

# **IMPACT BEYOND CREATIVITY**



**SUSTAINABILITY REPORT 2025**



# OVERVIEW OF THIS REPORT

## Report Overview

Since 2023, YG Entertainment has published an annual sustainability report to provide a transparent account of our core ESG strategies and performance over the past year and to engage meaningfully with stakeholders.

We will continue to use these reports as our primary channel for communicating sustainability activities and achievements to key stakeholders.

## Reporting Period and Scope

This report covers the key sustainability and ESG-related risks, opportunities, response strategies, and performance from January 1 to December 31, 2024. Certain qualitative data include performance through the first half of 2025, with relevant details clearly indicated.

## Reporting Cycle

Published annually (around June each year)

## Reporting Standards and Principles

This report has been prepared with reference to the International Sustainability Standards Board (ISSB) framework, structured around the four pillars—governance, strategy, risk management, and metrics and targets—related to sustainability risks and opportunities.

It also incorporates information on additional ESG topics beyond our material issues, drawing on the GRI Standards 2021—a global sustainability reporting guideline—and the SASB Media & Entertainment disclosure standards for industry-specific criteria. Unless otherwise noted, financial data are based on the consolidated financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). Sustainability performance is reported primarily for YG Entertainment's domestic operations (excluding accommodations). Beginning this year, greenhouse gas (GHG) management data also encompass our major subsidiaries, YG PLUS and YG JAPAN.

## Independent Assurance of the Report

To ensure the accuracy, objectivity, and reliability of both our reporting process and its contents, YG Entertainment commissioned the Korea Management Registrar (KMR), an independent assurance provider, to conduct third-party verification in accordance with the international assurance standard AA1000AS v3.

## Contact

For any comments or inquiries regarding this report, please contact us using the information below.

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# ABOUT YG ENTERTAINMENT

# CEO MESSAGE

Dear valued stakeholders,  
I am Yang Min-suk, CEO of YG Entertainment.

This 2025 Sustainability Report outlines YG Entertainment's key achievements and future plans as we work toward a more sustainable future.

Over the past year, we have made dedicated efforts to enhance our company-wide sustainability capabilities and lay the groundwork for delivering tangible results across the environmental, social, and governance (ESG) domains.

**First, we strengthened our greenhouse gas (GHG) management framework by implementing our carbon neutrality roadmap and measuring emissions from concerts.** Starting in 2024, we expanded our emissions inventory to include major subsidiaries. In line with our commitment to minimizing the environmental footprint of our performances, we continue to refine our concert-related emissions tracking and improve related management practices.

**Second, we remain focused on enhancing the independence, expertise, and transparency of our Board of Directors.** We have reinforced the ESG Committee's strategic decision-making role on sustainability issues and introduced a board evaluation system to enhance transparency in board operations and performance.

**Third, YG Entertainment fulfills its social responsibilities by integrating its unique strengths as an entertainment company into ESG management strategies.** We are leading the Korean entertainment industry by actively promoting sustainable concerts. This report provides transparent disclosures on the environmental and social impacts of these events, along with key outcomes.

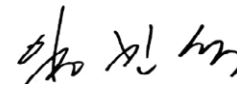
As a global cultural enterprise, YG Entertainment will continue to fulfill its social responsibilities by advancing innovation and sustainability in tandem, harnessing the transformative power of culture to help shape a better future.

I would like to express my sincere gratitude to all stakeholders who have accompanied us on this journey. Your continued interest and support are deeply appreciated.

Thank you.

June 2025

Yang Min-suk, CEO, YG Entertainment



# SUSTAINABILITY HIGHLIGHTS

## 1 Establishing, Applying, and Expanding the Foundation for Sustainable Concerts

### Release and Dissemination of the Sustainable Concert Report

In March 2024, YG Entertainment became the first entertainment company in Korea to independently develop and publish a report outlining its sustainable concert framework, key initiatives, performance highlights, and future plans, accompanied by a related video.

-  Sustainable Concert Report
-  Sustainable Concert Video

### Development and Issuance of the Concert Venue Safety Guide

In April 2024, YG Entertainment established a formal safety management process for concert venues, including compliance guidelines and a standardized inspection checklist, aimed at preventing on-site accidents.

-  Concert Venue Safety Guide

### Carbon Emissions Measurement (3 Concerts, 6 Shows)

YG Entertainment quantified GHG emissions from three concerts (a total of six shows) held in 2024, with total emissions estimated at approximately 5,185 tCO<sub>2</sub>e.

## 2 Climate Action and Implementation of the Carbon Neutrality Roadmap

### Expansion of GHG Inventory to Subsidiaries

In 2024, YG Entertainment expanded the organizational boundary for Scope 1 and 2 GHG emissions to include major subsidiaries YG PLUS and YG JAPAN.

- YG PLUS: 276.3tCO<sub>2</sub>e
- YG JAPAN: 21.7tCO<sub>2</sub>e

### Inclusion of Additional Scope 3 Categories

The company broadened its Scope 3 emissions inventory in 2024 by adding two new categories, bringing the total number of categories monitored to four.

- Categories 3, 5, 7, and 8

## 3 Strengthening the Independence and Expertise of the Board of Directors

### Introduction of a Board Evaluation System

In 2024, YG Entertainment introduced a formal board evaluation process. All board members now conduct structured self-assessments covering board operations, performance, and composition.

### Appointment of Additional Independent Directors and Separation of CEO and Chair Roles

A new independent director with expertise in accounting and legal affairs was appointed Chair of the Board, and the number of independent directors was increased.

## 4 Talent Acquisition and Growth Support

### Increased Hiring of Foreign and Disabled Talent

To reflect rising global interest in the K-pop industry and support workforce diversity, YG Entertainment increased its hiring of foreign professionals by approximately 2.4 times compared to the previous year and expanded its employment of persons with disabilities to a total of eight.

### Enhanced Development Programs for Artists and Trainees

YG Entertainment provides artists and trainees with foundational education in areas such as language and music, while also supporting their overall development through training in compliance, human rights, etiquette, and safety.

# COMPANY PROFILE

Since its establishment in 1998, YG Entertainment has evolved from a domestic industry leader into a global entertainment company with revenue streams spanning international markets. The company operates across multiple domains, including album and digital music production, live concerts, and artist management, while also expanding its content business through the development and utilization of diverse intellectual property (IP). Leveraging its best-in-class artist development system and in-house production capabilities, YG Entertainment consistently delivers high-quality content and continues to strengthen its global footprint.

<b>Company Name</b>	YG Entertainment Co., Ltd.
<b>Headquarters Location</b>	7 Huiujeong-ro 1-gil, Mapo-gu, Seoul
<b>CEO</b>	Yang Min-suk
<b>Establishment Date</b>	February 24, 1998
<b>Main Business</b>	Artist management, concerts, and the planning, production, and distribution of albums and digital music
<b>Number of Employees</b>	496
<b>Assets (Consolidated)</b>	KRW 734.3 billion
<b>Liabilities (Consolidated)</b>	KRW 131.1 billion
<b>Capital (Consolidated)</b>	KRW 603.2 billion
<b>Revenue (Consolidated)</b>	KRW 364.9 billion
<b>Operating Profit (Consolidated)</b>	KRW -20.6 billion

## COMPANY HISTORY

Year	Milestone
1996	Establishment of Hyun Agency
1997	JINUSEAN
1998	Establishment of Yanggun Agency and conversion to a corporation 1TYM
2001	Company renamed to YG ENTERTAINMENT
2002	WHEESUNG
2003	SE7EN, GUMMY, BIG MAMA
2006	BIGBANG
2007	Establishment of YG JAPAN
2009	2NE1
2010	PSY
2011	IPO (KOSDAQ)
2012	Establishment of YG ASIA EPIK HIGH, LEE HI
2013	Establishment of YG USA and YG BEIJING
2014	Acquisition of YG PLUS AKMU, WINNER
2015	iKON
2016	BLACKPINK Establishment of YG INVESTMENT
2020	TREASURE
2021	Relocation to new headquarters
2022	Establishment of Forest Factory
2024	BABYMONSTER

# BRAND IDENTITY & BUSINESS STRATEGY

## Brand Identity

YG Entertainment aims to inspire global audiences by delivering a distinctive brand experience rooted in its unique cultural content. Driven by a bold and passionate spirit of innovation, YG is committed to setting new trends and fostering meaningful engagement with the public.

### Brand Statement

VIBE THE NEW FLOW

### Brand Vision

CREATE EXPERIENCE, EVOKE INSPIRATION

### Brand Spirit

TO BE CREATIVE

### Brand Key Values

FORWARD

“Constantly evolving based on forward-thinking ideas, setting trends, and leading the times.”

DISTINCT

“Offering differentiated brand experiences through distinct characteristics that set YG Entertainment apart from others.”

COLLECTIVE

“Presenting high-quality outcomes through community-minded thinking and collaboration.”

## Brand Strategy

YG Entertainment has established three core strategic directions: global market expansion, new artist development and production, and the One Source Multi Use strategy.

### Global Market Expansion

YG Entertainment is actively expanding its footprint across Korea, Japan, Southeast Asia, China, Europe, and the Americas, strengthening its global influence through a dedicated international fanbase.

### New Artist Development and Production

By applying a systematic approach to casting, producing, and training, YG Entertainment focuses on discovering and nurturing emerging talent while consistently producing high-quality content.

### One Source Multi Use Strategy

This strategy involves extending core content into multiple business areas by leveraging intellectual property (IP) across broadcasting, merchandise, character licensing, gaming, music, and advertising—thereby diversifying YG Entertainment’s business portfolio.

# KEY PRODUCTS & ARTISTS

## Products and Services

YG Entertainment operates across four core business areas: music, concerts, artist management, and content-driven business.

### MUSIC

We lead the latest K-pop trends through our original music content, delivering distinctive and inspiring experiences to fans worldwide via album production, digital distribution, and streaming platforms.

### CONCERTS

We enhance brand impact by organizing large-scale concerts and global tours, fostering direct and lasting connections between artists and their fans.

### ADVERTISEMENT / IP BUSINESS

Leveraging our global artist IP portfolio, we continue to grow our advertising business while developing a range of IP-based business models that generate cross-sectoral synergies.

### GLOBAL BUSINESS

With offices in key markets such as Japan, China, and the United States, YG actively expands its international presence. We also pursue local market growth through joint ventures and strategic partnerships with leading global companies.

## YG Entertainment's Artists and Actors

Since its founding, YG Entertainment has cultivated some of the most influential figures in popular music. Its current roster includes the following artists and actors.

### Artists

Name (Groups & Artists)
BABYMONSTER
BLACKPINK
TREASURE
WINNER
AKMU
EUN JIWON
SEAN

### Actors

Name
YOO IN NA
GYEONG SU JIN
JUNG HYE YOUNG
PARK SOI
LEE SOO HYUK

\* As of June 30, 2025

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# NAVIGATING THE SUSTAINABILITY DISCLOSURE

# Identification of Material Topics

## Approach to Identifying Material Topics

YG Entertainment conducts an annual materiality assessment to identify and manage key ESG issues, incorporating the results into its overall management strategies and operational activities. In 2024, the company carried out a double materiality assessment, taking into account both impact materiality\* and financial materiality\*\* to determine ESG issues that are material across all business areas. Led by the ESG Team, the process included developing an issue pool, analyzing internal and external environments, and gathering stakeholder input. The final set of material topics—along with corresponding risks and opportunities—was confirmed after being reported to senior management and approved by the ESG Committee under the Board of Directors.

\* Impact Materiality: The impact of the company's operations on society and the environment.

\*\* Financial Materiality: The impact of ESG issues on the company's financial performance.

### Step 1. Development of Issue Pool

#### Analysis of Global Standards and Initiatives

To determine YG Entertainment's ESG priorities and identify relevant issues within the industry, the company reviewed both domestic disclosure frameworks and international sustainability standards.

- Draft Korean Sustainability Disclosure Standards (KSSB)
- SASB
- UN SDGs, etc.

#### Development of ESG Issue Pool (20 issues)

### Step 2. Analysis of Internal and External Conditions

#### Peer Benchmarking

Reviewed and compared key ESG topics addressed by domestic and global industry peers

#### Media Analysis

Assessed the frequency of ESG-related media coverage involving YG Entertainment.

- Period: Jan 1 – Dec 31, 2024
- Analyzed 2,258 relevant articles out of a total of 3,698

## Identification Results

Based on a combined assessment of impact materiality and financial materiality, four material topics were identified in 2024: Climate Action and Implementation of the Carbon Neutrality Roadmap, Strengthening Corporate Governance, Talent Acquisition and Development, and Promoting Compliance and Ethical Management. YG Entertainment will continue to enhance its materiality assessment framework to more effectively identify sustainability-related risks and opportunities that may influence the company's strategic direction, while delivering transparent and relevant information to stakeholders.

### Step 3. Collection of Stakeholder Opinions

#### Incorporation of Shareholder and Investor Interests

Analyzed key investor expectations and inquiries

#### Expert Evaluation

Conducted a materiality assessment with 17 internal and external experts with ESG and financial expertise.

- Period: March 17–21, 2024
- 17 internal and external experts

### Step 4. Selection of Material Topics

#### Selection of Material Topics (4 topics)

Four material topics were identified through a combined assessment of impact materiality and financial materiality.

#### Management Review and Board Approval

The finalized material topics were reported to senior management and approved by the ESG Committee under the Board of Directors.



# Identification of Material Topics

## 2024 Materiality Assessment Results

As a result of the 2024 materiality assessment, YG Entertainment identified four material topics: Climate Action and Implementation of the Carbon Neutrality Roadmap, Strengthening Corporate Governance, Talent Acquisition and Development, and Promoting Compliance and Ethical Management. In addition to these, topics such as Working Conditions and Employee Benefits, Economic Value Creation, and Waste Management and Expansion of Resource Circulation—although not classified as material—were found to have relatively high levels of both impact and financial materiality. Accordingly, this report also includes disclosures on the company's related initiatives and key performance outcomes in these areas.

Rank		Change from 2023	Category	Topic	Impact Materiality	Financial Materiality
Material Topic	1	1st → 1st	Environment	Climate Action and Implementation of the Carbon Neutrality Roadmap	●	●
	2	3rd → 2nd	Economic/Governance	Strengthening Corporate Governance	●	●
	3	2nd → 3rd	Social	Talent Acquisition and Development	●	●
	4	4th → 4th	Economic/Governance	Promoting Compliance and Ethical Management	●	◐

●: High, ◐: Medium, ○: Low

# Identification of Material Topics

YG Entertainment oversees the four material topics identified through its materiality assessment in alignment with the four core pillars of the International Sustainability Standards Board (ISSB) sustainability disclosure standards: governance, strategy, risk management, and metrics and targets.

## ISSB Framework

Category	Material Topic	Governance	Strategy	Risk Management	Metrics and Targets	Disclosure Pages
Environment	Climate Action and Implementation of the Carbon Neutrality Roadmap	<ul style="list-style-type: none"> <li>Develop policies and establish guidelines for environmental management</li> <li>Report to the ESG Committee on the progress of carbon neutrality and RE100 implementation</li> <li>Review and approve the detailed carbon neutrality action plan through the ESG Committee</li> </ul>	<ul style="list-style-type: none"> <li>Set a target to achieve carbon neutrality by 2040               <ul style="list-style-type: none"> <li>Measure GHG emissions from concerts and implement reduction measures</li> <li>Install Building Integrated Photovoltaic System (BIPV) and procure renewable energy</li> </ul> </li> </ul>	<p><b>[Risks and Opportunities]</b></p> <ul style="list-style-type: none"> <li>Risks: Regulatory compliance costs and capital investments in low-carbon technologies; reputational risks from insufficient climate action; increased operational costs and potential disruptions to facilities, outdoor filming, and concerts due to extreme weather events</li> <li>Opportunities: Strengthened brand reputation through proactive climate action and improved product sustainability; growing consumer preference for environmentally responsible products</li> </ul> <p><b>[Risk Management Activities]</b></p> <ul style="list-style-type: none"> <li>Analyze climate-related financial risks and opportunities               <ul style="list-style-type: none"> <li>Monitor domestic and international climate-related regulations</li> <li>Track sustainability trends in the industry both domestically and globally</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>2024 GHG Emissions               <ul style="list-style-type: none"> <li>Scope 1: 616 tCO<sub>2</sub>e</li> <li>Scope 2: 898 tCO<sub>2</sub>e</li> <li>Scope 3: 416.15 tCO<sub>2</sub>e</li> </ul> </li> <li>Set a target to achieve carbon neutrality by 2040</li> </ul>	p.15–26
Economic/ Governance	Strengthening Corporate Governance	<ul style="list-style-type: none"> <li>Report major ESG issues to the Board of Directors for deliberation and decision-making</li> <li>Operate the ESG Committee</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen board independence and expertise               <ul style="list-style-type: none"> <li>Increase the ratio of independent directors</li> <li>Establish and enhance a board evaluation system</li> </ul> </li> </ul>	<p><b>[Risks and Opportunities]</b></p> <ul style="list-style-type: none"> <li>Risks: Stricter governance regulations and rising external expectations</li> </ul> <p><b>[Risk Management Activities]</b></p> <ul style="list-style-type: none"> <li>Review, deliberate, and approve key policies, strategies, and plans, including those related to sustainability</li> <li>Oversee major board activities</li> <li>Monitor key sustainability-related risks</li> </ul>	<ul style="list-style-type: none"> <li>Reviewed key activities related to mid- to long-term sustainability strategy and risk management at least three times per year</li> <li>Provide training to enhance the expertise of independent directors (at least twice per year)</li> </ul>	p.27–32
Social	Talent Acquisition and Development	<ul style="list-style-type: none"> <li>Establish performance evaluation and reporting systems for employees</li> <li>Establish HR strategy governance               <ul style="list-style-type: none"> <li>Operate dedicated departments and regularly report to management</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Develop talent recruitment strategies               <ul style="list-style-type: none"> <li>Conduct job-based rolling recruitment</li> </ul> </li> <li>Operate employee training programs               <ul style="list-style-type: none"> <li>Onboarding programs</li> <li>Job-specific, general, and self-development training</li> </ul> </li> <li>Enhance capability-building programs for artists and trainees               <ul style="list-style-type: none"> <li>Provide training to support skill enhancement and well-rounded development (e.g., compliance, communication, culture)</li> </ul> </li> </ul>	<p><b>[Risks and Opportunities]</b></p> <ul style="list-style-type: none"> <li>Risks: Talent attrition and weakened business competitiveness due to ineffective human capital management</li> <li>Opportunities: Secure long-term growth drivers by attracting and retaining top talent</li> </ul> <p><b>[Risk Management Activities]</b></p> <ul style="list-style-type: none"> <li>Operate a fair and transparent recruitment process</li> <li>Monitor and manage retention-related risks               <ul style="list-style-type: none"> <li>Track employee turnover rates</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Hired 142 new employees in 2024</li> <li>Employee training participation               <ul style="list-style-type: none"> <li>Average training hours per employee: 38.7 hours</li> </ul> </li> <li>Participation of artists and trainees in capability-building programs</li> </ul>	p.33–37
Economic/ Governance	Promoting Compliance and Ethical Management	<ul style="list-style-type: none"> <li>Report compliance support and anti-corruption activities and plans to the ESG Committee</li> <li>Appoint a Compliance Officer and establish internal compliance control standards</li> </ul>	<ul style="list-style-type: none"> <li>Establish a Code of Ethics and Anti-Corruption Policy</li> <li>Conduct company-wide ethics training programs               <ul style="list-style-type: none"> <li>Provide regular compliance training for employees, artists, and trainees</li> </ul> </li> </ul>	<p><b>[Risks and Opportunities]</b></p> <ul style="list-style-type: none"> <li>Risks: Reputational damage and erosion of brand trust resulting from legal or regulatory violations</li> </ul> <p><b>[Risk Management Activities]</b></p> <ul style="list-style-type: none"> <li>Obtain and maintain ISO 37301 and ISO 37001 certifications</li> <li>Operate a structured process to identify and assess compliance risks</li> </ul>	<ul style="list-style-type: none"> <li>Legal violations in 2024: 0</li> <li>Completion of compliance and ethics training by employees               <ul style="list-style-type: none"> <li>3 sessions conducted in 2024 (465 participants; 2.5 hours per session)</li> </ul> </li> </ul>	p.38–40

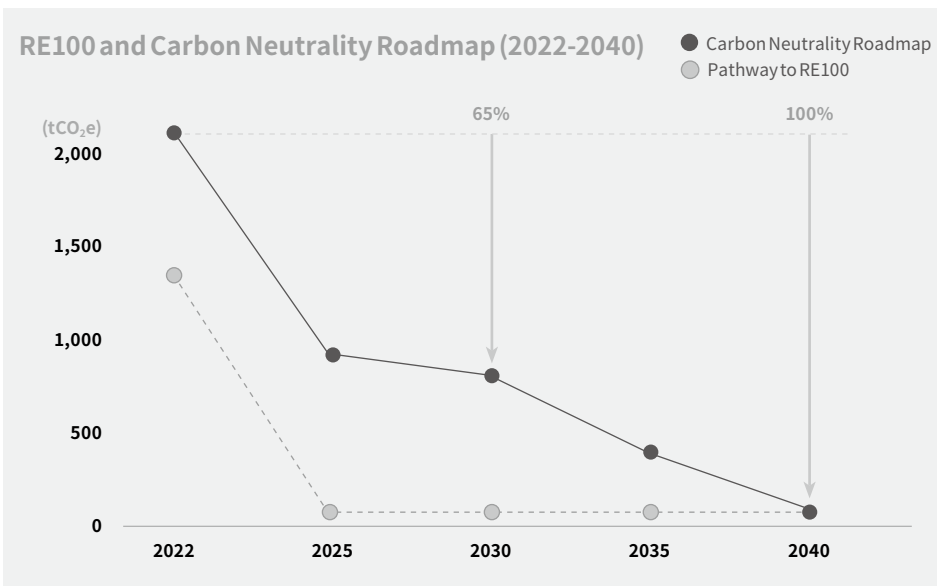
# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Mid- to Long-Term Environmental Goals and Strategy

In 2023, YG Entertainment established a Carbon Neutrality Roadmap to manage climate-related transition risks and define its mid- to long-term greenhouse gas (GHG) reduction targets. The company aims to achieve carbon neutrality by 2040 (for Scope 1 and 2 emissions) and is committed to steadily reducing its GHG emissions in alignment with this target. Recognizing 2030 as a critical global milestone for climate action, YG Entertainment has set an interim goal of reducing GHG emissions by 65% compared to 2022 levels by 2030 and will continue to implement reduction initiatives accordingly.

To meet its RE100 target by 2025, the company has developed a plan to source 100% of electricity used at its Korea-based facilities—representing approximately 65% of Scope 1 and 2 emissions—from renewable energy. Over the longer term, YG also plans to transition its corporate vehicle fleet to low-emission models and implement building-level energy efficiency improvements and energy-saving measures to further reduce its emissions footprint.



### Business Model and Value Chain

As climate change drives more frequent extreme weather events and public interest in environmental issues grows, managing climate-related impacts across the entertainment industry's business models and value chains is becoming increasingly essential. YG Entertainment's core operations include album and digital music production, concert and tour planning, advertising, and IP-based content businesses.

These business areas are currently subject to relatively low direct climate-related impact and are expected to remain so in the future.

Similarly, the company does not anticipate significant climate-related risks in the procurement of raw materials or in the production of merchandise and related products.

However, with the expansion of global regulations—such as carbon taxes, emissions trading schemes, and mandates on the use of low-carbon fuels—energy costs are expected to rise. As a result, managing energy expenditures in both merchandise production and concert operations is becoming increasingly important. In particular, as global scrutiny over plastic use and disposal intensifies and regulatory frameworks continue to develop, managing plastic usage in merchandise has emerged as a growing area of focus.

YG Entertainment closely monitors domestic and international regulatory developments and policy discussions to proactively develop appropriate responses. At the same time, the company is exploring new business opportunities and potential revenue streams arising from the evolving climate and regulatory landscape.

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Climate Risk and Opportunity Management

While climate-related risks and opportunities currently have a relatively limited direct impact on YG Entertainment compared to other industries, the company recognizes its corporate responsibility to actively contribute to global climate action. To assess the climate impact of its operations, YG began calculating Scope 1 and 2 GHG emissions in 2020. Since 2023, the company has also started measuring emissions in select Scope 3 categories and continues to expand the scope of its emissions accounting.

To manage the potential effects of climate change on its business, YG regularly monitors trends in domestic and international regulations, technological developments in energy, shifts in public awareness, and industry-wide changes. The company also reviews disclosure frameworks and ESG evaluation criteria, including those established by the Task Force on Climate-related Financial Disclosures (TCFD). Based on this analysis and stakeholder engagement, YG identifies relevant climate-related risks and opportunities and report them to the ESG Committee under the Board of Directors.

### Financial Impact of Climate Risks and Opportunities

YG Entertainment assesses that climate-related risks and opportunities are unlikely to have a material impact on its business in the short to medium term. However, if the international community fails to effectively limit the rise in global average temperatures in line with scientific targets established by the IPCC and other authoritative bodies, the frequency and severity of extreme weather events and climate anomalies are expected to increase—potentially resulting in greater long-term business and financial impacts.

In response, YG Entertainment has analyzed the potential long-term effects of climate change on its operations and financial performance. Based on this analysis, the company has conducted scenario assessments addressing major transition and physical risks to proactively manage and mitigate potential adverse impacts.

