2025 YTN Sustainability Report

TRUST TODAY,
SUSTAINABLE TOMORROW

YTN

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This is the inaugural edition of YTN Sustainability Report.

This first Report marks an important milestone by providing a comprehensive overview of YTN's sustainability management initiatives and serving as a foundation for expanding communication with key stakeholders.

YTN is committed to publishing its Sustainability Report on a regular basis to transparently communicate its efforts toward sustainable growth and social value creation, as well as disclose its financial and non-financial performance, to various stakeholders.



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Reporting Scope and Boundary

The scope of this report covers YTN's domestic operations (YTN Newsquare, Seoul Tower). The reporting period is from January 1, 2025, to December 31, 2025. To ensure the timeliness of information, certain performance data include information available through May 2026. Quantitative data for the three-year period from 2023 to 2025 are disclosed in the 'ESG Performance' section to facilitate trend analysis.

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, the internationally recognized framework for sustainability reporting. The financial information presented in this report has been prepared in accordance with the Korean International Financial Reporting Standards (K-IFRS).

Report Assurance

This report has undergone independent third-party assurance by the Korea Productivity Center Quality Assurance (KPCQA) to verify the reliability and fairness of the reporting process and its contents. The assurance was conducted in accordance with the AA1000 Assurance Standard (AA1000AS v3).

Forward-Looking Statements

This report contains not only information relating to past and present circumstances but also forward-looking statements regarding future events and business prospects. Investors are advised that actual results may differ materially from those specified or implied in these forward-looking statements and accordingly, investors should not place undue reliance on them.
Except where required by laws or regulations, YTN assumes no obligation to update any forward-looking statements to reflect new information, future events, or other changes in circumstances.

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CEO Message

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Grounded in trusted journalism and responsible management, YTN is committed to delivering accurate information and fulfilling its social responsibilities to create a sustainable society.

1. A News Media Company That Puts Trust First
2. A Media Company Contributing to Public Safety
3. A Company Committed to Sustainable Management
4. A Digital Media Company Ready for the Future



Dear Valued Stakeholders,

Thank you for your continued interest and trust in YTN.

As Korea's representative news media company, YTN has gone beyond delivering timely and accurate news to fulfill its social responsibilities as a trusted media organization. Today's media environment is evolving rapidly amid various challenges such as the climate crisis, digital transformation, and social uncertainty. In response to these changes, YTN remains committed to achieving sustainable growth through trusted journalism and management.

This Sustainability Report has been prepared to transparently share YTN's key achievements and future direction with our stakeholders. YTN is committed to advancing sustainable management by prioritizing fair and accurate journalism, the delivery of disaster and public safety information, the protection of audience rights and interests, ethical management, respect for employees, and the reduction of its environmental impact.

Above all, "trust" is YTN's most fundamental value. Through factual reporting and balanced perspectives, we uphold the public's right to know while contributing to social safety by delivering accurate information in a timely manner during times of crisis. At the same time, we will continue to embrace changes in digital technologies while moving forwards as a media organization firmly committed to the principles of journalism and ethical standards.

YTN will continue to engage actively with audiences, shareholders, employees, business partners, and local communities to further strengthen transparent and responsible management. As a trusted news media organization dedicated to reporting the truth and earning trust, we will continue our efforts towards building a more sustainable society.

Thank you.

June 2026
YTN Co., Ltd.
Jai Hoon Jeong, Acting CEO

정재훈

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Company Overview

YTN is Korea's leading 24-hour news channel, dedicated to enhancing the value of trusted journalism in today's rapidly evolving information society. In an era where news serves as both a vital source of information and a competitive asset, YTN is committed to delivering timely, accurate, and impartial news from the forefront of history at all times.

Company Name	YTN Co., Ltd.
Date of Establishment	September 1993
CEO	Jai Hoon Jeong (Acting CEO)
Headquarters	76 Sangamsan-ro, Mapo-gu, Seoul, Republic of Korea
Core Services	TV Broadcasting, Online Services
Core Businesses	Broadcasting Channel Programming Business, Online Content Business
Revenue	KRW 134.2 billion
Total Employees	733 persons

* As of December 31, 2025

Channels and Affiliates

Pursuant to the Broadcasting Act, YTN operates the YTN channel, which produces and provides comprehensive news programming; YTN World, a dedicated international broadcasting channel; YTN Science, which produces and provides science programming; and YTN2, a newstainment channel. In addition, YTN provides news and content services across the radio and Digital Multimedia Broadcasting (DMB) platforms through its affiliates YTN Radio and YTN DMB. YTN's broadcasting services are distributed through cable television operators, IPTV providers, and satellite broadcasters, and its content is digitalized for production and distribution across mobile and online platforms.

YTN world

Launched: March 1, 2003

YTN World is the first television channel to provide 24-hour news broadcasting in Korean language for approximately 7 million overseas Koreans. The channel delivers live programming around the clock through cable television, IPTV, OTT services, YouTube, and FAST platforms worldwide.

- Launched maritime satellite live broadcasting in September 2021
- Expanded live streaming to worldwide FAST platforms beginning with Europe, South America, and Australia in June 2023

Visit Website

YTN 사이언스

Launched: September 17, 2007

As “Korea's first and only dedicated science and technology broadcasting channel,” YTN Science contributes to improving scientific literacy through the planning and broadcasting of high-quality science and technology content. It has been designated as Korea's representative public-interest channel by the Korea Media and Communications Commission.

- Designated as a Public Interest Channel (Science & Culture Promotion) by the Korea Media and Communications Commission for 15 consecutive terms (since 2008)
- Reached 33.84 million domestic viewing households in 2022
- Received numerous awards from various organizations in the science, technology, broadcasting, and media sectors

Visit Website

YTN 2

Launched: March 1, 2021

Guided by the slogan "Life Is News," YTN2 is Korea's only newstainment channel. YTN2 broadcasts a wide range of programs featuring news-based entertainment, educational content, practical lifestyle information, and heartwarming stories about the people and communities around us.

- Launched as Korea's first newstainment channel on March 1, 2021
- Multiple episodes of “Newsmentary: War and People” have each surpassed 1 million YouTube views
- Launched YTN Weather on July 1, 2011
- Renamed as YTN Life channel on January 1, 2017
- Renamed as YTN2 channel on March 1, 2021

Visit Website

YTN dmb

Launched: December 1, 2005

YTN DMB is a terrestrial Digital Multimedia Broadcasting (DMB) platform designed for mobile viewing. Operated under the slogan "TV in Your Hands," it is designated as an official disaster broadcasting service, helping protect lives and property of people during disasters. It also provides real-time traffic information through navigation-specific data broadcasting.

- Established a nationwide network with regional broadcasters in 2008
- Started HD DMB broadcasting in August 2016

Visit Website

YTN 라디오

Launched: April 30, 2008

YTN News FM is Korea's only dedicated news radio station, providing 24-hour coverage of news, current affairs, and educational programs. Broadcasting on FM 94.5 MHz in the Seoul metropolitan area, YTN Radio is also accessible worldwide through YouTube and its mobile application.

- Available via the “YTN Radio” YouTube channel
- "YTN Radio" mobile application available on Google Play and the Apple App Store

Visit Website

YTN seoultower

Completed: July 30, 1975

Celebrating its 50th anniversary in 2025, YTN Seoul Tower is one of Seoul's most iconic landmarks, featuring an observation deck overlooking the city and receiving domestic and international visitors throughout the year. Set against the scenic backdrop of Namsan Mountain, it is also a popular filming location for movies, television dramas, variety shows, and music videos.

- Major attractions: Friends Stairs, Love Tunnel, OLED Media Art, Love Bridge, Roof Terrace, YooHoo Land, LinLin Land

Visit Website

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Core Services

1 YTN world

Since launching Korea's first 24-hour Korean-language news service in 1995, YTN has been delivering real-time news to overseas audiences since 2001. YTN World is YTN's dedicated international broadcasting channel, offering programs that include YTN's live news coverage, a wide range of programs produced in collaboration with overseas correspondents around the world, and special documentaries from YTN2 and YTN Science. The channel is broadcast live around the clock via international satellite, cable TV, IPTV, OTT services, YouTube, and FAST platforms worldwide. In particular, YTN World deploys overseas reporters across major regions, including North America, South America, Europe, the Middle East, Asia, Africa, and Oceania, to cover a wide range of topics, such as local life, community events, social and cultural trends, news from Korean communities abroad, and travel and lifestyle information, producing and broadcasting content for audiences worldwide.

Featured Programs



Global Korean | Overseas Travel Safety Information | K-FOOD World Kitchen Tour

Regions Covered by Overseas Correspondents



2 YTN 사이언스

YTN Science, a dedicated science and technology broadcasting channel operated by YTN, contributes to promoting the public's understanding of science and fostering a science culture in everyday life. Since 2008, the channel has been continuously designated as a Public Interest Channel (Science and Culture Promotion) by the Korea Media and Communications Commission, demonstrating the excellence of its content. YTN Science has also received numerous program awards from organizations in the science and technology, broadcasting, and media sectors. YTN Science is committed to enhancing scientific literacy among future generations and promoting social value by delivering the latest developments in science and technology quickly and accurately.

Featured Programs



Docu S Prime | Science Today | Science Forum | Scientists



Golden Compass | Bravo K-Scientist | Class On | Beautiful Korea

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Core Services

3 YTN2

YTN2 is a newstainment channel that delivers lifestyle-oriented content based on news. It continues to strengthen its contact points with audiences through a diverse range of entertainment, educational, and lifestyle programs. YTN2 presents practical everyday information and stories from local communities in an accessible and engaging manner, maintaining a fine balance between the public value of news with broad audience appeal. Broadcasting to approximately 25 million households nationwide, YTN2 continues to expand its portfolio of audience-friendly content based on YTN's trusted journalism and production capabilities. Through these efforts, YTN2 enhances audiences' access to information while providing lifestyle-oriented content that resonates with audiences across generations.

Featured Programs



Newsmentary: War and People



Medical Insight

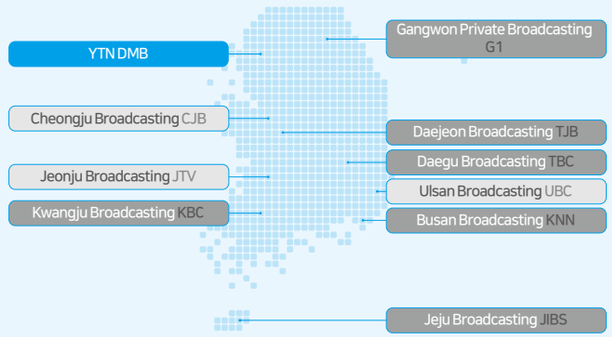


Women in the Spotlight Series (Co-production)

4 YTN dmb

YTN DMB is a terrestrial mobile multimedia broadcasting platform built around the concept of "TV in Your Hands," providing audiences with real-time broadcasting services anytime, anywhere. Since its launch in December 2005, YTN DMB has served as a designated disaster broadcasting service, delivering timely and accurate information during disasters and emergencies to help protect people's lives and property. It also provides real-time traffic information through its navigation-specific data broadcasting to enable users to travel safely and efficiently. In 2008, YTN DMB established a nationwide broadcasting network in partnership with regional terrestrial broadcasters and created a nationwide broadcasting system. In 2016, it further enhanced viewing quality by introducing high-definition (HD) DMB broadcasting. Building on this foundation, YTN DMB continues to expand its mobile broadcasting services by combining public value with accessibility while maintaining a reliable information delivery system across diverse environments.

YTN DMB Broadcasting Network Status



5 YTN 라디오

YTN Radio is Korea's only dedicated all-news radio channel, broadcasting news, current affairs, and educational programming 24 hours a day. The channel broadcasts live on FM 94.5 MHz across the Seoul metropolitan area. It also operates a YouTube channel and mobile application, enabling listeners in Korea and around the world to access YTN Radio content across a variety of digital platforms. YTN Radio will continue to enhance the public value of terrestrial broadcasting by improving listeners' access to information, facilitating sound public discourse, promoting the balanced development of broadcasting, and strengthening regional representation.

Featured Programs



Jang Sung-cheol's News Hall of Fame



Smart Radio Life



Attorney Cho In-sup's Counseling Center



Kim Jun-woo's Head-on News Show

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YTN Milestones

Highlights of Our History

1995

Mar. 1 Launched 24-hour news channel YTN

2000

Apr. 7 Acquired Seoul Tower

2001

Apr. 1 First Korean broadcaster to launch overseas broadcasting

2003

Mar. 1 Commenced live satellite broadcasting (now YTN World)

Apr. 29 Established YTN PLUS (now YTN Digital Dept.)

2004

Mar. 1 Relocated to the new building 'YTN Tower' in Namdaemun

2005

Dec. 1 Launched YTN Terrestrial DMB "TV in Your Hands"

2007

Sep. 17 Launched dedicated science channel YTN Science

2008

Apr. 30 Launched YTN NEWS FM (FM 94.5MHz)

2011

Jul. 1 Launched Korea's only dedicated weather information channel YTN weather

2014

Apr. 7 Relocated to the new building 'YTN Newsquare' in Sangam-dong

2017

Jan. 1 Launched lifestyle information channel YTN Life (formerly YTN weather)

Dec. 23 Live broadcasting **surpassed 200,000 hours**

2019

Mar. 3 YTN YouTube became the first Korean news media channel to **surpass 1 million subscribers**

2021

Mar. 1 Launched Korea's only news entertainment channel YTN2 (formerly YTN Life)

2021
Ranked No. 1 in news preference according to Gallup Korea

2021~2022
Ranked No. 1 in news trust in Korea **for two consecutive years**
Ranked No. 1 in online news reach in Korea **for two consecutive years** according to the Reuters Institute for the Study of Journalism

2022

Mar. 18 YTN YouTube became the first news media channel to **surpass 3 million subscribers**

2023

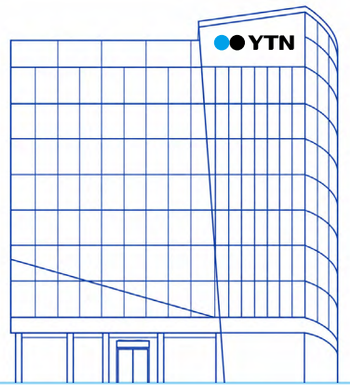
Mar. 4 Celebrated **20 years** of YTN's global broadcasting

Jul. 11 YTN YouTube became the first Korean news media channel to **surpass 4 million subscribers**

2025

Mar. 1 Celebrated **30th year** of launching YTN

May. 22 YTN YouTube channel surpassed **5 million subscribers**



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ESG Strategy

YTN has established its ESG vision as "Korea's Representative News Media Creating a Sustainable Tomorrow" and defined three strategic directions to achieve this vision: advancing environmentally responsible media management; creating trusted media value; and establishing transparent and responsible governance. In the Environmental dimension, YTN seeks to advance environmentally responsible media management by expanding eco-friendly broadcasting infrastructure, responding to climate change, reducing carbon emissions, and establishing resource circulation systems across its production operations. In the Social dimension, YTN strives to create trusted media value by strengthening media responsibility founded on trusted journalism; safeguarding audience information security and data reliability; and fostering media inclusiveness and shared growth. In the Governance dimension, YTN will continue to strengthen a transparent and accountable governance structure by promoting journalistic ethics and a culture of integrity, enhancing compliance-based management, and reinforcing a board-led system of accountable management.

Korea's Representative News Media
Creating a Sustainable Tomorrow

Strategic Direction

Strategic Direction	Strategic Objectives	ESG Issues
Advancing Environmentally Responsible Media Management Yielding for Earth, Green Broadcasting	Expand eco-friendly broadcasting infrastructure Respond to climate change and reduce carbon emissions Establish resource circulation systems across production operations	Climate change response Eco-friendly content production and broadcasting systems Waste reduction and resource circularity
Creating Trusted Media Value Trust-based Together, Media Synergy	Strengthen trusted journalism and media responsibility Enhance audience information security and data reliability Promote media inclusiveness and shared growth	Responsible content production Information security and personal data protection Social contribution and community engagement
Establishing Transparent and Responsible Governance Next-level Network, Transparent Governance	Strengthen journalistic ethics and build a culture of integrity Enhance compliance-based management Establish a board-led accountable management system	Ethics and compliance management Transparent board operations

Environmental
Social
Governance

ESG Management System

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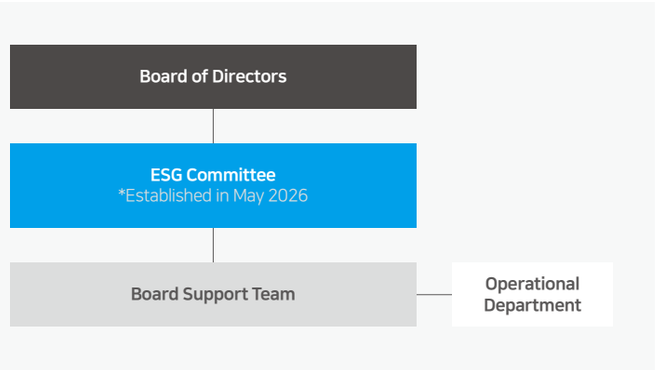
ESG Governance

YTN established the ESG Committee under the Board of Directors in 2026 to strengthen responsible management, enhance sustainable corporate value, and respond systematically to ESG-related issues. The ESG Committee deliberates and approves the sustainability management strategies, policies, and key initiatives, while setting the overall direction and implementation framework for sustainability management of the company. In addition, the Board Support Team, which serves as the dedicated organization supporting the ESG Committee, supports the Committee's operations and related activities, while systematically managing ESG implementation status and performance. Through these measures, YTN continues to strengthen responsible management across the environmental, social, and governance dimensions and build a foundation for sustainable growth.

ESG Decision-Making System

ESG Committee	
Composition	·One executive director, one independent director, one other non-executive director
Operation	·Convened in conjunction with regular Board meetings ·Additional meetings held as necessary
Roles	·Review key ESG-related issues and strategic directions across the environmental, social, and governance dimensions ·Monitor the implementation of ESG management activities and discuss areas requiring improvement ·Review the issuance of Sustainability Reports and major ESG-related disclosures
Board Support Team	
Roles	·Facilitate coordination among relevant departments on key ESG-related matters ·Collect performance data from each department and manage ESG activities ·Review and organize internal materials for the preparation of the Sustainability Reports

ESG Governance Organization



ESG Embedding Initiatives

YTN provides ESG education for members of the Board of Directors and employees to strengthen ESG awareness across the organization and foster practical ESG capabilities internally. YTN strengthens its board-level ESG risk management framework through ESG training for Independent Directors, while employee training enhances the internalization of ESG management throughout the organization and strengthens employees' practical capabilities. YTN will continue to provide regular ESG training to embed ESG management across the organization and strengthen company-wide ESG awareness and implementation capabilities.

ESG Training for Independent Directors

In May 2026, YTN conducted ESG training for its four Independent Directors to enhance the Board's understanding of ESG and strengthen the foundation for responsible management. The training covered domestic and international trends in mandatory ESG disclosure requirements, changes in evaluation frameworks, and key ESG issues affecting the media industry. The need for establishing the ESG Committee and the direction for introducing a Board evaluation framework were also addressed.

ESG Training for Employees

In May 2026, YTN conducted ESG training for approximately 80 employees at the deputy team manager level and above to strengthen ESG awareness and practical capabilities. The training covered domestic and international developments in ESG and environmental regulations, trends in ESG disclosures, and the growing importance of corporate ESG management. The training also helped enhance participants' understanding of ESG issues relevant to the media industry and their practical application. In addition, the roles and responsibilities of employees in embedding ESG management throughout the organization were discussed, further promoting ESG awareness across the organization.

Stakeholder Engagement

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YTN engages continuously with a wide range of stakeholders, including employees, audiences, shareholders and investors, government agencies, local communities, and academia and experts, to understand their opinions and expectations. YTN also operates communication channels tailored to the characteristics of each stakeholder group and strives to incorporate stakeholder feedback into its management activities and improvement efforts. Moving forward, YTN will continue to enhance its stakeholder engagement framework, incorporate diverse stakeholder perspectives into its ESG management and sustainability strategies, and strengthen trust-based communication.



