated during the manufacturing processes must be identified and monitored consistently by the Parties. Additionally, these substances must be drained and disposed of in accordance with the relevant local laws and regulations.
- ④ **Energy Consumption and GHG Emissions:** YG expects the Parties to calculate and record energy consumption and Greenhouse Gas (GHG) emissions on both a company-wide and site-specific basis. The Parties are further expected to identify cost-effective measures to minimize energy consumption and GHG emissions, while concurrently enhancing energy efficiency.
- ⑤ **Waste and Wastewater Management:** The Parties must institute systems for measuring volumes of waste and wastewater and undertake necessary steps to minimize such waste and wastewater.

5. Supplementary Provisions

- ① This Code shall take effect on June 19, 2023, and is subject to revision in accordance with the relevant laws and regulations, as well as domestic and international guidelines.
- ② A Partner's violation of this Code may lead to the termination of the agreement with YG, incurring liability for such violation, and/or encountering disadvantages in a potential business relationship with YG.
- ③ If a Partner receives a request from YG for the provision of supporting documentation or cooperation in an investigation based on reasonable grounds, such as the receipt of a report concerning a violation of this Code, the Partner shall actively respond to the request.