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### YG Entertainment's Climate Risks and Opportunities

Category		Evaluation Criteria			Value Chain	Response Measures
		Time Horizon*	Likelihood**	Impact**		
Transition Risks	(Regulatory) Carbon tax and emissions trading scheme compliance	Long-term	L/M	L	Direct operations Upstream	<ul style="list-style-type: none"> <li>Set a 2040 carbon neutrality target and implement emissions reduction measures</li> <li>Plan Scope 3 emissions accounting and future reduction initiatives</li> </ul>
	(Regulatory) GHG and product carbon footprint disclosure requirements	Long-term	H	L/M	Direct operations Upstream	<ul style="list-style-type: none"> <li>Plan to calculate and reduce GHG emissions from concerts</li> <li>Plan to assess the carbon footprint of albums and merchandise</li> </ul>
	(Technology) Transition to low-carbon technologies	Short/Mid/Long-term	H	M/H	Direct operations	<ul style="list-style-type: none"> <li>Install rooftop solar panels and implement energy-saving initiatives</li> <li>Secure cost-effective renewable energy sources</li> </ul>
	(Reputation) Reputational damage due to insufficient climate action	Mid/Long-term	M/H	M/H	Direct operations	<ul style="list-style-type: none"> <li>Meet annual targets aligned with carbon neutrality and RE100 commitments</li> <li>Proactively contribute to international climate action and advocacy</li> </ul>
Physical Risks	(Acute) Operational disruptions due to heavy rain, hail, or snow	Short/Mid/Long-term	H	H	Entire value chain	<ul style="list-style-type: none"> <li>Conduct scenario analysis to assess the impact of extreme weather events</li> <li>Develop sustainable concert strategies and venue safety guidelines</li> </ul>
	(Chronic) Operational disruptions resulting from increased heatwaves and heat stress	Long-term	H	M/H	Entire value chain	<ul style="list-style-type: none"> <li>Conduct scenario analysis to assess the impact of extreme weather events</li> <li>Prepare energy efficiency measures and mitigation strategies for rising electricity costs</li> </ul>
Opportunity	(Market) Strengthened brand reputation through proactive climate action and improved product sustainability	Mid/Long-term	H	M/H	Direct operations Upstream	<ul style="list-style-type: none"> <li>Set an industry-leading carbon neutrality target (by 2040)</li> <li>Develop a roadmap to improve the environmental sustainability of albums and merchandise</li> </ul>

\* Short-term: 0–1 year; Mid-term: 1–5 years; Long-term: 5+ years

\*\* L: Low, M: Moderate, H: High

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Transition Risks

#### Carbon Tax and Emissions Trading Scheme Compliance

In 2024, YG Entertainment's total greenhouse gas (GHG) emissions amounted to 1,514 tCO<sub>2</sub>e—a relatively low volume compared to other industries. However, as the company grows and regulatory coverage expands, it may become subject to mandatory GHG reduction requirements. In such cases, YG may need to purchase emissions allowances, and rising allowance prices could increase overall compliance costs. To mitigate risks such as higher costs of raw materials or intermediate goods due to the direct or indirect impact of carbon pricing mechanisms, YG has established a company-wide carbon neutrality target and is actively implementing emissions reduction measures. For example, high-efficiency EHP systems were installed in parts of the new headquarters, reducing LNG consumption by approximately 10,590 m<sup>3</sup> (a 12% decrease from the previous year). Heating usage was also optimized by monitoring weather conditions and applying intermittent heating to reduce unnecessary energy consumption.

At present, however, the company uses only limited quantities of products or raw materials subject to direct carbon taxation and thus considers its current exposure to such regulatory risks to be low.

#### GHG and Product Carbon Footprint Disclosure Requirements

In the near to medium term, YG Entertainment does not anticipate direct regulatory requests for carbon footprint disclosures. However, if regulatory coverage expands and disclosure standards tighten, the company may be required to provide more detailed information from stakeholders. In preparation, YG may incur costs associated with developing a formal disclosure framework and establishing a product sustainability management system.

To meet evolving regulatory requirements and stakeholder expectations, YG is expanding the scope of GHG emissions accounting. For Scope 1 and 2 emissions, calculations began in 2024 for major subsidiaries YG PLUS and YG JAPAN. For Scope 3, YG began measuring emissions in selected categories (Categories 3 and 5) in 2023, and expanded to include Categories 7 and 8 in 2024. In addition, emissions from concerts have been measured since 2023, with calculations completed for three concerts (a total of six shows) in 2024. The company will continue to broaden the scope of emissions measurement based on a comprehensive review of internal and external factors.

As demand grows for reducing the environmental footprint of products—including their associated carbon emissions—YG has proactively incorporated sustainable materials since 2021. These include Forest Stewardship Council (FSC)-certified paper, soy-based inks, and PLA materials in selected album components and packaging. Furthermore, YG plans to adopt Life Cycle Assessment (LCA) methodologies for selected products to quantify carbon emissions at the product level.

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Transition Risks

#### Transition to Low-Carbon Technologies

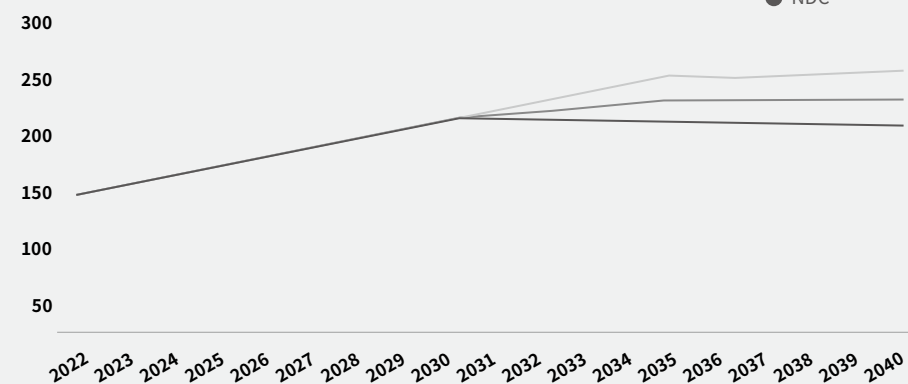
YG Entertainment is committed to reducing greenhouse gas (GHG) emissions annually in pursuit of its 2040 carbon neutrality target. As part of this commitment, the company is currently incurring costs related to the procurement of renewable energy. Looking ahead, potential increases in electricity prices are expected to further elevate the cost and effort required to achieve carbon neutrality.

To help manage these transition-related costs, YG has installed rooftop solar panels at its new headquarters and is actively exploring additional renewable energy procurement options. The company is also conducting internal energy-saving campaigns and replacing city gas-powered equipment with electric alternatives to improve energy efficiency and reduce operating costs.

Among the various transition risks, one of the most significant for YG Entertainment is the potential increase in electricity costs. As carbon-related regulations tighten and the global energy market shifts toward renewable sources in response to the climate crisis, retail electricity prices are expected to rise. Additionally, rising average temperatures and more frequent heatwaves are likely to increase electricity demand for cooling. As a result, the company anticipates higher annual electricity expenses, which could have a material impact on operations. In response, YG has conducted scenario analyses to assess the potential financial impact of rising electricity prices under various transition pathways.

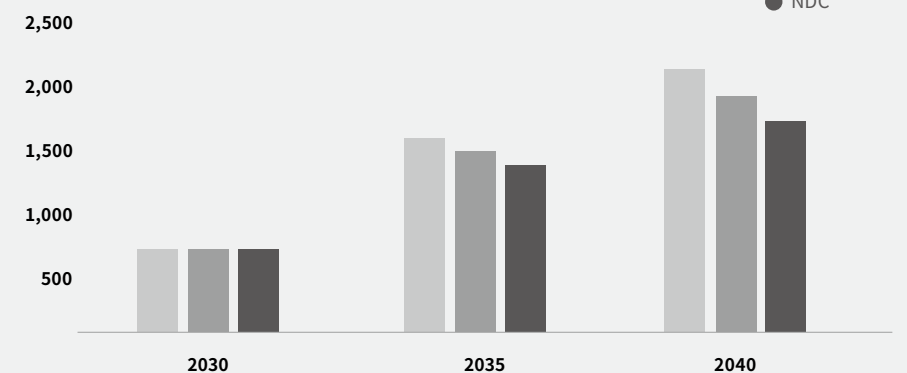
#### Electricity Price Projections by Transition Scenario

Unit: KRW/kWh



#### Electricity Purchase Cost Projections by Transition Scenario

Unit: KRW million



\* Using electricity price projections from the three NGFS (Network for Greening the Financial System) scenarios—Net Zero 2050, Below 2°C, and NDC—and YG Entertainment's projected electricity demand under its Carbon Neutrality Roadmap, we estimated the company's annual electricity costs for the years 2030, 2035, and 2040

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Physical Risks

#### Operational Disruptions Resulting from Increased Heatwaves and Heat Stress

As the frequency and intensity of heatwaves continue to rise globally, there is growing concern over safety risks associated with outdoor activities, as well as increased cooling-related energy costs at operational sites.

In the entertainment industry, prolonged exposure to high temperatures poses health risks for artists, particularly during summer rehearsals, filming sessions, and outdoor shoots for advertisements and music videos. Similarly, audiences attending large-scale concerts in extreme heat may be exposed to health and safety hazards, including heat-related illnesses such as heatstroke.

To address these risks, YG Entertainment maintains appropriate indoor temperature and humidity levels during heat advisories and warnings to help prevent heat-related incidents and manage the increased energy demand for cooling.

The company also takes steps to minimize audience exposure to extreme heat during summer concerts. For example, at the 2024 AKMU 10th ANNIVERSARY CONCERT [10VE] in June and the 2024 TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL in August—where peak temperatures were forecast at 28.2°C and 34.6°C respectively—YG installed sunshades around the venue to reduce the risk of heat-related illnesses among attendees.

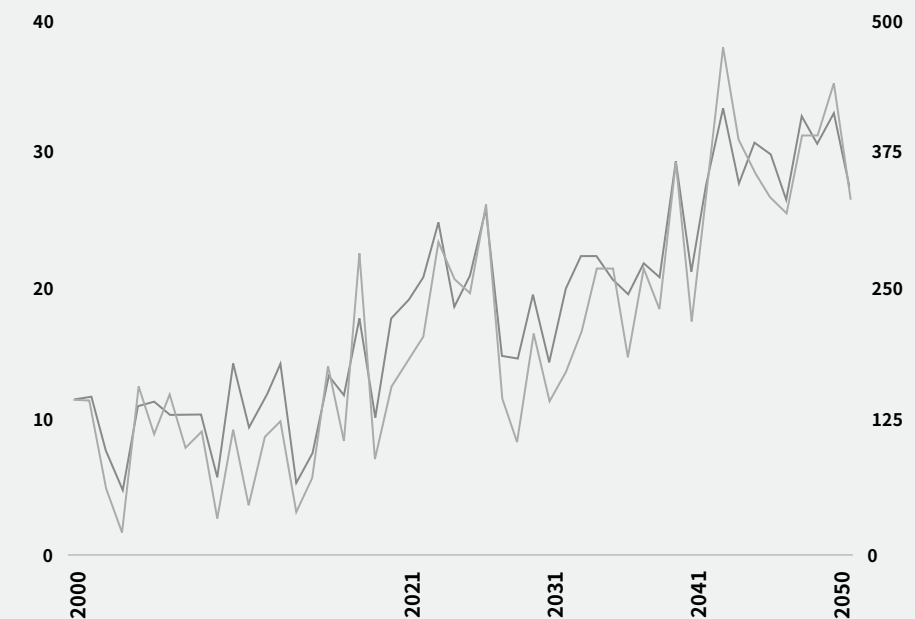
Rising average temperatures and an increase in extreme heat days are expected to significantly raise cooling-related energy costs. This burden may be further compounded by rising electricity prices and higher rates during peak demand hours. If the number of extremely hot days continues to increase, YG Entertainment's electricity consumption is projected to rise by approximately 407 kWh annually by 2030 and around 725 kWh annually by 2050, compared to current levels.

To mitigate the growing energy cost burden associated with increased cooling demand, the company is implementing internal campaigns to reduce unnecessary energy use and actively exploring various options for adopting renewable energy in preparation for future electricity rate increases.

#### Extreme Heat and Cooling Demand Projections under SSP5-8.5 Scenario

Unit: Days

Unit: Degree Days



	2000-2019	2021-2030	2031-2040	2041-2050
Extreme Heat Days (Day)*	8.8	17.0	18.6	30.2
Cooling Degree Days (Degree Day)**	132.4	245.8	265.5	377.0

\* Extreme Heat Days: Number of days with a maximum daily temperature of 33°C or higher

\*\* Cooling Degree Days (CDD): A cumulative metric calculated by summing the differences between the daily average temperature and a reference temperature (24°C) on days when the daily average exceeds the reference temperature



# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Opportunity

#### Strengthened Brand Reputation through Proactive Climate Action and Improved Product Sustainability

YG Entertainment recognizes climate action as a core component of its corporate social responsibility and has undertaken a wide range of initiatives in response to the global climate crisis. With an ambitious roadmap in place—targeting carbon neutrality by 2040 and RE100 by 2025—YG is taking a proactive leadership role ahead of many industry peers. Since 2023, the company has been measuring carbon emissions from its concerts. As of the first quarter of 2025, emissions data have been collected for a total of eight concerts. Beginning in 2025, YG plans to accelerate its emissions reduction efforts in line with its climate goals. To enhance the sustainability of its products, YG has incorporated Forest Stewardship Council (FSC)-certified paper, soy-based ink, and PLA materials into select album packaging and components. The company also plans to conduct Life Cycle Assessments (LCA) for specific albums to quantify their product-level carbon footprints. In addition, artists BABYMONSTER and TREASURE have participated in FSC campaign videos to raise public awareness and interest in forest conservation and biodiversity protection.

Through these ongoing efforts and achievements, YG Entertainment aims to strengthen its reputation as a responsible and sustainability-minded company—reinforcing both its corporate image and the public goodwill associated with its artists.

### Climate Risk Management Process

Step	Procedures and Methods	Frequency
Step 1 Identification of Climate Risks	<ul style="list-style-type: none"> <li>Review domestic and global sustainability and climate disclosure requirements and assessment frameworks</li> <li>Monitor trends across the entertainment and related industries, as well as among key stakeholders (fans, employees, clients, suppliers, local communities, etc.)</li> </ul>	Once a year
Step 2 Materiality and Impact Assessment of Climate Risks	<ul style="list-style-type: none"> <li>Conduct qualitative assessments of identified risks and opportunities based on business dependencies and potential impacts (e.g., stakeholder interviews, expert consultations)</li> <li>Perform quantitative analyses (e.g., scenario and sensitivity analysis) for risks with potentially significant business impact</li> </ul>	Once a year*
Step 3 Development and Integration of Risk Management Measures	<ul style="list-style-type: none"> <li>Develop climate risk management measures based on assessment results and integrate them into the company's broader risk management strategy (considering financial and impact materiality, as well as internal resources and capabilities)</li> </ul>	As needed**
Step 4 Analysis and Communication of Risk Management Outcomes	<ul style="list-style-type: none"> <li>Monitor progress of risk mitigation efforts and assess outcomes (including areas for improvement)</li> <li>Report key achievements and future plans internally and communicate externally</li> </ul>	Once a year

\* Scenario analysis is primarily conducted in alignment with company-wide strategic or risk management planning cycles but may be carried out annually if needed.

\*\* Conducted as needed in the event of material changes affecting the business, or in line with company-wide strategic or risk management planning cycles.

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Greenhouse Gas Emissions

In 2024, YG Entertainment's market-based Scope 1 and 2 GHG emissions totaled approximately 1,514 tons of CO<sub>2</sub>e, representing a reduction of about 590 tons from the previous year. Emissions have continued to decline steadily over the past three years.

Scope 3 emissions for 2024 were approximately 416 tons, reflecting an increase compared to 2023. This rise is primarily attributed to the inclusion of two additional reporting categories—employee commuting (Category 7) and upstream leased assets (Category 8)—bringing the total number of measured categories to four. YG Entertainment plans to further expand the scope of Scope 3 emissions accounting in the coming years.

As part of its sustainable concert initiatives, YG measured GHG emissions from three concerts held in 2024: AKMU 10th Anniversary Concert, BABYMONSTER PRESENTS: SEE YOU THERE, and TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL. The combined emissions from these events amounted to approximately 5,185 tons of CO<sub>2</sub>e.

### GHG Emissions of YG Entertainment

Category	Unit	2022	2023	2024
Scope 1 Emissions	tCO <sub>2</sub> e	879	759	616
Scope 2 Emissions (location-based)	tCO <sub>2</sub> e	1,400	1,376	1,445
Scope 2 Emissions (market-based)	tCO <sub>2</sub> e	1,400	1,344	898
Subtotal - Scope 1, 2 Emissions (market-based) *	tCO <sub>2</sub> e	2,279	2,103	1,514
Subtotal - Scope 3 Emissions **	tCO <sub>2</sub> e	177.48	167.83	416.15
· Fuel- and Energy-related Activities (Category 3)	tCO <sub>2</sub> e	147.98	141.33	143.07
· Waste Generated in Operations (Category 5)	tCO <sub>2</sub> e	29.5	26.5	45.0
· Employee Commuting (Category 7)	tCO <sub>2</sub> e	-	-	117.93
· Upstream Leased Assets (Category 8)	tCO <sub>2</sub> e	-	-	110.20
Emissions from Concerts ***	tCO <sub>2</sub> e	-	6,239	5,185
Scope 1, 2 Emissions Intensity ****	tCO <sub>2</sub> e/KRW 100 million	0.58	0.37	0.41

\* Based on emissions from YG Entertainment's domestic operations

\*\* Scope 3 emissions increased in 2024 due to the inclusion of two additional categories: employee commuting (Category 7) and upstream leased assets (Category 8)

\*\*\* Internal estimates; figures have not been externally assured

\*\*\*\* Calculated using consolidated revenue as the basis

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### GHG Emissions of Major Subsidiaries: YG PLUS and YG JAPAN

Category	Unit	2022	2023	2024
YG PLUS				
Subtotal - Scope 1, 2 Emissions	tCO <sub>2</sub> e	214.5	219.7	276.3
Scope 1 Emissions	tCO <sub>2</sub> e	30.1	31.8	30.4
Scope 2 Emissions	tCO <sub>2</sub> e	184.4	187.9	245.9
YG JAPAN				
Subtotal - Scope 1, 2 Emissions	tCO <sub>2</sub> e	23.6	22.6 <sup>*</sup>	21.7
Scope 1 Emissions	tCO <sub>2</sub> e	0.6	0.6	0.0
Scope 2 Emissions	tCO <sub>2</sub> e	23.0	22.0	21.7

\* Scope 1 and Scope 2 emissions are each rounded to the second decimal place prior to aggregation. As a result, slight discrepancies may exist between the reported combined total and the actual sum.

\*\* 2022 and 2023 data for YG PLUS and YG JAPAN are internally estimated and have not been externally verified.

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Energy Consumption

In 2024, YG Entertainment's total energy consumption was 40.7 TJ, marking a 3.0% decrease compared to 2023. Renewable energy consumption increased by approximately 10.2 TJ year-over-year, accounting for 28.8% of the company's total energy use.

Category	Unit	2022	2023	2024
Total Energy Consumption *	TJ	44.4	42.0	40.7
· Gas consumption	TJ	6.3	5.7	5.0
· Diesel consumption	TJ	5.2	4.6	3.3
· Gasoline consumption	TJ	2.9	2.2	2.0
· Purchased electricity consumption	TJ	29.2	28.7	30.5
· Purchased heat consumption	TJ	0.02	0.00	0.00
Percentage of Renewable Energy Used	%	1.9	3.5	28.8
Renewable Energy Consumption	TJ	0.8	1.5	11.7
Energy Consumption Intensity **	TJ/KRW 100 million	0.011	0.007	0.011

\* Based on energy consumption across all domestic operations of YG Entertainment

\*\* Calculated using consolidated revenue as the basis

### Reduction in Energy Consumption and GHG Emissions

In line with its Carbon Neutrality Roadmap, YG Entertainment is actively managing both Scope 1 and 2 greenhouse gas (GHG) emissions, as well as overall energy consumption. Compared to the 2022 base year—established as the reference point for its carbon neutrality goal—YG has achieved a 33.6% reduction in Scope 1 and 2 emissions and an 8.3% reduction in energy consumption. Further, in line with its 2040 carbon neutrality target, the company has set interim reduction goals for both GHG emissions and energy use. As of 2024, it achieved a 28% year-over-year reduction in Scope 1 and 2 emissions and a 3.0% reduction in energy consumption compared to 2023.

Category	Unit	YoY Change	Compared to Base Year
Scope 1, 2 Emissions Reduction Rate	%	28.0	33.6
Scope 1 Emissions Reduction Rate	%	18.9	29.9
Scope 2 Emissions Reduction Rate	%	33.2	35.8
Total Energy Consumption Reduction Rate	%	3.0	8.3

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### Measurement Method, Input Variables, and Assumptions

#### (1) Measurement Method

To calculate greenhouse gas emissions, YG Entertainment applied the operational control approach to define its organizational boundary. This boundary includes all facilities operated in Korea (a total of 15 buildings, including the new headquarters) and corporate vehicles under YG's operational control.

For the six major greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>), direct emissions (Scope 1) include those from stationary and mobile combustion, as well as from the use of urea solution. Indirect emissions (Scope 2) include those from purchased electricity. Other indirect emissions (Scope 3) are calculated for upstream sources relevant to YG Entertainment, including four categories and emissions from concerts, based on the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

#### (2) Input Variables and Assumptions

Category	Unit
Scope 1	<b>(1) Stationary Combustion</b> <ul style="list-style-type: none"> <li>Activity data: City gas and diesel consumption</li> <li>Emission factors: Default emission factors from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories</li> </ul> <b>(2) Mobile Combustion</b> <ul style="list-style-type: none"> <li>Activity data: Fuel consumption from on-road vehicles</li> <li>Emission factors: Default emission factors by fuel and GHG type for on-road mobile combustion</li> </ul> <b>(3) Other GHG Emissions</b> <ul style="list-style-type: none"> <li>Urea solution: Tier 1 emission factor (0.7328 tCO<sub>2</sub>e/ton), applied to 3% of diesel consumption</li> </ul>
Scope 2	<b>(1) Purchased Electricity</b> <ul style="list-style-type: none"> <li>Activity data: Purchased electricity consumption</li> <li>Emission factor: Country-specific grid emission factor (0.4594tCO<sub>2</sub>e/MWh)</li> </ul> <b>(2) Purchased Steam:</b> Not applicable

Category	Unit
Scope 3	<b>(1) Fuel- and Energy-Related Activities Not Included in Scope 1 or 2 (Category 3)</b> <ul style="list-style-type: none"> <li>Activity data: Upstream emissions from purchased fossil fuels and electricity</li> <li>Emission factors: Fuel-specific emission factors from the national LCI database; electricity-related factors based on transmission loss rates</li> </ul> <b>(2) Waste Generated in Operations (Category 5)</b> <ul style="list-style-type: none"> <li>Activity data: Volume of general and food waste generated</li> <li>Emission factors: National LCI emission factors</li> </ul> <b>(3) Employee Commuting (Category 7)</b> <ul style="list-style-type: none"> <li>Activity data: Employee commuting survey data (modes of transport, routes, etc.)</li> <li>Emission factors: Mode-specific emission factors provided by the Ministry of Environment</li> </ul> <b>(4) Upstream Leased Assets (Category 8)</b> <ul style="list-style-type: none"> <li>Activity data: Utility and maintenance bills</li> <li>Emission factors: Korea-specific emission factors by fuel type; Korea District Heating Corporation factors for thermal energy (steam)</li> </ul> <b>(5) Others: GHG Emissions from Concerts</b> <ul style="list-style-type: none"> <li>Activity data: Audience travel fuel use, venue fuel and electricity use, and waste generated during events</li> <li>Emission factors: Default emission factors from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories; fuel- and GHG-specific mobile combustion factors; country-specific grid emission factor; and national LCI emission factors.</li> </ul>

# Material Topic 1.

## Climate Action and Implementation of the Carbon Neutrality Roadmap

### GHG Emission Targets and Progress Management

#### GHG Emission Targets

In 2023, YG Entertainment voluntarily established a carbon neutrality goal in support of global efforts to address the climate crisis. Aligning with the Paris Agreement, Korea's Framework Act on Carbon Neutrality and Green Growth, and the Science Based Targets initiative (SBTi)'s 1.5°C pathway, the company set a target to reduce GHG emissions by 65% by 2030 compared to 2022 levels and to achieve carbon neutrality by 2040. No additional targets have been set in direct response to specific climate-related laws or regulations.

Scope of Application					
Organizational Boundary			Operational Boundary	Greenhouse Gases	
All facilities operated by YG Entertainment in Korea			Scope 1, 2 emissions	Six major GHGs	

Base Year		Interim Target		Final Target		Target Type
Year	Emissions	Year	Emissions	Year	Emissions	
2022	2,279 tons	2030	65%	2040	100%	Absolute emissions

#### 2024 GHG Emissions Reduction Target and Progress Management

YG Entertainment's reduction targets were developed by the Facility Operations Team with support from a specialized organization and are subject to ongoing review. The ESG Team conducts supplementary reviews of these targets and their progress, and regularly reports updates to the CEO. The company's performance against its 2024 annual reduction targets is presented below.

Category	Current-Year Emissions (tons)	Previous-Year Emissions (tons)	Year-over-Year Change	2024 Target (tons)	Progress Toward Annual Target
Total GHG Emissions (Scope 1, 2)	1,514	2,103	28.0% reduction	1,637	7.52% reduction
Direct GHG Emissions (Scope 1)	616	759	18.9% reduction	918	32.88% reduction
Indirect GHG Emissions (Scope 2)	898	1,344	33.2% reduction	719	24.85% increase

## Material Issue 2.

# Strengthening Corporate Governance

### Board Composition

YG Entertainment's highest decision-making body, the Board of Directors, is composed of seven members: four independent directors and three executive directors. To ensure effective oversight and supervision, a majority of the Board consists of independent directors. The roles of Board Chair and CEO are separated, with Independent Director Kim Dong-hyun appointed as Chair through a Board resolution.