Employees

Internal stakeholders who carry out YTN's news reporting, content production, and management activities and contribute to the company's sustainable growth and responsible media operations

Communication Channels	Response Activities	Key Issues
· Ethics Committee · Labor-Management Council · Occupational Safety and Health Council · Employee Grievance Channel	· Quarterly Labor-Management Council and Occupational Safety and Health Council meetings · Flexible Working Arrangement · Employee Grievance Handling Process	· Human Rights Management · Talent Management · Occupational Safety and Health · Protection of Copyright and Content Rights

Audiences

Core users who watch and use YTN's news and content and are directly affected by the accuracy, fairness, and quality of the information and services provided

Communication Channels	Response Activities	Key Issues
· Audience Committee · Grievance Handling Committee · Audience Bulletin Board on the Corporate Website	· Personalized Content Recommendation Service · Customer Satisfaction Surveys · VOC Operation	· Responsible Content Production · Quality and Customer Satisfaction Enhancement · Information Security and Personal Data Protection

Government Agencies

Stakeholders that influence YTN's business activities and the fulfillment of its social responsibilities through broadcasting and media-related policies, laws, and regulations

Communication Channels	Response Activities	Key Issues
· Participation in Industry Policy Initiatives · Collaboration on National Projects	· Compliance and Tax Management	· Ethics and Compliance Management · Integrated Risk Management

Local Communities

Local community members and civil society organizations that interact with YTN through its broadcasting content, social contribution initiatives, and community engagement activities

Communication Channels	Response Activities	Key Issues
· Social Contribution Activities · Participation in Associations	· Donations and Sponsorships · Social Contribution Activities	· Climate Change Response · Environmental Management System · Social Contribution and Community Engagement

Shareholders and Investors

Stakeholders who invest capital in YTN and have an interest in the company's financial performance and sustainability performance

Communication Channels	Response Activities	Key Issues
· Board of Directors and General Meetings of Shareholders · Annual Business Report · Audit Report · Sustainability Report	· Board Meetings · Extraordinary and Annual General Meetings of Shareholders	· Protection of Shareholders' Rights · Transparent Board Operations

Academia and Experts

Stakeholders who provide perspectives on YTN's sustainability direction and responsible journalism based on their expertise in the media and broadcasting industries

Communication Channels	Response Activities	Key Issues
· Korean Society for Journalism & Communication Studies · Korean Association for Broadcasting & Telecommunication Studies · Korea Broadcasting Journalists Association	· Assessment of Service Fairness, Sponsorship of Sessions such as Regular Academic Conferences	· Responsible Content Production · Ethics and Compliance Management · Integrated Risk Management

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YTN: A News Media Company Delivering Value

Success Management Keyword ESG Korea

YTN views its broadcasting content not merely as a means of delivering information, but also as a platform for promoting social value.

First aired on YTN Science in 2022, "ESG Korea" is a specialized program that highlights how Korean companies are responding to environmental, social, and governance issues and driving innovation across all three dimensions, demonstrating how ESG management is being put into practice across a wide range of industries. By presenting ESG concepts and their importance in an accessible manner, the program also highlights the role of businesses in fostering a sustainable industrial ecosystem.

"ESG Korea" covers a broad spectrum of topics, including environmental issues such as carbon neutrality, eco-friendly technologies, and resource circularity, as well as science and technology-based corporate social responsibility, transparent management through data and digital technologies, and governance innovation. In particular, the program showcases practical projects and achievements of companies across diverse industries preparing for a sustainable future, enabling audiences to recognize ESG not as an abstract concept, but as a practical management agenda embedded in actual business operations.

Moving forward, YTN will continue to identify sustainability issues that require collaboration between businesses and society, and expand high-quality content that delivers the most current updates on these topics in a clear, engaging, and professional manner.



Success Management Keyword ESG Korea

Program Episodes

Episode	Title	Program Highlights
1	Outdoor Fashion Company <BLACKYAK>	·Recycling 25 million discarded PET bottles in Korea and reducing carbon emissions by 65% ·Collecting transparent PET bottles through collaboration with local governments, the military, and the police, while supplying eco-friendly uniforms
2	<Seoul F&B>	·Reducing pollutant concentrations in discharged wastewater by 99% through an in-house wastewater treatment facility, while lowering carbon emissions. ·Introducing aseptic filling technology, straw-free caps, and mono-material eco-friendly packaging
3	<SPC>	·Introducing eco-friendly water-based ink packaging and obtaining green technology certification ·Implementing the "Happy Coexistence Project" to support farmers and supporting people with developmental disabilities in operating self-reliance cafés
4	<Hanwha Solutions>	·First to obtain "Grade 1 Low-Carbon Certification" for solar modules and establishing an RE100 roadmap ·Installing solar panels on office building facades and supplying smartphone parts made from recycled marine waste.
5	<National Pension Service>	·Receiving the Minister of Environment Award for excellence in the public-sector Greenhouse Gas Target Management System ·Expanding mobile electronic documentation and supporting the "Village Community Pension" scheme in rural areas
6	<Coupang>	·Reducing distribution stages and carbon emissions through the "end-to-end" direct delivery system ·Introducing and operating reusable insulated delivery bags (Fresh Bags) to reduce single-use packaging
7	<Hyosung Group>, <PLEATSMAMA>, <ReDi (Marine Environmental Protection Group)>	·Achieving an A grade in ESG evaluations for listed companies while promoting a circular economy ·Developing eco-friendly yarn from discarded fishing nets and waste PET bottles and producing recycled bags
8	Taking Flight as a Global ESG Hub Airport <Incheon International Airport Corporation>	·First airport in Asia to join RE100 and declare commitment to pursuing 100% renewable energy by 2040 ·Gradually transitioning to hydrogen and electric buses while supporting technological cooperation with SMEs
9	A New Leap Forward for a Color Solutions Company <NOROO Paint>	·The only company in its industry to receive an A grade in comprehensive ESG evaluations and obtain USDA certification for bio-based coatings ·Developing recycled materials from waste automotive films and carrying out "Cool Roof" campaigns to mitigate impact from urban heat for vulnerable communities
10	Leading the Future of Green Finance in the Climate Economy <DGB Financial Group>, <DGB Financial Experience Park>	·Achieving recognition in the DJSI for 12 consecutive years and induction into the Sustainability Report Awards Hall of Fame ·Providing ESG-focused loans to environmentally responsible companies and operating a financial experience park for underserved classes
11	Building a Sustainable Future <K-water>, <Seungju Eco Market>	·Becoming the first public enterprise to declare climate crisis management and obtaining ISO 22000 certification for drinking water production ·Operating the Hapcheon floating solar power project with community participation and creating jobs for elderly people in vulnerable communities near dam areas
12	The Power of K-Content: Spreading Positive Impact [Korea Creative Content Agency Episode], <Korea Creative Content Agency>, <SpringSoft>, <Gwanghawon>	·Developing and distributing eco-friendly guidelines for the content industry ·Supporting the production of content for vulnerable groups, including games promoting brain health for older adults and content for people with disabilities
13	A Food Tech Company Leading the Circular Economy <Woowa Brothers>	·Reducing food waste by 1,600 tons and plastic by 2,000 tons through the "No Cutlery, No Side Dishes" campaign ·Operating robots to collect food delivery containers and providing free business education programs for small business owners

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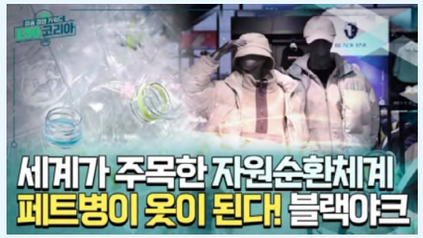
YTN: A News Media Company Delivering Value

Success Management Keyword ESG Korea

<ESG Korea> showcases real-world ESG practices implemented by leading Korean institutions and companies. The program highlights a wide range of sustainability initiatives, such as the development and use of eco-friendly technologies, social contribution activities, and regional shared growth projects to illustrate evolving trends in sustainable management. YTN will continue to expand content that promotes and creates broader awareness of social value.

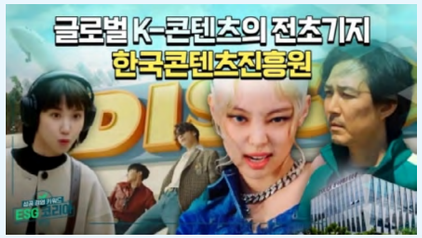
Highlights from Featured Episodes

























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YTN: A News Media Company Delivering Value

Hosting Seoul Fact-Check Forum (SFCF)

As the importance of fact-checking continues to grow amid increasing political polarization, YTN hosted the Seoul Fact-Checking Forum (SFCF) in 2025 to deliver accurate information and help restore trust in public discourse.

The forum brought together journalism researchers from the United States, Hong Kong, and other countries, as well as fact-checking experts from Korea, providing an international platform for sharing global trends in fact-checking and discussing the challenges facing the media. The forum covered key issues directly related to media credibility in the digital era, including the role and limitations of fact-checking in politically polarized environments, strengthening fairness and addressing bias through education to increase media literacy, and the opportunities and limitations presented by AI-powered fact-checking technologies.

In addition, the "2025 Global Fact-Checking Summit" provided a platform for sharing global best practices in fact-checking, while offering broad insights into practical fact-checking experiences in both Korea and overseas, as well as the future direction of digital literacy education for young people.

By reaffirming the value of fact-checking and restoring the language of trust, YTN hopes that these initiatives will contribute to fostering more mature and informed public discourse.



Seoul Fact-Check Forum (SFCF)

Forum Session Topics

Session	Topic
Session 1	Beyond the Boundaries of Information: PolitiFact and Exploring Shared Reality
Session 2	Teaching Bias or Fairness? Fact-Checking as an Educational Process
Session 3	Automating Truth: Promises and Pitfalls of AI-Driven Fact-Checking



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YTN Seoul Tower: Seoul's Cultural Complex Landmark

A Symbol of Seoul

YTN Seoul Tower is Korea's first integrated transmission tower, built to serve both as an efficient broadcasting transmission facility and as an observation tower for visitors. It has been contributing to the development of Korea's broadcasting industry and the growth of Seoul's urban culture since its completion in 1975. The tower has served as a key broadcasting transmission facility while establishing itself as one of Seoul's most recognizable landmarks and a popular destination for both domestic and international visitors.

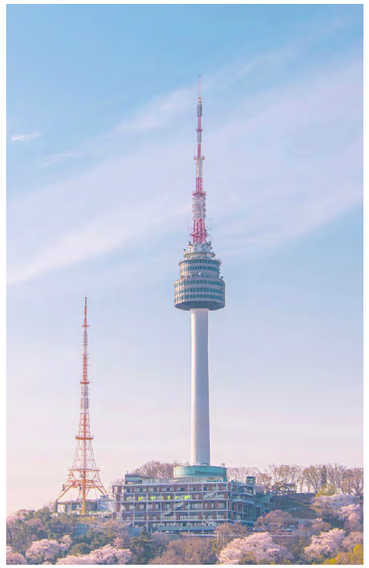


At the Heart of Korea's Broadcasting History

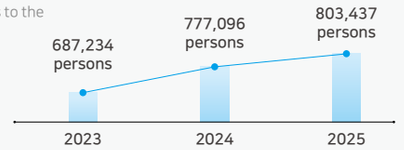
Throughout the development of Korea's broadcasting industry, YTN Seoul Tower has served as a key broadcasting infrastructure facility. During the analog broadcasting era, transmission antennas and radio transmission equipment for major broadcasters—including KBS, MBC, and SBS—were installed at the tower, enabling approximately 48% of Korea's television-viewing population to receive broadcast services. Following the transition from analog broadcasting, the tower has continually contributed to stable broadcasting services by operating terrestrial television and DMB transmission facilities.

The Meeting of Nature and Technology

Located at the summit of Namsan Mountain, YTN Seoul Tower stands 243 meters tall on a 2.9 million m² site, offering panoramic 360-degree views of Seoul. The tower's distinctive architecture, set against the natural landscape of Namsan, has become an iconic element of Seoul's skyline. Throughout the year, it attracts both residents of Seoul and adjacent areas as well as visitors seeking to enjoy the changing scenery of Namsan across the four seasons. The tower also serves as a filming location for a wide range of cultural productions, including films, television dramas, and music videos, and continues to reinforce its status as a cultural icon of Seoul through its appearance in global media content.



Trend of Visitors to the Observatory



A Global Landmark

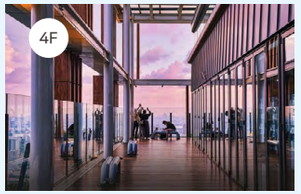
Celebrating the 50th anniversary of its completion, YTN Seoul Tower has played a dual role as both a broadcasting infrastructure facility and a cultural and tourism destination, contributing to the history and development of Korea's broadcasting culture. Looking ahead, YTN Seoul Tower will continue to provide safe and reliable broadcasting services while further enhancing its social and cultural value as a multi-purpose cultural space enjoyed by both residents and visitors.

YTN Seoul Tower: A Multi-Purpose Cultural Space in the Heart of the City

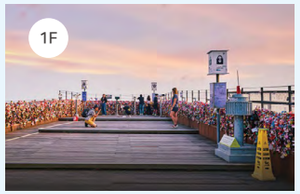
Proposal Stairs



Sunset Zone



Roof Terrace



Voices of YTN Stakeholders

YTN engages with a wide range of stakeholders—including audiences, shareholders and investors, government officials, business partners, and members of academia and the expert community—to identify the ESG issues that the Company should prioritize in its management activities. The Company will continue to review and strengthen its policies and management systems to ensure that stakeholder perspectives are effectively reflected in its business operations and sustainable management initiatives.

Strengthening News Reporting and Public Trust

As a dedicated news channel, YTN is expected to uphold the highest standards and rigorous implementation systems. It must continue to provide fair and objective reporting while delivering balanced coverage of environmental, social, and governance issues to uphold the public's right to know. As a trusted news media organization, YTN should continue to maintain the public's trust by integrating its public responsibility with sustainable management across both its reporting and overall operations.

YTN Response Activities

- Operating the Code of Ethics and internal guidelines for news gathering and reporting
- Gathering and reflecting external feedback on news reporting and content through the Audience Committee and the Grievance Committee

Enhancing Environmental Performance and Digital-Based Management

Improvements are needed for facilities with low energy efficiency, along with a review of environmentally responsible operating practices. YTN should also control digital carbon emissions by reducing unnecessary digital archives and server operations.

YTN Response Activities

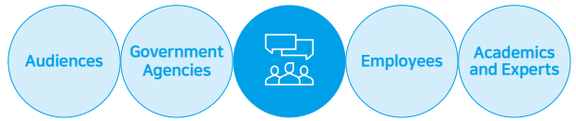
- Establishing a management system for key environmental data
- Improving energy efficiency and reviewing environmentally responsible operating practices
- Reducing resource consumption through the transition to a digital work environment

Strengthening Future Readiness and New Media Competitiveness

YTN should clearly identify the tasks to be prioritized throughout its transition to new media and establish response strategies suited to the evolving media environment. YTN should continue to evolve into an organization that is well prepared for future change and innovation.

YTN Response Activities

- Expanding content delivery through mobile platforms
- Improving user accessibility and service convenience



Embedding the ESG Management System and Practices

YTN recognizes that ESG should not remain an abstract concept but become firmly embedded in the Company's operations through dedicated governance, employee training, and institutionalization. To translate ESG into tangible improvements, YTN should establish clear KPIs and build a systematic framework for managing ESG performance. In addition, the company should establish an ESG reporting framework, as well as assurance and disclosure processes aligned with international standards, to strengthen external credibility.

YTN Response Activities

- Reviewing key ESG agenda items through the Board-level ESG Committee
- Managing ESG activities and performance data through the Board Support Team
- Providing ESG training for the Board of Directors and employees

Listening to Audiences' Opinions

YTN should further expand open communication channels to ensure that audiences' views and inputs are reflected in its news reporting and service operations.

YTN Response Activities

- Operating the Audience Bulletin Board and Ombudsman Program
- Conducting content evaluations through the Audience Panel
- Reflecting audience feedback in services and operational processes

Strengthening ESG Branding and External Outreach

YTN should leverage its strengths as a broadcaster and utilize its content production capabilities to communicate its ESG initiatives more effectively to external stakeholders. It should also strengthen the external impact of its ESG initiatives by linking existing offline activities with ESG branding efforts.

YTN Response Activities

- Organizing environmental campaigns, including the Namsan Walking Event
- Operating community contribution programs, including the English Debate Competition
- Producing and broadcasting ESG-related content
- Publishing the Sustainability Report

YTN's Awards and Recognitions for Social Value

In recognition of its commitment to fair and responsible journalism, YTN received numerous awards from leading journalism and broadcasting organizations in Korea. YTN will continue to contribute to the creation of social value through accurate and professional journalism while further strengthening its role as a trusted news channel.

2025 to the First Half of 2026

2026 Awards

- Special Award, Korea Video Journalists Association - Reapplication for Courtroom Filming Permission in the Trial of Yoon Suk Yeol on Insurrection Leadership Charges

2025 Awards

- Special Award, 16th Korea Broadcast Journalists Awards, Korea Broadcast Journalists Association - National Assembly Video Journalists Corps, "Live Coverage of the National Assembly Plenary Session and Martial Law Situation Following the December 3 Emergency Martial Law Declaration"
- Grand Prize, 38th Korea Video Journalists Awards, Korea Video Journalists Association - "Video Journalists Who Defended Democracy: Coverage of the December 3 Martial Law and Insurrection Crisis"
- Human Rights and Labor Reporting Award, 38th Korea Video Journalists Awards, Korea Video Journalists Association - YTN Investigative Report: "Welcome to Korea"
- Journalist of the Month Award (Online Specialized Reporting), Journalists Association of Korea - "1,022 Gorals: The Last Record of That Winter"
- Media Award (Broadcasting Category), Korean Nurses Association
- BJC Reporting Award (Specialized Reporting Category, Q1 2025), Korea Broadcast Journalists Club - "1,022 Gorals: The Last Record of That Winter"
- Good Program of the Month Award (New Media Category), Korea Communications Standards Commission - YTN Fact Tracker: "An Era When Even a Final Farewell Has Become a Luxury"
- Video Journalist of the Month Award (Exclusive News Category, 122nd Awards), Korea Video Journalists Association - Court Reporters Video Journalists Corps, "Reapplication for Courtroom Filming Permission in the Trial of Yoon Suk Yeol on Insurrection Leadership Charges"
- Broadcast Technology Award (Broadcast Research Category), Korea Broadcast Engineers & Technicians Association – Led the development of a sentiment analysis platform for comments on YTN YouTube VOD content
- Commissioner's Commendation, Korea Coast Guard - In recognition of contributions to the advancement of the Korea Coast Guard through news coverage
- Broadcast Technology Award (Broadcast Production Category), Korea Broadcast Engineers & Technicians Association
- 2025 Hinzpeter International Press Award (News Category), jointly presented by the May 18 Memorial Foundation and the Korea Video Journalists Association - "Midnight Martial Law: A Record of Two Hours and Thirty-Eight Minutes - 48 Video Journalists Covering the National Assembly"
- Excellence Award for Edited News Features, Korea Video Editors Awards - "Make America Great Again: Donald Trump Elected the 47th President of the United States"
- Grand Excellence Award for Edited News Features, Korea Video Editors Awards - "Top 10 News Stories of 2024 (Culture & Sports)"
- Excellence Award, Broadcast Technology Awards, Korea Broadcast Engineers & Technicians Association - Implementation of an in-house storage system for video content on the YTN website and mobile application
- Meritorious Service Award, 2025 Inter-Ministerial Medical Device R&D Awards - In recognition of contributions to the advancement of medical device R&D
- Presidential Commendation, Ministry of the Interior and Safety - In recognition of contributions to national and social development through the promotion of national symbols

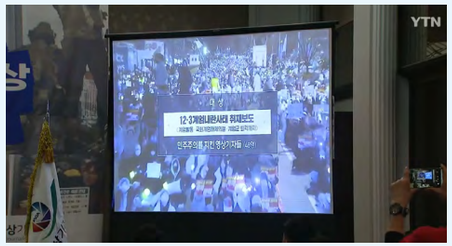
Representative Awards in 2025



2025 Good Program of the Month Award (New Media Category), Korea Communications Standards Commission - YTN Fact Tracker: "An Era When Even a Final Farewell Has Become a Luxury"



2025 'BJC Reporting Award (Specialized Reporting Category, Q1 2025), Korea Broadcast Journalists Club – "1,022 Gorals: The Last Record of That Winter"'



2025 Grand Prize, 38th Korea Video Journalists Awards, Korea Video Journalists Association - "Video Journalists Who Defended Democracy: Coverage of the December 3 Martial Law and Insurrection Crisis"



2025 Excellence Award for Edited News Features, Korea Video Editors Awards - "Make America Great Again: Donald Trump Elected the 47th President of the United States"

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2023 ~ 2024

2024 Awards

Jan. · Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report: "Memory of the Stars: One Year After the October 29 Itaewon Disaster"

Feb. · Video Journalist of the Month Award, Korea Video Journalists Association – YTN Special Report: "Why Did the Boys Disappear? – Seongam Academy"

Apr. · Video Journalist of the Month Award, Korea Video Journalists Association – Investigative Report: "Welcome to Korea"
· Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report: "The World She Lives In"

May. · Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report: "Nakagawa and Takahashi"

Jun. · PD of the Month Award, Korea PD Association – YTN Investigative Report "Your Coffee Is Ready"
· Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "Your Coffee Is Ready"

Sep. · Good Program of the Month Award, Korea Communications Standards Commission – YTN Fact Tracker "Desperate Overnight Queue of Couples Struggling with Infertility, Why Have They Taken to the Streets?"