Directors are elected at the general shareholders' meeting in accordance with the Commercial Act. In appointing independent directors, YG places particular emphasis on diversity and professional expertise to enhance both the independence and effectiveness of Board decision-making.

In 2024, YG appointed a new female independent director, bringing the total number of women on the Board to three and further strengthening gender diversity.

### Board Expertise

Category	Name	Gender	Expertise					
			Management	Finance & Investment	Accounting	Legal & Regulatory	Risk Management	ESG
Executive Directors	Yang Min-suk	Male	●	●			●	
	Hwang Bo-kyung	Female	●	●	●			●
	Kim Sung-hee	Female	●				●	●
Independent Directors	Kim Dong-hyun (Chairman)	Male	●		●		●	
	Park Jeong-mee	Female			●	●	●	
	Jeon Song-won	Male				●	●	●
	Lee Dong-woo	Male		●			●	●

## Material Issue 2.

# Strengthening Corporate Governance

### Board Committees

YG Entertainment establishes and operates board committees as deemed necessary by the Board of Directors, in accordance with its Articles of Incorporation and Board regulations. The company currently operates the following committees under the Board of Directors: the Investment Review Committee, the Internal Transactions Review Committee, the Compensation Committee, and the ESG Committee.

Committee	Chairman	Members		Main Responsibilities
		Executive Director	Independent Director	
Investment Review Committee	Lee Dong-woo	Yang Min-suk, Hwang Bo-kyung	Lee Dong-woo	Reviews and approves major investment decisions, including investments in other companies (domestic and overseas) and new business ventures.
Internal Transactions Review Committee	Park Jeong-mee	Kim Sung-hee	Park Jeong-mee, Jeon Song-won	Reviews transactions involving affiliates or related parties, as well as other internal transactions.
Compensation Committee	Kim Dong-hyun	Kim Sung-hee	Kim Dong-hyun, Park Jeong-mee	Reviews matters related to employee compensation.
ESG Committee	Jeon Song-won	Hwang Bo-kyung	Jeon Song-won, Lee Dong-woo	Reviews and reports on environmental, social, and governance (ESG) issues relevant to the company.

### Audit System

YG Entertainment operates its audit system under the oversight of a full-time auditor. To enhance the auditor's independence, the company's Articles of Incorporation grant the auditor access to all necessary management information required for audit activities.

The auditor is authorized to request the convening of an extraordinary general meeting by submitting a written request to the Board of Directors outlining the purpose and reasons. If necessary for the fulfillment of audit responsibilities, the auditor may also request business reports from subsidiaries. In cases where a subsidiary fails to report promptly, or when further verification is needed, the auditor may investigate the subsidiary's operations and financial status.

The Management Innovation Team provides administrative and operational support for a wide range of audit-related activities.

### Compensation Committee Structure and Status

YG Entertainment has established a Compensation Committee to review matters related to employee compensation. The committee comprises three members: one executive director (Kim Sung-hee) and two independent directors (Kim Dong-hyun and Park Jeong-mee). To maintain the committee's independence, the CEO does not participate. Independent Director Kim Dong-hyun currently serves as Chair of the committee.



## Material Issue 2.

# Strengthening Corporate Governance

### ESG Committee

YG Entertainment reports key matters related to sustainability risks and opportunities to the Board of Directors and its committees. The ESG Committee is composed of three members: one executive director (Hwang Bo-kyung) and two independent directors (Jeon Song-won and Lee Dong-woo), with Independent Director Jeon Song-won serving as Chair. The committee receives regular reports from the ESG Team—the company-wide department responsible for sustainability—and is also briefed on an ad hoc basis when significant issues arise. In 2024, the ESG Committee convened a total of three times.

The delegation of responsibilities and duties related to sustainability risks and opportunities is outlined in the Board Regulations, ESG Committee Regulations, and internal policies. Key agenda items reviewed and resolved by the ESG Committee are reported to the Board of Directors to ensure that sustainability considerations are embedded in the company's major decision-making processes.

Date	Agenda		Approval Status
Jul. 3, 2024	Report	1. Report on progress toward carbon neutrality and RE100 implementation	Reported
	Resolution	2. Publication of the Sustainability Report	Approved
		3. Approval of materiality assessment results	Approved
Nov. 8, 2024	Resolution	1. Establishment of the Environmental Management Policy	Approved
Dec. 11, 2024	Report	1. Report on 2024 risk management activities	Reported
		2. Report on 2024 compliance support activities	Reported
		3. Report on 2024 anti-corruption activities and 2025 action plan	Reported
	Resolution	4. Approval of the detailed 2025 carbon neutrality implementation plan	Approved

### Board Review - ESG Strategy Implementation Plan

Through its ESG Committee, YG Entertainment identifies material sustainability issues and establishes and oversees the implementation of ESG strategies and action plans. In July 2024, the ESG Committee was briefed on the progress of carbon neutrality and RE100 implementation to support ongoing monitoring of strategy execution. In December, the committee received a report on 2024 anti-corruption activities and the 2025 action plan, and reviewed and approved the detailed 2025 carbon neutrality implementation plan.

### Board Review - ESG Materiality

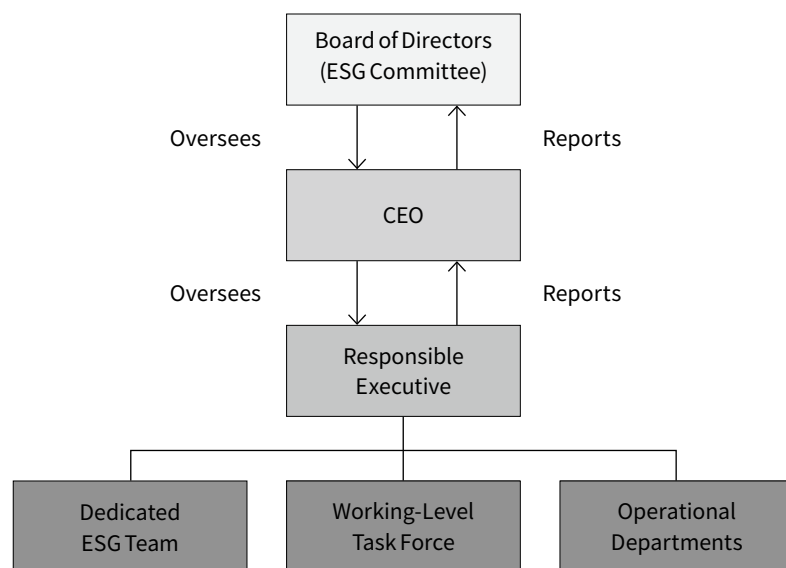
In 2024, YG Entertainment conducted a materiality assessment by evaluating both the impact and financial materiality of sustainability-related topics. The results were reported to the ESG Committee under the Board of Directors in May 2025. The assessment identified four material topics: Climate Action and Carbon Neutrality Roadmap Implementation, Strengthening Corporate Governance, Talent Acquisition and Development, and Promoting Compliance and Ethical Management. For each topic, the company reported associated sustainability-related risks and opportunities.

## Material Issue 2.

# Strengthening Corporate Governance

To oversee sustainability-related risks and opportunities, YG Entertainment operates an ESG Committee under the Board of Directors. As the highest decision-making body on sustainability matters, the ESG Committee regularly reviews key agenda items, deliberates on mid- to long-term strategies and policies, and monitors the implementation of ethical management practices. In addition, the company has established internal procedures for sustainability, creating a decision-making framework that supports the review and reporting of risks and opportunities related to major sustainability issues.

### ESG Implementation Structure (Organizational Chart)



### Organizational Roles

Category	Main Roles and Responsibilities
Board of Directors (ESG Committee)	<ul style="list-style-type: none"> <li>· Highest decision-making body on sustainability-related matters</li> </ul>
CEO	<ul style="list-style-type: none"> <li>· Oversees and takes responsibility for key sustainability risks and opportunities</li> <li>· Monitors and responds to material sustainability issues</li> </ul>
Responsible Executive	<ul style="list-style-type: none"> <li>· Monitors sustainability-related risks and opportunities</li> <li>· Reports major sustainability issues to the CEO</li> </ul>
Dedicated ESG Team	<ul style="list-style-type: none"> <li>· Leads company-wide sustainability initiatives</li> <li>· Identifies and monitors sustainability-related risks and opportunities</li> <li>· Supports the development and execution of sustainability strategies</li> </ul>
Working-Level Task Force	<ul style="list-style-type: none"> <li>· Reviews and improves internal processes related to sustainability risks and opportunities</li> <li>· Carries out sustainability strategies</li> </ul>
Operational Departments	<ul style="list-style-type: none"> <li>· Monitor climate-related risks and opportunities</li> <li>· Execute carbon neutrality strategies within their respective areas</li> </ul>

## Material Issue 2.

# Strengthening Corporate Governance

### Delegation of Responsibility

The ESG Committee at YG Entertainment has delegated responsibility for identifying sustainability-related risks and opportunities—spanning economic, environmental, and social impacts—to the CEO. This includes setting relevant goals and managing implementation progress. The CEO oversees the company's sustainability impacts with support from a well-established internal control system.

The ESG Team works closely with the working-level task force and relevant operational departments to develop and execute company-wide strategies for managing sustainability-related risks and opportunities, and to monitor performance. The results are reported regularly to the CEO, who monitors and supervises implementation and ensure that strategic goals are being achieved.

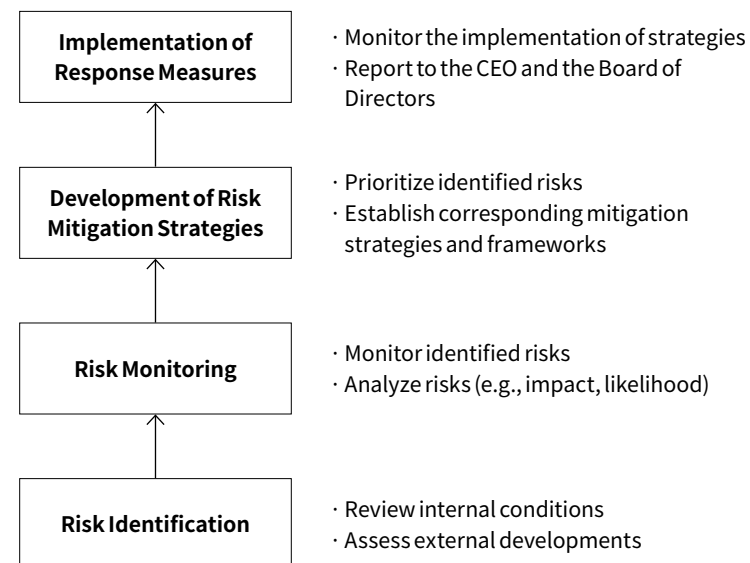
In addition, major sustainability issues and performance updates are reported quarterly to the ESG Committee to ensure oversight and accountability by the company's highest governing body.

### Strengthening ESG Execution

To reinforce ESG execution across the organization, YG Entertainment incorporates ESG indicators into the KPIs of relevant departments. These indicators will also be applied to the KPIs of division heads to further embed ESG into departmental operations and strengthen the overall ESG management system.

### Sustainability Risk Management Process

YG Entertainment operates a structured risk management process to proactively identify and address sustainability-related risks, including those linked to climate change. Risks are identified through internal analysis and monitoring of external developments. Once identified, risks are continuously monitored, and response strategies and systems are developed based on their expected timing and potential impact. Implementation progress is tracked, and results are analyzed and regularly reported to the ESG Committee. This information is also shared with the CEO—who holds ultimate responsibility for risk management—and the Board of Directors.



## Material Issue 2.

# Strengthening Corporate Governance

### Board Evaluation

To enhance board effectiveness and strengthen governance transparency, YG Entertainment revised its board evaluation regulations in March 2024 and formally introduced a board evaluation system at the December Board meeting. Evaluations of the Board and its committees are conducted annually through surveys completed by all board members. The survey covers three key areas: board operations, performance, and composition. In 2024, the Board received an average score of 4.8 out of 5. The results were reported to the Board in February 2025, and identified areas for improvement will be reflected in future board operations.

Evaluation Items	Evaluation Frequency	Score (out of 5)
Board Composition	Annual	4.9
Board Operations	Annual	4.7
Board Performance	Annual	4.9

### Training for Independent Directors

YG Entertainment provides ongoing training for its independent directors to support effective strategic decision-making by the Board of Directors. In November 2024, a session was held on domestic and international ESG regulatory trends and corresponding response strategies. In December, the training focused on the company's progress in promoting sustainable concerts.

Training Date	Training Topic	Attending Independent Directors
Nov. 8, 2024	ESG regulatory trends and response strategies	Kim Dong-hyun, Park Jeong-mee, Jeon Song-won, Lee Dong-woo
Dec. 11, 2024	YG Entertainment's progress in promoting sustainable concerts	Kim Dong-hyun, Park Jeong-mee, Jeon Song-won, Lee Dong-woo

# Material Topic 3.

## Talent Acquisition and Development

### YG Entertainment's Talent Philosophy

YG Entertainment seeks to identify and cultivate individuals who demonstrate both potential and job fit in alignment with the company's five core talent traits. Recruitment of both entry-level and experienced positions follows a talent acquisition process grounded in these principles. Additionally, we offer capability development programs that empower employees to set their own growth goals and pursue personalized development paths.

#### Five Core Talent Traits

<b>Creative</b>	· Thinks innovatively and takes initiative, guided by flexible thinking and an open mindset
<b>Passion</b>	· Takes full ownership of responsibilities and consistently puts forth their best effort
<b>Partnership</b>	· Values teamwork and communicates effectively to foster cooperation
<b>Vision</b>	· Possesses a clear set of values and personal goals that align with long-term vision
<b>Professional</b>	· Demonstrates expertise and a strong commitment to continuous learning and self-improvement

### Talent Recruitment Process

YG Entertainment maintains a transparent and fair recruitment process to attract top talent across various fields. Both rolling and open recruitment opportunities are posted on the YG RECRUIT website. The hiring process includes document screening, first- and second-round interviews, and a pre-employment health check. At every stage, we uphold the principles of fair hiring, with no discrimination based on gender, age, place of origin, or other personal characteristics.

### Recruitment and Retention Status

Category		Unit	2022	2023	2024
Recruitment	Total New Hires	Person	151	145	142
	New Graduate Hires	Person	27	45	20
	Experienced Hires	Person	124	100	122
Turnover	Total Turnover	Person	117	101	127
	Voluntary Turnover	Person	103	78	111
	Voluntary Turnover Rate	%	24.8	17.0	22.5
Retention	Average Length of Service (All Employees)	Year	3.9	3.9	4.0
	Average Length of Service (Male)	Year	4.7	4.6	4.9
	Average Length of Service (Female)	Year	3.1	3.2	3.1

## Material Topic 3.

# Talent Acquisition and Development

### Employee Training Programs

YG Entertainment provides structured support for employee development through onboarding programs for new hires, as well as specialized training tailored to specific job roles and career levels. In addition, we offer a range of self-directed development opportunities, including language courses and support for academic degree programs.

Category	Training Description	Detailed Programs
Onboarding	Supports new hires in adapting quickly by providing essential knowledge, skills, and understanding of company culture	<ul style="list-style-type: none"> <li>· Welcome Lounge, Introductory Training (company history, work tools, A&amp;R), Compliance Training (anti-bribery, breach of trust, Improper Solicitation and Graft Act), Brand &amp; Benefits Tour, Advanced Onboarding</li> </ul>
Job/Role-Based Training	Enhances competencies specific to job functions and areas of expertise	<ul style="list-style-type: none"> <li>· Role-specific training, leadership development, promotion candidate training</li> </ul>
Legally Mandatory Training	Five legally required training programs to protect employee rights and ensure workplace safety	<ul style="list-style-type: none"> <li>· Disability awareness, sexual harassment prevention, information security, retirement pension, occupational health and safety</li> </ul>
Company-Wide Training	Delivers common training to all employees	<ul style="list-style-type: none"> <li>· Internal accounting control, ethical management, environmental training</li> </ul>
Self-Development	Offers elective programs to support individual growth and career development	<ul style="list-style-type: none"> <li>· Job skills, general knowledge, personal finance education (CLASSU), language courses (online/offline)</li> <li>· Insight sessions, expert lectures, graduate school support</li> </ul>
Health/Safety	Promotes employee well-being and workplace safety	<ul style="list-style-type: none"> <li>· Personalized health education, musculoskeletal disorder prevention, safe use of in-house fitness facilities, Red Cross first aid training</li> </ul>

# Material Topic 3.

## Talent Acquisition and Development

### Employee Training Programs

YG Entertainment enhances employee competencies through role-specific training and targeted programs for select groups. In addition, we offer diverse self-development and external learning opportunities to help employees expand their expertise across a wide range of fields.

#### Training Completion Summary

Category	Unit	2022	2023	2024
Male	Person	183	187	194
Female	Person	232	273	302
Regular	Person	394	410	427
Non-regular	Person	21	50	69
Total training hours	Hour	15,492	17,800	19,172
Training hours per person	Hour	37.3	38.7	38.7
Mandatory training recipients	Person	415	460	496
Total training expenses	KRW million	150	200	222
Training expenses per person	KRW thousand	363	436	448

\* In 2024, the scope of company-wide training data was expanded to include ESG and ethics training.

#### Participants in Regular Job Competency Programs

Category	Unit	2022	2023	2024
Male	Person	66	29	60
Female	Person	57	37	56
Male participation rate	%	54	44	52
Female participation rate	%	46	56	48

\* Based on data compiled from both regular and ad-hoc training programs for promoted employees and newly appointed managers or executives

#### Regular Job Competency Programs

Category	Description
Employees	Performance Goal-Setting Training
Managers	Training on Leadership Roles and Performance Management
Promotion Candidates	Training in Persuasive Communication and Intellectual Property
Executives	Executive Leadership Development Training

## Material Topic 3.

# Talent Acquisition and Development

### Trainee and Artist Education

YG Entertainment provides specialized skill training for trainees to develop their professional capabilities in vocals, rap, and dance. Alongside this, they receive foundational education in language, compliance, human rights, communication, safety, and everyday etiquette—fostering balanced growth and preparing them to become global artists.

As of 2024, key training programs for artists have included job orientation, venue safety guidelines, global tour safety and cultural training, and public speaking enhancement. YG also offers annual compliance training tailored to artists, covering legal and ethical issues that may arise in the course of their activities. These include defamation, insult, assault, violations of the Information and Communications Network Act, and appropriate social media conduct, along with risk management topics that require heightened awareness and prevention. Customized language training is also provided annually to support each artist's global engagement and development.

#### Trainee Education Programs

Program	Training Description
Skill Training	· Training to enhance specialized skills such as vocals, rap, dance, lyric writing, and music composition
Language Education	· Korean, English, and Japanese language training
Compliance Education	· Understanding the concept of compliance · Recognizing the importance of compliance awareness
Human Rights Education	· Age-appropriate sex education and gender sensitivity awareness · Disability awareness · Understanding the value of life and human rights sensitivity
First Aid Education	· Emergency situations and appropriate response methods
Communication Education	· Training in respectful communication and appropriate emotional expression
Etiquette Education	· Basic manners and behavioral norms for daily life
Posture & Health Management	· Education on posture correction and maintenance, healthy eating, and exercise habits

### Artist Training Programs

Program	Training Description
Language Education	· Ongoing language training available in Korean, English, Japanese, French, and more
YG JAM (Exclusive e-learning platform for artists)	· Offers approximately 3,000 on-demand videos covering topics such as artist activities, daily life, business, culture & lifestyle, and special lectures
Compliance Education	· Education on potential legal risks related to artist activities <ul style="list-style-type: none"> <li>◦ Understanding rights and obligations in advertising contracts</li> <li>◦ Responsibilities as a commercial model</li> <li>◦ Prevention of human rights violations</li> <li>◦ Prohibition of illegal content distribution (Information and Communications Network Act)</li> <li>◦ Chemical Products Safety Act and Cosmetics Act</li> <li>◦ Copyright Act</li> <li>◦ Major unethical conduct</li> <li>◦ Portrait rights and related infringements</li> <li>◦ Animal Protection Act</li> </ul>
Personal Data Protection Education	· Understanding personal data protection and privacy · Preventing and responding to electronic financial crimes
Human rights Education	· Training on gender sensitivity and disability awareness
Artist Role Orientation	· Defining artistic identity and setting individual roles and goals · Enhancing interpersonal skills and conflict resolution for effective collaboration
Concert Safety Guide Training	· Familiarization with emergency exits and AED locations · Awareness of onstage risks and corresponding safety measures · Overview of the fitness care team's roles and support system · Accident prevention through rehearsal preparedness and clear communication
Global Tour Safety and Cultural Training (Global Tour Multi-Checklist)	· Safety guidelines for airports and performance venues · Understanding country-specific business etiquette · Disaster and emergency response procedures · Guidance on local cultural norms and legal requirements
Speech Training	· Improving public speaking skills · Speech habit analysis and individualized feedback · Practical correction through scenario-based exercises and real-time monitoring



# Material Topic 3.

## Talent Acquisition and Development

### Employee Performance Evaluation

At YG Entertainment, performance evaluations are designed to assess individual performance and competencies in alignment with organizational goals. The results serve as a foundation for personnel decisions, including compensation and career development.

At the beginning of each year, individual goals are established in line with company-wide and departmental business plans. Progress is monitored through interim check-ins and coaching to support performance improvement. The final evaluation, conducted annually, comprehensively reflects both individual performance and core competencies. Throughout the evaluation process, department heads provide feedback via one-on-one meetings to support employee growth and career development.

In addition, YG Entertainment offers employees various opportunities for role changes and career advancement, encouraging the development of personalized career roadmaps and supporting continuous professional growth.

#### Step 1. Goal Setting

- Set individual annual goals aligned with organizational objectives

#### Step 2. Interim Check-In and Review

- Monitor progress and provide ongoing feedback

#### Step 3. Final Evaluation

- Conduct annual evaluations of performance and competencies against goals

#### Step 4. Performance- Based Rewards

- Provide compensation based on evaluation results
- Offer opportunities for role changes and career development

### Employees Subject to Regular Performance Evaluations\*

Category		Unit	2022	2023	2024
Employees	Male	Person	161	169	168
	Female	Person	192	244	251
	Male Ratio	%	45.61	40.92	40.10
	Female Ratio	%	54.39	59.08	59.90
Managers	Male	Person	35	40	42
	Female	Person	18	34	36
	Male Ratio	%	66.04	54.05	53.85
	Female Ratio	%	33.96	45.95	46.15

\* Eligibility for Performance Evaluation

- Employees actively employed at the time of evaluation (excluding interns and those scheduled to leave the company)
- New and experienced hires become eligible after completing a minimum required period of employment

# Material Issue 4.

## Promoting Compliance and Ethical Management

### Code of Ethics

YG Entertainment has established a Code of Ethics that outlines the standards of conduct and values that the company and its employees must uphold to prevent corruption and build trust with stakeholders. The Code of Ethics is published on the company’s website, while additional ethics and compliance-related policies are available on the intranet. Employees affirm their commitment to ethical conduct by signing a Code of Ethics Compliance Pledge.

### Anti-Corruption Policy

YG Entertainment has established an Anti-Corruption Policy to prevent unethical practices within the company and among its employees. The policy prohibits all forms of corruption that may occur in the course of business activities and is designed to promote awareness of and compliance with relevant anti-corruption laws and regulations. It also outlines procedures for reporting misconduct and principles for timely investigation and response. The policy was approved by senior management in December 2023 and is publicly accessible on the company website.

### Fair Trade Policy

To promote mutual growth through equitable partnership based on trust and respect, YG Entertainment has adopted a Fair Trade Policy. The policy sets out the principles of fair and transparent transactions that all employees must follow and reflects the company’s ongoing efforts to eliminate unfair trade practices.

### Compliance Officer

In 2023, YG Entertainment appointed a Compliance Officer (head of the Sustainability Management Group and a licensed attorney) through its ESG Committee. The company also established compliance control standards to support this role. The Compliance Officer is responsible for overseeing legal risk management related to human rights, fair trade, anti-corruption, and intellectual property rights. In addition, the Officer evaluates the effectiveness of the company’s compliance and monitoring systems and reports the findings to the ESG Committee under the Board of Directors. This helps proactively mitigate risks related to legal and ethical management.

The Compliance Officer manages all compliance-related activities and performs ongoing monitoring. Results and recommendations are reported to the ESG Committee, and areas for improvement are reflected in internal policies and operational procedures to ensure the organization’s adherence to relevant laws and regulations.

Date	Agenda Item	
Dec. 11, 2024	Report on 2024 Risk Management Activities	Reported
	Report on 2024 Compliance Program Outcomes	
	Report on 2024 Anti-Corruption Activities and 2025 Action Plan	

## Material Issue 4.

# Promoting Compliance and Ethical Management

### Fair Trade and Anti-Corruption Management Activities

YG Entertainment conducts compliance and ethics training programs and awareness campaigns for employees, covering key regulations such as the Subcontracting Act and the Improper Solicitation and Graft Act. Regulatory updates and compliance guidelines are also regularly communicated through internal compliance letters. In 2024, anti-corruption training was provided to all employees. We also manage systems such as the business partner gift declaration process and have introduced an electronic contract system to systematically manage service agreements governed by the Subcontracting Act. To address corruption risks, we establish and implement an annual anti-corruption action plan. In December 2024, the results of the year's anti-corruption activities and the 2025 action plan were reported to the ESG Committee under the Board of Directors.

### ISO 37301 (Compliance) and ISO 37001 (Anti-Bribery) Certifications



In April 2023, YG Entertainment became the first in the industry to obtain integrated certification for the ISO 37301 (compliance) and ISO 37001 (anti-bribery) management systems. These certifications have been maintained following a successful surveillance audit in April 2024. The company's Sustainability Management Group leads enterprise-wide compliance training and ethics campaigns to support the implementation of these management systems and foster a culture of voluntary compliance. YG Entertainment remains committed to reinforcing employee accountability and preventing work-related risks through globally recognized compliance and anti-bribery management systems and continuous monitoring.