Oct. · BJC Reporting Award, Korea Broadcast Journalists Club – YTN Fact Tracker "Crime Disguised as Love: The Reality of Dating Violence"

Nov. · Data Journalism Innovation of the Year Award, Korea Data Journalism Awards – YTN Climate Change Series "Pulse of the Earth"

Dec. · Gender Equality Media Award, Korea Institute for Gender Equality Promotion and Education – Documentary 24 "Are You a 'Modern Dad'?"
· Korea Video Editors Award, Korea Video Editors Association – "Contentious Nominations: Pro-Yoon Advantage Amid Political Infighting"
· Good Program of the Month Award, Korea Communications Standards Commission – YTN Fact Tracker "An Era of 10 Million Seniors: Threatened Lives in Old Age"
· Broadcast Journalist of the Year Award, Korea Broadcast Journalists Club – YTN Fact Tracker "Crime Disguised as Love: The Reality of Dating Violence"

2023 Awards

Jan. · Democratic Journalism Practice Award, National Union of Media Workers – Series: "The Truth and Reconciliation Commission and Its Chair's Denial of Historical Truths"

Apr. · Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "The Void: 100 Days After the October 29 Itaewon Disaster"

Jul. · Video Journalist of the Month Award, Korea Video Journalists Association – YTN Investigative Report "Forced Mobilization: An Era Without Victims"

Aug. · SNU FactCheck Excellence Award, Institute of Communication Research, Seoul National University – "Did Japanese Courts Recognize the Forced Labor and Forced Mobilization of Koreans During the Japanese Colonial Period?"

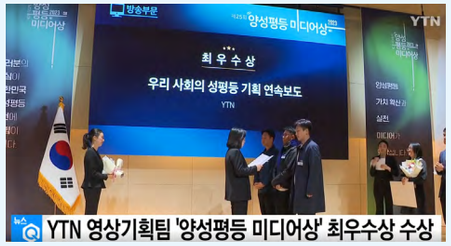
Sep. · Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "Our Neighborhood Family Doctor: Seeking Solutions for Regional Healthcare"

Oct. · Journalist of the Month Award, Journalists Association of Korea – Series on Missing Reinforcement Bars in LH Apartment Exterior Walls
· BJC Reporting Award, Korea Broadcast Journalists Club – Series on Missing Reinforcement Bars in LH Apartment Exterior Walls
· Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – YTN Investigative Report "Sudden Unintended Acceleration: Accelerator vs. Brake"
· Sports Journalism Award, Korea Sports Press Federation – "Abuse of Power by the Korea Tennis Association President and Alleged Breach of Trust"

Nov. · Grand Prize, Gender Equality Media Award, Korea Institute for Gender Equality Promotion and Education – Series on Gender Equality in Korean Society
· Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "Sudden Unintended Acceleration: Accelerator vs. Brake"

Dec. · Plain Korean Journalism Award (Broadcasting Category), Hangeul Culture Solidarity – Gaon Award and Bukdodum Award

Representative Awards in 2023-2024



2024 Gender Equality Media Award, Korea Institute for Gender Equality Promotion and Education – Documentary 24 "Are You a 'Modern Dad'?"



2024 Data Journalism Innovation of the Year Award,– YTN Climate Change Series "Pulse of the Earth"



2023 Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "Sudden Unintended Acceleration: Accelerator vs. Brake"



2023 Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "The Void: 100 Days After the October 29 Itaewon Disaster"

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2022 Awards

Jan. · Journalist of the Month Award, Journalists Association of Korea – YTN Investigative Report "3D Printers and Cancer"
· Journalist of the Month Award, Journalists Association of Korea – Series on Verifying Kim Keon Hee's False Credentials and Exclusive Interviews
· Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – Series on Verifying Kim Keon Hee's False Credentials and Exclusive Interviews
· Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – YTN Investigative Report "3D Printers and Cancer"
· Korea Broadcast Journalists Award, Korea Broadcast Journalists Association – "The Deadly School Kitchen: Series on Cooking Fumes and Lung Cancer"
· Korea Broadcast Journalists Award, Korea Broadcast Journalists Association – "Two-Part Documentary Commemorating the First Anniversary of Hantangang UNESCO Global Geopark Designation"

Feb. · Korea Journalist Award, Journalists Association of Korea – YTN Investigative Report "3D Printers and Cancer"
· Journalist of the Month Award, Journalists Association of Korea – "Issues Surrounding the Public Redevelopment Urban Complex Development Project"

Mar. · Human Rights Reporting Award, Journalists Association of Korea – YTN Investigative Report "Gangneung Story"

May. · Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – Report on Embezzlement Allegations Involving Jin Byung-jun, Chairman of the Construction Industry Union

Jun. · Journalist of the Month Award, Journalists Association of Korea – Coverage of North Korea's COVID-19 Maximum Emergency

Sep. · Democratic Journalism Practice Award, National Union of Media Workers – "Allegations That Kim Soon-ho, Commissioner of the National Police Bureau, Served as an Informant"
· Journalist of the Month Award, Journalists Association of Korea – "Allegations That Kim Soon-ho, Commissioner of the National Police Bureau, Was Specially Recruited After Informing on Others"
· Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "99.99: The Reason Behind the Collapse"
· SNU FactCheck Excellence Award, Institute of Communication Research, Seoul National University – "Did the Seoul Metropolitan Council's Budget Cuts to Flood Control Increase Flood Damage?"

Nov. · Grand Prize, Democratic Journalism Award, National Union of Media Workers – YTN Investigative Report "Lost Myanmar"

Dec. · Kwanhun Journalism Award, Kwanhun Club – YTN Investigative Report "Lost Myanmar"
· SNU FactCheck Excellence Award, Institute of Communication Research, Seoul National University – "Did 'Yoonseok-yeol Train' Plagiarize a Cartoon Published by a British Media Outlet?"

2021 Awards

Feb. · Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – "The Two Faces of the Former Gangster Who Became President of the May 18 Injured Persons Association"

Mar. · Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – "Exposing a Lawless Paper Mill: 'It Operated Above the Law'"
· Korea Fact-Checking Award, Korean Society for Journalism & Communication Studies – Fact Y: COVID-19 Fact-Checking Series

Apr. · Journalist of the Month Award, Journalists Association of Korea – "Alleged Land Speculation by Jeonbuk Investors in the Gwangmyeong-Siheung New Town Development"
· Journalist of the Month Award, Journalists Association of Korea – Report on Pharmaceutical Companies' Manipulation of Active Ingredient Quantities
· Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – Report on Pharmaceutical Companies' Manipulation of Active Ingredient Quantities

May. · Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – In-Depth Cryptocurrency Series: "Cryptocurrency Running Rampant in a Lawless Zone"

Jun. · Reuters Journalism Lab, Digital News Report 2021 – Ranked No. 1 in Trust Among Major News Media

Aug. · Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – YTN Investigative Report "The Law of the Fish Market"
· Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – Two-Part Documentary Commemorating the First Anniversary of Hantangang UNESCO Global Geopark Designation

Sep. · Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association – "The Deadly School Kitchen: Cooking Fumes and Lung Cancer"
· Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "Education Disaster" (Two-Part Series)

Oct. · Cable TV Broadcasting Awards, Korea Cable TV Association – YTN Investigative Report "Records"
· BJC Reporting Award, Korea Broadcast Journalists Club – "The Deadly School Kitchen: Cooking Fumes and Lung Cancer"

Nov. · Good Program of the Month Award, Korea Communications Standards Commission – YTN Investigative Report "Gangneung Story"

Dec. · Broadcast Journalist of the Year Award, Korea Broadcast Journalists Club – "The Deadly School Kitchen: Cooking Fumes and Lung Cancer"

Representative Awards in 2021-2022



2022 Kwanhun Journalism Award, Kwanhun Club – YTN Investigative Report "Lost Myanmar"



2022 163rd Broadcast Journalist of the Month Award (News Reporting Category), Korea Broadcast Journalists Association



2021 Cable TV Broadcasting Awards (Grand Prize, Documentary Category), Korea Cable TV Association



2021 151st Broadcast Journalist of the Month Award, Korea Broadcast Journalists Association

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Double Materiality Assessment

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Double Materiality Assessment Process

In 2025, YTN conducted a double materiality assessment to identify issues that affect both the company's sustainability and its business. A double materiality assessment considers both the impacts of the company's business activities on the environment and society (Impact Materiality) and the financial impacts that sustainability-related issues may have on the company (Financial Materiality). For the identified material issues, YTN assessed the impacts of its operations on the environment, society, and various stakeholders, as well as the financial risks and opportunities arising from external factors. The Company then conducted an IRO[1)] analysis with internal and external stakeholders to determine the final priority ranking of three material issues. The priority material issues identified through the double materiality assessment have been incorporated into the company's risk management process, and the related performance is disclosed transparently to stakeholders through the Sustainability Report.

1) Impact, Risk, Opportunity

STEP 1

Developing the Issue Pool

Develop a long list of issues based on domestic and international standards and ESG assessment frameworks

Developing the Issue Pool
- Review ESG initiatives, including GRI, DJSI, MSCI, and SASB
- Reflect trends in the broadcasting industry

A Pool of 30 Issues

STEP 2

Identifying Material Issues

Identify material issues (short list) through a materiality assessment

Internal Strategy and External Materiality Assessment
- Analyze the internal sustainability strategy
- Analyze media
- Benchmark domestic and international broadcasting companies
- Review ESG standards and assessment frameworks
- Analyze domestic and international laws and regulations

9 Material Issues

Category	Issue
Environmental	Climate Change Response
Environmental	Eco-friendly Content and Service Management
Environmental	Waste Management
Social	Information Security and Personal Data Protection
Social	Quality and Customer Satisfaction Enhancement
Social	Responsible Content Production
Governance	Ethics and Compliance Management
Governance	Transparent Board Operations
Governance	Stakeholder Engagement

STEP 3

Identifying and Assessing Impacts

Identify environmental and social impacts and financial impacts, and conduct IRO analysis based on the identified types

Identifying Major Impacts by Issue
- Identify impact characteristics (positive/negative, actual/potential), the scope of impacts, and the timing of impacts

Assessment Based on Identified Impacts
- Impact materiality assessment
  - Assess the likelihood and severity of impacts
- Financial materiality assessment
  - Assess impacts on enterprise value and financial performance

STEP 4

Selecting and Reporting Key Material Issues

Finalize the Key Material Issues by reflecting issue priorities and impacts specific to sustainability topics

Analyzing Impact Magnitude
- Quantify and comprehensively analyze the results of impact assessment
- Establish thresholds for each impact and identify priorities

Board Review and Approval
- Review the appropriateness of the double materiality assessment results and the process for identifying the Key Material Issues
- Conduct the final confirmation of the impacts, risks, and opportunities associated with each Key Material Issue
- Approve the key disclosures to be included in the Sustainability Report

3 Key Material Issues

Category	Issue
Governance	Ethics and Compliance Management
Social	Responsible Content Production
Social	Quality and Customer Satisfaction Enhancement

Double Materiality Assessment

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Double Materiality Assessment Results

Through its 2025 Double Materiality Assessment, YTN identified a total of nine material issues (short list): Climate Change Response, Eco-friendly Content and Service Management, Waste Management, Information Security and Personal Data Protection, Quality and Customer Satisfaction Enhancement, Responsible Content Production, Ethics and Compliance Management, Transparent Board Operations, and Stakeholder Engagement. Following a comprehensive analysis of the environmental, social, and financial impacts associated with each issue, Ethics and Compliance Management, Responsible Content Production, and Quality and Customer Satisfaction Enhancement were identified as the three key material issues with the greatest significance from the perspectives of both environmental and social impact and financial impact. Based on the assessment results, YTN systematically manages the risks and opportunities associated with these material issues and transparently discloses its performance and progress through this Sustainability Report. YTN will continue to identify factors affecting its sustainability through regular materiality assessments and strengthen its systematic response to and management of these issues.

Category	Key Material Issue	GRI Index	Reporting Page
Governance	Ethics and Compliance Management	205-1~3	26-28, 98-99
Social	Responsible Content Production	Non-GRI	29-35
Social	Quality and Customer Satisfaction Enhancement	Non-GRI	36-38

●●● HIGH ●● MID ● LOW

Category	Area	Material Issue	Environmental & Social Impact					Financial Risk/Opportunity			
			Impact	Magnitude	Characteristics	Time Horizon	Affected Value Chain	Risk / Opportunity	Magnitude	Characteristics	Time Horizon
Key Material Issue	Governance	Ethics and Compliance Management	Weakening of audience trust and increased controversy over fairness in the event of unethical reporting or internal misconduct	●●●	Negative	Potential	Long-term	Audiences (Customers), Local Communities	Increased fines and post-incident response costs resulting from regulatory violations	●●●	Risk	Short-term
	Social	Responsible Content Production	Enhanced audience trust and broader social consensus regarding the social impact of content	●●	Positive	Actual	-	Audiences (Customers), Local Communities	Enhanced brand trust and increased revenue through responsible content production and effective responses to inaccurate reporting	●●●	Opportunity	Short-term
	Social	Quality and Customer Satisfaction Enhancement	Reduced accessibility to information and declining trust in services due to broadcasting disruptions or deteriorating service quality	●●	Negative	Actual	-	Audiences (Customers), Local Communities	Reduced advertising and content revenue resulting from audience loss caused by recurring disruptions to broadcasting services	●●●	Risk	Short-term
General Reporting Issue	Environmental	Eco-friendly Content and Service Management	Improved environmental awareness and behavior among audiences through the expansion of eco-friendly content and services	●●	Positive	Potential	Long-term	Audiences (Customers), Local Communities	Increased revenue through enhanced content competitiveness and brand value driven by the expansion of eco-friendly content planning	●●	Opportunity	Mid-term
	Social	Information Security and Personal Data Protection	Infringement of audiences' rights and disruption of the digital environment due to inadequate personal data protection	●●	Negative	Actual	-	Audiences (Customers)	Sustained content use and increased revenue driven by strengthened protection of personal data, sources, and whistleblowers	●●	Opportunity	Mid-term
	Environmental	Climate Change Response	Improved public awareness of climate change through accurate climate reporting	●●	Positive	Potential	Long-term	Audiences (Customers)	Reduced revenue due to decrease in content use resulting from diminished public trust caused by the dissemination of inaccurate climate information	●	Risk	Mid-term
	Governance	Transparent Board Operations	Enhanced organizational stability through strengthened decision-making based on the Board's expertise	●●	Positive	Actual	-	Employees	Improved operating profit and profitability through reduced legal costs resulting from enhanced governance transparency and risk prevention	●●	Opportunity	Short-term
	Environmental	Waste Management	Reduced environmental impacts and pollution within and around business sites through strengthened waste management	●	Positive	Potential	Long-term	Local Communities	Reduced procurement costs through progressive expansion of circular use of broadcasting equipment and IT assets	●	Opportunity	Short-term
	Governance	Stakeholder Engagement	Enhanced stakeholder trust through the disclosure of ESG performance and strengthened sustainability communication	●	Positive	Potential	Long-term	Employees, Business Partners, Audiences (Customers), Local Communities	Increased post-response costs due to insufficient ESG disclosures	●	Risk	Mid-term

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Material Issue 1

Ethics and Compliance Management

As a dedicated news broadcaster, YTN is committed to delivering fair and reliable information and therefore maintains a high standard of ethical conduct and a robust compliance management framework. In particular, the independence and objectivity of the news gathering and reporting process, the integrity of employees in performing their duties, and the responsible handling of stakeholder grievances are critical factors that have a direct impact on the company's credibility and long-term sustainability. Accordingly, YTN has established clear standards of conduct for its employees based on the Code of Ethics and the Code of Ethics Implementation Guidelines. The Company also operates an internal control and audit system centered on the Audit Committee, the Audit Office, and the Auditing Team. In addition, YTN strives to prevent unethical conduct and foster a culture of compliance with laws and internal regulations across the organization through the Ethics Committee, the Cyber Audit Office reporting channel, ethics and compliance training, and the Code of Ethics pledge program.

Governance

YTN operates an internal control system centered on the Audit Committee, the Audit Office, and the Auditing Team to strengthen the implementation of ethics and compliance management. The Audit Committee oversees the activities of Directors and Management to ensure compliance with applicable laws and the Articles of Incorporation while reviewing accounting transparency and the effectiveness of the internal control system. The Audit Office and the Auditing Team conduct regular and ad hoc audits to verify compliance with applicable laws and internal regulations across the organization. They also operate the Cyber Audit Office, YTN's ethics reporting channel, to report and address unethical conduct and stakeholder grievances. In addition, the Ethics Committee is responsible for establishing and revising the Code of Ethics, interpreting its provisions, developing detailed implementation standards, and reviewing cases involving violations.

Risk Management

YTN conducts internal audits to identify potential violations of applicable laws and internal regulations. For issues identified during investigations, the company carries out explanation procedures, reports investigation results, implements corrective actions, and conducts follow-up management. In 2025, YTN conducted audits and investigations covering the usage of corporate cards, organizational culture, external activities, labor relations, and reported cases. Where instances of non-compliance with internal regulations were identified, appropriate follow-up measures, such as disciplinary actions, warnings, and recommendations for improvement were implemented. The Company also investigates matters related to employee rights, such as workplace harassment, labor relations issues, and personal data protection, through objective procedures. Where necessary, recommendations for improvement are provided to the relevant departments, along with measures to prevent recurrence.

Strategy

1. Code of Ethics and Implementation Guidelines for the Code of Ethics
2. Operation of the Reporting and Whistleblowing Channel under the Cyber Audit Office
3. Ethics and Compliance Training and Code of Ethics Pledge for Employees

Metrics and Target

100%

Employee Code of Ethics Pledge Signing Rate in 2025

100%

Cyber Audit Office Report Handling Rate in 2025

Ethics and Compliance Management

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Ethics and Compliance Management System

Code of Ethics

YTN has established a Code of Ethics and the accompanying Code of Ethics Implementation Guidelines, which will serve as the ethical standards governing employees in the performance of their duties and throughout the news gathering and reporting process. The Code of Ethics sets out standards of conduct covering all aspects of employees' professional responsibilities, including principles related to integrity, human rights, and external activities. In the area of integrity, the company complies with the Improper Solicitation and Graft Act, prohibits the acceptance of improper benefits and hospitality, and has established transparent standards for the use of news gathering and production expenses. To prevent conflicts of interest, employees are prohibited from participating in news gathering or reporting on topics of personal interest to them and from using information acquired in the course of their duties for personal gain. YTN also maintains the independence and objectivity of its reporting by strictly separating news coverage from advertising and sponsorship activities. With respect to human rights, the company prohibits workplace harassment, sexual harassment, sexual violence, and discrimination, while maintaining formal reporting and investigation procedures for related cases. Regarding external activities, employees are required to abide by their professional responsibilities when using social media. To preserve the neutrality and independence expected of journalists, employees are restricted from political and commercial activities. In addition, prior approval and conflict-of-interest review procedures are required for participation in external lectures, media appearances, and publishing activities to prevent any damage to the company's credibility. In 2025, YTN provided Code of Ethics training for employees to strengthen their understanding of the ethical standards and principles of conduct required in the performance of their duties.

YTN Code of Ethics Policy Book



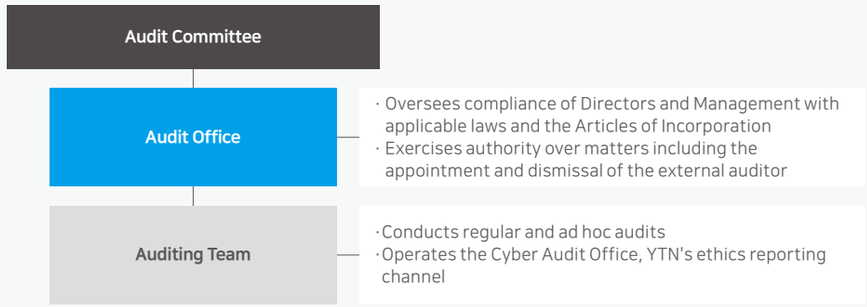


Code of Ethics Training for Employees in 2025

Ethics and Compliance Management Organization

YTN's ethics and compliance management framework consists of the Audit Committee, the Audit Office, and the Auditing Team. As the company's supervisory body, the Audit Committee oversees the compliance of Directors and Management with applicable laws and the Articles of Incorporation and exercises authority over matters including the appointment and dismissal of the external auditor to ensure accounting transparency. Based on its independence and objectivity, the Audit Committee also reviews the effectiveness of the company's internal control and financial reporting systems, thereby contributing to greater transparency and sound management. The Audit Office and the Auditing Team are dedicated departments responsible for audit operations. These departments conduct both regular and ad hoc audits to assess compliance with applicable laws and internal regulations across the company and operate the Cyber Audit Office, YTN's ethics reporting channel. The Cyber Audit Office develops improvement measures based on audit findings and monitors their implementation to prevent the recurrence of similar issues.

Ethics and Compliance Management Governance Organization



Operation of the Ethics Committee

YTN operates an Ethics Committee to systematically review and make decisions on key matters related to ethics and compliance management. The Ethics Committee is established and operated in accordance with its operating regulations. It consists of standing members representing both labor and management, together with members recommended by each party, ensuring that diverse organizational perspectives are reflected in its deliberations. The Committee is responsible for reviewing and approving matters related to the establishment, revision, and abolition of the Code of Ethics, interpreting its provisions, and developing detailed implementation standards, thereby overseeing the company's overall ethics management framework. It also investigates and reviews violations of the Code of Ethics, assessing the appropriateness of each case and discussing necessary actions. The Committee addresses key agenda items through regular meetings. In January 2025, it convened a regular meeting to review matters related to ethics and compliance management.

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Material Issue 1

Ethics and Compliance Management

Ethics and Compliance Management Activities

Internal Audits

YTN conducts regular internal audits to assess key organizational risks and has established response and monitoring mechanisms to address major risk factors identified during audit and investigation processes. The Company also operates a preventive risk management system to proactively identify and manage specialized risks across key functions, including news reporting, content production, programming, and corporate management. In addition, YTN maintains a healthy workplace by operating a continuous monitoring system to prevent workplace harassment and other forms of unethical conduct.

Internal Audit Process

1	Audit Planning	Establish annual internal audit plans and report to the Board of Directors on a quarterly basis
2	Audit Execution	Conduct timely and targeted internal audit activities to support the achievement of the company's management objectives · Operational audits: Review compliance with applicable laws and the Articles of Incorporation; Assess the efficiency of budget execution · Special audits: Conduct on an ad hoc basis in response to incidents or reports of misconduct
3	Investigation and Explanation	Provide relevant departments and employees with an opportunity to present explanations during the investigation process
4	Reporting of Results	Report identified violations and key risks to the Board of Directors
5	Follow-up Management	Verify the results of corrective action and take follow-up measures

● Internal Audit Results in 2025

YTN Audit Office conducted audits and investigations throughout 2025 on matters including the usage of corporate card, organizational culture, management of external activity, labor relations, and various reported cases to strengthen internal controls and establish an ethical management framework. For certain instances of non-compliance with internal regulations identified through audits, YTN implemented follow-up measures, including disciplinary actions, warnings, and recommendations for improvement in accordance with relevant regulations. The Company also pursued system improvements and enhancements to internal management processes to prevent recurrence. In addition, matters related to employee rights, including reports of workplace harassment, labor-related issues, and personal data protection matters, were investigated through objective procedures. Where necessary, recommendations for improvement and follow-up measures were implemented by the relevant departments. Furthermore, YTN reviewed and responded to audience opinions and stakeholder grievances received through the Cyber Audit Office and external reporting channels through verification with relevant departments and response procedures. For matters related to the Improper Solicitation and Graft Act and external activities, the company strengthened its compliance framework through prior consultation and internal reviews.

Ethics and Compliance Training

YTN provides ethics and compliance training for all employees to strengthen ethical awareness and foster a culture of ethical management throughout the company. The training helps employees understand the company's ethical standards and codes of conduct and supports them in maintaining compliance with ethical and compliance requirements in the performance of their duties. It also promotes the integration of ethical decision-making and responsible work practices across the organization. In December 2025, YTN conducted an online Code of Ethics Training program for all employees. The Company also required all employees to sign the Code of Ethics Pledge, achieving a 100% participation rate.

Operation of the Cyber Audit Office

YTN operates the Cyber Audit Office, its internal whistleblowing channel, to detect and prevent ethical violations at an early stage. Reports are submitted and handled through a confidential one-to-one communication process between the whistleblower and YTN. Reportable matters include the acceptance of improper benefits or hospitality, fraud and misconduct, socially unacceptable behavior, and other unethical conduct involving YTN personnel, including employees and affiliates. The reporting system also accepts submissions reporting exemplary conduct and best practices within the organization.

Cyber Audit Office

Ethics Report Status

Category	Unit	2023	2024	2025
Number of Ethics Reports	Cases	3	4	4
Number of Ethics Reports Handled[1)]	Cases	2	2	3
Ethics Report Handling Rate	%	100	100	100

1) Excluding duplicate reports

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Responsible Content Production

As a news-focused media company, YTN seeks to uphold the public's right to know by providing accurate and fair information, while fulfilling its social responsibilities through the provision of disaster and safety information and public-interest content. In particular, in a media environment where the influence of content continues to expand, news ethics, protection of audience rights, and enhanced accessibility to information are key factors directly linked to the trustworthiness and credibility of a broadcaster. Accordingly, YTN operates a Children and Youth Protection Policy and an Audience Grievance Handling Committee to establish an audience protection framework. YTN also reviews the fairness and objectivity of its content through both voluntary and regulatory review systems, including internal monitoring, pre-broadcast reviews of scripts, the Audience Committee, and the Korea Communications Standards Commission. In addition, YTN continues to promote responsible content production and audience-centered broadcasting operations through disaster broadcasting, enhanced accessibility for people with disabilities, and informative content for overseas Koreans.

Governance

YTN has designated personnel responsible for children and youth protection and operates an Audience Grievance Handling Committee to support responsible content production. Based on its Children and Youth Protection Policy, YTN prevents exposure to harmful information and inappropriate content for children and youth. The Company designates a Youth Protection Officer and responsible personnel to manage compliance with relevant laws and regulatory standards, response procedures for identifying harmful information, and processes for handling violations. Additionally, the Audience Grievance Handling Committee receives and addresses audience opinions and cases involving violations of audience rights. Through these efforts, YTN ensures that audience protection and responsible response mechanisms are effectively implemented throughout the content production and broadcasting processes.

Risk Management

YTN operates voluntary and regulatory content review systems, including internal monitoring, pre-broadcast reviews of scripts, the Audience Committee, and Ombudsman programs. YTN conducts prior reviews of news and program content to assess potential errors, bias, human rights violations, and compliance with legal and ethical standards. Audience feedback and results of external review are reflected in the content production and programming processes. Through these efforts, YTN prevents risks arising from inaccurate or inappropriate content, while strengthening fairness, objectivity, and social responsibility in broadcasting.

Strategy

1. Ethics Principles to be Followed in News Reporting (Code of Ethics)
2. Children and Youth Protection Policy
3. Provision of Services to Enhance Accessibility for People with Disabilities (Establishment of a Dedicated "VOD for People with Disabilities" Website)
4. Operation of Informative Content for Overseas Koreans
5. Operation of the Rapid Special News Alert System and Automatic Captioning System for Disaster Situations
6. Advancement of the Disaster and Safety Information Provision System Based on YDAS[1)]

1) YDAS (YTN Disaster Analysis System): An integrated disaster broadcasting system that enables direct live broadcasting of CCTV footage from major locations across the country.

Metrics and Target

24,029 Minutes — Disaster Broadcasting Time in 2025

4,825 Minutes — Broadcasting Time of Programs Contributing to Community Development in 2025

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Responsible Content Production

Responsible Content Production System

Ethics Principles (Code of Ethics) in News Reporting

As news content has a significant impact on society as a whole, it is of paramount importance to establish ethical standards for delivering fact-based, accurate information and fair reporting. Accordingly, YTN has established and operates ethical standards applicable throughout the entire news gathering and reporting process to ensure responsible content production. YTN specifies news gathering and reporting ethics in its Code of Ethics and enforces compliance among employees.

1 Accuracy

- Cross-verification through multiple sources and materials
- Use of clear expressions that identify the subject of statements
- Prioritizing accuracy over speed
- Prompt corrections when errors are identified
- Preventing distortion of facts during video editing



2 Truthfulness

- Clearly distinguishing between facts and opinions
- Setting agendas without intentional exclusion
- Providing sufficient opportunities for counterargument
- Proactive reporting on privileges, corruption, and recurring issues
- Delivering truthful reports based on structural and comprehensive consideration of facts



3 Independence

- Maintaining independence from political power, capital, and interest groups
- Rejecting pressure, improper requests, and inducements



4 Transparency

- Principle of reporting with real names
- Anonymous reporting limited to exceptional cases, such as public-interest whistleblowing
- Clearly identifying reporting sources and acquisition channels



5 Legality

- Clearly disclosing the reporter's identity, affiliation, and purpose of coverage
- Compliance with copyright laws
- Avoiding violations of portrait rights
- Preventing defamation caused by the dissemination of false information



6 Consideration and Respect

- Minimizing human rights violations arising from news gathering and reporting
- Prohibition of hateful and discriminatory reporting
- Reporting in accordance with the principle of presumption of innocence



7 Relationship with Sources

- Prohibition of deceiving sources and undercover reporting
- Prioritizing the identified sources while protecting anonymity when necessary
- Prohibition of promising tangible or intangible compensation in exchange for information



8 Practices

- Prioritizing public interest and the public's right to know
- Avoiding indiscriminate acceptance of embargo and off-the-record requests
- Prohibition of accepting pool reporting arrangements
- Strict application of the designation of "exclusive report"



9 Use of Digital Information

- Verification of original sources, origins, and EXIF[1] information pertaining to photos and videos
- Careful use of secondary information such as SNS posts and comments



1) Metadata (EXIF: exchangeable image file format)

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Responsible Content Production System

Child and Youth Protection Policy

YTN has established and implemented a Children and Youth Protection Policy in accordance with relevant laws to prevent youth under the age of 19 from accessing harmful information and protect them from various types of harmful content. YTN also strictly regulates harmful information, including obscene and illegal content that may hinder the healthy development of children and youth, as well as unethical and antisocial behaviors. YTN has designated a Youth Protection Officer and responsible personnel to collect viewers' opinions and handle complaints related to youth protection. Through these channels, YTN receives feedback and addresses related complaints. In addition, YTN provides the Youth Protection Officer and responsible personnel with training on relevant laws and regulatory standards, procedures for responding when harmful information is detected, and reporting procedures for handling violations.

Child and Youth Protection Policy

Operation of the Audience "Grievance Handling Committee"

YTN established and has operated the Audience Grievance Handling Committee since 2020 to promptly and fairly address potential violations of audience rights arising from broadcasts and programs. The Audience Grievance Handling Committee supports voluntary dispute resolution and protection of audience rights and interests when legitimate rights and interests of audiences are infringed, including cases involving defamation and property damage. When a grievance is submitted by a viewer, YTN considers whether to convene the committee depending on the nature and significance of the case. Subsequently, YTN verifies facts and consults with relevant departments and personnel to implement necessary measures, supporting prompt and reasonable resolution of issues. The Audience Grievance Handling Committee is chaired by the Head of Audience Engagement and consists of responsible personnel from relevant areas, including review, legal affairs, editorial, and digital departments. The committee reviews audience opinions based on expertise and objectivity. In 2025, four grievances were submitted to the Audience Grievance Handling Committee. Among these, two cases were resolved, including requests for deletion of past interview videos and requests for deletion of content related to a report following the applicant's final acquittal.

Grievance Handling Committee

Grievance Handling Committee Performance

Category	Unit	2023	2024	2025
Submitted Cases	Cases	8[1)]	6[2)]	4[3)]

1) 1 video deletion, 2 article deletions, 1 partial revision, 4 cases where deletion was not possible
2) 1 video/article deletion, 1 partial text deletion, 1 partial revision, 3 cases where deletion was not possible
3) 2 video/article deletions, 2 cases where deletion was not possible

Review System Operation

To ensure responsible content production, YTN operates an internal content monitoring system based on legal requirements. Through internal monitoring and pre-broadcast reviews, YTN continuously evaluates the quality and fairness of news and programs. In addition, through legally mandated external review systems, including the Audience Committee and Ombudsman Program, YTN gathers objective feedback and reflects it in its broadcasting services.

Types of Review Systems

Review System		Details
Voluntary Review System	Internal Content Monitoring System	YTN operates a self-monitoring staff evaluation system to establish a continuous review framework for news and produced programs. Current monitoring staff review the accuracy and fairness of broadcast content, typographical errors and reporting errors, bias, potential human rights violations, and compliance with legal and ethical standards comprehensively, and prepare daily reports. The review results are shared with all employees through an internal system to ensure that improvement measures are promptly reflected in the content production process. In addition, for major broadcasting incidents or recurring errors, YTN analyzes the causes of incidents through separate internal communication channels and discusses preventive measures. Through these efforts, YTN minimizes risks that may arise during production and transmission processes and continuously strengthens the level of broadcast quality management.
	Pre-Broadcast Script Review and Screening Process	For various produced programs excluding news reporting, YTN operates a pre-broadcast script review and screening process. Through this, YTN identifies potential errors before broadcast transmission and establishes a preventive review system to enhance the objectivity and reliability of content.
Legally Based Review System	Audience Committee Operation	YTN operates an Audience Committee every month pursuant to the Broadcasting Act and actively reflects external experts' opinions in content production and programming processes. The Audience Committee consists of external experts from various fields, including academia and civic organizations, and evaluates the appropriateness of broadcast content and reporting methods while providing recommendations for improvement and corrective actions. YTN strengthens transparency and accountability in broadcasting by sincerely reviewing the committee's recommendations and disclosing related actions and responses.
	Ombudsman Program Operation	YTN operates an Ombudsman Program in accordance with the Broadcasting Act to perform independent evaluation and criticism of broadcast content. An evaluation panel consisting of academics and experts comprehensively reviews the accuracy, fairness, sensationalism, and social responsibility of news and programs. Evaluation results and improvement recommendations are disclosed to audiences through broadcasts. In addition, major findings are discussed in internal meetings and reflected in business plans and utilized for continuous quality improvement and enhancement of production capabilities.

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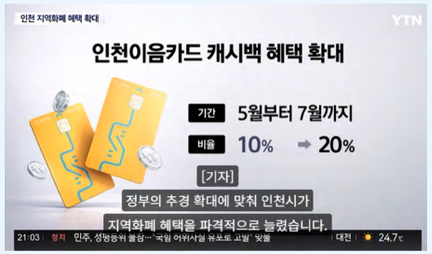
Expanding Content Accessibility Across All Individuals

Enhancing Accessibility of Services for People with Disabilities

To ensure all audiences' right to access information, YTN has provided news broadcasting content with enhanced accessibility features since 2024 to promote universal viewing rights for people with disabilities and other information-vulnerable groups. In particular, YTN established a dedicated "VOD for People with Disabilities" website, providing VOD services with accessibility features such as closed captions, audio descriptions, and sign language interpretation for YTN TV news programs. In 2025, YTN expanded the scope of the service beyond its initial focus on news content in 2024 to include the popular educational program 〈Newsmentary: War and People〉, significantly broadening program selection and improving viewing experiences for audiences with disabilities. Furthermore, YTN strengthened accessibility measures during periods of major issues and emergency breaking news situations, including the 2026 local elections and the U.S.–Iran war, ensuring that no audience was left behind. YTN will continue to expand its service scope and strengthen media accessibility to enhance the rights of audiences with disabilities and guarantee universal access to broadcasting.

Production Performance of VOD Content for People with Disabilities

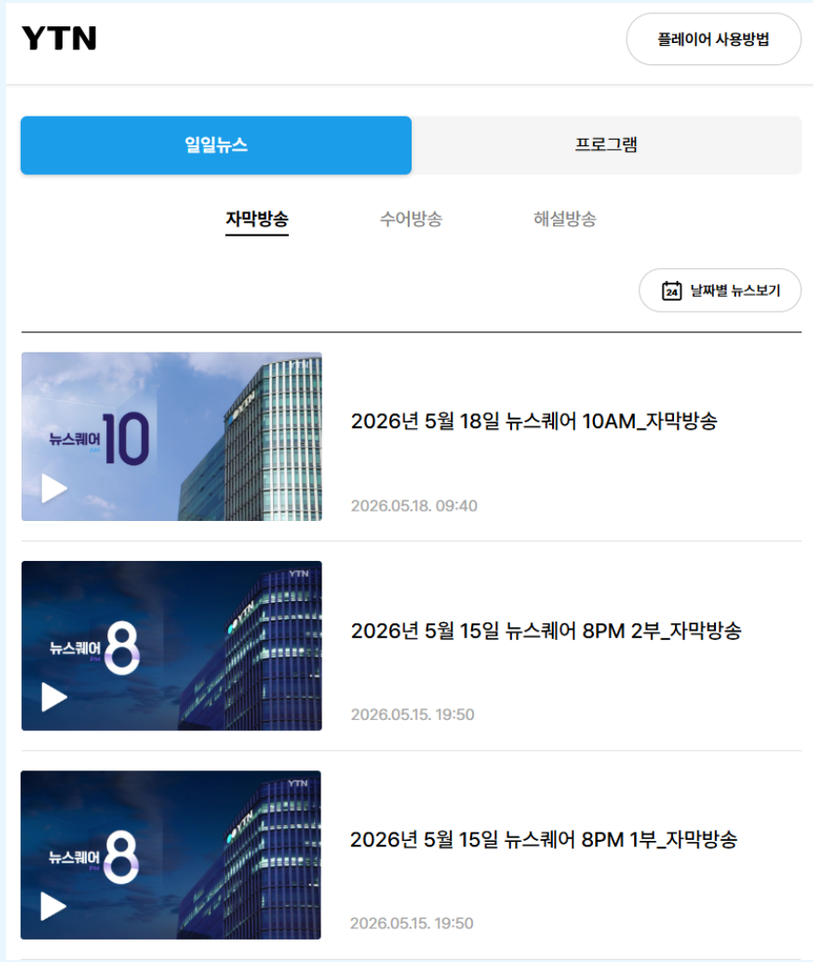
Category	Unit	Closed Captions	Audio Description	Sign Language
2024	Episodes	679	332	314
2025		913	463	380



YTN News Broadcast Screen with Closed Captions



YTN News Broadcast Screen with Sign Language Interpretation



Detailed View of the VOD Website for People with Disabilities

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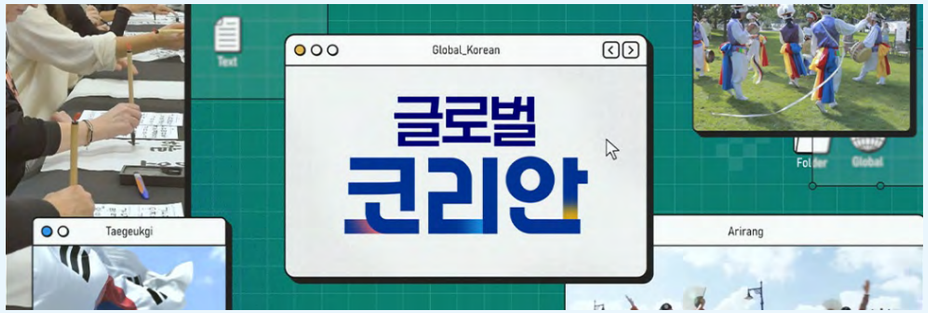
Expanding Content Accessibility Across All Demographics

Implementing Universal Access to Broadcasting Services

As Korea's No.1 news channel, YTN is making various efforts to ensure that all citizens can access news services regardless of their location, age, or disability. In line with the rapid increase in the production and consumption of digital content, YTN has strengthened the creation of digital news and current affairs content. In particular, as the Millennials and Gen Z increasingly consume news through digital platforms such as YouTube, YTN has focused on planning and producing content that enables closer communication with younger audiences.