### Compliance Violations

Category		Unit	2022	2023	2024
Anti-corruption, defamation, antitrust, and anti-competitive practices	Cases	Case	0	0	0
	Fines	KRW thousand	0	0	0
	Penalties	KRW thousand	0	0	0
Number of fines, penalties, and warnings received due to violations of regulations concerning the health and safety impacts of products/services, and non-compliance with voluntarily adopted standards		Cases	0	0	0

## Material Issue 4.

# Promoting Compliance and Ethical Management

### Compliance Risk Identification and Assessment

YG Entertainment operates a structured process for identifying and assessing compliance risks, including those related to corruption. We identify company-wide compliance obligations and use them as a basis for evaluating potential risks. Based on the assessment results, we support each department in establishing appropriate control measures and setting objectives to proactively prevent risks.

### Compliance Letter

To foster a strong culture of ethics and compliance, YG Entertainment regularly sends out Compliance Letters to all employees. These letters address timely topics such as the prevention of unfair trade practices, anti-corruption measures, the Improper Solicitation and Graft Act, intellectual property rights protection, and relevant company policies, laws, and legal precedents. The goal is to enhance employees' understanding of compliance issues.

### Compliance Campaign

YG Entertainment conducts employee campaigns to promote a fair and transparent organizational culture. These campaigns aim to raise ethical awareness around issues such as compliance with the Improper Solicitation and Graft Act, the use of internal reporting channels, prevention of workplace harassment, and respect for human rights in the workplace.

### Employee Compliance Training Programs

Program	Date	Description	Number of Participants	Format
Training on Embezzlement, Breach of Duty, and the Improper Solicitation and Graft Act	Nov. 5, 2024	<ul style="list-style-type: none"> <li>· Overview and case studies on embezzlement and breach of duty</li> <li>· Overview and case studies on the Improper Solicitation and Graft Act</li> </ul>	157	Online
Training on the Popular Culture and Arts Industry Development Act and the Unfair Competition Prevention Act	November 2024	<ul style="list-style-type: none"> <li>· Purpose, scope, and compliance requirements of the Popular Culture and Arts Industry Development Act</li> <li>· Purpose, types of unfair practices, and trade secret protection under the Unfair Competition Prevention Act</li> </ul>	218	Training video posted
Training on the Monopoly Regulation and Fair Trade Act and the Subcontracting Act	Dec. 5, 2024	<ul style="list-style-type: none"> <li>· Roles of the Korea Fair Trade Commission</li> <li>· Overview of the Subcontracting Act</li> <li>· Overview of the Monopoly Regulation and Fair Trade Act</li> </ul>	90	Online

# Stakeholder Engagement

## Stakeholders

YG Entertainment defines its key stakeholder groups—those with significant influence on its business activities—as fans, employees, shareholders and investors, business partners, local communities, and government agencies and associations. To facilitate effective communication with these stakeholders, we operate a variety of communication channels that consider each group’s primary interests and expectations of the company.

Category	Definition
Fans	Individuals or groups who consume and engage with the products and content planned and produced by YG Entertainment
Employees	Individuals who lead and carry out YG Entertainment’s business operations
Shareholders and Investors	Individuals or groups who provide capital to YG Entertainment
Business Partners	Individuals or entities that have, or may potentially have, business or transactional relationships with YG Entertainment
Local Communities	Individuals or groups affected by YG Entertainment’s business activities, including residents near its areas of operation
Government and Associations	Entities that influence YG Entertainment’s operations by establishing industry-related regulations and policies

# Stakeholder Engagement

## Stakeholder Engagement Activities

Category	Fans	Employees	Shareholders and Investors	Business Partners	Local Communities	Government and Associations
Communication Channels	<ul style="list-style-type: none"> <li>· Company website</li> <li>· Customer center (reports &amp; inquiries)</li> <li>· Company and artist social media channels</li> <li>· Press coverage</li> <li>· Email</li> <li>· Offline community space (TheSameE)</li> <li>· Online community platforms</li> <li>· App (YG SELECT)</li> </ul>	<ul style="list-style-type: none"> <li>· Company intranet</li> <li>· Labor-management council</li> <li>· Occupational safety and health committee</li> <li>· Whistleblowing System (WBS)</li> </ul>	<ul style="list-style-type: none"> <li>· Public disclosures</li> <li>· General shareholders' meetings</li> <li>· Stakeholder surveys</li> <li>· Inquiries via company website and email</li> </ul>	<ul style="list-style-type: none"> <li>· Company website</li> <li>· Business inquiry channel</li> <li>· Business meetings</li> <li>· Business partner grievance reporting email</li> </ul>	<ul style="list-style-type: none"> <li>· Company website</li> <li>· Company and CSR social media channels</li> <li>· Media coverage</li> </ul>	<ul style="list-style-type: none"> <li>· Company website</li> <li>· Company social media channels</li> <li>· Roundtable meetings</li> <li>· Business Report</li> <li>· Audit Report</li> <li>· Sustainability Report</li> </ul>
Activities	<ul style="list-style-type: none"> <li>· Publish key content and announcements</li> <li>· Maintain a customer contact channel on the website</li> <li>· Operate a grievance channel for personal data-related concerns</li> </ul>	<ul style="list-style-type: none"> <li>· Collect compliance pledges from employees</li> <li>· Share internal policies and notices</li> <li>· Conduct internal training</li> <li>· Operate a grievance handling system</li> <li>· Employee pledge signing</li> </ul>	<ul style="list-style-type: none"> <li>· Hold general shareholders' meetings</li> <li>· Enhance communication through IR meetings</li> <li>· Announce quarterly earnings</li> <li>· Disclose financial performance through compliance with public disclosure obligations</li> </ul>	<ul style="list-style-type: none"> <li>· Sign business partner pledges</li> <li>· Fair contracts and equitable trade practices</li> </ul>	<ul style="list-style-type: none"> <li>· Publish updates on ESG and CSR initiatives</li> <li>· Announce engagement-driven campaigns</li> </ul>	<ul style="list-style-type: none"> <li>· Ensure legal compliance</li> <li>· Enhance the compliance framework</li> <li>· Propose and implement sustainability policies</li> </ul>

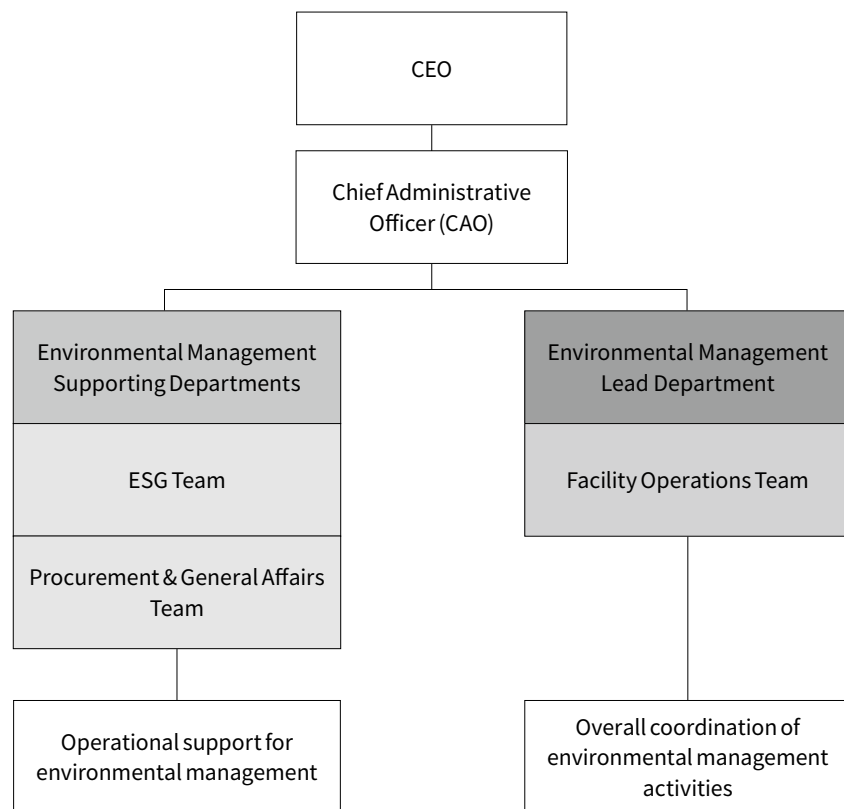
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# ESG FACTBOOK

# Environment | Environmental Management

## Environmental Management System (Organizational Structure)

YG Entertainment has established an environmental management policy and strategy to assess and effectively respond to environmental risks across all business operations. The Chief Administrative Officer (CAO) serves as the overall lead for environmental management, coordinating comprehensive, company-wide initiatives. The CEO holds final decision-making authority and is responsible for overseeing and supervising their implementation.



## Dedicated Environmental Management Team

YG Entertainment's environmental management is led by the Facility Operations Team, which serves as the dedicated unit responsible for executing environmental initiatives. The team monitors and manages key environmental performance indicators, including greenhouse gas emissions and energy consumption, and implements strategies to achieve environmental goals such as the transition to renewable energy. In addition, the ESG Team works in close collaboration with the Facility Operations Team to identify climate-related risks and opportunities and to support the development of the company's overall environmental management strategy.

Category	Main Roles and Responsibilities
CEO	<ul style="list-style-type: none"> <li>Communicates the importance of meeting stakeholder expectations and complying with legal and regulatory requirements across the organization</li> <li>Ensures the availability of resources necessary to maintain effective environmental management</li> </ul>
Chief Administrative Officer (CAO)	<ul style="list-style-type: none"> <li>Oversees and is responsible for major environmental risks and opportunities</li> <li>Establishes the environmental management policy, conducts management reviews, and manages stakeholder communication</li> </ul>
Environmental Management Lead Department (Facility Operations Team)	<ul style="list-style-type: none"> <li>Oversees environmental management activities across the company</li> <li>Develops and implements environmental management strategies</li> <li>Measures and manages key environmental performance indicators</li> </ul>
Environmental Management Supporting Departments (ESG Team, Procurement & General Affairs Team)	<ul style="list-style-type: none"> <li>Reviews and supports the execution of environmental management strategies</li> <li>Identifies climate-related risks and opportunities and monitors related performance</li> </ul>



# Environment | Environmental Management

## Roles, Responsibilities, and Authority within the Environmental Management Structure

### Environmental Management Policy and Strategy

YG Entertainment has established an Environmental Management Policy that sets goals tailored to the unique characteristics of the entertainment industry and outlines the standards required to achieve them, reflecting the company's commitment to responsible environmental management. In November 2024, the company further advanced its environmental efforts by formulating an Environmental Management Strategy grounded in this policy. The strategy is designed to minimize potential negative environmental impacts across all business activities and throughout the value chain, while actively mitigating or preventing environmental risks. Both the policy and strategy are publicly disclosed on the company's website.

### Environmental Management System (ISO 14001) Certification

YG Entertainment established a company-wide environmental management system and obtained ISO 14001 certification in December 2023. The certification has been maintained following a successful surveillance audit in December 2024. The company has developed an environmental management manual, formalized internal structures through defined management processes, and continues to monitor environmental performance as well as identify and manage risks through ongoing assessment.

# Environment | Environmental Management

## Environmental Education and Campaign Activities

YG Entertainment raises awareness of ESG management and environmental issues by providing employees with environmental education and conducting related campaigns. In 2024, we held a total of four in-person training sessions and awareness campaigns.

### Environmental Education

Program Title	Date	Description	Participants	Number of Participants	Format
How Ordinary Citizens Clean the Planet	Jun. 11, 2024	An educational program on zero-waste practices that can be applied in daily life, including activities such as plogging	Employees	17	In-person
ISO 14001 Training for Operational Teams	Sep. 6, 2024	A training session covering key concepts of the ISO 14001 environmental management system and its practical application in operations	General Affairs Group	6	In-person

### Environmental Campaigns

Campaign Title	Date	Description	Participants	Number of Participants	Format
Low-Carbon Eating Habits for the Planet and You	Nov. 19, 2024	Shared an actionable checklist to encourage sustainable eating habits and promoted food waste reduction in the company cafeteria	Employees	344	In-person
Plastic Reduction and Carbon Emissions Reduction Campaign for Employees	Nov. 21, 2024	Encouraged the use of reusable containers through an on-site refill station and raised employee awareness of low-carbon consumption practices	Employees	231	In-person

## Employee Participation in Environmentally Friendly Social Contribution Activities

To commemorate World Environment Day in June 2024, YG Entertainment partnered with Wiperth to carry out a local environmental cleanup campaign titled “How Ordinary Citizens Clean the Planet.” Prior to the event, participants received training on the severity of waste issues and the importance of practicing the 3Rs in daily life— Reduce, Reuse, and Recycle. Following the session, 17 employees took part in a one-hour plogging volunteer activity in the Hapjeong area of Seoul, collecting a total of 4.92 kg of litter.

In August 2024, 20 employees participated in a remote volunteer program to create pop-up books for environmental education. The completed books were donated to children’s residential care facilities and community child centers, where they are now used as educational tools. This activity also supported the One Grapefruit Tree per Person campaign, through which 20 grapefruit tree saplings—matching the number of participants—were donated to low-income farming households in Vietnam.

Date	Activity	Number of Participants
Jun. 11, 2024	Community plogging volunteer activity	17
Aug. 21, 2024	Creating environmental education pop-up books (In conjunction with the One Grapefruit Tree per Person campaign supporting Vietnamese farming households)	20

# Environment | Environmental Management

## Water Management

According to the Aqueduct Water Risk Atlas by the World Resources Institute (WRI), Hapjeong-dong in Mapo-gu, Seoul, where YG Entertainment's headquarters is located, has a water stress level of 20–40%.

While the area is not classified as having high or extremely high water stress, we plan to continue monitoring and managing related risks. As part of these efforts, since March 2023, we have been reusing rainwater through a stormwater treatment facility installed in our new headquarters building.

Category	Unit	2022	2023	2024
Water Withdrawal	Ton	10,688*	11,864	13,268
Water Consumption	Ton	10,688*	11,864	13,268
Percentage of Water Withdrawal from Sources with High Water Stress Areas	%	0	0	0

\* The 2022 water withdrawal and consumption figures have been revised from 10,250 tons to 10,688 tons. The previously reported data reflected only the headquarters building, whereas this year's data also include water usage from six additional off-site facilities.

# Environment | Resource Circulation

## Waste Management Policy

YG Entertainment implements a structured internal process and an outsourced system to ensure efficient and transparent waste management. Waste is categorized by type and tracked throughout the entire lifecycle—from generation to final disposal. We comply with all relevant regulations and strengthen our sustainability management framework by integrating waste data with government monitoring systems.

### 1. Asset Waste Management

Assets disposed of after use (e.g., IT equipment, furniture) are processed annually through a formal disposal procedure overseen by the Procurement & General Affairs Team. Disposal is carried out safely by contracted specialists, and all quantities and related records are documented and retained separately.

### 2. General Facility Waste Management

General waste generated during facility operations is managed through contracted waste collection and disposal service providers. Disposal data is recorded in real time in the government’s integrated waste management system, *Allbaro*, enabling transparent and quantifiable tracking. This system allows us to monitor annual waste generation volumes, treatment types, and disposal methods.

### 3. Food Waste Management

Food waste generated from on-site cafeterias and similar facilities is regularly collected and processed by specialized contractors. The process complies with hygiene regulations and is continuously improved to support food resource circulation and waste reduction efforts.

We remain committed to enhancing resource efficiency and environmental responsibility through ongoing efforts such as employee education, improved waste segregation, and the expansion of resource circulation practices.

## Waste-Related Environmental Impact

YG Entertainment operates an integrated management system based on structured environmental management practices to minimize the long-term environmental impact of waste. We proactively identify potential environmental impact factors arising from activities across our facilities and strive to reduce waste generation while promoting environmentally responsible waste management. This is achieved through regular impact assessments and the development of key performance indicators. In particular, we clearly distinguish disposal methods and routes by waste type and maintain a company-wide monitoring system to support continuous improvement. Going forward, we plan to establish mid- to long-term strategies and actionable plans that go beyond regulatory compliance, with the goal of further reducing waste and advancing resource circularity.

## Waste Generation Volumes

Category	Unit	2022	2023	2024
Waste Generation	Ton	61.0	61.8	69.9
General Waste Generation	Ton	32.1	25.5	38
Other Waste Generation	Ton	7.2	6.8	0
Food Waste Generation	Ton	21.8	29.5	31.9

\* Based on data from YG Entertainment’s new headquarters

# Environment | Resource Circulation

## Air Pollutant Management

To manage air pollutants generated by facilities such as boilers and water heaters at the new headquarters, YG Entertainment has installed and operates pollution control equipment, such as low-NOx burners.

## Electric Vehicle Charging Infrastructure

As part of its efforts to reduce greenhouse gas emissions, YG Entertainment has installed electric vehicle (EV) charging infrastructure on-site. EV chargers equipped in the underground parking lot of the new headquarters can charge vehicles up to 80% in approximately one hour using a registered RF (Radio Frequency) card. This initiative promotes electric vehicle adoption among employees, supports the company’s environmental management goals, and enhances convenience for EV users.

## Air Pollutant Emissions

Air Pollutants	Unit	2022	2023	2024
Nitrogen Oxides (NOx)*	Ton	-	0.212	0.140
Sulfur Oxides(SOx)	Ton	-	-	-
Particulate Matter	Ton	-	0.007	0.007

\* Calculated based on NO<sub>2</sub>  
\*\* Based on data from YG Entertainment’s new headquarters

## Environmentally Friendly Office Supplies

YG Entertainment is replacing or producing in-house supplies—such as paper cups and document envelopes—using environmentally friendly materials. We prioritize suppliers that hold environmental certifications or labels (e.g., Eco-Label, chlorine-free bleaching, recycled paper) or comply with relevant regulatory standards. Additionally, we track daily consumption of office supplies and regularly share this data with employees to raise awareness of the importance of reducing usage.

# Environment | Resource Circulation

## Environmentally Conscious Product and Service Development

In response to growing public demand for ethical and value-driven consumption, YG Entertainment develops and incorporates environmentally conscious products and services. For album production, we use Forest Stewardship Council (FSC)-certified paper and soy-based ink for printed components. The environmentally conscious products produced in 2024 are as follows.

### BABYMONSTER 1st MINI ALBUM [BABYMONS7ER]



Photobook version



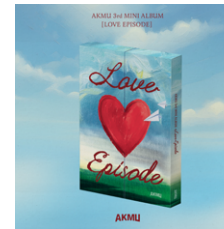
Tag version

### LEE SEUNGHOON 1st EP [MY TYPE]



CD version

### AKMU 3rd MINI ALBUM [LOVE EPISODE]



CD version



Tag version



LP version

### BABYMONSTER 1st FULL ALBUM [DRIP]



Photobook version



CD version



Tag version



Binder version

# Environment | Biodiversity

## Identification of Direct and Indirect Biodiversity Risks Near Business Sites

YG Entertainment's new headquarters is located in Seoul, an area classified as medium-risk for biodiversity according to the World Wide Fund for Nature (WWF)'s Biodiversity Risk Filter Map<sup>\*</sup>. In response, we regularly monitor potential direct and indirect impacts on local biodiversity and ensure full compliance with applicable Korean environmental laws and regulations. Additionally, we promote biodiversity conservation through collaboration with local communities and biodiversity experts. Our activities include species monitoring, population observation, and reporting in the e Hapjeong-dong area in Mapo-gu.

<sup>\*</sup> WWF Biodiversity Risk Filter (<https://riskfilter.org/biodiversity/home>)

## Biodiversity Policy

YG Entertainment incorporates a commitment to "biodiversity conservation and natural environment restoration" into its Environmental Management Policy and Strategy. Based on this policy, we engage in initiatives that protect and preserve biodiversity and ecosystems, while proactively identifying, managing, and mitigating biodiversity-related risks associated with our operations.

## Agreement for Forest Conservation and Responsible Sourcing

In 2022, YG Entertainment entered into a strategic partnership with the Forest Stewardship Council (FSC) to raise awareness and interest in forest conservation through the use of FSC-certified paper. Since then, we have adopted FSC-certified paper and soy-based ink in album production, with the FSC label prominently displayed to inform consumers and encourage support for forest protection. In support of this effort, YG artists BABYMONSTER and TREASURE participated in FSC campaign videos to raise public awareness and promote engagement in forest preservation and wildlife protection.

## Biodiversity Conservation Activities with the Local Community

In December 2024, YG Entertainment signed a sponsorship agreement with the nonprofit organization Ecobuddy to support local biodiversity conservation efforts. As part of this partnership, we plan to conduct five biodiversity education sessions and monitoring activities in 2025, specifically targeting local residents. These efforts will focus on the Hongjecheon stream area in Mapo-gu, where our headquarters is located, and will include ecological surveys, the removal of invasive plant species, and litter cleanup activities. We also aim to promote environmental awareness through community-based education programs on biodiversity and ecosystem preservation.

# Social | Employees

## Employee Statistics

YG Entertainment monitors its workforce based on the number of regular and non-regular employees under employment contracts.

Category			Unit	2022	2023	2024
Total			Person	415	460	496
Gender	Male		Person	183	187	194
	Female		Person	232	273	302
Age Group	Under 30		Person	171	186	184
	30 to 50		Person	237	268	301
	Over 50		Person	7	6	11
Employment Type	Regular	Subtotal	Person	394	410	427
		Male	Person	176	158	165
		Female	Person	218	252	262
	Non-regular	Subtotal	Person	21	50	69
		Male	Person	7	29	29
		Female	Person	14	21	40

## Employee Diversity

YG Entertainment is committed to fostering an inclusive organizational culture where diverse talent can thrive. We aim to expand recruitment efforts to include individuals from various backgrounds, including foreign nationals. To meet the mandatory employment rate of 3.1% for persons with disabilities\*, we are developing job opportunities and establishing tailored support systems. In addition, we strive to build a sustainable employment environment by increasing job opportunities, improving job quality, and actively supporting the advancement of female talent into leadership and key decision-making roles.

Category		Unit	2022	2023	2024
Employees	Percentage of Male Employees	%	44	41	39
	Percentage of Female Employees	%	56	59	61
Managerial Positions	Total	Person	57	77	78
	Number of Male Managers	Person	35	41	42
	Number of Female Managers	Person	22	36	36
	Percentage of Male Managers	%	61	53	54
	Percentage of Female Managers	%	39	47	46
Foreign Employees	Number of Foreign Employees	Person	7	7	17
	Percentage of Foreign Employees	%	1.69	1.52	3.43
Employees with Disabilities	Number of Employees with Disabilities	Person	1	6	8
	Percentage of Employees with Disabilities	%	0.24	1.30	1.61

\* In accordance with the Act on Employment Promotion and Vocational Rehabilitation of Persons with Disabilities, individuals with severe disabilities are counted twice when calculating employment figures.



# Social | Employees

## Employee Compensation Status

Category		Unit	2022	2023	2024
Average Salary	Total	KRW million	66	58	63
	Male	KRW million	78	72	82
	Female	KRW million	54	49	51

## Family Support Program

Category			Unit	2022	2023	2024
Parental Leave	Number of Users	Subtotal	Person	6	7	11
		Male	Person	1	0	1
		Female	Person	5	7*	10
	Parental Leave Utilization Rate**		%	44.5	60	44.5
	Parental Leave Returnees	Subtotal	Person	2	2	6
		Male	Person	1	0	1
		Female	Person	1	2	5
	Return-to-Work Rate after Parental Leave		%	33	29	55
	Retention Beyond One Year After Parental Leave	Subtotal	Person	3	3	0
		Male	Person	0	0	0
		Female	Person	3*	3*	0
Maternity Leave	Number of Users	Subtotal	Person	9	5	12
		Male	Person	5	2	5
		Female	Person	4	3	7
Employees Using Reduced Working Hours for Childcare			Person	2	2	2
Employees Using Family Care Leave			Person	0*	2	0

\* The data for 2022 and 2023 have been revised to reflect actual conditions.

\*\* Calculated by dividing the number of employees who took parental leave within one year of childbirth by the number of employees who had a child under one year old during the reporting year (as reported in the business report).

## Social | Employees

### Family Support Program

We operate a family support program to promote work-life balance and ease the burdens associated with childbirth and childcare. In compliance with the Labor Standards Act, employees are entitled to up to 90 days of paid maternity leave and may request reduced working hours during pregnancy and childrearing periods. We also actively encourage all eligible employees to take parental leave as part of our ongoing commitment to fostering a family-friendly workplace culture.

### Flexible Work Systems

YG Entertainment offers various flexible work arrangements, including staggered shifts, flexible working hours, and off-site work options, subject to departmental discretion. These systems aim to improve employee engagement, enhance work efficiency, and support diverse working styles.

### Welfare Expenses

Category	Unit	2022	2023	2024
Total Welfare Expenses	KRW million	8,057	9,304	8,385
Welfare Expenses as a Percentage of Revenue	%	2.06	1.63	2.3

# Social | Employees

## Welfare System

YG Entertainment offers a range of welfare programs rooted in core values such as improving the work environment, promoting employee health and well-being, supporting self-development, and fostering a family-friendly workplace culture.

Category	Employee Welfare System	Welfare Programs
Work Environment	Flexible Work System	· Offer a variety of flexible work systems, such as staggered shifts, flexible working hours, and off-site work arrangements.
	On-site Convenience Facilities	· On-site amenities include an in-house cafeteria offering free lunch and dinner, a convenience store, and massage chairs.
	Healthcare	· A fully equipped fitness center and personalized training sessions with professional trainers.
Health and Well-being	Biennial Health Check-up Support	· Provide health check-up support through partnered hospitals.
	EAP Professional Counseling Services	· Provide up to 8 psychological counseling sessions per year on topics, including work-related stress, family issues, financial concerns, and mental health.
	Health and Well-being Programs	· Offer monthly programs, including yoga sessions led by external instructors and art therapy counseling.
	Group Accident and Illness Insurance	· All employees are enrolled in group accident and illness insurance upon joining the company.
	Flu Vaccination Support	· Provide annual flu vaccinations through partnered hospitals.
Living and Economic Support	Accident Compensation	· Compensation is provided in accordance with the Industrial Accident Compensation Insurance Act.
	Tuition Support for Employees and Their Children	· Provide tuition support for employees pursuing higher education and for their children's educational expenses.
	Congratulatory and Condolence Support	· Provide financial assistance, leave, condolence services, and floral arrangements for major life events (involving the employee, their parents, spouse's parents, grandparents, or children).
	Refresh Leave Support	· Provide regular refresh leave and related expenses every two years.
	Housing Lease Support	· Provide support for housing leases (jeonse or monthly rent) to promote financial stability.
Self-Development	Work-Related Communication Expense Support	· Provide monthly support for work-related communication expenses.
	Support for Self-Development Expenses	· Provide up to KRW 1.3 million in annual welfare points, which can be used through a dedicated welfare platform for self-development, travel, and product purchases.
	Book Purchase Support	· Provide support for the purchase of job-related books.
	Foreign Language Learning Support	· Offer access to an online learning platform for improving foreign language skills.
Maternity Protection	Support for Pregnancy, Childbirth, and Childcare	· Includes maternity leave, parental leave, paternity leave, and leave for miscarriage or stillbirth. · Childbirth congratulatory payments and fruit baskets are provided. · Childcare services are also offered.
Other Benefits	In-house Club Support	· Financial support is provided for in-house club activities.
	Same-Year Employee Gathering Day	· Regular events are held to encourage communication and networking among employees who joined the company in the same year.
	YG Employee Discount Benefits	· A variety of partner discounts are offered, including at cafés, hotels, and theaters.

# Social | Occupational Safety and Health

## Occupational Health and Safety Policy

YG Entertainment has established its occupational health and safety goals and management policy in alignment with the intent of the Serious Accidents Punishment Act, aiming to build a comprehensive safety and health management system throughout the organization.

We have defined eight occupational health and safety objectives (policies) and are actively implementing them across all departments.

These objectives not only ensure compliance with legal requirements but also serve as a foundation for fostering a proactive and voluntary safety culture. Ongoing training and workplace inspections are conducted to ensure that all employees understand and apply these principles into their daily work.

To implement these objectives systematically and sustainably, we have adopted a Safety and Health Management Manual based on ISO 45001, the international standard for occupational health and safety management systems. The manual outlines procedures for hazard identification, risk assessment, emergency response, employee engagement, and continuous improvement. Its effectiveness and relevance are maintained through regular internal audits and management reviews.

## Occupational Safety and Health Grievance Reporting and Handling

To proactively address occupational safety and health-related concerns raised by workers, YG Entertainment holds regular meetings of the Occupational Safety and Health Committee and the Subcontractor Council.

In 2024, the Occupational Safety and Health Committee held four regular meetings. Key agenda items reviewed and resolved during these sessions were transparently shared via the company-wide bulletin board, ensuring that all employees have easy access to relevant safety and health information.

The Subcontractor Council, which aims to strengthen cooperation on safety and health between YG Entertainment and its subcontractors, also convenes regular meetings—at least once a month. In 2024, a total of 12 meetings were held. Safety and health issues were jointly reviewed and addressed by both contracting parties, with immediate corrective actions implemented based on the outcomes. These collaborative efforts contributed to a safer workplace environment.

## Identification and Management of Occupational Safety and Health Risks

YG Entertainment conducts regular risk assessments in accordance with the Occupational Safety and Health Act to protect employee well-being and pursue a zero-accident workplace.

In April 2024, risk assessments were conducted across 10 office facilities in collaboration with employees. A total of 22 risk factors were identified and fully addressed through comprehensive corrective actions, resulting in a safer and more comfortable work environment.

In addition to office sites, YG conducts on-demand risk assessments at external locations such as concert venues and filming sets. Through proactive risk prevention measures—including near-miss management—these sites were operated without a single occupational accident in 2024.

### 1. Office Facility Risk Assessment Results

- Assessment Period: April 1–30, 2024
- Assessment Scope: 10 office facilities (new HQ, former HQ, and 8 other offices)
- Identified Risks: 22 cases / All fully addressed

### 2. External Location Risk Assessment Results

- Assessment Period: January 1 – December 31, 2024
- Assessment Scope: Concert venues, music video (M/V) sets, promotional video (P/V) sets, and other content filming locations
- Assessment Summary: 5 concerts, 7 P/V shoots, 14 M/V shoots (including album photoshoots), 4 other content productions

## Social | Occupational Safety and Health

### Safety and Health Council

YG Entertainment has established a Safety and Health Council to proactively identify and address potential safety and health risks. The council consists of internal personnel—including the safety officer, health officer, and safety and health manager—as well as external personnel responsible for contracted services such as facility security and equipment maintenance. This internal-external collaboration enables the council to regularly review safety and health risks that may arise both within and outside the company. Through these discussions, the council identifies areas for improvement and implements corrective measures to minimize potential hazards and maintain a safe working environment.

### Occupational Health and Safety Management System (ISO 45001) Certification

YG Entertainment was the first company in Korea's entertainment industry to obtain ISO 45001 certification and successfully underwent a surveillance audit in October 2024. To ensure a prompt response to potential emergencies, we have established an emergency response manual tailored to the types of incidents that may occur within our operations. Regular safety training is conducted for employees to minimize the risk of occupational accidents. Furthermore, we independently perform annual risk assessments across all office facilities, evaluating both the frequency (likelihood) and severity (impact) of potential hazards, followed by comprehensive corrective actions.

### Occupational Accident Rate

Category	Unit	2022	2023	2024
Number of workers covered by the occupational health and safety management system	Person	415	460	496
Number of work-related fatalities (accidents)	Person	0	0	0
Number of work-related fatalities (illnesses)	Person	0	0	0
Occupational injury rate	%	0	0	0
Absentee rate due to occupational injuries	%	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	-	0	0	0
Occupational Illness Frequency Rate (OIFR)	-	0	0	0

# Social | Occupational Safety and Health

## Employee Health and Well-being Initiatives

### A Safe and Healthy Workplace

YG Entertainment proactively identifies, prevents, and manages occupational illnesses, including musculoskeletal and respiratory disorders, among its employees.

### Work Environment and Indoor Air Quality Assessments

We engaged specialized agencies certified by the Ministry of Employment and Labor and the Ministry of Environment to conduct work environment and indoor air quality assessments. No hazardous substances were detected in the chemicals used, and all indoor air quality indicators were confirmed to be within regulatory thresholds.

### Musculoskeletal Disorder Prevention and Management Training

In partnership with a certified organization approved by the Ministry of Employment and Labor, we have completed a risk factor assessment for tasks scheduled for 2025 that involve musculoskeletal strain and currently offer weekly training sessions to help employees prevent and manage musculoskeletal disorders.

### Health Consultation Campaign

To promote disease prevention, YG Entertainment conducts regular on-site health consultations. An occupational health physician and nurse visit the headquarters to conduct basic health screening tests—covering blood pressure, blood sugar, cholesterol, and stress levels—and provide consultations based on the results. In 2024, a total of 12 consultation sessions were held.

### Smoking Cessation Campaign and Education

Since 2023, YG Entertainment has partnered with the Seoul Smoking Cessation Support Center to promote a smoke-free workplace culture through targeted campaigns and educational programs. In recognition of these efforts, YG was designated a leading company in smoking cessation culture by the Center in December 2023. As of 2024, we continue to run an annual program that includes up to 10 individual counseling sessions per participant.

Program	Description	Number of Sessions/ Participants
<b>Mandatory Occupational Safety and Health Training</b>	· New hire safety training	12 sessions
	· Regular safety training for employees	4 sessions
	· Supervisor safety training	2 sessions
	· Safety and health officer training	1 session
	· Safety manager training	1 session
<b>Emergency Response Training</b>	· First aid training	2 sessions
	· Joint fire drill (evacuation training)	1 session
	· Korean Red Cross first aid training	1 session (30 participants)
<b>In-house Fitness Facility Safety Training</b>	· Safety training on the proper use of in-house fitness facilities	Ongoing (110 participants)
<b>Musculoskeletal Disorder Prevention and Management Training</b>	· Yoga sessions and personalized physical training programs	45 sessions
<b>Health Consultation Campaign</b>	· On-site health consultations including blood pressure, blood sugar, cholesterol, stress checks, followed by general health guidance	12 sessions per year
<b>Health Promotion Programs</b>	· Art therapy counseling (available both in-house and through external providers)	5 sessions per year (external counseling: up to 8 sessions per person)
	· Smoking cessation campaign and educational sessions	1 session per year (includes up to 10 individual counseling sessions per person)
	· Comprehensive health check-up support	Once every 2 years

## Social | Occupational Safety and Health

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### Safety Manual for Concert and Filming Sites

#### Concert Venue Safety Guide

Since 2023, YG Entertainment has developed and implemented a safety manual not only for its internal workplaces but also for external sites such as concert venues and filming locations, with the goal of proactively identifying and mitigating potential safety and health risks.

To prevent accidents, certified personal protective equipment (PPE)—including safety shoes and helmets—is provided at concert and filming sites. In addition, occupational health supplies such as oral rehydration salts (containing glucose and electrolytes) are distributed to help prevent and manage heat-related illnesses and other seasonal health conditions.

A site-specific safety management system has been established, led by a Chief Safety Officer and supported by field experts. Regular on-site interviews with workers are conducted to identify risks and gather feedback for continuous improvements.

In April 2024, we published the Venue Safety Guide, which outlines safety management procedures, legal compliance protocols, and a response manual for serious occupational incidents. This guide is currently applied at concerts featuring our artists and will continue to be updated in line with changes in relevant laws and regulations.

# Social | Human Rights

## Human Rights Policy

YG Entertainment established its Human Rights Policy in June 2023 to uphold human dignity and prevent potential human rights violations across all business operations. The policy applies not only to YG Entertainment and its domestic and overseas affiliates but also to all stakeholders, including fans, customers, and business partners.

## Medium to Long-Term Goals of Human Rights Management

YG Entertainment positioned respect for human rights as a core management value and took steps to formalize its human rights management framework. In 2023, we adopted the Human Rights Policy to formally express our commitment and initiated company-wide risk assessments to proactively identify and prevent potential violations. In 2024, we conducted a comprehensive review of internal regulations and systems related to human rights and established a phased implementation roadmap based on identified areas for improvement.

### Short-term (2024~2025)

Address human rights risks related to employees

### Mid-term (2026~2027)

Address human rights risks related to underage trainees and artists

### Long-term (2028 onward)

Address human rights risks related to business partners

## Human Rights Risk Assessment and Mitigation Measures

In 2023, YG Entertainment established a formal human rights risk assessment process and conducted an employee survey to identify potential risks. As a result, eight key human rights issues were identified, including labor-management consultation, employee welfare, fan etiquette, and principles for fan interactions. For each identified issue, corresponding improvement plans were developed and mitigation measures implemented.

## Identification and Management of Human Rights Risks

YG Entertainment operates an internal reporting system (Whistleblowing System, WBS) to enable employees to confidentially report human rights-related concerns.

## Human Rights Grievance Handling and Legal Violations

Category	Unit	2022	2023	2024
Number of human rights-related reports	Case	1	0	0
Number of processed human rights-related reports	Case	1	0	0

Category	Unit	2022	2023	2024
Number of violations of human rights-related regulations	Case	0	0	0
Non-criminal fines	KRW thousand	0	0	0
Criminal fines	KRW thousand	0	0	0



# Social | Human Rights

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## Culture of Mutual Respect

YG Entertainment has adopted a simplified system of addressing colleagues based on job titles to foster a culture where individuals are respected for their expertise and empowered to grow professionally. Employees with designated roles are addressed by their official titles, while those without formal titles are addressed using the honorific “nim.” This approach promotes open communication and helps cultivate a workplace culture grounded in mutual respect, where all employees can actively contribute.

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## Protection of Artists’ Rights

To safeguard artists—who are often particularly vulnerable to human rights and safety risks—YG Entertainment launched the Fan Etiquette Campaign. The campaign outlines five prohibited actions that fans must avoid: visiting artists’ private spaces (e.g., residences), disclosing unpublished schedule information, illegally acquiring or sharing personal information, making excessive physical contact, and posting or spreading malicious rumors. These guidelines were made publicly available online. In addition, to support the well-being of our artists and actors, we continuously monitor malicious content such as false or unsubstantiated rumors and sexually derogatory remarks. When such content is identified, we take appropriate actions, including requesting its removal.

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## Protection of Underage Artists

In 2024, YG Entertainment continues to operate YG Connect to protect the rights and interests of underage artists and strengthen trust-based communication with their guardians. YG Connect serves as a regular communication channel between the company and guardians, providing updates on the Artist Grow Path program, schedules, and health and safety management. It also shares timely and accurate information related to the activities of foreign artists, including visa status and official notices for guardians, helping to proactively mitigate potential risks.

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## Protection of Fan Rights

In response to ongoing phishing scams impersonating the company or its artists, YG Entertainment launched the YG Impersonation Phishing Prevention Campaign in 2024. The campaign aims to protect fans from fraudulent schemes—including fake recruitment, casting, and investment solicitations intended to obtain money or personal data—and to raise awareness of unofficial messages, unverified social media accounts, and deepfake-based advertisements. To help fans quickly recognize and respond to scams, reporting guidelines and response procedures were published. Notices were issued three times via YG Entertainment’s official website and major social media channels.

# Social | Human Rights

## Internal Reporting System for Human Rights Violations

YG Entertainment operates an internal reporting system (Whistleblowing System, WBS) that allows employees to report any illegal or unethical acts that violate the Code of Ethics or internal regulations at any time.

Reportable issues include misconduct such as bribery, abuse of authority, obstruction of fair business practices, and workplace harassment. Reports can be submitted anonymously, and all information is encrypted to ensure the whistleblower's identity is strictly protected. If preferred, reports may also be submitted under the employee's name, with the option to request consultation. All reports are promptly reviewed and addressed by the audit department in accordance with established procedures.

## Internal Grievance Handling Process

### Consultation / Report Submission

- Submission methods: WBS, face-to-face meetings, messenger, phone call, or email



### Consultation and Investigation

- For reports submitted via WBS, the internal audit department conducts the investigation.
- Individual or team interviews are conducted as needed, with strict confidentiality maintained throughout the process.



### Resolution and Action

- Informal procedure: resolution through dialogue between the parties or individual consultation
- Formal procedure: resolution in accordance with internal regulations or HR Committee procedures



### Ongoing Monitoring

- Creating a safe work environment that supports recovery and protects the whistleblower's identity
- Implementing measures to prevent recurrence and improve the overall organizational culture and systems
- Regular monitoring of prevention and response systems

## Internal Grievance Handling Cases

Category		Unit	2022	2023	2024
Internal Grievance Submissions	Number of Grievances Received	Case	0	6	20
	Number of Cases Resolved	Case	0	6	20
	Resolution Rate	%	0	100	100

# Social | Human Rights

## Labor-Management Council

YG Entertainment is committed to fostering a horizontal organizational culture that promotes open communication. To this end, we hold quarterly Labor-Management Council meetings composed of an equal number of representatives from both sides—three labor representatives and three management representatives—to discuss matters such as working conditions and employee welfare.

Category	Unit	2024
Number of Labor-Management Council Meetings Held	Quarterly	4 sessions
Agenda Item Resolution Rate	%	100

## Human Rights Education

YG Entertainment conducts human rights education to raise awareness and foster a workplace culture rooted in respect for human rights. Legally mandated training programs—such as workplace disability awareness and sexual harassment prevention—are offered online. In 2024, a total of 503 employees completed sexual harassment prevention training, and 501 completed disability awareness training. In addition, three human rights training sessions were conducted: one for artists and two for trainees.

### Human Rights Training for Employees\*

Category	Unit	2022	2023	2024
Sexual Harassment Prevention Training	Person	370	482	503
Disability Awareness Training	Person	412	399	501

\* The number of participants may exceed the current number of employees, as it includes individuals who have since left the company.

# Social | Information Protection

## Privacy Policy

YG Entertainment has established a privacy policy in accordance with relevant laws to safeguard the personal data and rights of customers and employees. The policy outlines the collection, processing, and use of personal information, ensures transparency in data handling, and defines secure management practices. The privacy policy was approved by the Chief Administrative Officer (CAO) in December 2024 and is publicly available on the company's website.

## Investment in Personal Information Protection and Information Security

To ensure information security, YG Entertainment provides employees with document and office software tools as well as data leak prevention programs. To prepare for potential incidents involving personal data, we have also subscribed to a personal information liability insurance policy, which is regularly renewed.

## Information Security Performance

Category	Unit	2022	2023	2024
Total number of data leak incidents	Case	0	0	0
Total number of customer data leak incidents	Case	0	0	0
Fines for violations of data protection regulations	KRW thousand	0	0	0
Number of data breaches	Case	0	0	0
Rate of Personally Identifiable Information (PII) breaches	%	0	0	0
Number of users affected by data breaches	Person	0	0	0
Number of incidents involving the secondary use of personal data	Case	0	0	0

## Information Security and Personal Data Protection Risk Management

YG Entertainment operates a dedicated team responsible for managing information security and personal data protection, ensuring a systematic approach to both policy and implementation. This team regularly conducts anomaly monitoring, penetration testing, pilot tests, and operates a data leak prevention system to strengthen the company's response capabilities against IT threats and cyberattacks, while also preparing for potential personal data breaches. As a result, no incidents or damage related to personal data breaches have occurred over the past six years. YG Entertainment's IT department performs risk management processes to identify and assess risks and opportunities, establish mitigation measures, and monitor implementation. Based on these findings, we develop and execute short-, mid-, and long-term investment plans for personal data protection and information security.

## Raising Awareness of Personal Data Protection and Information Security

YG Entertainment provides training and runs campaigns to raise employee awareness of personal data protection and information security. Employees receive guidelines on best practices for handling personal data and recognizing phishing attempts, and participate in simulated phishing email drills twice a year to strengthen their security awareness. In addition, all employees are required to complete annual personal data protection training to reinforce their sense of responsibility for safeguarding information.

Activity	Description
Legally Mandated Personal Data Protection Training	· One session provided for all employees
Security Campaigns	· Clean Desk Policy reminders (twice) · Phishing email precaution campaigns (three times) · Secure file handling guideline issued (once)
Comprehensive Audit of Personal Data Processing	· Full audit conducted on all personal data processing activities at YG Entertainment
Information Security Inspections	· Clean Desk inspections conducted (twice a year) · Simulated phishing email drills and related training held (twice a year)

# Social | Business Partners

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## Business Partner Code of Conduct

In May 2023, YG Entertainment established the Business Partner Code of Conduct to ensure that our partners' sustainability practices align with ours. The Code is structured around four areas: ethical management, safety and health, respect for human rights, and environmental protection. It outlines the standards that YG Entertainment's business partners are expected to follow.

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## Compliance Pledge for the Business Partner Code of Conduct

YG Entertainment requires all business partners to sign and seal a Compliance Pledge for the Business Partner Code of Conduct at the time of contract execution. This pledge is executed as a separate document and carries the same legal force as contractual obligations, allowing YG Entertainment to terminate the contract in the event of a violation. The requirement to obtain this pledge is formalized as internal policy, ensuring that a consistent standard is applied across all contracts.

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## Grievance Handling Process for Business Partners

YG Entertainment operates a grievance reporting system for business partners to help prevent misconduct, illegal activities, and other issues. Information about this system is provided through the Compliance Pledge for the Business Partner Code of Conduct, and any issues raised are managed by the responsible department in accordance with the designated case-handling process to ensure prompt action. From 2022 to 2024, no grievances were reported by business partners.

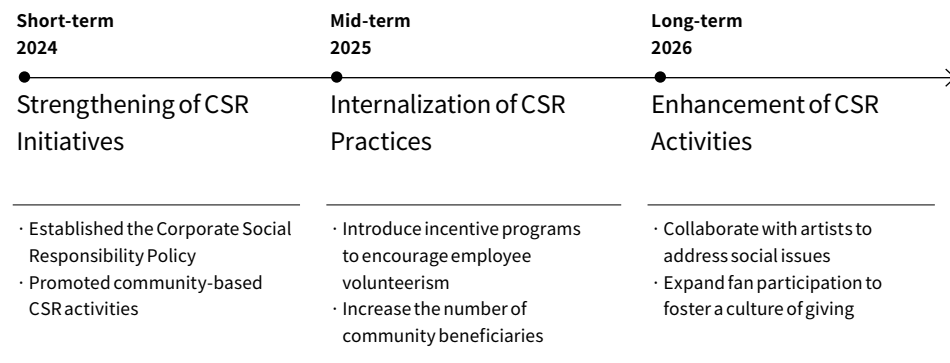
# Social | Community

## Corporate Social Responsibility Policy

YG Entertainment established its Corporate Social Responsibility (CSR) Policy in May 2024 to strengthen its CSR campaign, “YG WITH,” and fulfill its commitment to creating social value. The policy is publicly available on the company’s website. Under the slogan “Building an inclusive society where no one is left behind,” the policy focuses on three core areas: supporting the healthy development of children and youth, enhancing cultural access and experiences for underserved children and youth, and promoting positive influence through music. Based on these priorities, YG has established three strategic directions—“inclusive society,” “bridging the cultural gap,” and “positive influence”—and promotes CSR initiatives aligned with these goals.

## Mid- to Long-Term Goals for CSR Initiatives

In 2024, YG Entertainment established a mid- to long-term CSR strategy to further solidify the foundation of its social contribution efforts. In 2025, we plan to deepen employee-led CSR participation, and in 2026, we aim to expand initiatives involving both artists and fans. Guided by this strategy, we are committed to spreading positive influence through the collective efforts of the company, employees, artists, and fans, and to making sustained contributions to local communities.



## Employee CSR Participation: YG WITH

YG Entertainment promotes the YG WITH campaign to encourage employees’ voluntary involvement in community service. The company supports this initiative through “WITH DAY,” a designated employee volunteer day, and the WITH Point system, which incentivizes participation. In 2024, employees took part in a variety of volunteer activities, including briquette deliveries, lunchbox support for food-insecure children, cultural experiences for children in orphanages, and plogging events.

Category	Unit	2022	2023	2024
Volunteer hours per employee	Hour	1.1	6.7	1.06
Number of volunteer activities	Case	3	8	10
Total volunteer hours	Hour	473	3,088 <sup>*</sup>	528
Number of beneficiaries	Case	589	3,621	2,494
Total community contribution amount	KRW 10 million	51.4	61	34

\* Total volunteer hours increased in 2023, largely due to a virtual walking donation challenge.

# Social | Community Engagement

## CSR Initiatives

YG Entertainment implements various CSR activities aligned with its social contribution strategy.

Strategy	Initiatives
Inclusive Society	YG BOPCHA
	Music therapy program for children affected by abuse
	Community-based volunteer activities
Bridging the Cultural Gap	PROJECT YOURSIDE
	Cochlear implant and music rehabilitation support for pediatric patients
Positive Influence	Artist participation in public campaigns, donations, and volunteer work

## Inclusive Society

### 1. YG BOPCHA

YG BOPCHA (meal truck) is one of YG Entertainment's flagship CSR initiatives, launched in 2015. It provides warm meals at local events for children and youth, supporting their dreams and development. In 2024, the program was held four times in regions with no prior YG BOPCHA activity, serving meals and snacks to a total of 928 people. YG plans to continue expanding this initiative to areas where support is most needed.

### 2. Music Therapy Program for Children Affected by Abuse

In 2024, YG Entertainment donated KRW 100 million to the social welfare organization Save the Children to support a music therapy program for children affected by abuse. To aid in their psychological and emotional recovery, new music therapy rooms were established at three child protection centers in Bucheon, Ansan, and Ulsan. A total of 834 sessions—including music therapy, psychological assessments, and counseling—were provided to 115 participants, including abused children and their families.

### 3. Community-Based Volunteer Activities

YG Entertainment collaborates with local nonprofit organizations to carry out tailored, mutually beneficial activities that reflect community needs. In 2024, 17 children from Samdong Boys Town, a child welfare facility in Mapo-gu, were invited to YG headquarters for a company tour, a one-day dance workshop, and an employee-led mentoring program, providing opportunities for emotional support and cultural enrichment.

Since 2015, YG has also continued its briquette volunteer program to promote warmhearted giving. In 2024, the company donated 5,882 coal briquettes to the Babsang Community Foundation and, together with singer SEAN and YG employees, personally delivered 2,500 briquettes to 12 households in Jeongneung-dong, Seongbuk-gu.

YG also engages in joint volunteer initiatives to strengthen local community networks. In the "Love Lunchbox" program—conducted in partnership with the social welfare organization World Vision and NH Property and Casualty Insurance—20 employees from YG Entertainment and NH, along with actress YOO IN NA, prepared lunchboxes and daily necessities, which were delivered to 280 food-insecure children in Eunpyeong-gu.

# Social | Community Engagement

## Bridging the Cultural Gap

### 1. PROJECT YOURSIDE

PROJECT YOURSIDE is one of YG Entertainment's flagship CSR initiatives aimed at bridging regional cultural gaps by bringing popular culture—often concentrated in the Seoul metropolitan area—to local communities. Launched in 2022, the project has been implemented in Wanju (Jeollabuk-do), Gyeongsan (Gyeongsangbuk-do), and Chungju (Chungcheongbuk-do). In 2024, a three-day pop-up exhibition themed around YG Entertainment's music was held in Wonju, Gangwon-do.