Producing Broadcasting Programs for Overseas Koreans

YTN has produced specialized content for overseas Koreans for more than 20 years. 〈Global Korean〉 has been continuously produced and broadcast as Korea's only and longest-running weekly program dedicated to overseas Koreans. YTN has also produced special programs that revisit and commemorate significant milestones in Korean immigration history, including the 100th anniversary of Korean immigration to Cuba and the 120th anniversary of Korean immigration to the United States. YTN continues to produce and broadcast a diverse range of content targeting the overseas Korean diaspora, including 〈Overseas Koreans of the Month〉, which highlights key figures in overseas Korean communities every month; 〈Bravo My Life〉, which captures the inspiring journeys of first-generation immigrants who overcame hardships; and 〈Korean Young Boss〉, which showcases the passion and achievements of next-generation Koreans active on the global stage.



〈Global Korean〉 Overseas Korean Service

Strengthening Content Objectivity, Public Value, and Responsibility

"Disaster Broadcasting" to Strengthen Social Responsibility in Disaster Situations

As a news-specialized channel, YTN recognizes providing disaster-related information to protect the lives and safety of the public as one of its most important responsibilities. In particular, during the COVID-19 pandemic, a global disaster, YTN operated an emergency news alert system to deliver real-time information on the impact of the pandemic and assist the public with response guidelines. YTN also provides prompt and accurate coverage during major disasters such as earthquakes, typhoons, and wildfires, while making efforts to improve information accessibility for vulnerable groups during disasters.

- **Automatic Caption Transmission System for Civil Defense Emergencies, Earthquakes, and Tsunamis**
  YTN operates an automatic caption transmission system to deliver real-time broadcasts during disasters such as civil defense emergencies, earthquakes, and tsunamis, thereby minimizing potential damage to public safety and property.
- **Rapid Transition to Emergency News Alert System in Disaster Situations**
  YTN maintains a systematic response framework with clearly defined responsibilities for each department and division in the event of disasters. Once a decision is made to transition to emergency news coverage, YTN promptly organizes intensive news programming to deliver disaster-related information at any time, 24 hours a day. In addition, YTN provides emergency coverage according to different types of disasters, including earthquakes and tsunamis, natural disasters such as typhoons, heavy rainfall, and floods, as well as social disasters including aircraft accidents, wildfires, and large-scale fires.

Disaster Broadcasting Performance

Category	Unit	2023	2024	2025
Disaster Broadcasting Time	Minutes	43,000	16,348	24,029



Disaster Broadcasting Coverage

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Strengthening Content Objectivity, Public Value, and Responsibility

"Disaster Broadcasting" to Strengthen Social Responsibility in Disaster Situations

- **Establishment of the YDAS[1] Disaster Reporting System**

  In view of the increasing need for disaster broadcasting utilizing CCTV footage during events such as torrential rains, heavy snowfall, typhoons, and accidents, YTN has strengthened its disaster reporting capabilities. YTN secured stable access to CCTV footage nationwide for broadcasting purposes and independently developed and started operating YDAS in June 2023. YTN established a database by signing an agreement with KT ICT, which provides access to more than 8,000 CCTV feeds nationwide, and integrating internally collected CCTV footage from sources such as national parks and flood control centers. To ensure stable broadcasting services, YTN completed its disaster reporting system by introducing a broadcasting transmission system and high-definition enhancement equipment for low-resolution footage.



Broadcast Preparation Screen



Transmission List Screen


Web Streaming Screen



CCTV Map Search Screen

1) YDAS (YTN Disaster Analysis System): An integrated disaster broadcasting system that enables live broadcasting of CCTV footage from major locations nationwide.

- **Employee Training Related to Disaster Broadcasting**

  YTN provides training to enhance anchors' capabilities in live disaster broadcasting. In 2025, YTN participated in anchor training organized by Japan's TBS Television, observing disaster response systems and operational practices to review and strengthen its disaster broadcasting response framework. In addition, to deliver accurate information as quickly as possible during various disasters and emergencies, YTN introduced the integrated disaster broadcasting system Y-DAS, which enables direct live broadcasting of CCTV footage from major locations nationwide, and provided related training for relevant personnel.

Campaigns and Programs for Public Safety

YTN operates various public campaigns and safety-related programs to prevent disasters and accidents and enhance public safety awareness. YTN continuously provides safety information closely related to daily life, including guidance on responding to disasters such as wildfires, typhoons, and torrential rains, as well as prevention measures for heat-related illnesses caused by extreme heat and response guidelines for fine dust, thereby strengthening audiences' ability to respond to safety risks. YTN will continue to deliver rapid and accurate disaster information while expanding public-interest content closely connected to daily life to promote public safety and health.











Public Safety Program Broadcast

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Responsible Content Production

Strengthening Content Objectivity, Public Value, and Responsibility

Expanding Program Production to Revitalize Local Economies

YTN is expanding the production of locally based programs to promote mutual benefit with local communities and revitalize local cultures. Through content highlighting diverse local stories, including local lifestyles, ecological environments, history, and arts, YTN has introduced audiences to the unique values and cultures of local communities. In 2025, YTN strengthened its connection with local communities by producing documentaries and special programs featuring regional characteristics, including "Wolyeong Wetland" in Jeongeup, Jeollabuk-do; activities to establish the K-Salmon industry ecosystem in Gangwon-do; "Mari-san Tumuli" and "Gaya-ri Historic Site" in Haman; and "Pocheon Stream," which was restored through the efforts of citizens and local governments. Going forward, YTN will continue to expand content that captures social values and diverse voices from local communities and fulfill its role as a media organization that grows together with local communities.

Program Production Performance Related to Local Community Development

Category	Unit	2023	2024	2025
Broadcasting Time of Programs Related to Local Community Development	Minutes	5,015	4,900	4,825

Program Broadcast Details Related to Local Community Development in 2025

Program	Details	Broadcast Date	Broadcast Time (Minutes)
Network News	Local-focused news delivering vivid stories reported by YTN's 13 regional bureaus and reflecting the diverse needs of local communities	Jan. 01 - Dec. 31	4,440
A Mysterious Walk, Wolyeong Wetland	A nature documentary introducing the ecological value of "Wolyeong Wetland," a rare mountainous wetland located on Wolbongsan Mountain in Jeongeup, Jeollabuk-do	Jun. 14 - Oct. 08	100
Special Program – Hope Begins. Finally, The Start	A special program addressing the challenges presented by low birth rates	Jul. 06 - Oct. 08	50
Knowledge Travel	A special road-trip-style program exploring historic locations and figures commemorating the 75th anniversary of the Incheon Landing Operation	Sep. 14	25
A Future Opened by Clean Gangwon Hydrogen	Promoting public understanding of the hydrogen economy and highlighting the entire hydrogen value chain, including storage, transportation, evaluation, and mobility, while exploring the current status and future potential of Gangwon-do's hydrogen ecosystem	Sep. 21 - Oct. 04	75
The Dream of K-Salmon: The Future of Blue Food	A documentary on Gangwon-do's initiative to establish a K-Salmon industry ecosystem	Dec. 13 - Dec. 26	60
Haman, the Ancient Capital of Ara Gaya	Reexamining the status and history of Aragaya, which developed its own unique culture as a major power of the ancient Gaya confederacy, through groundbreaking artifacts excavated from the Mari-san Tumuli and Gaya-ri Historic Site in Haman	Dec. 14 - Dec. 26	50
A Waterway Embracing People, Pocheon Stream	Highlighting the "resilience of the environment" and the "power of citizen participation" through coverage of Pocheon Stream, an urban river restored through the efforts of citizens and local governments	Dec. 21	25



A Mysterious Walk, Wolyeong Wetland



A Future Opened by Clean Gangwon Hydrogen



The Dream of K-Salmon: The Future of Blue Food



Haman, the Ancient Capital of Ara Gaya

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Material Issue 3 Quality and Customer Satisfaction Enhancement

YTN recognizes content quality management and customer satisfaction enhancement as key priorities in providing accurate and stable broadcasting services to audiences. In particular, the quality of broadcasting content, reflection of audience opinions, and prompt handling of complaints are factors that directly influence audiences' access to information and trust in services. Accordingly, YTN collects audience feedback through the Audience Committee, produces content utilizing audience reports, and operates various communication channels, including the Audience Bulletin Board and "Audience Talk Talk Y." In addition, YTN receives and handles audience complaints and issues related to misinformation through its VOC and Fake News Reporting System, continuously improving broadcasting quality and service satisfaction.

Governance

YTN operates quality and customer satisfaction management governance centered on an audience feedback system to provide stable and reliable broadcasting services to audiences. The Audience Committee provides opinions and may request improvements regarding the quality of broadcasting programs, programming, and audience rights. YTN communicates the issues and recommendations raised during meetings to relevant departments and reflects them in the broadcasting production process. Through this process, YTN continuously enhances content quality and service satisfaction based on an audience-oriented feedback system.

Risk Management

YTN operates VOC and Fake News Reporting Systems to prevent declining trust caused by reduced content quality and audience dissatisfaction. YTN collects audience opinions and complaints through VOC channels, communicates these inputs with relevant departments for prompt resolution, and systematically manages the results. In addition, YTN operates a Fake News Reporting Center on its website to receive audience reports regarding false or distorted information and manages the spread of inaccurate information through fact verification and necessary response procedures.

Strategy

1. Operation of investigative news content "Report is Y"
2. Production of digital content utilizing tipster interviews
3. Operation of a reward system for audience tips
4. Operation of Audience Bulletin Board and "Audience Talk Talk Y"
5. Improvement of broadcasting quality based on audience feedback

Metrics and Target

100% Audience Complaint Handling Rate in 2025

KRW 8.78 million Audience Tip Reward Payments in 2025

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Quality and Customer Satisfaction Enhancement

Content Quality Enhancement and Customer Satisfaction System

Operation of Audience Feedback Channels including the Audience Committee

In accordance with the Broadcasting Act, YTN operates the Audience Committee composed of audience representatives. By actively reflecting the opinions and requests for improvement raised by the Audience Committee in broadcast production, YTN protects audience rights and enhances the quality of broadcast programs. The Audience Committee consists of at least 10 members recommended by organizations representing various sectors, and each member serves a term of 1 year. The Audience Committee holds regular meetings once a month, and comments and suggestions raised during the meetings are communicated to the relevant departments and reflected in broadcast production.

Content Quality Enhancement and Customer Satisfaction Activities

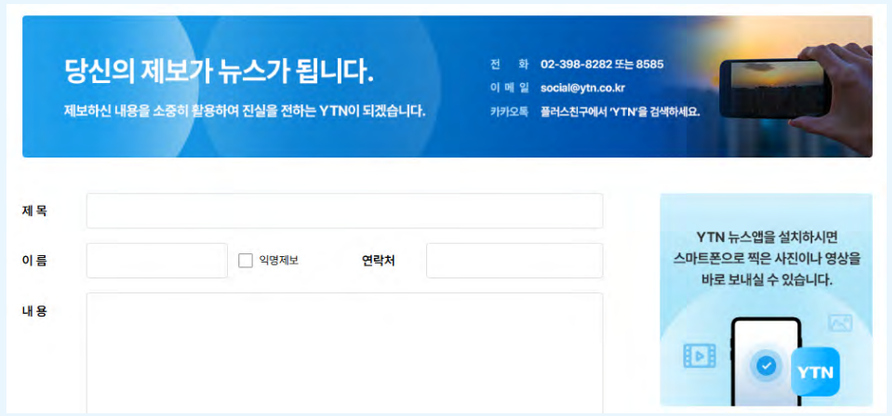
Content Production through Audience Reports

YTN enhances audience participation, including audience reports, to deliver fast and accurate information as news created together with the audience.

- "Report is Y": Investigative News Content Based on Audience Reports
  "Report is Y" is an investigative news program produced through in-depth reporting based on audience reports. The dedicated title of the program highlights that the news is based on audience reports, thereby enhancing credibility and attention. The broadcast videos are provided as dedicated content pages on YouTube and portal sites and operated as YTN's representative news content.
- Digital Content Production Utilizing Audience Report Footage and Interviews with Tipsters
  YTN receives audience reports through various SNS platforms and its own integrated report CMS to directly communicate with the audience and deliver prompt information. It also produces and broadcasts separate digital content titled 'Report Videos,' combining footage submitted by the audience with interviews with the tipsters.
- Operation of Audience Report Reward System
  YTN provides rewards for audience reports that have significantly contributed to exclusive news, telephone interviews, and report production based on the footage submitted by the audience. The rewards are classified into grades A to D based on contribution levels.



Content Utilizing Audience Reports



Audience Reports Submitted Online

Audience Report Reward Payment Details

Category	Unit	2023	2024	2025
Number of Reports	Cases	218	262	159
Audience Report Rewards	KRW	9,830,000	12,410,000	8,780,000

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Quality and Customer Satisfaction Enhancement

Content Quality Enhancement and Customer Satisfaction Activities

Prompt Audience Complaint Handling

YTN has established various channels for receiving audience complaints and operates a systematic system to ensure smooth communication with relevant departments for prompt resolution. To enhance the efficiency of handling audience complaints, YTN has appointed a dedicated Audience Editor and established a grievance handling system to provide remedies for human rights violations or property damages caused by reports. In particular, YTN operates a dedicated reporting center to prevent the spread of fake news, which has emerged as a growing social issue.

- **Principle of Handling Audience Complaints within 7 Days**
  Upon receiving audience complaints, YTN immediately forwards them to the relevant departments and personnel and closely monitors the resolution process. In particular, YTN strives to resolve audience grievances promptly and effectively based on the principle of handling complaints within a maximum of 7 days.
- **Operation of VOC (Voice of Customer).**
  YTN operates a VOC system to receive audience opinions and complaints in real time. YTN promptly responds to various issues that may occur during broadcasts, including typos in subtitles, errors in the names of individuals or locations, and requests for fact verification. Received feedback is immediately delivered to the relevant departments for necessary action. In addition, YTN systematically manages the status of audience complaint handling and strives to enhance audience satisfaction and trust through prompt and responsible responses to submitted complaints.

Audience Complaint Handling Performance

Category	Unit	2023	2024	2025
Number of Complaints Received	Cases	3,914	5,286	5,027
Number of Complaints Handled	Cases	3,914	5,286	5,027
Number of Unresolved Complaints	Cases	0	0	0
Complaint Handling Rate	%	100	100	100

- **Operation of a Fake News Reporting Center**
  YTN operates a system that allows the audience to conveniently report fake news by installing a banner titled 'Please Report Fake News' at the bottom of its website. This system is differentiated from the Audience Bulletin Board, where various opinions can be freely shared. YTN raises awareness of fake news and responds strictly to fake news that may infringe on the public's right to know or cause social confusion as a 24-hour news channel, while delivering accurate and fair news.



Fake News Reporting Guide

Strengthening Audience Communication

YTN operates the "Audience Bulletin Board" and "Audience Talk Talk Y" to actively communicate with the audience. Opinions received through these channels are shared promptly with relevant departments and handled through response procedures, with feedback reflected in improving broadcast quality and content production processes.

- **Operation of Audience Bulletin Board**
  YTN operates an Audience Bulletin Board on its website to collect various opinions and suggestions from the audiences. Received opinions are shared with relevant departments, reviewed, and reflected in program and service operations. Through continuous monitoring of audience feedback, YTN is strengthening its system for communication with the audience.
- **Operation of Ombudsman Program "Audience Talk Talk Y"**
  YTN strengthens communication with the audience through the "Audience Talk Talk Y" section within its ombudsman program. The segment selects key issues expressed through audience opinions and inquiries regarding reports and provides easy-to-understand explanations from the audience's perspective, including the background and process of reporting as well as additional information where necessary. Through this, YTN enhances audience understanding and actively incorporates feedback on broadcast content, fostering a broadcast culture based on audience participation.

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Climate Change Response

Climate Change Response System

Identification of Climate Change Risks and Opportunities

YTN recognizes the impact of climate change on broadcast operations and content production environments and has identified related risks and opportunities. Climate-related risks include transition risks, such as strengthened environmental regulations and increased energy use, as well as physical risks arising from natural disasters and extreme weather events, including heat waves and heavy rainfall. YTN continues to explore response strategies to address these risks. In addition, YTN is also identifying opportunities related to climate change response through expanded production of environmental content, energy reduction activities, and efficient operation of broadcasting equipment and IT assets. YTN will continue to monitor climate change-related risks and opportunities and strengthen response activities to minimize business impacts.

Category		Risks, Opportunities and Financial Impacts	Response Strategies
Transition Risk	Policy and Regulations	Increased investment and management costs due to strengthened environmental regulations and disclosure requirements	Continuously monitor trends in climate change and environmental policies
		Increased data management and operational costs to address expanded requirements for greenhouse gas and energy consumption management	Review the phased implementation of an environmental data management system
	Technology	Increased initial investment costs for the transition to eco-friendly facilities and high-efficiency equipment	Review facility improvements to enhance energy efficiency
		Increased electricity consumption and operating costs due to expanded operation of digital equipment	Review energy reduction measures in operational processes
	Market	Increased burden of ESG response investments to meet rising stakeholder expectations for eco-friendly management	Gradually expand ESG management activities and environmental performance
	Reputation	Potential decline in business opportunities and increased reputation management costs due to reduced trust caused by insufficient climate change response	Strengthen external communication and eco-friendly activities
Physical Risk	Acute	Potential recovery costs due to operational disruptions caused by extreme weather events such as heat waves and heavy rainfall	Review safety management systems for broadcasting facilities and business sites
		Potential broadcasting operational losses and response costs due to reduced business continuity during disasters	Continuously improve emergency response processes
	Chronic	Increased electricity consumption and cost burden for equipment cooling due to rising average temperatures	Review power-saving operational measures
Opportunity	Resource Efficiency	Improved operational efficiency and cost savings through enhanced management of energy and water consumption	Implement energy-saving, water-saving, and resource reduction activities
		Reduced asset purchase costs through reuse of broadcasting equipment and IT assets	Expand circular utilization of broadcasting equipment and IT assets
	Energy Sources	Reduced energy costs and environmental burden through the introduction of eco-friendly energy sources	Review the feasibility of utilizing eco-friendly energy
	Products and Services	Enhanced corporate image and brand value through production of environmental content	Expand operation of content that raises environmental awareness
	Market	Improved external reputation and enhanced stakeholder trust through implementation of eco-friendly management practices	Strengthen communications on sustainability management

Climate Change Response

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Climate Change Response Activities

Introduction and Operation of an Elevator Group Management System

In October 2025, YTN introduced and implemented a group management system (replacement of main boards and communication boards) for 2 elevators operating on the basement floors to improve operational efficiency and promote energy-saving activities. The elevator group management system integrates and controls multiple elevators as a group to improve elevator operation efficiency. Through this system, YTN is managing elevator operations more efficiently and reducing unnecessary power consumption, thereby contributing to improved energy efficiency and greenhouse gas reduction. With the introduction of this system, energy consumption is expected to decrease by approximately 15–20% compared to previous operations.

※ With a 15% reduction, approximately KRW 282,240 per month and KRW 3,386,880 per year can be saved. With a 20% reduction (assuming optimized operation), approximately KRW 376,320 per month and KRW 4,545,840 per year can be saved.

YTN Seoul Tower Participates in “Earth Day” Event

In April 2026, YTN participated in a nationwide lights-out event held for 10 minutes from 8 p.m. in observation of the 56th ‘Earth Day’ to join efforts in responding to the climate crisis and practicing energy conservation. During the event, YTN Seoul Tower, one of Seoul’s major landmarks, turned off its exterior lighting to share the significance of carbon neutrality and environmental protection. Through this activity, YTN aims to raise awareness regarding the importance of energy conservation and climate action in daily life and continue expanding its public role in creating an eco-friendly society.