Approximately 2,000 local children and youth attended the exhibition, engaging with YG Entertainment's content firsthand. As part of a special program, 172 participants took part in a dance workshop, where they had a unique opportunity to learn choreography directly from professional dancers and experience popular culture in an immersive way. PROJECT YOURSIDE was recognized for enhancing cultural accessibility in local communities and received the Minister of Culture, Sports and Tourism Award in 2023 for its contribution to promoting cultural cities.

### 2. Cochlear Implant and Music Rehabilitation Support for Pediatric Patients

YG Entertainment is supporting a music rehabilitation program for children who have undergone cochlear implant surgery, in partnership with Seoul National University Children's Hospital. In 2024, a donation of KRW 100 million was used to provide medical support to 15 children with rare diseases and offer music rehabilitation programs to 33 children. In addition, the digital music therapy program "MAT (Multimodal Acoustic Therapy)," co-developed with Bell Therapeutics—a specialized music therapy research institute—was applied to 16 children, resulting in measurable improvements in auditory perception.

## Positive Influence

### 1. TREASURE and BABYMONSTER Participate in Happy Bean Public Campaigns

YG Entertainment and its artists TREASURE and BABYMONSTER participated in Naver Happy Bean's Double Donation campaign in January and December 2024, respectively. The participating artists selected campaign themes themselves—such as winter clothing, education, medical care, and cultural support for children and youth—and matched public online donations, raising a total of KRW 141,788,200.

### 2. TREASURE Joins Public Campaign for Children from Migrant Backgrounds

TREASURE also took part in the "Korea Nth Year" campaign, co-organized by the social welfare foundation ChildFund Korea and JTBC, to promote greater public understanding and empathy for children from migrant backgrounds. In 2025, this initiative will expand into a Korean language education support program to assist these children in adapting to the language and culture, continuing TREASURE's involvement in social engagement.

### 3. AKMU's 10th Anniversary Volunteer Activities

In celebration of their 10th debut anniversary, AKMU visited a child welfare facility in Suncheon, Jeollanam-do in January 2024 and held a small concert for the children. In December, member SUHYUN donated 14,000 coal briquettes to support vulnerable households in Nowon-gu, Seoul, and personally delivered them alongside fans.



# Governance | Compensation

## CEO Pay Ratio

Category	Unit	2022	2023	2024
CEO Total Compensation	KRW million	869	1,084	960
Average Total Employee Compensation	KRW million	66	58	63
Ratio of CEO's Annual Total Compensation to the Median Annual Total Compensation of All Employees (Excluding CEO)	%	13.2	18.7	15.2

\* Based on CEO compensation as of December 31, 2024

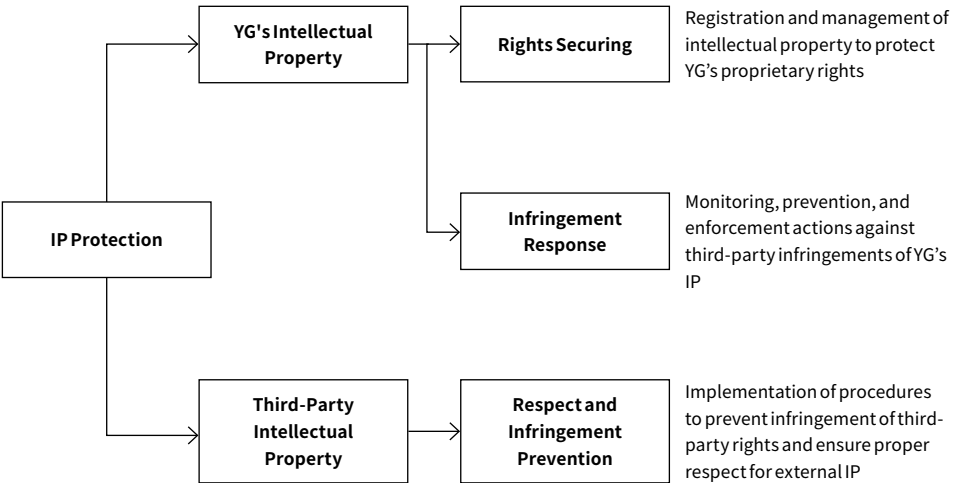
## Compensation of Executive and Independent Directors

Director compensation is determined within the limits approved at the general shareholders' meeting and in accordance with internal regulations on executive pay. Factors such as roles, positions, and individual performance are taken into account. For any director whose total compensation exceeds KRW 500 million, individual salary and bonus details are disclosed in the business report.

# Governance | Intellectual Property

## Intellectual Property Protection System

YG Entertainment systematically manages and protects intellectual property (IP)—a core asset of its content business—through a dedicated IP team. The company has established a comprehensive IP protection policy and framework to safeguard copyrights, trademarks, and other IP rights across all content creation and business activities, while actively preventing potential infringements.



## Intellectual Property Protection Activities

In 2024, YG Entertainment conducted enforcement activities across 29 platforms in 18 countries to protect its intellectual property rights both domestically and internationally. The company also monitors for potential IP infringements during content production in accordance with internal guidelines. YG remains committed to protecting its intellectual property and preventing infringement of third-party rights, recognizing the importance of IP protection.

## Intellectual Property Training

To raise awareness of intellectual property rights, YG Entertainment provided essential copyright training in 2024 to employees in key production departments. Driven by a strong sense of responsibility for IP protection, the company plans to expand initiatives aimed at strengthening its IP management system.

# IMPACT BEYOND CREATIVITY



Sustainable Concerts | Sustainable Album Roadmap  
**ESG SPECIAL REPORT 2025**

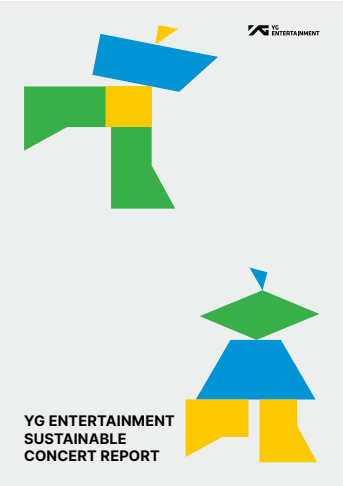
# ESG SPECIAL REPORT 2025

## SUSTAINABLE CONCERTS

YG Entertainment is committed to organizing concerts that minimize negative environmental and social impacts while providing a positive experience for both fans and artists.

## SUSTAINABLE ALBUM ROADMAP

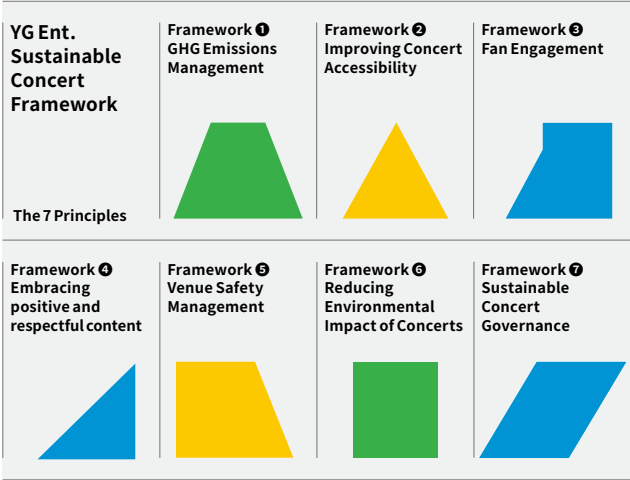
YG Entertainment has established a mid- to long-term roadmap to promote environmentally conscious album production. This roadmap follows a phased approach to drive meaningful and sustainable improvements through a systematic process.



 Sustainable Concert Report



 Sustainable Concert Video



Seven Principles of Sustainable Concert Framework

# CONTENTS

Sustainable Concerts			Sustainable Album Roadmap		
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# OVERVIEW AND PROGRESS OF SUSTAINABLE CONCERTS

Since 2023, YG Entertainment has been promoting a culture of sustainable concerts that reflect both environmental and social responsibility.

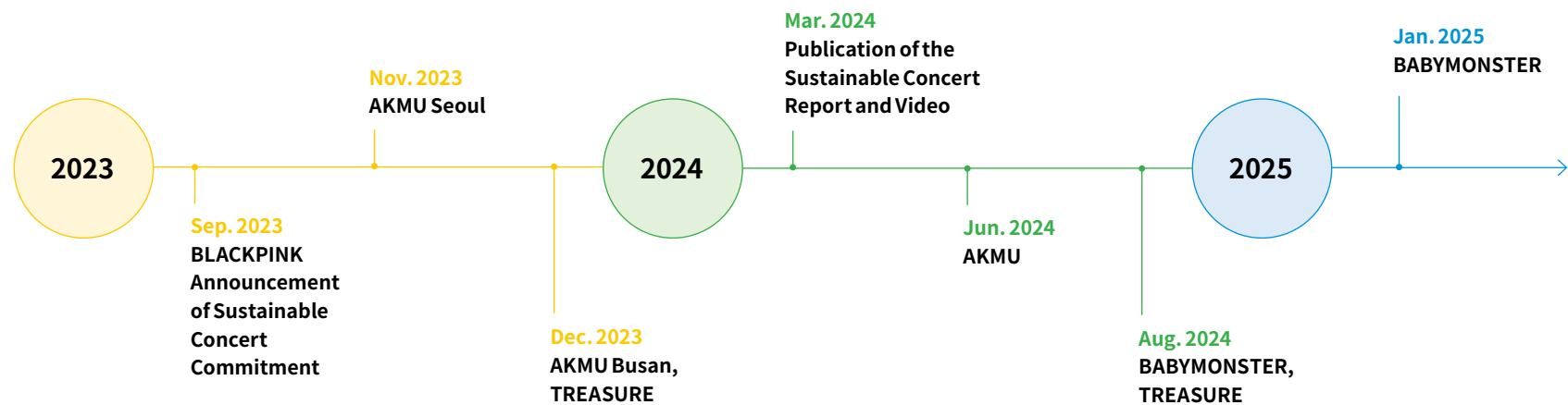
In September 2023, YG Entertainment officially announced its commitment to sustainable concerts during BLACKPINK’s [BORN PINK] IN FINALE performance. Since then, we have applied our self-developed “Seven Principles of the Sustainable Concert Framework” to all artist performances. The YG Entertainment Sustainable Concert Report and its accompanying video, released in March 2024, showcased the achievements and limitations identified during the initial implementation of these practices.

One significant milestone was becoming the first in Korea to measure and disclose greenhouse gas emissions for an individual concert. We also produced dedicated content to enhance concert accessibility, marking notable ESG progress. YG Entertainment’s sustainable concert initiative has drawn external interest and has been cited in academic research as a case study in integrating sustainability into business strategy and operations.

Throughout 2024, sustainable practices were incorporated into three concerts, including AKMU’s 10th ANNIVERSARY CONCERT [10VE]. This feature report highlights outcomes through the 2025 BABYMONSTER 1st WORLD TOUR HELLO MONSTERS IN SEOUL, held in January 2025.

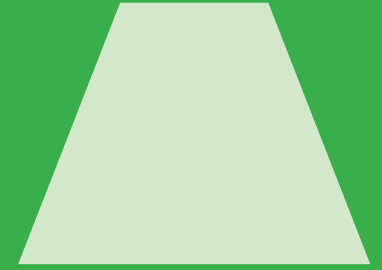
In addition, YG Entertainment uses its Sustainable Concert Checklist to assess and improve concert planning and operations, supplemented by on-site monitoring to identify and address areas for improvement. This systematic approach to sustainable concert management is being progressively expanded to all YG artists and is also positively influencing the broader industry by encouraging the adoption of similar practices.

YG Entertainment also plans to gradually apply its sustainable concert framework to overseas tours by its artists.



# GREENHOUSE GAS MANAGEMENT

## MANAGING GHG EMISSIONS FROM CONCERTS AND FAN TRAVEL



To systematically address the environmental impact of its concerts, YG Entertainment continues to measure greenhouse gas (GHG) emissions across the entire concert lifecycle and identify various emission sources to calculate each event's carbon footprint.

Starting with BLACKPINK's [BORN PINK] FINALE IN SEOUL in September 2023—the first stand-alone K-pop concert to measure GHG emissions throughout its operations—YG Entertainment has since calculated carbon emissions for a total of eight concerts.

To assess emissions from fan travel and accommodation, the company developed "YOUR GREEN STEP," an online survey platform, and installed booths at concert venues to encourage participation. The platform was specifically designed to account for the significant emissions from air travel, a major contributor at K-pop concerts with large international audiences.

From 2023 to January 2025, more than 14,000 fans participated in the YOUR GREEN STEP campaign across eight concerts by YG artists including BLACKPINK, AKMU, TREASURE, and BABYMONSTER. The company is continuously collecting fan travel data from concerts

and using this data to explore practical and effective ways to reduce GHG emissions.

Through these inventory-building efforts and continuous reduction initiatives, YG Entertainment ultimately aims to achieve carbon-neutral concerts. The company has established a roadmap to implement carbon management systems at all domestic and international concerts by 2030.

By systematically collecting and analyzing data, including external factors such as international fan travel, YG Entertainment is leading the way in enhancing the sustainability of global K-pop concerts.

# GREENHOUSE GAS MANAGEMENT

## GHG EMISSIONS BY CONCERT

**Identified Emission Sources**  
Audience travel, energy use, waste disposal, equipment transportation

### 2024 AKMU 10th ANNIVERSARY CONCERT [10VE]

Category	Emissions(tCO <sub>2</sub> e)	Percentage(%)	Emission Source
<b>Audience Travel</b>	502.83	89.25	Emissions from fan travel and accommodation, including international flights
<b>Venue Operations</b>	56.08	9.95	Emissions from fuel use (e.g., for heating and cooling) and electricity consumption at the concert venue
<b>Waste Disposal</b>	1.64	0.29	Emissions from general and recyclable waste disposal, including banners
<b>Equipment Transportation</b>	2.83	0.50	Emissions from fuel use (diesel, gasoline) for transporting concert equipment
<b>Total Emissions</b>	563.38	100	Sum of emissions by category
<b>Per Capita Emissions</b>	0.03		

### 2024 TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL

Category	Emissions(tCO <sub>2</sub> e)	Percentage(%)	Emission Source
<b>Audience Travel</b>	3,228.67	98.10	Emissions from fan travel and accommodation, including international flights
<b>Venue Operations</b>	53.77	1.63	Emissions from fuel use (e.g., for heating and cooling) and electricity consumption at the concert venue
<b>Waste Disposal</b>	5.61	0.17	Emissions from general and recyclable waste disposal, including banners
<b>Equipment Transportation</b>	3.06	0.09	Emissions from fuel use (diesel, gasoline) for transporting concert equipment
<b>Total Emissions</b>	3,291.11	100	Sum of emissions by category
<b>Per Capita Emissions</b>	0.18		

### [BABYMONSTER PRESENTS : SEE YOU THERE] IN SEOUL

Category	Emissions(tCO <sub>2</sub> e)	Percentage(%)	Emission Source
<b>Audience Travel</b>	1,322.49	99.39	Emissions from fan travel and accommodation, including international flights
<b>Venue Operations</b>	7.19	0.54	Emissions from fuel use (e.g., for heating and cooling) and electricity consumption at the concert venue
<b>Waste Disposal</b>	0.60	0.05	Emissions from general and recyclable waste disposal, including banners
<b>Equipment Transportation</b>	0.37	0.03	Emissions from fuel use (diesel, gasoline) for transporting concert equipment
<b>Total Emissions</b>	1,330.65	100	Sum of emissions by category
<b>Per Capita Emissions</b>	0.24		

### 2025 BABYMONSTER 1st WORLD TOUR HELLO MONSTERS IN SEOUL

Category	Emissions(tCO <sub>2</sub> e)	Percentage(%)	Emission Source
<b>Audience Travel</b>	1,110.89	93.26	Emissions from fan travel and accommodation, including international flights
<b>Venue Operations</b>	74.67	6.27	Emissions from fuel use (e.g., for heating and cooling) and electricity consumption at the concert venue
<b>Waste Disposal</b>	3.35	0.28	Emissions from general and recyclable waste disposal, including banners
<b>Equipment Transportation</b>	2.18	0.18	Emissions from fuel use (diesel, gasoline) for transporting concert equipment
<b>Total Emissions</b>	1,190.29	100	Sum of emissions by category
<b>Per Capita Emissions</b>	0.11		

\* The GHG emissions for each concert are internally calculated and have not undergone third party verification.



# GREENHOUSE GAS MANAGEMENT

## GHG EMISSIONS BY CONCERT

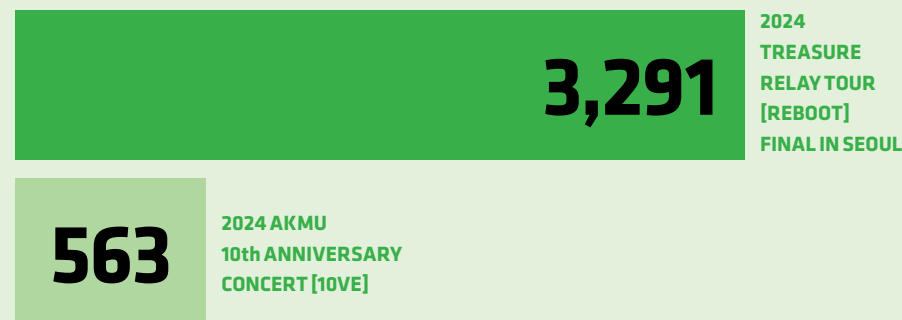
From January 2024 to the first half of 2025, greenhouse gas emissions measured across four concerts showed that audience travel accounted for the largest share of emissions, followed by energy use, waste management, and equipment transportation.

In all concerts, audience travel was the dominant emission source, primarily due to international fans traveling by air. For example, at the 2024 TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL, emissions from fan travel alone were approximately 3,228 tCO<sub>2</sub>e, representing about 98% of total emissions.

Starting in 2024, YG Entertainment began calculating emissions from equipment transportation. While this source represents a small portion of total emissions, tracking data such as transportation distance, method, and fuel type has helped YG communicate the goals of its sustainable concert initiative throughout the supply chain. This expansion of GHG management scope marks a meaningful advancement.

### Comparison of Total Emissions from Concerts

- The concert with the highest greenhouse gas emissions was the 2024 TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL, generating approximately 3,291 tCO<sub>2</sub>e.
- In contrast, the concert with the lowest emissions was the 2024 AKMU 10th ANNIVERSARY CONCERT [10VE], with emissions of approximately 563 tCO<sub>2</sub>e.
- The total emissions from these two concerts differed by a factor of approximately 5.8.

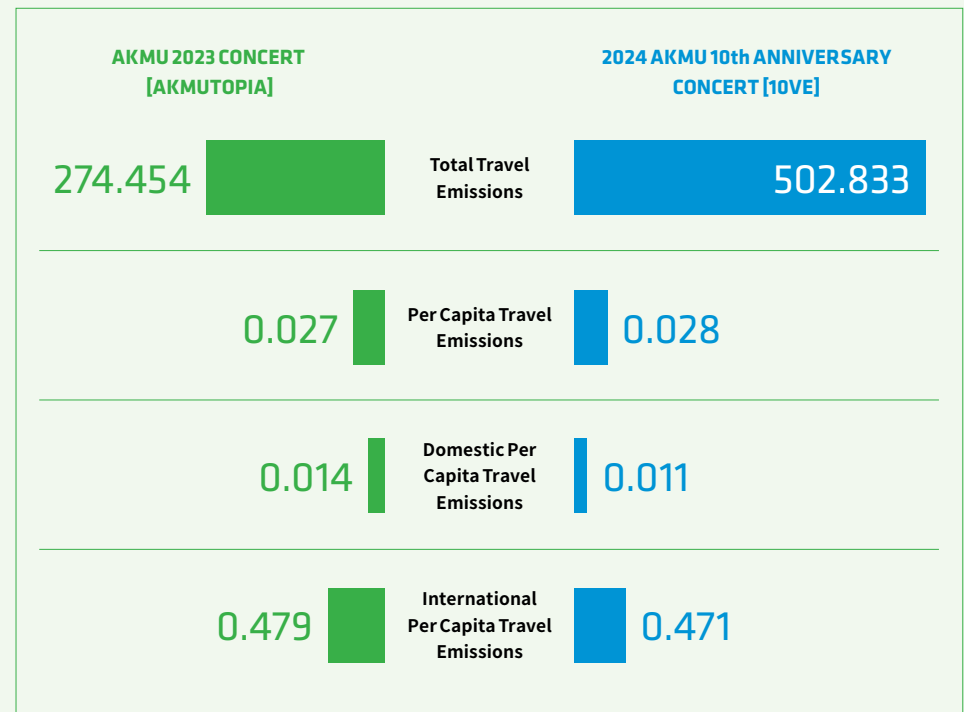


\* Total emissions unit: tCO<sub>2</sub>e

# GREENHOUSE GAS MANAGEMENT

## COMPARISON OF EMISSIONS FROM AUDIENCE TRAVEL (AKMU CONCERT CASE STUDY)

YG Entertainment compared greenhouse gas emissions from audience travel for AKMU's concerts held in 2023 and 2024. While total emissions varied due to differences in audience size, the per-capita emissions from audience travel were nearly identical. Similarly, when comparing emissions from domestic and international attendees, there were no significant differences between the two concerts. Since September 2023, YG Entertainment has been continuously collecting concert-related GHG emissions data through its in-house carbon management system. These efforts are intended to enhance the accuracy and reliability of the data while ensuring transparent emissions disclosure.



\* Unit: tCO<sub>2</sub>e

# IMPROVING CONCERT ACCESSIBILITY

YG Entertainment believes that everyone should be able to access and enjoy concert-related information, facilities, and content without barriers. To this end, we have introduced various venue accessibility measures and continue to expand initiatives aimed at enhancing accessibility.

## Venue Accessibility Initiatives

- Text-based notices on the ticketing page for people with visual impairments
- Deployment of dedicated accessibility staff
- Operation of accessibility support desks
- Production of accessibility videos (Gocheok Sky Dome, KSPO DOME)



## Strengthening Accessibility and Monitoring

- Implementation of concert accessibility monitoring
- Refinement of accessibility guidelines and integration into staff training materials
- Development of an accessibility guide for all attendees
- Creation of venue accessibility maps
- Production of accessibility videos (KSPO DOME)

Initially, the limited legal and institutional frameworks surrounding accessibility made it challenging to determine how to improve accessibility at concerts.

To address this, we reviewed examples from Korean venues that had produced accessibility videos, as well as international concert halls and sports clubs. We also consulted with relevant organizations, such as the Korea Blind Union, receiving valuable guidance that helped us gradually define our approach.

Through this process, we discovered that many ticketing page notices were presented as images, making them inaccessible to people with visual impairments who rely on screen readers. In response, we added a dedicated text-based accessibility notice on the ticketing page.

We have also embedded links to accessibility information provided by YG Entertainment, enabling fans to make advance requests for mobility assistance, seating support, and other services.

For major venues such as Gocheok Sky Dome and KSPO DOME, we produced accessibility videos designed to help audiences familiarize themselves with key features, including accessible facilities, emergency exits, and available transportation options.

Regular accessibility monitoring is conducted for venue facilities, such as ticket counters, restrooms, and evacuation routes. The findings are used to improve our concert accessibility guidelines and are incorporated into staff training materials.

YG Entertainment remains committed to enhancing concert accessibility through various initiatives, aiming to make accessibility a standard element of concert culture.

# IMPROVING CONCERT ACCESSIBILITY

## ACCESSIBILITY MONITORING

In June 2024, YG Entertainment conducted third-party monitoring to assess and improve concert venue accessibility for people with disabilities.

In collaboration with the nonprofit organization MUUI, a monitoring team was formed consisting of two individuals with physical disabilities, one with visual impairment, one with hearing impairment, and two with developmental disabilities. The team evaluated both information and facility accessibility for the 2024 AKMU 10th ANNIVERSARY CONCERT [10VE], from the ticketing stage through the day of the event.

During the ticketing phase, the monitoring focused on web accessibility, the availability of alternative text, information on seating and services for people with disabilities, content accessibility, and the provision of details about accessible routes and assistance.

On the day of the concert, the team provided detailed recommendations for each type of disability regarding the accessibility of convenience facilities, parking and transportation, emergency evacuation

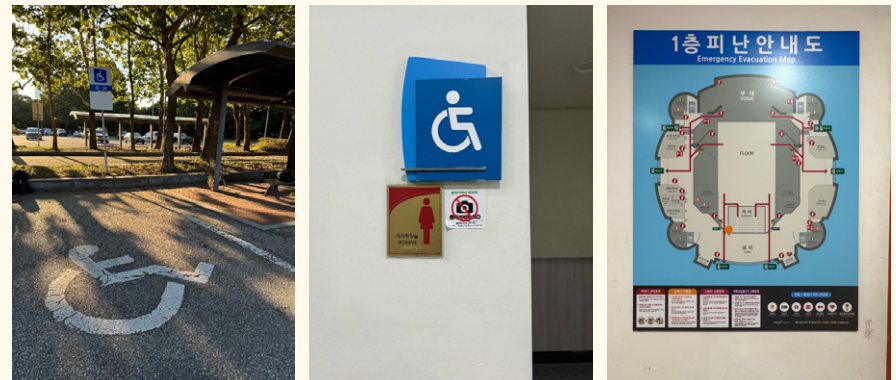
guidance, entry and exit support, mobility assistance, and the overall concert viewing experience.

The monitoring identified several positive practices, including the provision of alternative text for users with visual impairments, safe entry and exit guidance for people with disabilities, permission to bring guide dogs, and the operation of a dedicated accessibility support desk. However, it also noted that broader support accommodating a wider range of disabilities remains an area for improvement.

Based on these findings, YG Entertainment plans to implement improvements in phases and will continue to work with concert venues, ticketing platforms, and other partner organizations to enhance accessibility at future events.

### How is Accessibility Monitoring Conducted?

For venue accessibility monitoring, YG Entertainment evaluates the accessibility of key concert facilities—such as ticketing counters, restrooms, and evacuation routes—using a self-developed checklist. The process involves identifying existing accessibility features, pinpointing areas for improvement, and noting any limitations. Based on these findings, a report is compiled and used to plan future enhancement initiatives.



# IMPROVING CONCERT ACCESSIBILITY

## ACCESSIBILITY GUIDELINES FOR CONCERT STAFF

YG Entertainment has developed the Accessibility Guidelines for Concert Staff to help ensure every concert experience is safe and enjoyable for all attendees.

The guide systematically outlines accessibility-related responsibilities across the entire concert timeline—from pre-event preparations to on-site operations—offering clear instructions on the roles of accessibility staff both in advance and during the event. It also aims to deepen understanding of various types of disabilities and provides basic principles for assisting audience members with disabilities. Specific characteristics and considerations are detailed for each type of disability, such as limited mobility, visual impairments or low vision, hearing loss or

deafness, and autism spectrum disorders. To support practical application, the guide includes a checklist for on-site reference, ensuring it serves as a useful tool during events. By helping staff respond effectively, the guide enhances both safety and comfort for audience members with disabilities, while raising staff awareness of accessibility. It is distributed to all concert staff, including designated accessibility personnel, prior to each performance.

### Accessibility Guidelines for Concert Staff

#### Understanding Audience Members with Disabilities – Basic Principles for Interaction

Communication Methods	Appropriate Terms of Address	Individual Considerations
When an audience member with a disability is accompanied by someone, make eye contact and communicate directly with the individual, not their companion. Adjust your eye level to theirs when possible. (Unless the individual with a disability prefers to communicate through their companion.)	1) Do not refer to a companion of an audience member with a disability as a “guardian.” 2) Avoid terms like “the handicapped,” “normal person,” or “healthy person.” When reference is necessary, use “person with a disability” or “person without a disability.”	Each individual with a disability has different needs. Avoid assumptions and start by asking the person what assistance they need, then respond accordingly. Disabilities vary significantly in type and degree, and each person’s situation is different. Therefore, avoid generalizations and guessing what assistance might be needed before taking action. (In emergency situations, immediate action may be required instead.)
<b>Situation 1</b> When assistance is requested	<b>Situation 2</b> When the individual is accompanied by a companion	<b>Situation 3</b> When assisting a wheelchair user
		
Do not: Speak only to the companion. Do: Address the person with a disability directly.	Do not: Refer to the companion as a “guardian.” Do: Use terms like “your companion” or “the guest accompanying you.”	Do not: “Please leave your wheelchair to the side and move on.” (Without clear directions) Do not: “You can move to the parking lot.”

\* Excerpt from the Accessibility Guidelines for Concert Staff

IMPROVING  
CONCERT  
ACCESSIBILITY

ACCESSIBILITY GUIDE FOR  
ALL AUDIENCES

YG Entertainment is committed to ensuring an inclusive and accessible concert experience for all attendees. We inform audiences in advance, through the Accessibility Guide for All Audiences, that a diverse group of attendees—including people with disabilities—will be joining the performance.

Accessibility Announcement for All Audiences

The Accessibility Guide for All Audiences was developed with a focus on major types of disabilities, including limited mobility, visual impairment or low vision, attendees accompanied by guide dogs, hearing loss or deafness, and autism spectrum disorders. We plan to further enhance accessibility in future concerts.

This concert welcomes audiences of all backgrounds and experiences. YG Entertainment is committed to providing an inclusive and accessible experience for all audiences to enjoy the concert.

YG Entertainment is committed to creating a welcoming and accessible environment for everyone, including individuals with physical disabilities, neurodivergent individuals, seniors, and children. Our dedicated accessibility staff is available to assist with access, mobility, and other needs. Guide dogs are also warmly welcomed at this concert.

Our accessibility staff is located near Gates W3 and W6.

We offer accessibility services across various areas, as outlined below.

Category		Accessibility Services
Online	Concert Ticketing	Provision of accessibility information on the ticketing website
	Concert Environment	Mobility assistance and access to convenience facilities
Offline	Staff Support	Deployment of accessibility staff

- Major concert announcements are accompanied by text interpretation and audio descriptions whenever possible.
- Guide dogs are welcome for audience members with visual impairments.
- Accessibility staff are stationed onsite to assist audience members with disabilities and other diverse needs, offering support with entry, mobility, and the overall concert experience.
- During ticket booking, audiences can complete a survey to request accessibility services such as mobility assistance, seating guidance, or noise-reduction headphone rentals.
- To ensure a smoother concert experience, accessibility guide videos are produced and shared in advance.

# IMPROVING CONCERT ACCESSIBILITY

## VENUE ACCESSIBILITY MAP

In preparation for the 2025 BABYMONSTER 1ST WORLD TOUR HELLO MONSTERS IN SEOUL, YG Entertainment partnered with the nonprofit organization Stair Crusher Club to create a comprehensive accessibility map titled “Mastering the Accessible Route to KSPO DOME.”

This initiative was launched in response to the limited availability of information about nearby amenities and the common practice of fans arriving early and spending time around the venue before the concert. The goal was to help not only audience members with limited mobility but also all concertgoers easily access venue-related accessibility details. The map highlights key accessibility features\* to ensure usability for those with mobility challenges. YG Entertainment staff actively participated in the project, surveying 70 nearby locations—including restaurants, cafés, convenience stores, and public restrooms—to check for stairs, ramps, elevators, and other accessibility elements. Based on this first-hand data, the map provides accessibility ratings reflecting each location’s suitability for concertgoers with limited mobility. It includes details on proximity to the venue, ramp availability, elevator access, number of floors, and

stair counts, helping users navigate the surrounding area before and after the concert. YG Entertainment will continue working to create a more inclusive concert environment, ensuring that all audience members can fully enjoy performances on equal terms.

- \* Accessibility features: Refer to details on stairs, ramps, elevators, and other facilities essential for audience members with limited mobility, including people with disabilities, stroller users, and seniors.
- \*\* The “Stair-Free Map” is a mobile application that provides accessibility information—such as the presence of stairs, ramps, and elevators—designed to help people with limited mobility, including wheelchair users, stroller users, and seniors, check accessibility in advance before visiting a destination.



### KSPO DOME 내부시설 안내

주출입구와 휠체어석, 장애인 화장실 위치를 확인하고 공연장에서 헤매지 마세요!



\*W게이트는 공연장 내부 게이트입니다.

- 주출입구  
: 2-1, 2-2, 2-3 GATE  
: 휠체어석과 가까운 출입구  
: 2-1, 2-2 GATE
- 좌석 및 화장실  
: 1층 좌석실 안쪽  
: 2층 장애인 여자화장실  
: W6 게이트를 정면으로 왼쪽  
: 2층 장애인 남자화장실  
: W3 게이트를 정면으로 오른쪽

YG엔터테인먼트

### KSPO DOME 근처 접근성 좋은 식당, 카페 추천

올림픽공원 내 접근성 좋은 식당, 카페, 편의점 10곳을 추천해요! 직접 확인한 장소들이니 편하게 이용할 수 있습니다.



YG엔터테인먼트

### 베이비몬스터 콘서트 접근성 스태프 안내 요청하기

베이비몬스터 콘서트 공연장에 접근성 스태프가 상주할 예정이에요. 이동지원, 좌석안내, 차임헤드폰 지원 등 도움이 필요하시면 신청해주세요. (공연 24시간 전까지)



\*접근성 안내 요청 QR코드  
\*QR코드를 휴대폰 카메라로 비추면, 신청서로 연결됩니다.

YG엔터테인먼트



# IMPROVING CONCERT ACCESSIBILITY

## VENUE ACCESSIBILITY VIDEOS

To ensure all concertgoers can enjoy performances with greater ease, YG Entertainment produced and released accessibility videos to help everyone navigate the venue without difficulty.

The video series was created after assessing the accessibility of major concert venues in Korea, including Gocheok Sky Dome and KSPO DOME, and has been made publicly available.

In advance of the 2025 BABYMONSTER 1st WORLD TOUR HELLO MONSTERS IN SEOUL, the accessibility video was produced with narration to enhance audiovisual accessibility for viewers with visual impairments. It also included information on nearby amenities to provide practical guidance for all concertgoers, including those with limited mobility.

The goal was to ensure that anyone watching the accessibility video could reach the venue without difficulty. Key considerations during production included:

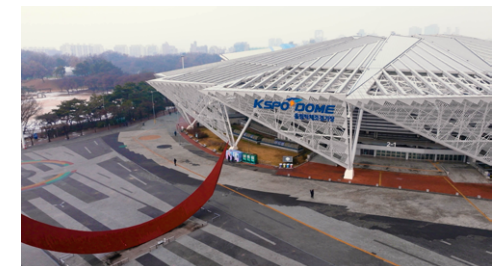
- 1) Covering all available transportation options.
- 2) Addressing the needs of independent travelers.
- 3) Identifying all accessibility-related facilities.
- 4) Highlighting evacuation routes for emergencies.

### Watch Accessibility Videos

- BLACKPINK Gocheok Sky Dome Accessibility Video (Sep. 2023)
- TREASURE KSPO DOME Accessibility Video (Dec. 2023)
- BABYMONSTER KSPO DOME Accessibility Video (Jan. 2025)

### Contents of the Accessibility Video

1. Accessible restaurants, cafés, and restrooms near KSPO DOME
2. How to use the comprehensive accessibility map
3. How to get to KSPO DOME
  - Parking information and drop-off points for wheelchair-accessible taxis
4. KSPO DOME facilities and concert operations
  - Main gate details and entrances closest to wheelchair seating
  - Booth information
5. Accessibility staff guidance and emergency evacuation routes





# FAN ENGAGEMENT

## AUDIENCE REST AREAS

YG Entertainment prioritizes the fan experience and, as a preventive measure against heat-related health risks, has set up audience rest areas.

The AKMU 10th ANNIVERSARY CONCERT [10VE] on June 15–16, 2024, and the TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL on August 15, 2024, were both held during periods of forecasted extreme heat.

To mitigate the impact of the heat, YG Entertainment installed shade canopies outside the venues, allowing fans to wait in shaded areas without direct exposure to the sun. This setup was designed to reduce the risk

of heat-related illnesses such as heatstroke and exhaustion while ensuring a safer, more comfortable concert experience. We will continue to identify climate-related risks, such as extreme heat, in advance and implement proactive safety measures to minimize their impact on concerts.

Concert Title	Date	High Temperature (°C)	Low Temperature (°C)
2024 AKMU 10th ANNIVERSARY CONCERT [10VE]	Jun. 15, 2024	28.2	21.8
	Jun. 16, 2024	29.5	19.9
2024 TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL	Aug. 15, 2024	34.6	26.7

\* Source: Daily weather data for Seoul, Open MET Data Portal (KMA Weather Data Service)



\* Installation of audience rest areas at concert venues: (top) AKMU concert, June 2024; (bottom) TREASURE concert, August 2024.

# EMBRACING POSITIVE AND RESPECTFUL CONTENT

YG Entertainment acknowledges fan engagement as a key element in delivering a fair and fulfilling concert experience.

To ensure equal access to tickets, we centralized ticket sales through a single official channel and implemented a strict no-resale policy. These measures were designed to give all fans an equal opportunity to purchase tickets, thereby enhancing fairness in concert participation and reinforcing trust in our concert operations.

We also maintain a balanced seat allocation ratio to help ensure a well-organized concert environment. Obstructed-view seats are clearly marked on the seating chart and, for example, at the AKMU concert, were priced at approximately 78% of the VIP ticket rate.

To create a more audience-friendly experience, we provided real-time multilingual subtitles during performances to accommodate fans from diverse backgrounds. This service enhanced global fans' understanding and enjoyment of the concerts.

# CONCERTS PROMOTING DIVERSITY (MULTILINGUAL SUBTITLES)

We also prioritize courteous, fan-focused service through training programs for our on-site security team. These sessions focus on guiding audience movement within the venue, minimizing unnecessary interference, and responding kindly and attentively when needed.

YG Entertainment remains committed to fostering a sustainable concert culture through fair and transparent operations, along with the continuous enhancement of fan-centered services.

## 공지사항

**2024 AKMU 10th ANNIVERSARY CONCERT [10VE]**에 보내주시는 관심과 성원에 진심으로 감사드립니다.  
많은 분들의 관심과 성원에 힘입어 가능한 범위 안에서 일부 좌석을 추가 오픈하기로 하였으니,  
자세한 사항은 아래의 내용을 확인해 주시기 바랍니다.

### [추가 티켓 오픈 안내]

- 추가 티켓 오픈 구역: FLOOR석 뒤편 및 사이드석 일부와 3층 뒤편 일부
- 추가 티켓 오픈 일시

2024년 6월 5일(수) 17:00(KST) @인터파크티켓

- 티켓가(VAT포함)

: FLOOR 석 뒤편 및 사이드석 일부 구역 VIP: 154,000원

: 3층 뒤편 일부 구역 R: 132,000원

: 3층 뒤편 시야제한석: 121,000원

- 회차 당 1인 4매까지 예매 가능합니다. (기존 예매 매수 포함)
- 원활한 추가 티켓 오픈 준비를 위해 예매 및 취소 서비스가 일시적으로 제한됩니다.
- 2024년 6월 5일(수) 11:00(KST)부터 17:00(KST)까지
- 공연 당일 시야 제한에 따른 예매 취소, 변경 및 환불은 절대 불가합니다.

아티스트와 관객 여러분이 안전한 환경에서 공연을 즐기실 수 있도록 최선을 다해 준비하겠습니다.  
감사합니다.

※ 추가 좌석으로 인해 플로어 좌석이 일부 변경되었으니 예매하신 좌석 확인바랍니다. 좌석에 대해 문의 있을 경우 인터파크 고객센터 (1544-1555)로 연락 부탁드립니다.

\* 2024 AKMU 10th ANNIVERSARY CONCERT [10VE] Ticket Sales Notice

# VENUE SAFETY MANAGEMENT

# VENUE SAFETY MANAGEMENT AND SAFETY GUIDELINES

At YG Entertainment, the safety of our artists, audiences, and staff is our top priority during concerts.

We focus on proactively preventing safety incidents by conducting pre-event risk assessments and deploying qualified safety personnel at every concert.

From the early stages of concert preparation, we assign dedicated safety specialists to each technical area—such as stage structures, lighting, and sound—to thoroughly inspect and manage potential hazards starting from rehearsals. To ensure audience safety, emergency evacuation videos are shown at every concert, and in the event of a safety-related incident, we follow a strict protocol that includes immediate announcements and the suspension of all ongoing activities.

We also coordinate with nearby emergency medical facilities to station paramedics and ambulances on-site, ensuring a rapid response in case of emergencies.

In line with our safety and health management policy, YG Entertainment has established a comprehensive safety management

framework to prevent incidents at concert venues. This includes venue safety standards, detailed checklists, and incident response protocols, all of which are continuously updated to prevent the recurrence of similar events.

In April 2024, we published the YG Entertainment Venue Safety Guidelines, a comprehensive manual outlining our venue safety procedures. We plan to update and enhance this guide on a regular basis. YG Entertainment will continue to work closely with venue operators and local governments to establish best practices in safety management and help raise safety standards across the industry. Through these efforts, we aim to lead the way in creating a safer and more sustainable concert culture.

#	Date	Concert Title	Evaluation Item	Improvement Item
1	June 15–16, 2024 (Sat–Sun)	2024 AKMU 10th ANNIVERSARY CONCERT [10VE]	Risk factors outside the venue during the concert (excl. architecture, fire safety, electrical)	24 improvement items, including measures for vehicles and loading/unloading equipment
2	August 10–11, 2024 (Sat–Sun)	[BABY MONSTER PRESENTS : SEE YOU THERE] IN SEOUL	Risk factors inside the venue (excl. architecture, fire safety, electrical)	19 improvement items, including waterproofing measures for outdoor sub-panels
3	August 15, 2024 (Thu) - Two Shows	2024 TREASURE RELAY TOUR [REBOOT] FINAL IN SEOUL	Risk factors outside the venue during the concert (excl. architecture, fire safety, electrical)	27 improvement items, including secondary securing of rigging lights within trusses
4	October 4–6, 2024 (Fri–Sun)	2024 2NE1 CONCERT [WELCOME BACK] IN SEOUL	Risk factors inside the venue (excl. architecture, fire safety, electrical)	20 improvement items, including the installation of safety caps on high-pressure carbon dioxide tanks
5	November 2–3, 2024 (Sat–Sun)	2024 LEE SEUNGHOON FAN CONCERT [OFFLINE LIVE]	Risk factors inside the venue (excl. architecture, fire safety, electrical)	18 improvement items, including the distribution of personal protective equipment (safety helmets)



# REDUCING THE ENVIRONMENTAL IMPACT OF CONCERTS

As part of its efforts to reduce concert-related carbon emissions, YG Entertainment launched a carbon reduction campaign aimed at raising audience awareness and encouraging practical actions.

Prior to each concert, YG encouraged fan participation by promoting the Carbon Reduction Campaign through its social media channels and on-site guides. The campaign highlighted specific actions fans could take while traveling to the venue and during the concert, offering practical suggestions for reducing carbon emissions in daily life.

The campaign included the following action items for fans:

## Use public transportation

Travel to the concert venue by subway, bus, or other forms of public transportation instead of personal vehicles to reduce transportation-related emissions.

## Bring a reusable cup or bottle

Help reduce plastic waste by bringing a personal reusable cup or bottle instead of relying on single-use cups.

# RAISING ENVIRONMENTAL AWARENESS THROUGH SUSTAINABLE CONCERTS

## Use reusable bags for merchandise

When purchasing merchandise or souvenirs, use a reusable tote bag instead of plastic shopping bags.

## Recycle your recyclables

Properly sort and recycle waste generated at the concert to help increase recycling rates and minimize environmental impact.

## Promote sustainable concert culture

Watch YG's sustainable concert video and take small, individual actions that contribute to building a more sustainable concert culture.

## YOUR GREEN STEP Participation Reward Featuring a Message on Biodiversity Conservation

At the 2025 BABYMONSTER 1st WORLD TOUR HELLO MONSTERS IN SEOUL in January 2025, YG Entertainment offered an upcycled keyring as a participation reward to audiences who used the YOUR GREEN STEP carbon footprint calculator app. This initiative aimed to raise awareness of resource circulation and highlight the importance of biodiversity conservation.

The keyring was inspired by Montipora digitata, an endangered coral species listed on the IUCN Red List of Threatened Species and specially selected by BABYMONSTER. It served as a symbolic reminder, encouraging participants to reflect on the importance of biodiversity, the protection of endangered species, and the need to incorporate environmental awareness and action into their daily lives.





# REDUCING THE ENVIRONMENTAL IMPACT OF CONCERTS

# RAISING ENVIRONMENTAL AWARENESS THROUGH SUSTAINABLE CONCERTS

## Carbon Reduction Campaign at the 2024 AKMU 10th ANNIVERSARY CONCERT [10VE]



## Empowering Audiences to See Their Impact

Through the "YOUR GREEN STEP" carbon footprint calculator, audience members were able to measure the emissions generated from their travel to the concert venue. Alongside this, we shared practical tips on how to incorporate these carbon-reducing practices into daily life, encouraging sustainable behavior beyond the concert experience.

### Use public transportation

285.4 kgCO<sub>2</sub>eq reduced per vehicle/year



### Use a reusable cup

3.5 kgCO<sub>2</sub>eq reduced per person/year



### Use a reusable bag

11.9 kgCO<sub>2</sub>eq reduced per person/year



### Use a handkerchief

26.0 kgCO<sub>2</sub>eq reduced per person/year



### Reduce food waste

4.3 kgCO<sub>2</sub>eq reduced per person/year



### Shorten shower time by 1 minute

4.3 kgCO<sub>2</sub>eq reduced per household/year



\* Carbon Reduction Campaign Posts Shared via Social Media Channels

\* Source: Korea Environment Institute. A Study on GHG Emissions Associated with Daily Life and Public Awareness Survey for Achieving Carbon Neutrality (2022)



# SUSTAINABLE CONCERT GOVERNANCE

(STAKEHOLDER ENGAGEMENT)

## AUDIENCE REVIEWS

A sustainable AKMU concert that reduces environmental impact. I love it!!!

I'm going to the AKMU concert by public transportation.

Thank you for being thoughtful and mindful of the different needs of the audience.

Let's keep working for sustainable development for future generations. Way to go!

Good to see YG promoting sustainable concert.

It's good to have concerts and protect our environment at the same time.

It's impressive to see YG consistently committed to ESG.

Thank you for spreading such a positive influence through your concerts :)

It's amazing to see a sustainable concert! I've never seen one before, so it feels fresh and meaningful that YG is taking the initiative. I support sustainable concerts that recognize environmental and social responsibility while minimizing negative impact!

Their thoughtfulness is next-level.

I walked a lot for this show. Hope I helped the world a bit!

Such a great idea to make concerts more sustainable!

YG is best. They care about the greenhouse effect. I loved that they also consider people with disabilities at concerts, ensure waste management, and provide emergency services like ambulances. Wow.

Thank you for being so kind and informative. See you at the concert! Let's go!

Low-carbon initiatives are great, and other companies should follow suit.



# SUSTAINABLE CONCERT GOVERNANCE

(STAKEHOLDER ENGAGEMENT)

## AUDIENCE REVIEWS

I love the green concept. Help the Earth!

Salute and respect to the YG staff and concert team—they really pay a lot of attention to all types of fans, especially people with disabilities.

I love how attentive they are

I'm glad that they are doing this. An initiative that takes care of the environment before, during, and after concerts—wow!

This is amazing!  
Thanks YG!!!

This is such a good move by YG Ent. I hope this will inspire other entertainment companies to take similar actions. This will not just help the fans but also our environment. Small actions make a big impact. YG is finally using its platform to spread positive influence in the growing K-pop world.

A concert that cares for the environment! I'll do my part to join this great campaign!

Concerts usually create a lot of waste, so I think it's awesome that a sustainable concert can help reduce it!

I love that this concert is mindful of the environment. I can't wait for it!

Thank you for being so inclusive of all fans, especially those with disabilities! This video was very informative. Good luck with your concert, TREASURE! Stay safe and have fun! <3

Supporting my favorite artists while joining an environmental campaign—it's a win-win!



# SUSTAINABLE CONCERT GOVERNANCE

(STAKEHOLDER ENGAGEMENT)

## PARTNER INTERVIEWS

### Tomorrow Use (YOUR GREEN STEP)

#### **What role did you play in YG Entertainment's sustainable concert initiative?**

For YG Entertainment's sustainable concert project, we were responsible for calculating carbon emissions generated from audience travel and accommodation. Rather than relying on hypothetical scenarios, we collected real data through audience participation. Based on this data, we provided concertgoers with individualized carbon footprint information and shared baseline data with YG's ESG team to support the development of carbon reduction strategies. To achieve this, we developed a web-based survey service called "YOUR GREEN STEP," which allowed audience members to input their information directly. At the concert venue, we also set up a booth to promote participation.

While overseas studies have shown that fan travel accounts for a significant portion of total concert emissions, calculating this based on actual data has been challenging due to difficulties in encouraging audience participation—and there have been very few such attempts in Korea.

Through the YOUR GREEN STEP project, YG Entertainment became the first in Korea to

take on the challenge of calculating audience-generated emissions through direct audience participation. Tomorrow Use was proud to contribute to this meaningful milestone by enabling a more precise assessment of concert-related emissions.

#### **What goals and direction did YG Entertainment share with you at the start of the project?**

From the proposal stage, YG's ESG team presented a clear vision and direction. Their goals were to deliver meaningful, quantifiable results and to make audience participation enjoyable rather than burdensome.

Thanks to this dual focus on accurate measurement and positive user experience, our entire project team worked in alignment. This approach went beyond a typical environmental campaign, reflecting YG's broader vision of promoting sustainable concerts and fostering a culture of sustainability together with fans.

#### **Were there any existing tools or cases you referenced in Korea or abroad?**

In 2023, there were very few benchmarkable examples of carbon emissions calculations based on audience participation. While we

knew that Coldplay had calculated audience-related emissions, no specific methodologies or tools had been publicly disclosed. Most carbon calculators designed for large events were intended for event organizers, making them unsuitable for general audiences.

For this project, we built the calculator using methodologies from Life Cycle Assessments (LCA) for transport emissions and Scope 3 business travel calculations, tailoring it specifically to the concert context. We placed strong emphasis on designing a user-friendly UI/UX that would make it easy for participants to input data and understand their results.

#### **Was there any audience feedback that stood out to you?**

We were particularly impressed by how naturally fans engaged with the carbon calculator. Many commented, "I used this last time!" or "Glad to see it's still running," showing growing familiarity with the tool. This feedback reaffirmed that YG's ongoing ESG initiatives aren't just one-off events—they're becoming part of a lasting cultural shift.

#### **How did audience travel differ from past cases?**

Unlike domestic events or locally based



festivals, YG concerts saw a significantly higher proportion of international fans. As a result, carbon emissions from fan travel were substantial. This also highlighted the global influence of YG artists and presented a new challenge: reducing the environmental impact of audience travel. The YG ESG team didn't stop at simply calculating emissions; they continuously explored practical solutions to achieve real reductions while minimizing inconvenience for fans. Through this process, we gained a deeper understanding that concerts are unique cultural experiences that bring joy, and it is essential to design carbon-reduction strategies that preserve this joy while delivering meaningful impact.