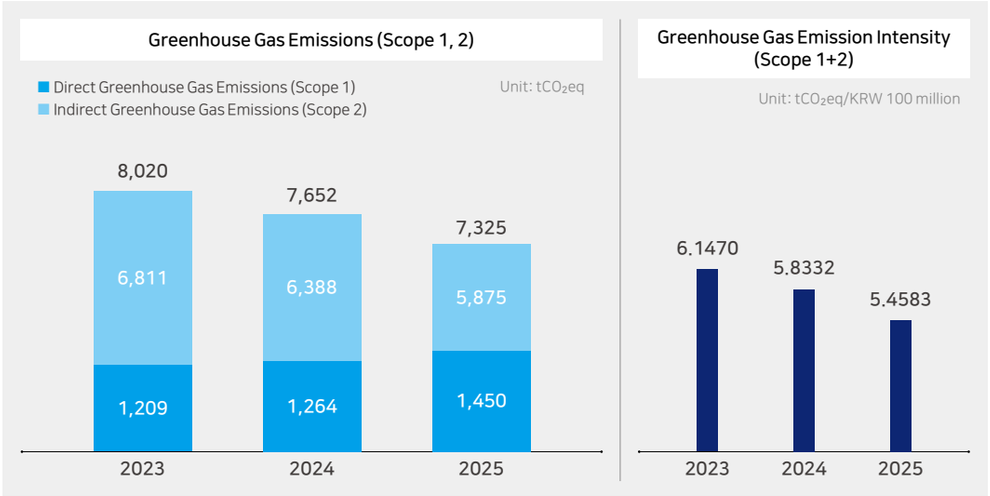


YTN Seoul Tower Observing “Earth Day Event”

Greenhouse Gas Emissions Management

In order to facilitate its climate change response and environmental management system, YTN calculated greenhouse gas emissions (Scope 1 and 2) for the first time in 2025 in accordance with international standards (GHG Protocol). To ensure data continuity and reliability, YTN established a 3-year greenhouse gas inventory covering 2023 to 2025. The calculation scope includes YTN Newsquare Seoul and YTN Seoul Tower. The calculation covers all greenhouse gas emission activities, including corporate vehicle operations and electricity and LNG consumption. According to the calculation results, YTN’s total Scope 1 and Scope 2 emissions showed a declining trend, recording 8,020 tCO_2eq in 2023, 7,652 tCO_2eq in 2024, and 7,325 tCO_2eq in 2025. In particular, Scope 2 indirect emissions, which account for a significant portion of total emissions, decreased from 6,811 tCO_2eq in 2023 to 5,875 tCO_2eq in 2025. Greenhouse gas emission intensity also improved from 6.1470 tCO_2eq per KRW 100 million in 2023 to 5.4583 tCO_2eq per KRW 100 million in 2025. The established greenhouse gas inventory serves as a systematic foundation for the quantitative management of YTN’s environmental management performance and as a basis for planning proactive responses to global ESG disclosure regulations and customers’ sustainability requirements. Based on this foundation, YTN will enhance the scope of its greenhouse gas management and transparently measure and disclose emissions annually. Furthermore, YTN will actively utilize the inventory as a monitoring indicator for practical greenhouse gas reduction activities, including the introduction of high-efficiency facilities, transition of corporate vehicles to eco-friendly models, and energy-saving campaigns, thereby strengthening its climate change response capabilities.

Greenhouse Gas Emissions Status



※ Data calculation scope: YTN Newsquare Seoul, YTN Seoul Tower

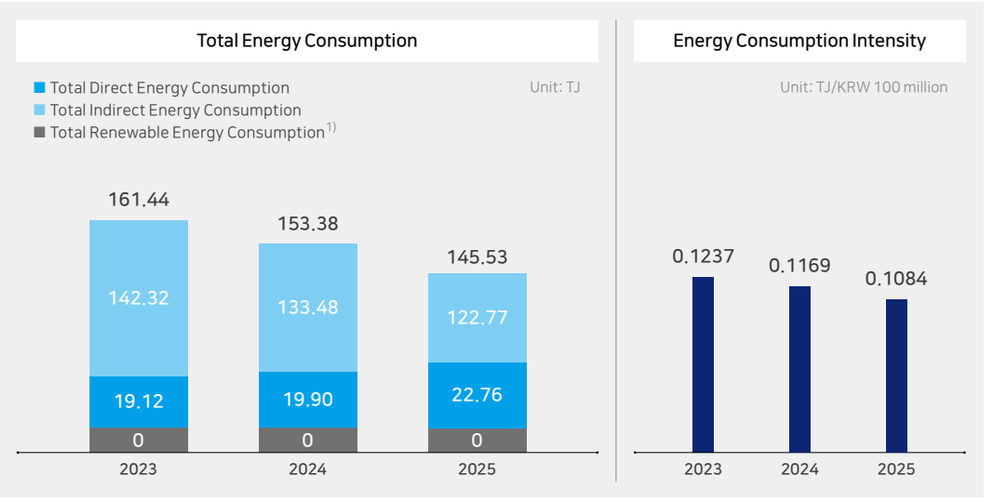
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Climate Change Response

Energy Consumption Management

YTN manages energy consumption generated throughout its business operations and continuously monitors energy usage status to improve energy efficiency. In 2025, total energy consumption was 145.53 TJ, showing a decrease compared to 161.44 TJ in 2023 and 153.38 TJ in 2024. Energy consumption intensity also improved from 0.1237 TJ/KRW 100 million in 2023 to 0.1084 TJ/KRW 100 million in 2025. YTN will continue to manage energy consumption data systematically and monitor energy efficiency at key facilities on a regular basis to strengthen its management system for energy reduction and minimize environmental impacts.

Energy Management Status



1) Solar panels have been installed, but insufficient renewable energy generation has resulted in them not being used since 2020.

Production of Climate Change Content

YTN continuously produces and broadcasts climate change-related content to raise awareness of climate issues, covering key topics such as the climate crisis, carbon neutrality, and energy transition to enhance the audience's understanding. In particular, YTN expanded the production of content focused on climate change response and energy transition in 2025. Through climate-related programs such as Unknown Summer, as well as science and educational content covering carbon-neutral technologies and physical climate risks such as heat waves, YTN has provided information on the causes and impacts of the climate crisis and directions for response. YTN will continue to strengthen climate change-related content and contribute to enhancing climate awareness among stakeholders through media.

Climate Change-Related Content Production and Broadcast Details in 2025

Program	Broadcast Date	Title	Key Content
Docu S Prime	Aug. 06	Unknown Summer	Examines changes in seasonal patterns caused by climate change, including record-breaking heat waves and prolonged summers, and highlights the impact of the climate crisis on daily life and future generations.
Real Science	Oct. 26	Energy That Saves the Earth	Explores the need for clean energy to maintain a sustainable planet and introduces the direction of energy transition and related technologies.
Science Forum	Feb. 26	A Giant Energy Factory: The Ocean Is Heating Up	Analyzes the impact of rising sea temperatures on extreme weather events and natural disasters, including floods, droughts, heavy snowfall, and wildfires, and examines the relationship between ocean changes and climate change.
	July. 02	A New Building Material for Carbon Neutrality: Geopolymer	Explains the environmental impact of the cement industry, one of the major sources of global carbon emissions, and introduces the characteristics and potential applications of geopolymer, a low-carbon alternative building material.



Unknown Summer



Energy That Saves the Earth



A New Building Material for Carbon Neutrality: Geopolymer



A Giant Energy Factory: The Ocean Is Heating Up

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Environmental Management Policy

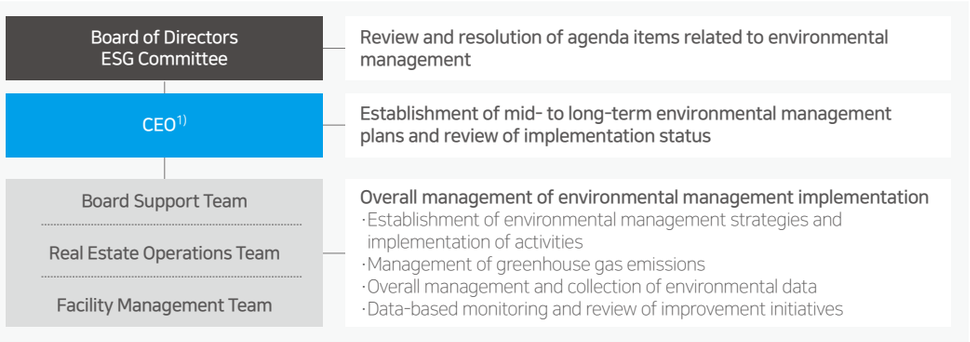
YTN has established an Environmental Management Policy and aims to systematically manage environmental impacts that may arise throughout its business operations through documented policies. The Environmental Management Policy clearly defines YTN's direction and principles for environmental management, including compliance with relevant laws and regulations, establishment of environmental goals, departments responsible for implementing environmental management, key management areas, and the management and improvement of environmental performance. Based on the established Environmental Management Policy, YTN plans to gradually enhance its environmental management system in alignment with its business characteristics. In addition, YTN will continue to strengthen its management foundation by specifying the roles of relevant departments and management areas to enable practical implementation and by continuously monitoring and improving environmental performance.

Environmental Management Policy Book

Environmental Management Organization

YTN operates an environmental management system led by the ESG Committee and the CEO. The ESG Committee under the Board of Directors reviews and resolves agenda items related to environmental management when necessary. The CEO establishes and reviews mid- to long-term environmental management plans and implementation status, and reports them to the Board of Directors and the ESG Committee. The Board Support Team, Real Estate Operations Team, and Facility Management Team collaborate as the operational organization for environmental management, overseeing greenhouse gas emissions management and the overall collection and management of environmental data. In addition, YTN reviews key environmental issues relevant to the broadcasting industry, including energy use, waste management, and eco-friendly media production activities. Based on related data, YTN monitors environmental management progress and identifies areas requiring improvement.

Environmental Management Organization



1) Acting CEO (C-level)

Environmental Management Activities

Environmental Management Training for Employees

YTN supports employees in completing relevant training programs to enhance their awareness and understanding of environmental management. In 2025, one employee completed environmental training covering overall ESG management topics, as well as carbon emissions trading markets and climate change response strategies. Through this, YTN aims to enhance employees' understanding of environmental issues and strengthen environmental management capabilities across the organization. YTN will expand the scope of employees participating in environmental training and increase participation rates to further enhance employees' understanding of environmental management and response capabilities.

Environmental Management Training Details for Employees in 2025

Training Program	Participant	Details	Format	Date	Hours	Institution
OLP- ESG Executive Program	1 Person	Climate Change and Carbon Emission Reduction Strategies <Focused on Carbon Emissions Trading Market>	In-person lecture	March-June	39 hours	Seogang University Graduate School of Economics

Environmental Management System

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Environmental Management Activities

Waste Management

● Waste Management System

YTN operates a waste management system to systematically manage waste generated at its business sites. Since 2024, YTN has applied the Allbaro System to manage waste generation volumes, and the generated waste is treated through incineration or as recyclable waste generated at the business site.

Waste Management Status

Category	Unit	2023[2]	2024	2025
Total Waste Generated (General)	Ton	-	96	111
Total Waste Treated			96	111
General Waste Incinerated			56	63
General Waste Recycled[1]			40	48
Rate of Waste Recycling	%		41.67	43.24

1) Treatment of recyclable business-site waste generated at the YTN Newsquare business site through an outsourcing contract for waste treatment
2) Introduction of the Allbaro System since 2024
※ Data calculation scope: YTN Newsquare

Water Management

● Water Management System

YTN operates a water management system to systematically manage water use throughout its business operations. YTN's water recycling rate has continued to increase, reaching 1.32% in 2023, 6.34% in 2024, and 6.77% in 2025. Going forward, YTN plans to minimize environmental impacts from the use of water resources by reviewing water use efficiency and exploring measures to expand the recycling of water.

Water Management Status

Category	Unit	2023	2024	2025
Total Water Intake	Ton	45,490	41,765	49,572
Municipal Water Intake		45,490	41,765	49,572
Total Water Consumption		45,490	41,765	49,572
Total Water Recycled[3]		600	2,647	3,356
Water Recycling Rate	%	1.32	6.34	6.77

3) Reused as water for toilet flushing
※ Scope of data calculation: YTN Newsquare

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Environmental Management Activities

Eco-friendly Social Contribution Activities

● Namsan Family Walking Event

The Namsan Family Walking Event is an ESG social contribution program aimed at promoting carbon neutrality practices and expanding eco-friendly lifestyles. This event, based on citizen's participation, is held free of charge every spring and autumn. Since the 9th event held in fall 2022, the event has been operated as an eco-friendly event as part of ESG management.

During the event, YTN minimizes the use of disposable products and plastics and actively promotes environmental protection messages, thereby fulfilling the public interest role of a media company.

Through participants' voluntary walking activities, the event generates carbon reduction effects. In 2025, approximately 700 participants took part in the event, achieving a total carbon reduction effect of 882 $kgCO_2$[1]. In addition, YTN provided garbage bags to participants who wished to participate in trail cleanup activities, promoting environmental improvement efforts with citizens to create a cleaner environment for local communities. YTN also distributed eco-bags to participants to encourage eco-friendly lifestyle practices and connect the environmental message to continued action in daily life after the event. Furthermore, citizen-participation programs such as environmental quizzes and plant-growing kit experiences were operated to enhance participants' awareness of environmental issues.

1) Calculated based on the officially recognized emission factor standards of the National Greenhouse Gas Management Center under the National Institute of Environmental Research (calculation method based on carbon reduction achieved by walking instead of using passenger vehicles).
※ Reduced carbon emissions ($kgCO_2$) = 882 $kgCO_2$ = Travel distance (4,200 km) × Greenhouse gas emission factor (0.21 $kgCO_2$) from passenger vehicles
※ A passenger vehicle is assumed to emit approximately 0.21 $kgCO_2$ when traveling 1 km.







Namsan Family Walking Event

Cultural Contribution Performance of the Namsan Family Walking Event[2]

Category	2023	2024	2025
Date	Apr. 08, Oct. 21	Apr. 06	Apr. 05
Event Name	10th Namsan Family Walking Event 11th Namsan Family Walking Event	12th Namsan Family Walking Event	13th Namsan Family Walking Event
Contribution Performance (KRW million)	90.6	38.7	38.6

2) Aggregated incidental expenses used for the event

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Environmental Management Activities

Production of Biodiversity-Related Documentaries and Expansion through New Media

YTN continues to produce and broadcast content related to biodiversity and ecosystem conservation to raise social awareness of these issues. In particular, in 2025, through YTN Science's <A Mysterious Walk, Wolyeong Wetland>, co-planned with Jeongeup City Hall, YTN highlighted the environmental value of a terraced mountain wetland restored by nature after agricultural land was abandoned. In addition, YTN covers various biodiversity-related topics, including endangered species and ecosystem changes, through science and environmental content. Beyond simply delivering information, YTN provides balanced coverage on the causes and impacts of biodiversity loss, as well as the importance of conservation. Going forward, YTN will continue to strengthen its role as a media platform focused on biodiversity conservation and contribute to enhancing stakeholders' awareness of ecosystems.

Biodiversity-Related Content Production and Broadcast Details in 2025

Program	Details
A Mysterious Walk, Wolyeong Wetland Episodes 1 & 2	The miracle of a mountain wetland restored through nature's own power, providing a sanctuary for endangered species and showcasing a site of coexistence that protects ecosystems
Mammoth Restoration Takes a Step Forward... Could the Korean Tiger Also Be Revived?	Introduction to mammoth restoration research and aspirations for restoring the Korean tiger
"The Butterflies Have Disappeared"... Pesticides and Climate Change Are the Culprits	The decline in butterfly populations caused by global warming and excessive use of pesticides
World Turtle Day... Sea Turtles Face Survival Threats from Climate Crisis and Waste	Climate crisis and marine waste issues threatening the survival of endangered sea turtles
Species Living on the Korean Peninsula Increase by 35% Over 10 Years... Ecosystem-Disrupting Species Doubled	Current status of endangered wildlife species and invasive ecosystem-disrupting species
Seoul Grand Park Successfully Breeds Endangered Species Including Foxes and Black-Faced Spoonbills	The story of Seoul Grand Park's successful breeding of 11 individuals from three endangered native species
123 Endangered Vultures Found Dead in South African National Park	The mass death of 123 vultures classified as endangered or critically endangered species in Kruger National Park, South Africa

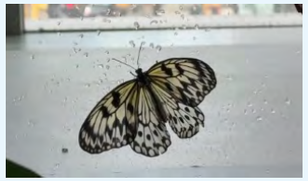




< A Mysterious Walk, Wolyeong Wetland> (2 Episodes)



< Mammoth Restoration Takes a Step Forward... Could the Korean Tiger Also Be Revived? >



<"The Butterflies Have Disappeared"... Pesticides and Climate Change Are the Culprits >



<'World Turtle Day... Sea Turtles Face Survival Threats from Climate Crisis and Waste>



<Species Living on the Korean Peninsula Increase by 35% Over 10 Years... Ecosystem-Disrupting Species Doubled>



<Seoul Grand Park Successfully Breeds Endangered Species Including Foxes and Black-Faced Spoonbills>



<123 Endangered Vultures Found Dead in South African National Park>

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Social Information Security and Personal Data Protection

Information Security and Personal Data Protection System

Information Security Policy

YTN newly established the "YTN Information Security Policy" to safely protect information assets and personal information and to establish an environment that supports stable broadcasting and business operations. The policy defines security principles and operational standards across the company's internal network, information operating environment, and applications, with the aim of enhancing employees' awareness of information security.
The Information Security Policy clearly defines the scope and applicability of information security and sets forth basic principles for protecting information assets. Employees are required to use IT equipment solely for business purposes within the scope of their assigned access rights, and specific information security requirements, including management of user accounts and passwords, prevention of information leakage, and prevention of security threats, have been defined. In addition, response procedures have been established to ensure immediate reporting and action in the event of security violations.
Furthermore, YTN has established an information security governance system and defined the roles and responsibilities of the IT Systems Team in the development and operation of the information security policy, security incident response, system improvements, inspections, and training. Each department is also assigned roles and responsibilities to prevent information security risks that may arise during business operations and to cooperate in improvement activities.

YTN Information Security Policy Book

Information Security Organization

YTN's Chief Information Security Officer (CISO) serves concurrently as the head of the IT Systems Team and oversees the establishment of information security policies and overall security operations. Information security activities are carried out through collaboration among relevant departments, including the IT Systems Team, Online Technology Team, Digital Services Team, and Human Resources Team (IT administration).
The IT Systems Team conducts information security inspections, manages security infrastructure, and responds to security incidents. The Online Technology Team is responsible for operating web/mobile services and live streaming platforms, and continuously conducts security inspections and vulnerability management for web services and streaming infrastructure. In addition, YTN maintains an operational system that enables prompt responses to cyber threats by continuously monitoring anomalies across key services and systems through a 24-hour security monitoring service. The Digital Services Team plans and operates consent procedures and interfaces that incorporate legal requirements related to personal information protection during processes for website membership registration and personal information collection. The Human Resources Team (IT administration) contributes to the protection of internal information assets by managing administrative systems such as ERP and groupware, as well as operating spam-blocking and server access control solutions.

Information Security Organization

Relevant Departments	
IT Systems Team	- Inspection and management of security risks across the overall IT operating environment - Conducting regular security inspections
Digital Services Team	- Planning personal information consent processes and interfaces that satisfy both user convenience and legal requirements for YTN's website
Online Technology Team	- Conducting security inspections and vulnerability response for web services and streaming infrastructure - Continuously monitoring anomalies across key services and systems through a 24-hour security monitoring service
Human Resources Team (IT Administration)	- Continuous monitoring and backup management of administrative systems, including ERP and groupware - Protecting internal information assets using spam-blocking and server access control solutions

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Information Security and Personal Data Protection

Information Security and Personal Data Protection Activities

Information Security Investment and System Enhancement

To support the secure expansion of its digital broadcasting environment and remain prepared for the increasing sophistication of cyber threats, YTN continues to enhance its information security systems through ongoing investments. As part of these efforts, YTN replaced the web application firewall (WAF) in the DMZ segment in 2023. In 2024, the company replaced the firewall protecting its primary internet network and deployed a Threat Management System (TMS). In 2025, YTN completed an upgrade of its Network Access Control (NAC) solution for the internet network and newly introduced an NPS network.

Information Security Investment

Category	Unit	2023[1]	2024[2]	2025[3]
Information security budget as a percentage of the total IT budget	%	25.0	23.6	20.2
Information security investment	KRW 1,000	70,000	110,000	32,650
Total IT Systems Team budget		279,500	466,510	161,600

※ Investment amounts are calculated based on the actual timing of program implementation and execution, rather than budget allocations or accounting expenditures

1) Replaced the web application firewall (WAF) in the DMZ segment
2) Replaced the primary internet network firewall and deployed a Threat Management System (TMS)
3) Upgraded the internet network NAC solution and introduced a new NPS network

Information Security Training

YTN provides annual information security training to all employees. In 2025, 30 employees completed personal information protection training, which was delivered through an online learning platform. Going forward, YTN will continue to reinforce its regular information security training framework and expand educational content to address emerging cybersecurity threats and changes in the digital environment.

Information Security Training Status

Category	Unit	2023	2024	2025
Number of eligible employees	Persons	736	743	733
Number of employees who completed training		17	20	30
Completion rate	%	2.3	2.7	4.1

Regular Information Security Inspection Activities

YTN continues to strengthen the operation and management of its security infrastructure as parts of efforts to remain prepared for information security threats that may arise during broadcasting and content service operations while ensuring the stable delivery of its services. To support this objective, YTN has designated key security systems as critical assets for ongoing management, including firewalls, web application firewalls (WAFs), anti-ransomware solutions (APTX), Intrusion Prevention Systems (IPS), Threat Management Systems (TMS), and Network Management Systems (NMS). Monthly security inspections are conducted for each of these systems. Where potential risks or abnormal activities are identified, appropriate corrective actions are implemented, including strengthening security policies, replacing equipment, applying patches and system upgrades, renewing security certificates, reinforcing access controls, and remediating identified vulnerabilities. Through this management framework, YTN has improved the operational stability of its security infrastructure, enhanced overall security capabilities, and strengthened its ability to respond to emerging cyber threats.
In addition, YTN has designated a monthly "Cybersecurity and Security Inspection Day" to conduct regular organization-wide security inspections. Furthermore, PC security inspections are carried out on the third Wednesday of every month, promoting a culture of proactive information security practices among employees. Based on the inspection results, identified security vulnerabilities are addressed to continuously improve the organization's information security posture and maintain a secure working environment.

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Information Security and Personal Data Protection

Information Security and Personal Data Protection Activities

Information Security Risk Management Activities

YTN conducts security audits every three years with guidance and oversight provided by the Korea Media and Communications Commission to manage risks related to information security and personal information protection. The security audit inspectors from the Korea Media and Communications Commission evaluate the information security management system and conduct inspections across key areas, including the security work execution system, personnel security, document security, facility security, management of information and communication equipment, information security management, and handling of classified materials, based on the "Security Audit Evaluation Checklist." For the security audit, YTN holds coordination meetings with personnel from relevant departments, organizes the requirements outlined in the checklist, and has responsible employees participate in the final security audit to provide inspections and responses. Based on the results of the security audit, YTN identified discrepancies between the signage for controlled and restricted areas within designated protection zones and the area classifications documented in records. YTN is strengthening its security management system by reorganizing area classifications and updating signage in accordance with the revised Security Work Regulations.

Information Security Inspection Areas and Results

Evaluation Areas (Total 56 Items)

1. Information Security Work Execution System and Basic Operational Status (7 items)
2. Personnel Security Management Status (5 items)
3. Document Security Management Status (13 items)
4. Facility Security Management Status (10 items)
5. Information and Communication Equipment Management Status (8 items)
6. Information Security Management Status (5 items)
7. Handling of Classified Materials (8 items)

Security Audit History

Date	Details	Description
Feb. 28, 2018	Security assessment conducted for designation as an organization subject to special confidential information handling requirements	Inspections conducted on the security work execution system (3 items), personnel security (2 items), document security (4 items), facility security (4 items), and information security (6 items)
Nov. 29, 2021	Security audit conducted	Security audit conducted following the establishment of a security management system and implementation of security activities
Nov. 11, 2024	Security audit conducted	Received the Korea Media and Communications CommissionAward for Contributions to Security Activities



Korea Media and Communications Commission Award for Contributions to Security Activities

Information Security Risk Management Process

① Security Inspections by Specialized Areas within Relevant Departments
- Personnel Security: Human Resources Team
- Document Security: Management Support Team
- Facility Security: Facility Management Team
- Information Security: IT Systems Team, Archive Team

② Coordination Meetings and Organization of Inspection Requirements
- Coordination Meetings with Personnel from Relevant Departments
- Review of checklist requirements
- Preparation of security audit result summary and inspection checklist

③ Response to Security Audit by Korea Media and Communications Commission
- On-site security audit conducted by security audit inspectors
- Response by responsible personnel in each area

④ Identification of Information Security Risks
- Identification of vulnerabilities and risks based on inspection results
- Verification of security risks by area

Identification of risks related to facility security management items (Discrepancies between the documented classifications of protection areas and the actual area signage)

⑤ Improvement and Remediation Measures
- Identification of vulnerabilities and risks based on inspection results
- Verification of security risks by area

Completion of signage updates in accordance with revisions to restricted areas and limited access areas under the revised Security Work Regulations

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Social Human Rights Management

Human Rights Management System

Human Rights Management Policy

YTN respects the dignity and value of all individuals and strives to protect and promote human rights throughout its business activities. YTN supports internationally recognized human rights principles, including the United Nations' Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration. YTN has newly established a Human Rights Management Policy to protect the human rights of employees and stakeholders. The policy specifies fundamental principles of human rights management, such as the prohibition of discrimination and harassment, guarantee of freedom of association, and prohibition of forced labor and child labor, while providing standards and direction for preventing human rights violations throughout business operations. YTN also shares the purpose and principles of the policy with various stakeholders, including business partners, service providers, and freelancers, and promotes the expansion of a culture of respect for human rights. In addition, YTN has established a human rights risk management process to proactively identify and address human rights risks. YTN continues to operate a human rights risk management system, including human rights education and awareness-raising activities, human rights risk assessments, improvement measures and protection support, and disclosure of human rights management activities, with the goal of strengthening its management system for protecting the human rights of employees and stakeholders.

Human Rights Management Policy Book

Mid- to Long-Term Human Rights Management Goals

Short-term 2026		Establishment of Human Rights Management Foundation and Management System · Establishment of the Human Rights Management Policy · Establishment of a human rights due diligence process
Mid-term 2030		Regularization of Human Rights Risk Assessments and Establishment of Internal Response Systems · Conducting human rights due diligence at headquarters (biennially)
Long-term 2035		Advancement of an Integrated Human Rights Management System Covering the Supply Chain · Conducting human rights due diligence across headquarters and regional news bureaus (100%) · Establishment of an integrated human rights management roadmap

Establishment of Human Rights Protection Principles under the Code of Ethics

- Protection of the Human Rights of Sources
  (Code of Ethics, Chapter 1 News Reporting Guidelines, Article 7 Relations with Sources)
  As a media company specializing in news reporting, YTN prioritizes protection of the human rights and safety of sources during the news gathering process as an important ethical principle. While reporting under real names is the general principle, YTN applies the principle of anonymous reporting and prioritizes the need for protection for sources such as public interest informants and whistleblowers whose identities may expose them to potential harm. In addition, considering that the right of non-disclosure of sources[1] is not recognized under the domestic legal system, YTN provides public interest informants with sufficient prior guidance on related limitations and potential risks.
  Furthermore, when covering sources requiring protection or socially vulnerable groups, including minors, LGBTQ+ individuals, persons with disabilities, and migrant workers, YTN applies more stringent standards. YTN considers not only whether consent from a legal representative has been obtained, but also potential impacts that may arise after reporting, taking precautions to ensure that individuals are not identified or subjected to additional discrimination, hatred, or disadvantages as a result of coverage.

- Minimizing Human Rights Violations Arising from News Gathering and Reporting
  (Code of Ethics, Chapter 1 News Reporting Guidelines, Article 6 Consideration and Respect)
  YTN restricts reporting on the private lives of individuals, including public figures (such as sexual life, diseases, and family history), and carefully reviews reporting methods and expressions to prevent secondary harm to victims of incidents, accidents, and crimes. In particular, when covering news related to minors, obtaining consent from a legal representative is the general principle; however, if such consent may adversely affect the safety and rights of the minor, YTN determines whether reporting should proceed without consent on an exceptional basis. For cases involving child abuse and sexual violence, YTN applies reporting standards that prioritize victim protection while excluding sensational expressions.

- Principles for Protecting Human Rights of Employees
  (Code of Ethics, Chapter 2 Professional Ethics Guidelines, Article 2 Human Rights)
  YTN has established principles for protecting employees' human rights within its Code of Ethics and respects the human rights of all members, including employees as well as outsourced workers, dispatched workers, freelancers, and others working under various employment arrangements. YTN prohibits workplace harassment, sexual harassment, sexual violence, and discrimination, and operates procedures for reporting and handling related cases through the HR department and online reporting channels.

1) The right of media not to disclose the identity of sources

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Human Rights Management Activities

Labor-Management Communication

YTN operates various labor-management communication channels to maintain a cooperative relationship based on trust between labor and management. The Labor-Management Council, a statutory body, is held on a quarterly basis to regularly discuss key issues related to working conditions and organizational operations. In addition, YTN discusses major issues, such as improvements to the working hour system, through the labor-management consultative body as needed, and shares key organizational issues through expanded executive meetings. YTN also operates a groupware system as an online communication channel available to all employees, enabling employees to freely share their opinions on current issues. Through these diverse communication channels, YTN continuously gathers opinions from both labor and management and strengthens its human rights management system.

Labor-Management Communication Channel Operation Performance in 2025

System	Participants	Frequency	Number of Meetings Held	Discussion
Labor-Management Council	Labor and management representatives	Quarterly	4 meetings · Apr. 03 · Jul. 30 · Oct. 24 · Jan. 13 (2026)[1)]	Reports on business status, wage and collective bargaining negotiations, organizational restructuring, and system-related discussions
Expanded Executive Meeting	Department heads and above	Monthly	8 meetings · Jan. 06 · Feb. 10 · Mar. 10 · Apr. 07 · Jul. 07 · Sep. 01 · Oct. 13 · Dec. 01	Sharing and discussion of major organizational issues among executives at team manager level and above
Online Communication Channel (Groupware)	All employees	Ongoing	317 posts (Number of posts on Sohwagwang)	Employees freely share opinions on internal issues through groupware announcements and posts on Sohwagwang

1) The Q4 2025 Labor-Management Council meeting was carried over and held on Jan. 13, 2026
※ There were no operational activities of the Labor-Management Consultative Body in 2025

Employee Grievance Handling System

YTN operates a grievance handling system to ensure prompt and fair responses to cases of human rights violations and grievances in the workplace. For cases of workplace harassment where a formal investigation is requested, the Human Resources Team receives reports and holds consultations on the case, after which an investigation committee conducts an investigation and the matter is handled following a resolution by the Personnel Committee. When a reporter requests a formal investigation, an investigation committee consisting of three labor representatives and three management representatives is convened. If the parties wish to resolve the matter directly or request separation measures, the case is handled through consultation and investigation after review by the Human Resources Team. In 2025, two grievance cases were handled. In addition to reporting through the Human Resources Team, YTN operates various reporting channels, including the Sexual Violence Reporting Center and the Cyber Audit Office, allowing employees to raise grievances through channels appropriate to their circumstances. Based on this grievance handling system, YTN will continue to strengthen the protection of employee rights and the establishment of a healthy organizational culture.

Grievance Handling Process

Category	Operation Process
When a formal (disciplinary) investigation is requested	Received by the Human Resources Team and Consultation Held→ Investigation by the Investigation Committee → Resolution by the Personnel Committee
When separation measures or resolution between parties is requested	Received by the Human Resources Team → Consultation (Investigation) → Resolution

Grievance Reporting and Handling Status

Category	Unit	2023	2024	2025
Number of Grievance Reports	Cases	2	4	2
Number of Cases Handled		2	4	2
Handling Rate	%	100	100	100

Human Rights Training

YTN conducts annual human rights training to promote an organizational culture rooted in respect for human rights among employees. The training focuses on legally mandated education, including prevention of sexual harassment and harassment in the workplace, as well as improvement of disability awareness, and is designed to help employees recognize and prevent potential human rights risks that may arise during work activities. In 2025, a total of 676 employees completed human rights training, with 2,003 hours of training provided in accordance with legally mandated education requirements. YTN will continue to expand employee participation in training and enhance training programs to strengthen awareness of respect for human rights among employees.

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Human Rights Management

Human Rights Management Activities

Human Rights Risk Management Activities

YTN has introduced a risk management system to identify and manage potential human rights risks related to key stakeholders, including employees and business partners. YTN reviews human rights risks based on relevant laws and internal regulations, and implements improvement and preventive measures for identified risk factors led by the responsible departments. Going forward, YTN plans to identify and assess potential human rights risks across business activities and stakeholders more systematically based on its human rights due diligence system, and gradually implement preventive and mitigation measures according to risk levels.

Human Rights Risk Identification Process

Steps	STEP 1	STEP 2	STEP 3	STEP 4
	Identification of Human Rights Risks	**Risk Assessment and Priority Review**	**Implementation of Risk Mitigation Measures**	**Performance Review of Mitigation Measures**
Implementation Details by Step	• Identify potential human rights risk factors that may arise in connection with work processes, including working conditions, organizational culture, and occupational safety • Key human rights risks are identified through collection of employee feedback, grievance handling channels, and reviews of relevant laws and internal regulations	• Prioritize management of risk factors requiring high-level attention by reviewing the likelihood and impact of identified human rights risks	• Implement mitigation measures for identified risks, including preventive training, grievance handling systems, improvement of working conditions, and internal reporting channels • The operation status of relevant systems is reviewed, and improvement measures are implemented when necessary	• Review the implementation status and performance of mitigation measures, focusing on completion of training, operation of grievance handling systems, and implementation of policy improvements • Results are reviewed and reflected in future human rights risk management activities

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Talent Management

Talent Management System

Talent Recruitment Policy and Criteria

YTN promotes competency-based talent recruitment through fair and transparent recruitment procedures. The recruitment process consists of document screening, practical interviews, and executive interviews. During the document screening stage, NCS-based assessments are conducted to evaluate applicants' job-related capabilities. In addition, YTN comprehensively evaluates capabilities required for job performance, including communication skills, interpersonal skills, problem-solving abilities, and understanding of social issues. YTN strives to ensure a fair recruitment process through job-based competency assessments.

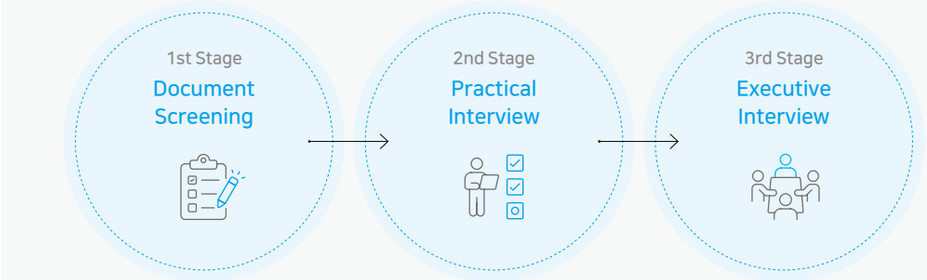
Employee Performance Evaluation System

YTN provides performance-based compensation and enhances employee motivation through fair personnel evaluations. Performance evaluations are conducted twice a year in March and September for all employees, and the results are utilized for compensation and overall human resources management. The performance evaluation system is designed to enable comprehensive assessment through a combination of upward evaluations focused on leadership and downward evaluations reflecting competencies, attitudes, and achievement of goals. The performance evaluation process consists of self-assessment, first-level evaluation, evaluation adjustment, and finalization.

Performance Evaluation Criteria

Category	Details
Upward Evaluation	Leadership (conducted for employees in leadership positions)
Downward Evaluation	Competency Evaluation – Capability / Attitude
	Performance Evaluation – Goal Management

Talent Recruitment Process



Performance Evaluation Process



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Talent Management Activities

Employee Training Programs

YTN operates step-by-step and employee-specific training programs to strengthen employees' job capabilities and support organizational adaptation. Basic training is provided to new and newly hired employees to enhance their understanding of the company and provide essential knowledge required for job performance. Training programs are also provided for promoted employees and managers to strengthen their management capabilities in areas including leadership, communication, and conflict management. In addition, YTN regularly operates specialized training programs necessary for job performance, including job-related training and copyright education, as well as legally mandated training on topics such as safety and health, prevention of sexual harassment, and personal information protection. YTN also strengthens global capabilities and expertise through various programs, including overseas training, language education, and anchor training. In 2025, YTN enhanced its employee training programs by introducing new programs, including anchor training, retention training, and intern training.

Enhancement of Training Programs' Effectiveness

YTN establishes performance and effectiveness indicators by training type and continuously monitors evaluation results to systematically manage the operational performance and effectiveness of employee training programs. Training performance is managed based on indicators such as the number of participants, learning hours, and course satisfaction. Training effectiveness is measured through "satisfaction with practical assistance," which evaluates whether the training provided actual support for employees' work performance after training completion. Based on these measurement results, YTN reviews the operational quality of each training course and its application to work. Going forward, YTN plans to further enhance the effectiveness of training programs by developing more detailed effectiveness indicators focused on job and position-specific training, including competency changes before and after training, application in the workplace, and contribution to business performance.

Employee Training Programs

Training Program	Target	Details
New Employee Training	New employees (open recruitment)	Introduction to the Company, HR system, job training, media ethics, article writing, news gathering and reporting, digital journalism, etc.
New Employee Training	New employees (rolling recruitment)	Introduction to the Company, HR system, copyright education, work management system training, workplace tour
Promotion Training	Promoted employees	Leadership, communication, conflict management, teamwork training, etc.
Manager Training	Managers	Leadership, communication, conflict management, etc.
Domestic and Overseas Training	5 selected employees	Selection and financial support for one-year overseas training through the Personnel Committee
Language Education	1 selected employee	Selection and support for language training programs for journalists (outsourced training)
Copyright Education	Employees engaged in copyright-related tasks	Legal issues and precautions related to copyright, music copyright, portrait rights, defamation, etc.
Job Training	All employees	Selection of job-related training programs
Mandatory Training	All employees	Safety and health training (first and second half of the year), sexual harassment prevention training, personal information protection training, workplace harassment prevention training
Anchor Training	Selected employees	Exchange programs with overseas media anchors, sharing of global broadcasting trends and journalism values
Retention Training	Junior employees	Organizational adaptation and teamwork training
Intern Training	Intern employees	Job training, business etiquette, teamwork training, etc.

Training Program Operation Results in 2025

Learning Platform Operation Results

5 Persons	50 Hours	4.7 /5 Points
Participants	Learning Hours	Average Satisfaction with the Course

Enhanced Capabilities After Completion
1st: Business English utilization skill /
2nd: Generative AI utilization capabilities

Retention Training Operation Results

23 Persons	4.6 /5 Points	4.5 /5 Points
Participants	Course Satisfaction	Satisfaction with Practical Assistance

New Employee Training Operation Results

8 Persons	4.7 /5 Points	4.5 /5 Points
Participants	Course Satisfaction	Satisfaction with Practical Assistance

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Talent Management Activities

YTN Representative Anchor Program

YTN is fostering and recruiting highly professional and representative anchors to strengthen the credibility and trustworthiness of its news channel. In 2025, YTN newly introduced an anchor training program and provides selected participants with opportunities to participate in overseas media anchor exchange programs and training programs to enhance their understanding of global broadcasting trends and the values of journalism.

Representative Anchor System Operation

YTN introduced the representative anchor system to select anchors who represent YTN.

Selection Target

Among anchors and reporters with more than 20 years of experience, 1–2 individuals with professional expertise and credibility are selected as representative anchors of YTN and assigned to prime-time programs.

Support Programs

- Providing autonomy in developing desks and programs that represent the representative anchor's perspectives and voice
- Considering expanding authority for script writing and planning investigative reporting, as well as granting partial editorial authority

Operation of Representative Anchor Development Program

YTN does not simply select well-known anchors but aims to develop individuals equipped with journalistic ethics and the capabilities required for news presentation by providing training and internal education programs for junior and senior anchors.

Selection Target

Anchors and reporters with 5–10 years of experience who seek to develop expertise as anchors

Support Programs

- Providing opportunities to participate in webinars featuring renowned domestic and international anchors and supporting capability enhancement programs
- Supporting assignments at overseas news channel newsrooms and providing domestic and international journalism courses

System for Discovering and Developing Specialized Reporters by Field

While expertise in journalism itself is important, expertise in specific reporting fields is becoming increasingly significant. Recognizing the importance of cultivating reporters with expertise in specific fields, YTN has established a system to develop reporters with specialized skills in key industries and subject areas, including the introduction of special recruitment programs for industry experts.

Expanded Recruitment of Experienced Reporters Specialized in Various Industries

YTN has established a track to cultivate specialized reporters by recruiting non-journalists with expertise in specific fields, such as science, healthcare, economy, and defense, and providing them with journalism training. Candidates with advanced degrees, professional certifications, published work, or networks within specific industries who are capable of conducting in-depth reporting are selected and recruited as specialized reporters in fields including politics, inter-Korean relations, diplomacy and security, economy, society, science, and disaster management.