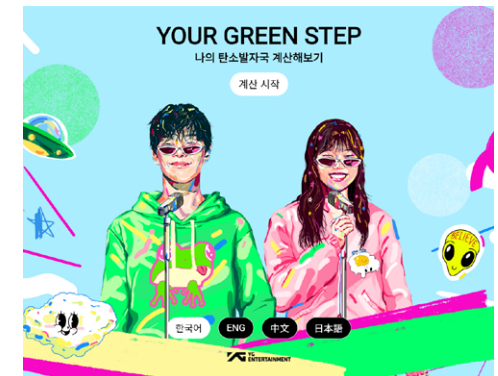
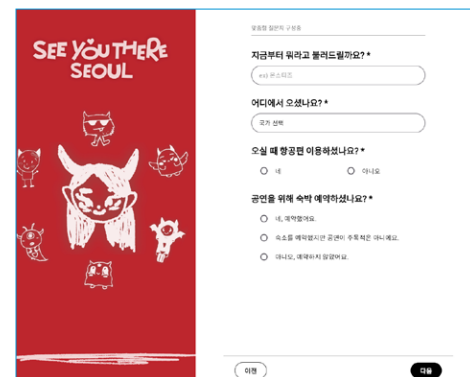
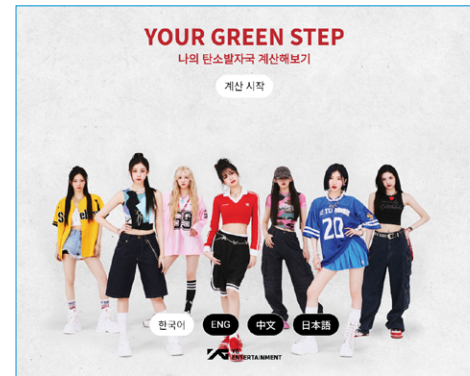
### Were there any gaps between your expectations and the actual experience?

YG Entertainment clearly communicated the concept of a sustainable concert and actively created opportunities for fan awareness and participation through on-site booths and promotional content. Rather than treating ESG as just a slogan, they made tangible efforts to put it into action, which exceeded our expectations.

Looking ahead, we believe that integrating ESG elements more deeply into overall concert planning and operations—not just into booth setups—will further enhance the quality and impact of sustainable concerts.

### What did you find most meaningful in this collaboration?

Above all, it was meaningful to see over 20,000 fans personally calculate their carbon footprints and discover ways to reduce them. What made this effort even more significant was that it wasn't driven by legal obligations or regulations—it came from YG Entertainment's own sense of responsibility. This kind of authentic action naturally resonated with fans and reaffirmed its potential to evolve into a broader cultural shift.



# SUSTAINABLE CONCERT GOVERNANCE

(STAKEHOLDER ENGAGEMENT)

## PARTNER INTERVIEWS

### Stair Crusher Club (Stair-Free Map)

#### **How did you come to join YG Entertainment's sustainable concert initiative?**

YG Entertainment first approached us with a proposal to collaborate. Ahead of BABYMONSTER's world tour kick-off at KSPO DOME, they expressed a desire not only to focus on the concert itself, but also to improve accessibility throughout the journey to and from the venue. They wanted to partner with us to collect and share accessibility information.

#### **What goals and direction were shared with you at the start of the project?**

I remember that YG's team presented a clear direction from the beginning. Their goal was to provide integrated accessibility information—not only for the venue but also for surrounding restrooms and nearby amenities—viewed from the fans' perspective.

#### **Could you walk us through the process of creating the special "KSPO DOME" edition?**

First, we provided training to YG staff to

raise awareness about accessibility and the needs of people with limited mobility, as well as to explain the purpose and methods of data collection. Then, YG staff surveyed nearby restaurants and cafés for accessibility information on surrounding amenities, and we worked together to turn that data into content. Stair Crusher Club focused on key details such as transportation and restroom information, while YG staff gathered data on venue seating and internal facilities. The final content was refined through mutual feedback.

#### **What was your top priority when creating the accessibility map?**

The most important thing was collecting and presenting practical, detailed information that users would truly need. Rather than simply labeling a place as "accessible," YG staff added realistic, thoughtful comments to help minimize the actual barriers people might face during their visit. That attention to detail was especially memorable.

#### **Were there any challenges during the field survey process?**

The extreme cold during the field surveys made things difficult. There were also moments when we questioned whether the information we gathered in narrow spaces, such as the Olympic Shopping Center corridors, would be useful to users with limited mobility. However, since mobility needs vary widely, everyone took extra care to collect as much information as possible and ensure it was accurate and objective, without making any assumptions.

#### **Were there any spatial features or improvements that stood out while creating the map?**

We realized that, due to the large scale of Olympic Park, parking information was even more important than expected. It was particularly valuable to include details about the closest parking areas and designated drop-off points for accessible taxis near KSPO DOME, as this kind of practical information is often missing from existing resources.

### How is the content being used now?

We published the final content on the Stair Crusher Club website and Instagram so that anyone who needs it can access it easily at any time. It received great attention on Instagram, and we've seen it reshared whenever concerts are held at KSPO DOME. We also expect it to serve as a useful reference when creating accessibility content for other venues in the future.

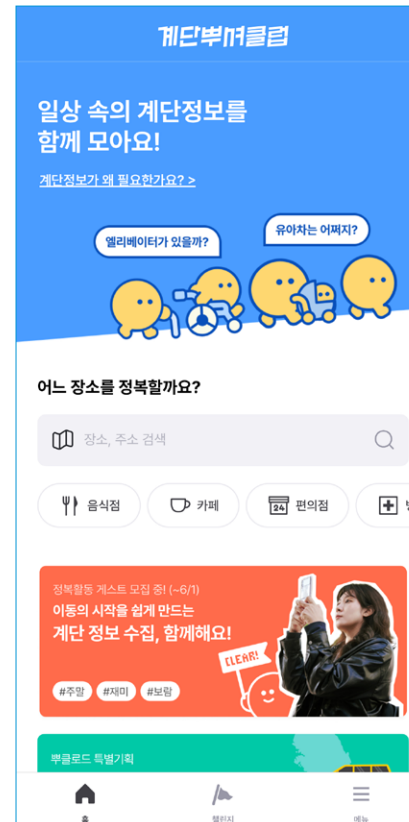
### What do you think are some key accessibility considerations for venues or companies?

Many assume that simply providing wheelchair seating and accessible restrooms is enough, but that's not the case. Through this collaboration, we saw how important the entire experience is for fans—not just the concert itself, but also the journey to the venue and the use of nearby facilities before and after the event.

On such a special day, it's essential to consider accessibility carefully so that all fans can enjoy the concert comfortably and without hassle.

### What do you feel was the most meaningful outcome of this collaboration?

The most rewarding moment was receiving positive feedback from audiences and colleagues who visited KSPO DOME and found the content helpful. It was especially meaningful to hear that the information proved useful not only for people with disabilities but also for other attendees. Knowing that we created content based on real needs and delivered it effectively to those who needed it most gave us a strong sense of purpose. We hope to create similar content for more concert venues in the future.



\* Screenshots of the Stair Crusher Club App

# **SUSTAINABLE ALBUM ROADMAP**



# SUSTAINABLE ALBUM ROADMAP

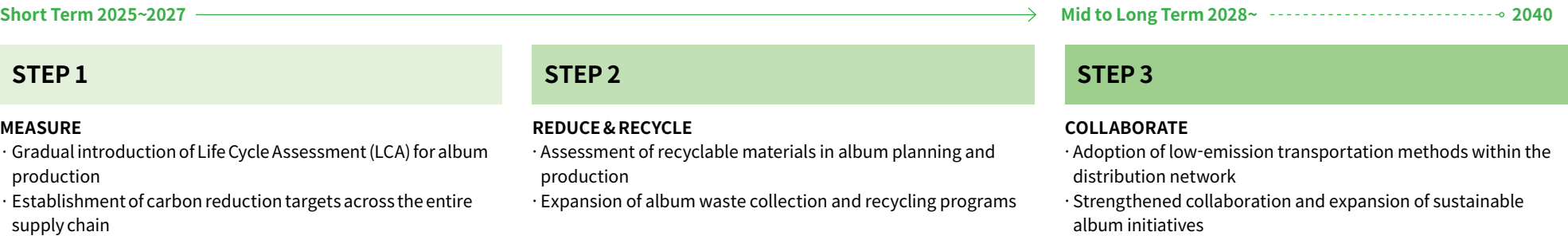
Since 2021, YG Entertainment has gradually incorporated environmentally conscious materials into its album production. With the long-term goal of minimizing the environmental impact of our releases, we have established a roadmap for sustainable album production.

In May 2022, we entered into a strategic partnership with the Forest Stewardship Council (FSC) to use FSC-certified paper. Beginning with the release of TREASURE’s first mini album THE SECOND STEP: CHAPTER ONE in January 2022, we have adopted 100% FSC-certified paper, low-carbon paper, soy ink, environmentally friendly coatings. Since then, FSC-certified paper and soy ink have been applied to all album components we produce.

We have also actively introduced a range of sustainable packaging materials, including biodegradable plastic (PLA), packaging film made from corn starch, and the bio-based plastic, Ecozen.

As an industry leader, YG Entertainment has continued to explore the application and scalability of sustainable materials. Building on these efforts, we have developed our own roadmap to take a more systematic approach to sustainable album production and pursue practical, long-term improvements.

In the short term, we plan to measure carbon emissions across our album production supply chain, reduce plastic usage during production, and promote the use of recyclable materials. In the medium to long term, we aim to adopt low-carbon transportation methods within our distribution network and strengthen collaboration across the industry to drive more fundamental solutions.



# SUSTAINABLE ALBUM ROADMAP

## PHASED IMPLEMENTATION PLAN

### STEP 1. MEASURE

#### Introduction of Life Cycle Assessment (LCA) for Select Albums

- Conduct LCAs for select albums to assess greenhouse gas emissions across production, distribution, and use stages; analyze key environmental impact factors, and identify improvement measures.

#### Establishment of Carbon and Plastic Reduction Targets

- Set reduction targets for carbon emissions and plastic usage at each stage.

### STEP 2. REDUCE & RECYCLE

#### Assessment of Recyclable Materials

- Assess recyclable materials for use in album components and packaging.
- Incorporate recycled materials, such as repurposed CDs, in the production of albums and merchandise (e.g., CD notebooks)

#### Expansion of Album Waste Collection and Recycling Programs

- Expand album waste collection and recycling initiatives (e.g., installing collection bins at concert venues) and provide guidelines for proper waste separation.

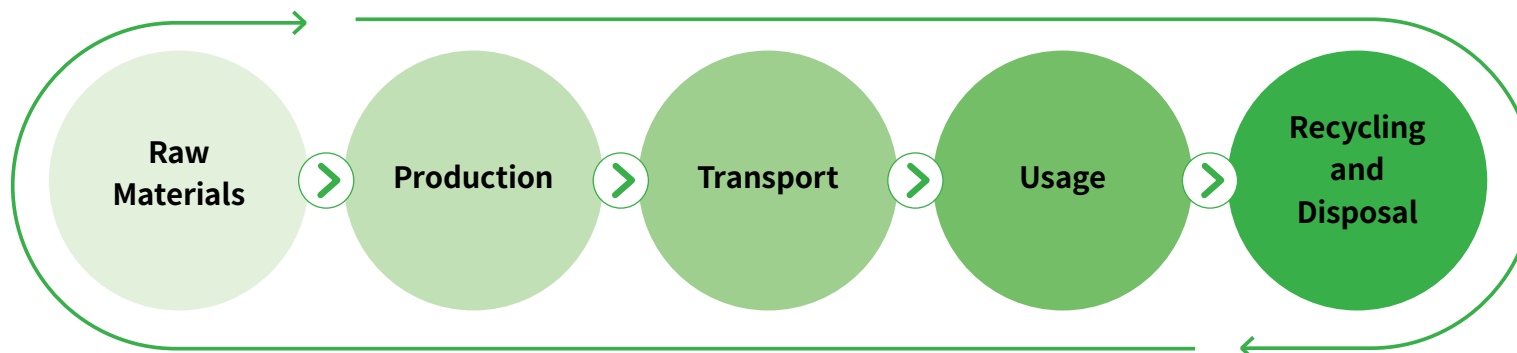
### STEP 3. COLLABORATE

#### Adoption of Low-Emission Transportation within the Distribution Network

- Encourage the use of electric or hybrid vehicles for equipment transport and logistics.
- Promote fuel-efficient driving practices to reduce fuel consumption.

#### Strengthened Collaboration and Expansion of Sustainable Album Initiatives

- Gradually expand the scope of products covered by Life Cycle Assessments (LCA) and publish LCA reports.
- Collaborate with government agencies and local municipalities to scale up album waste collection and recycling programs.



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# APPENDIX

# GRI Standards

GRI Standards 2021		
GRI 2: General Disclosures 2021	Description	YG Entertainment reports data from January 1 to December 31, 2024, in accordance with the GRI Standards 2021. Certain information on key activities and performances includes data from periods prior to 2024 or the first half of 2025.
	GRI 1	GRI 1: Foundation 2021
	GRI sector standards	Sector-specific standards relevant to YG Entertainment have not yet been published and are therefore currently unavailable.

General disclosures			Page	Remarks
GRI 2: General Disclosures 2021	2-1	Organizational details	8	
	2-2	Entities included in the organization's sustainability reporting	3	
	2-3	Reporting period, frequency and contact point	3	
	2-4	Restatements of information	-	Where applicable, restated information is noted in the footnotes for each item.
	2-5	External assurance	108-110	
	2-6	Activities, value chain and other business relationships	8-10, 65	Refer to the business report
	2-7	Employees	52	
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# GRI Standards

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	2-20	Process to determine remuneration	69	
	2-21	Annual total compensation ratio	69	Refer to the business report
	2-22	Statement on sustainable development strategy	6	
	2-23	Policy commitments	38, 41, 45, 48, 51, 56, 60, 64, 66	
	2-24	Embedding policy commitments	38, 41, 45, 48, 51, 56, 60, 64, 66	
	2-25	Processes to remediate negative impacts	56, 60, 62	
	2-26	Mechanisms for seeking advice and raising concerns	56, 60, 62	
	2-27	Compliance with laws and regulations	39, 60, 62, 64	
	2-28	Membership associations	105	
	2-29	Approach to stakeholder engagement	41-42	
	2-30	Collective bargaining agreements	63	

# GRI Standards

Material Topics			Page	Remarks
GRI 3: Material Topics 2021	3-1	Process to determine material topics	12	
	3-2	List of material topics	13-14	
Material Topics: Climate Action and Carbon Neutrality Roadmap				
GRI 3: Material Topics 2021	3-3	Management of material topics	15-26	
GRI 302: Energy	302-1	Energy consumption within the organization	24	
	302-2	Energy consumption outside of the organization	-	Data not aggregated
	302-3	Energy intensity	24	
	302-4	Reduction of energy consumption	24	
	302-5	Reductions in energy requirements of products and services	-	Data not aggregated
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	22	
	305-2	Energy indirect (Scope 2) GHG emissions	22	
	305-3	Other indirect (Scope 3) GHG emissions	22	
	305-4	GHG emissions intensity	22	
	305-5	Reduction of GHG emissions	22, 24	
	305-6	Emissions of ozone-depleting substances (ODS)	-	Data not aggregated
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	49	
Material Topics: Strengthening Corporate Governance				
GRI 3: Material Topics 2021	3-3	Management of material topics	27-32	
Material Topics: Talent Acquisition and Development				
GRI 3: Material Topics 2021	3-3	Management of material topics	33-37	
GRI 401: Employment	401-1	New employee hires and employee turnover	33	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	35	
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	404-3	Percentage of employees receiving regular performance and career development reviews	37	
Material Topics: Promoting Compliance and Ethical Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	48-40	
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	40	
	205-2	Communication and training about anti-corruption policies and procedures	39	
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GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	39	

# GRI Standards

GRI Standards			Page	Remarks
Economic Topic				
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	-	Refer to the business report
Environmental Topics				
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	303-4	Water discharge	47	
	303-5	Water consumption	47	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	48	
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Social Topics				
GRI 401: Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	54-55	
	401-3	Parental leave	53	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	56	
	403-2	Hazard identification, risk assessment, and incident investigation	56	
	403-3	Occupational health services	58	
	403-4	Worker participation, consultation, and communication on occupational health and safety	56	
	403-5	Worker training on occupational health and safety	58	
	403-6	Promotion of worker health	58	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58-59	
	403-8	Workers covered by an occupational health and safety management system	58-59	
	403-9	Work-related injuries	57	
	403-10	Work-related ill health	57	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	60, 62	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	64	

# SASB Index

YG Entertainment is committed to transparently disclosing relevant information to stakeholders in line with the SASB (Sustainability Accounting Standards Board) framework. This framework includes industry-specific sustainability accounting standards developed by SASB. YG Entertainment selects and reports applicable indicators from the SASB standards within the Service sector for the Internet Media & Services and Media & Entertainment industries.

Topic	SASB Code	Accounting Metric	Reporting Page
Environmental Footprint of Hardware Infrastructure	TC-IM-130a.1	(1) Total energy consumed (2) Percentage of grid electricity (3) Percentage of renewable energy	24
	TC-IM130a.2	(1) Total water withdrawn (2) Total water consumed, percentage of regions with high or extremely high baseline water stress	47
Data Privacy, Advertising Standards & Freedom of Expression	TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	64
	TC-IM-220a.2	Number of users whose information is used for secondary purposes	64
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	64
Data Security	TC-IM-230a.1	(1) Number of data breaches (2) Percentage involving Personally Identifiable Information (PII) (3) Number of users affected	64
	TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	64
Employee Recruitment, Inclusion & Performance	TC-IM-330a.1	Percentage of employees that are foreign nationals	52
Intellectual Property Protection & Competitive Behavior	TC-IM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	39
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	70
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	52
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	-

# Memberships and Certifications

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## Memberships

### Association Name

- The Federation of Korean Industries (FKI)
- Korea Music Content Association (KMCA)

## Certifications

- Occupational Health and Safety Management System (ISO45001) Certification  
Acquired: October 28, 2022 / Expires: October 27, 2025
- Compliance Management System (ISO37301) Certification  
Acquired: April 11, 2023 / Expires: April 10, 2026
- Anti-Bribery Management System (ISO37001) Certification  
Acquired: April 11, 2023 / Expires: April 10, 2026
- Environmental Management System (ISO14001) Certification  
Acquired: December 27, 2023 / Expires: December 26, 2026

# GHG Emissions Assurance Statement



## LRQA Independent Assurance Statement

### Relating to GHG Emissions Inventories of YG Entertainment Inc., YG Plus Inc. and YG Entertainment Japan Co., Ltd. for the calendar year 2024

This Assurance Statement has been prepared for YG Entertainment Inc. in accordance with our contract.

#### Terms of engagement

LRQA was commissioned by YG Entertainment Inc. (YG Entertainment) to provide independent assurance on the GHG emissions inventories of YG Entertainment, YG Plus Inc. (YG Plus) and YG Entertainment Japan Co., Ltd. (YG Japan) for the calendar year 2024 (hereinafter referred to as "the report") against the assurance criteria below to a limited level of assurance and materiality of 5% using ISO 14064-3:2019, 'Specification with guidance for verification and validation of greenhouse gas statements'.

Our assurance engagement covered the operations and activities of domestic and overseas sites YG Entertainment, YG Plus and YG Japan, and specifically the following requirements:

- Evaluating conformance with Greenhouse Gas Protocol<sup>1</sup>: A Corporate Accounting and Reporting Standard, revised edition
- Evaluating conformance with Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- Evaluating the accuracy and reliability of data and information for direct GHG emissions (Scope 1), energy indirect GHG emissions (Scope 2) and other indirect GHG emissions (Scope 3)<sup>2</sup>

The main activities of YG Entertainment, YG Plus and YG Japan include entertainment service, and the GHG emissions have been consolidated using an operational control approach.

LRQA's responsibility is only to YG Entertainment, YG Plus and YG Japan. LRQA disclaims any liability or responsibility to others as explained in the end footnote. The responsibility of YG Entertainment, YG Plus and YG Japan is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of YG Entertainment, YG Plus and YG Japan.

#### LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that YG Entertainment, YG Plus and YG Japan has not, in all material respects:

- Met the requirements above; and
- Disclosed accurate and reliable data and information as summarized in Table 1 ~ Table 3 below.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of 5%.

**Note:** The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

<sup>1</sup> <https://www.ghgprotocol.org>

<sup>2</sup> The other indirect GHG emissions (Scope 3) of YG Plus and YG Japan were excluded from the verification boundary.



#### LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Interviewing key people of the organization responsible for managing GHG emissions data and records;
- Reviewing processes related to the control of GHG emissions data and records;
- Visiting the headquarters of YG Entertainment and reviewing additional evidence made available by YG Entertainment, YG Plus and YG Japan; and
- Verifying historical GHG emissions data and records at an aggregated level for the calendar year 2024.

#### LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification engagement is the only work undertaken by LRQA for YG Entertainment, YG Plus and YG Japan and as such does not compromise our independence or impartiality.

Signed

Chan-Sik Yun  
LRQA Lead Verifier  
On behalf of LRQA Limited  
2nd Floor, T Tower, 30, Sowol-ro 2-gil, Jung-gu, Seoul, Republic of Korea

Dated: 6 May 2025

LRQA reference: SEO00001560

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# GHG Emissions Assurance Statement



Table 1. Summary of YG Entertainment, GHG Emissions Inventory 2024

Scope of GHG emissions	Tonnes CO <sub>2</sub> e
Direct GHG emissions (Scope 1)	616
Energy indirect GHG emissions (Scope 2, Location-based)	1,445
Energy indirect GHG emissions (Scope 2, Market-based)	898
Other Indirect GHG emissions (Scope 3)	
• Fuel and energy related activities – upstream emissions of purchased fuels and electricity	143
• Waste generated in operations - treatment of wastes	45
• Employee commuting – subway, buses, personal vehicles, and electric scooters	118
• Upstream leased assets – artist and trainee accommodations	110
Note 1: Scope 2, Location-based and Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015	

Table 2. Summary of YG Plus, GHG Emissions Inventory 2024

Scope of GHG emissions	Tonnes CO <sub>2</sub> e
Direct GHG emissions (Scope 1)	30
Energy indirect GHG emissions (Scope 2, Location-based)	246
Note 1: Scope 2, Location-based and Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015	

Table 3. Summary of YG Japan, GHG Emissions Inventory 2024

Scope of GHG emissions	Tonnes CO <sub>2</sub> e
Direct GHG emissions (Scope 1)	0
Energy indirect GHG emissions (Scope 2, Location-based)	22
Note 1: Scope 2, Location-based and Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015	

# Independent Assurance Statement

To readers of YG Entertainment SUSTAINABILITY REPORT 2025

## Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of YG Entertainment SUSTAINABILITY REPORT 2025 for the year ending December 31, 2024. The preparation, information and internal control of the report are the sole responsibility of YG Entertainment's management. KMR's responsibility is to comply with the agreed engagement and express an opinion to YG Entertainment's management.

## Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in YG Entertainment's report:  
 · YG Entertainment SUSTAINABILITY REPORT 2025

## Reference Standard

· GRI Standards 2021 : 2023 (GRI)

## Assurance criteria

KMR conducted the verification in accordance with the globally recognized standard AA1000AS v3 and KMR's assurance standard SRV1000 based on requirements of ISO 17029 and KMR EDV 01, and set the levels of assurance and materiality as below. Under AA1000AS v3, We assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using the GRI index specified in the report. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

· ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)  
 · Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

## Scope of assurance

The scope of our assurance included the verification of compliance with the reporting requirements of the GRI Standards 2021. We confirmed that the following indicators of material topics were identified through the materiality assessment process.

· GRI Standards 2021 reporting principles  
 · Universal Standards  
 · Topic Specific Standards  
   · GRI 205: Anti-Corruption  
   · GRI 206: Anti-competitive Behavior  
   · GRI 302: Energy

· GRI 305: Emissions  
 · GRI 401-1: New employee hires and employee turnover  
 · GRI 404: Training and Education

As for the reporting boundary, the engagement excludes the data and information of YG Entertainment's partners, suppliers and any third parties.

## KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

· Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;  
 · Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);  
 · Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);  
 · Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;  
 · Interviewing people in charge of preparing the report;  
 · Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;  
 · Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and  
 · Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

## Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. The scope of this assurance included the confirmation of the truthfulness of claims regarding results that have already been obtained as stipulated by ISO 17029. However, the plausibility of intended claims of forecasts or hypotheses was not validated even if the related content was contained in the report.

A limited assurance evaluates the appropriateness of the criteria used by YG Entertainment for preparing sustainability information on subject matters, the risk of material misstatement in the sustainability information, whether due to fraud or error, responses to risks, and disclosure of the sustainability information on subject matters. However, the scope of the risk assessment process and the subsequent procedures performed in response to assessed risks, including an



# Independent Assurance Statement

understanding of internal controls, is more limited than that of a reasonable assurance. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by YG Entertainment are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

## Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with YG Entertainment on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report was prepared with reference to the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

## Inclusivity

YG Entertainment has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

## Materiality

YG Entertainment has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

## Responsiveness

YG Entertainment prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of YG Entertainment's actions.

## Impact

YG Entertainment identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

## Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including greenhouse gas emissions, energy consumption, water consumption, waste generation, air pollutant emissions, training hours for employees,

and Industrial accident rate. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

## KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the greenhouse gas emissions trading scheme, accredited by the Korea Laboratory Accreditation Scheme (KOLAS) under the National Institute of Technology and Standards of Korea for ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, and additional accreditation criteria, ISO 14065. It is also recognized by the Korea Accreditation Board (KAB) for ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems), and the National Institute of Environmental Research under the Ministry of Environment of Korea. Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with YG Entertainment and did not provide any services to YG Entertainment that could compromise the independence of our work.

## Limitations of Use

This assurance statement is made solely for the management of YG Entertainment for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of YG Entertainment. The statement is valid as of the assurance date below. Certain events that may occur between the assurance date and the time of reading this report could have a material impact on the report, which may lead to revisions to this assurance statement. Therefore, we recommend visiting the YG Entertainment website and verifying whether this is the latest version.

June 20, 2025

E. J. Hwang