Target	Experienced professionals from non-journalism fields
Fields	Politics, inter-Korean relations, diplomacy and security, economy, society, science and disaster management, etc.
Qualifications	Preference given to candidates with master's or doctoral degrees and professional qualifications
Benefits	Recruitment as specialized reporters and systematic training support

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Talent Management Activities

Operation of Employee Benefits and Family-Friendly Programs

YTN operates various employee benefits and family-friendly programs to support employees with work-life balance and create a stable working environment. Through flexible work arrangements, including the selective working hours system, YTN expands employees' autonomy over working hours. In addition, the annual leave promotion system is operated to support employees in maintaining balance between work and personal life. YTN also supports employees' childbirth and childcare needs through legally mandated programs, including maternity leave, paternity leave, childcare leave, and reduced working hours during childcare periods. In addition, YTN provides a stable childcare environment through the operation of an on-site childcare center and kindergarten tuition support. Furthermore, YTN provides family care leave, reduced working hours for family care, and family allowances to enable employees to continue working while addressing family care needs, thereby establishing a foundation for employees' livelihood stability considering their dependents. YTN also provides regular health checkups and health counseling programs to promote employee health. YTN will continue to operate and improve employee benefits programs by considering employees' diverse life stages and needs.

Employee Benefits Programs

Category	System	Details
Flexible Work System	Selective Working Hours System	Employees may flexibly adjust the start and end hours through consultation with the company, based on an 8-hour workday principle
	Annual Leave Promotion System	Encourages employees to use 12 days of annual leave per year to support work-life balance
Childbirth, Childcare, and Education Support Programs	Maternity Leave	Provides 90 days of leave for employees who give birth (60 days of paid leave, 30 days of unpaid leave; 120 days for multiple births, including 75 days of paid leave and 45 days of unpaid leave)
	Paternity Leave	Provides 20 days of paid leave for employees whose spouses give birth
	Miscarriage Leave	Provides paid leave according to the stage of pregnancy in cases of miscarriage or stillbirth involving the employee or spouse
	Infertility Treatment Leave	Provides up to 6 days of leave annually for employees undergoing infertility treatment
	Prenatal Examination Leave	Provides female employees with one paid day of leave per month for prenatal examinations and spouses with one paid day of leave during the pregnancy period
	Childcare Leave	Provides one year of leave for employees with children aged 8 or younger or in the second grade of elementary school or below
	Reduced Working Hours During Pregnancy	Provides reduced working hours without wage reduction for employees in the early and late stages of pregnancy
	Reduced Working Hours During Childcare Period	Provides reduced working hours for one year for employees with children aged 12 or younger or in the sixth grade of elementary school or below (with wage reduction)
	On-site Childcare Center	Operates an on-site childcare center for employees' children aged 1 to 5
	Subsidy for Kindergarten Tuition	Provides reimbursement of actual kindergarten tuition expenses up to KRW 150,000 per month for two years before school enrollment
Dependent Family Support Programs	Family Care Leave	Provides up to 10 days of unpaid leave annually for employees requiring leave due to family care needs
	Reduced Working Hours for Family Care	Provides reduced working hours for employees requiring family care (with wage reduction)
	Family Caregiving Leave (Other Leave)	Provides leave of up to 6 months per use for unavoidable personal circumstances, such as family caregiving (maximum cumulative use of 2 years)
	Family Allowance	Provides KRW 30,000 per spouse and per child aged 28 or younger to support employees with dependents
Employee Support Programs	Employee Health Checkups	Provides comprehensive health checkups every two years for employees and their spouses (or one parent), along with support for basic medications
	Employee Health Counseling Program	Operates chronic disease prevention screening programs (metabolic syndrome, smoking cessation clinics, and retinal disease screenings)

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Talent Management

Talent Management Activities

Recognition and Reward for Outstanding Employees

YTN recognizes that fair recognition of employee performance and strengthening of motivation within the organization are important elements in creating a healthy organizational culture. To encourage outstanding employee achievements and foster an organizational culture based on mutual respect, YTN held its year-end awards and employee recognition programs in January 2026. YTN celebrated the achievements and efforts of employees who contributed to the company's growth through outstanding reporting, program production, and business performance over the past year, through awards including the "Q4 2025 Proud YTN Member Award," "YTN DMB·YTN Radio Awards," and "Year-End Awards." Going forward, YTN will continue to support employee growth and strengthen an organizational culture based on mutual respect and trust, creating a workplace environment where employees can work with pride.



Group Photo of Award Recipients



2025 YTN Awards Exclusive Report Category

Diversity Enhancement Goals

Short-term
2026

- 100% collection of diversity status data
- Establishment of a system for management of the proportion of female employees

Mid-term
2028

- Increase the proportion of female employees by 3 percentage points compared to the base year (2025[1])

Long-term
2030

- Increase the proportion of female employees by 6 percentage points compared to the base year (2025[1])

1) Ratio of female employees in 2025: 30.6%

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Social Occupational Safety and Health

Occupational Safety and Health Management System

Occupational Safety and Health Policy

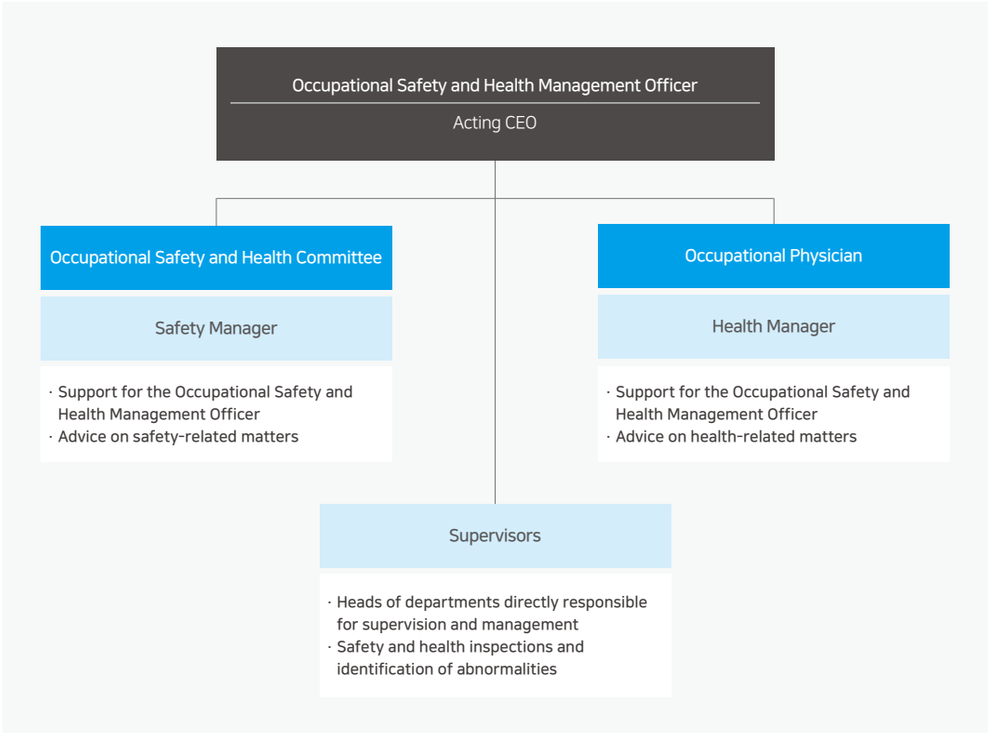
YTN prioritizes the safety and health of employees as a key value in corporate management activities and has established a stringent Occupational Safety and Health Management Policy to create a safe and pleasant working environment. The policy stipulates principles such as establishing a management system focused on eliminating and preventing workplace risks, setting and implementing safety and health goals, complying with relevant laws and regulations, and improving hazardous and risk factors. In addition, YTN identifies and improves workplace risks through ongoing safety and health activities based on employee participation. YTN also operates a management system to ensure that partner companies and contractors comply with the company's occupational safety and health policies and requirements. YTN will continue to strengthen its occupational safety and health management system and strive to ensure that employees can work in a safe environment.

YTN Occupational Safety and Health Management Policy Book

Occupational Safety and Health Management Organization

YTN has established an occupational safety and health management system based on the Occupational Safety and Health Act and systematically manages safety and health risks across the organization. As the highest-level responsible officer, the Acting CEO is designated as the Occupational Safety and Health Management Officer. Under this officer, YTN operates an occupational safety and health organization consisting of safety managers, health managers, and supervisors. The Occupational Safety and Health Committee consists of labor and management representatives and is held on a quarterly basis. In 2025, the committee was held a total of four times.

Occupational Safety and Health Organization



Occupational Safety and Health

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Occupational Safety and Health Management Activities

Occupational Safety and Health Activities

YTN implements occupational safety and health management activities to ensure a safe working environment for employees. In 2025, YTN reviewed and revised its Occupational Safety and Health Management Regulations to reflect changes in safety and health management responsibilities and criteria for supervisor appointment following organizational restructuring, thereby strengthening its occupational safety and health management system. In addition, YTN conducts monthly YTN Safety Day activities and carries out workplace safety management activities, including safety-related facility inspections and maintenance in cooperation with the Facilities Management Team.





Safety Day Activities

Employee Health Promotion Programs

- **Employee Health Checkups**
  YTN conducts health checkups and health management programs to promote employee health and prevent diseases. In 2025, YTN conducted employee health checkups, with 347 out of 392 employees eligible for comprehensive health checkups and 240 out of 364 employees eligible for general health checkups. Accordingly, 606 out of a total 741 employees completed health checkups, recording an overall examination rate of approximately 80%. YTN also provides special health examinations considering the characteristics of employees' work. In 2025, 3 out of 5 employees subject to special examinations related to material handling work completed examinations, while 137 out of 231 employees subject to special examinations for night work completed examinations.

- **Workplace Safety and Health Inspection Activities**
  YTN conducts workplace safety and health inspections on a regular basis. Monthly inspections are conducted for in-house medical equipment, including automated external defibrillators (AEDs) and blood pressure monitors, to verify in advance that the equipment will function properly in the event of an emergency.

Occupational Safety and Health Training

YTN operates regular occupational safety and health training programs to enhance employees' safety awareness and strengthen their safety and health response capabilities. In 2025, YTN conducted regular occupational safety and health training for employees in the first and second halves of the year, with 649 employees attending 3 hours of training in the first half and 639 employees attending 3 hours of training in the second half. In addition, group training was provided for supervisors, with a total of 5 participants completing the program. Occupational safety and health training for new employees is also conducted periodically. Furthermore, YTN provided in-house cardiopulmonary resuscitation (CPR) training to strengthen emergency response capabilities. A total of 34 employees participated in the training held in August 2025. Through these activities, YTN has strengthened employees' ability to respond to safety accidents and emergency situations that may occur during work.







Occupational Safety and Health Training

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Occupational Safety and Health

Occupational Safety and Health Management Activities

Occupational Safety and Health Risk Assessment

YTN conducts occupational safety and health risk management activities based on regular risk assessments to create a safe working environment and prevent industrial accidents. In December 2025, YTN conducted a regular risk assessment to identify hazardous and risk factors and review risk levels, while implementing preemptive risk prevention measures to improve the working environment. In particular, all departments, including subsidiaries, participated in the risk assessment activities. After conducting department-level investigations of risk factors and implementing improvement activities, YTN provided training and internal announcements on the assessment results to ensure that all employees were aware of the relevant information. According to the results of the 2025 regular risk assessment, major hazards were identified as mechanical factors, electrical factors, work characteristics, and environmental factors. Overall risk levels were confirmed to be low. This indicates that the likelihood of accidents and occupational diseases occurring in the workplace is relatively low. YTN continues to implement improvement activities and training for risk factors identified from the risk assessment process, striving to create a safe working environment.

Occupational Safety and Health Risk Management Process

Steps	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	Identification of Occupational Safety and Health Risk Factors	Meeting to Plan Risk Reduction Measures	Improvement of Risk Factors	Training on Risk Assessment Results	Announcement of Risk Assessment Results
Implementation Details by Step	Investigation of risk factors and preparation of assessment sheets	Review of likelihood and impact levels of identified risk factors (1–5 points)	Review of improvement needs based on inspection results and implementation of preventive activities	Conduct improvement training based on identified results	Communicate relevant information to ensure awareness among all employees
2025–2026 Activities	• Review of six hazardous and risk factors (mechanical equipment, electricity, chemicals [substances], biological factors, work characteristics, and working environment)	• Mechanical factors: Risk of collision and falling objects from equipment such as cameras and jimmy jibs (2 points); risk of falls during ladder use and elevated work (2 points); risk of entrapment when using document shredders (2 points); risk of electric shock due to damaged cable insulation (2 points) • Electrical factors: Static electricity and electromagnetic-related accidents caused by the use of broadcasting equipment (1 point) • Work characteristics and environmental factors: Risk of VDT syndrome caused by prolonged computer work, such as document preparation (2 points)	• Regular inspection activities: Conducted regular inspections of electrical facilities to replace damaged wires and outlets; checked workplace organization and cleanliness conditions and requested proper arrangement of stored items • Physical measures: Installed safety stickers to prevent entrapment and electric shock accidents, and posted stretching guidance to help prevent VDT syndrome.	• Training related to mechanical factors (equipment collision, falling objects, falls, entrapment, and electric shock prevention) - Training targets: Production Technology Dept., Video News Dept. - Training content: Training on controlling access to surrounding areas during camera and jimmy jib installation; requirement for two-person work and use of personal protective equipment (safety helmets and safety harnesses) during work at elevations • Training related to work characteristics and environmental factors (prevention of VDT syndrome and reduction of collision risk) - Training targets: Employees from all departments - Recommendation to perform regular stretching and maintain rest periods to prevent VDT syndrome - Adjustment of monitor height to eye level and guidance on proper working posture to prevent forward head posture - Training on the importance of maintaining clear office pathways and emergency exits	• Posted on the internal bulletin board on December 24, 2025

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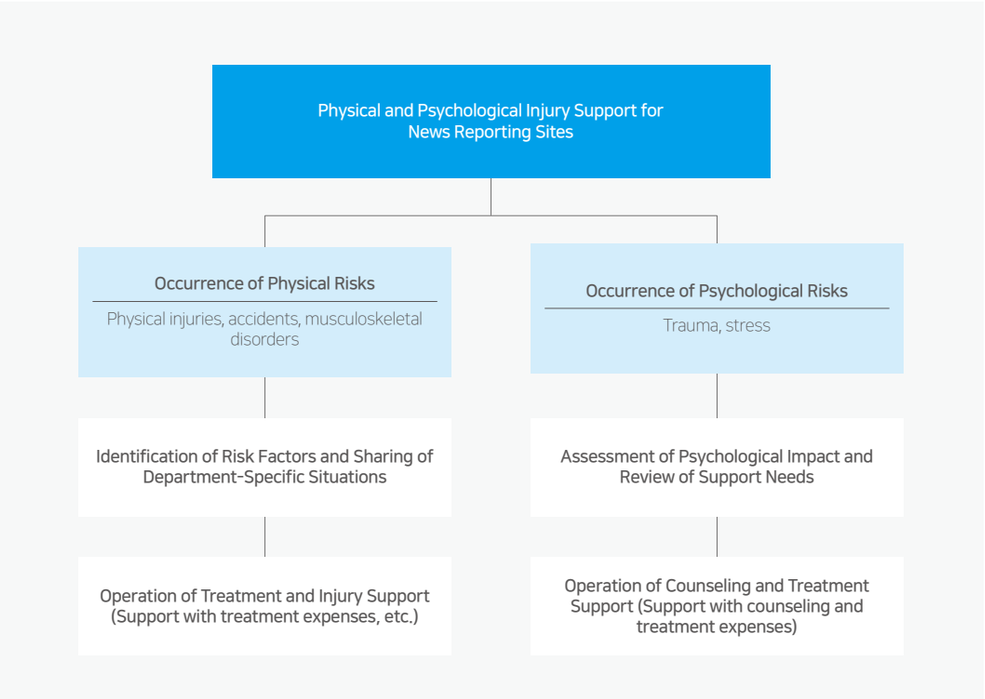
Social Occupational Safety and Health

Occupational Safety and Health Management Activities

Safety Management Activities at News Reporting Sites

YTN has operated a physical and psychological injury support system since 2016 to address safety risks that may arise at news reporting sites due to the nature of broadcasting operations. YTN provides treatment and counseling support for accidents and post-traumatic stress experienced during field reporting activities. In 2025, YTN provided medical expense support for employee injuries, including a dog bite incident during reporting activities and a fracture injury caused by physical restraint by a member of the public. YTN also provides support to alleviate psychological stress that may occur during reporting activities at disaster and accident sites. In 2022, following the Itaewon disaster coverage, YTN provided psychiatric counseling and treatment expense support to relevant employees, including members of the Video News Department and the Social Affairs Department. Since 2022, YTN has continued to provide support for cases involving psychological distress associated with reporting activities. In addition, to prevent safety accidents at reporting sites, relevant departments, including the News Department and Video News Department, purchase necessary safety supplies. During periods of extreme heat, YTN also provides electrolyte drink powder and salt glucose candies to employees working at outdoor reporting sites.

Safety Support System for News Reporting Sites



Cumulative Injury Support Amount from 2016 to 2025

Year	Number of Physical Injury Incidents (Cases)	Number of Psychological Injury Incidents (Cases)	Total Support Amount (KRW)
2016	1	-	75,630
2017	2	-	208,330
2018	2	-	4,404,860
2020	1	-	756,000
2021	1	-	766,900
2022	1	8	30,000
2023	1	-	233,710
2024	2	-	600,380
2025	4	-	654,510
Total	**15**	**8**	**7,730,320**

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Supply Chain Management

Supply Chain Management System

Fair Trade Policy

YTN has established a Fair Trade Policy to ensure compliance with fair and transparent transaction principles in its relationships with partners, audiences, and competitors. The policy includes principles for mutual benefit with partners, such as ensuring fairness and transparency in partner selection and transaction processes, prohibiting abuse of superior bargaining positions, and prohibiting demands for unfair transaction conditions. In addition, to protect the rights and interests of audiences and customers, the policy sets forth standards for safely managing personal information and providing accurate and reliable information without false or exaggerated claims. For relationships with competitors, YTN prohibits collusion, unfair joint practices, and actions that undermine market order, while requiring compliance with fair competition principles. Going forward, YTN will continue its efforts to strengthen a sound business environment by complying with the Fair Trade Policy and fostering a culture of fair transactions.

YTN Fair Trade Policy Book

Supply Chain Management Activities

Fair Trade Training

YTN provides all employees with annual fair trade training based on the Improper Solicitation and Graft Act to promote fair performance of duties by preventing improper solicitations and the acceptance of money or valuables. In September 2025, YTN conducted online training for all employees under the topic “Understanding the Improper Solicitation and Graft Act”. The training covered key provisions of the Act, applicable subjects, cases involving types of improper solicitations and acceptance of money or valuables, and recent amendments to the Act. In addition, YTN enhanced employees’ understanding through case-based training and raised awareness of ethical and compliance risks that may arise during business operations.

Fair Trade Training Content in 2025

Training Program	Training Content Details
Understanding the Improper Solicitation and Graft Act	· Key provisions and applicable subjects of the Improper Solicitation and Graft Act · Types of improper solicitations and acceptance of money or valuables, and exceptions · Changes in permitted scope following recent amendments · Understanding the Act through case studies

Partner Complaint Handling Process

YTN operates a Cyber Audit Office, through which complaints and grievances from internal and external stakeholders, including partners, are collected and reviewed. When a report related to a partner is received, the Audit Office conducts an initial review and forwards the matter to the relevant department. As of 2025, among the three reports received through the Cyber Audit Office, there were no reports related to partners.

Partner-Related Reports Received and Processed in 2025

Number of Reports Received	Number of Reports Handled	Handling Rate
0 Cases	0 Cases	100%

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Supply Chain Management

Supply Chain Management Activities

Fair Trade Risk Management Activities

YTN conducts management activities based on relevant laws and internal procedures to prevent risks related to unfair trade practices and improper solicitations that may arise during business operations, including broadcasting production, content distribution, and procurement activities. In particular, as an entity subject to the Improper Solicitation and Graft Act, YTN conducts continuous legal reviews regarding improper solicitations, acceptance of money or valuables, and factors that may undermine transaction fairness during broadcasting production and business transactions. In addition, YTN operates the External Production Company Selection Committee and the Procurement Committee in relation to the selection of external production companies and procurement activities to ensure fairness and transparency throughout transaction processes. In 2025, YTN operated the External Production Company Selection Committee once and the Procurement Committee three times. In 2026, YTN operated the External Production Company Selection Committee twice and the Procurement Committee three times, as part of efforts to monitor related decision-making processes. From 2025 to 2026, no unfair trade risks were separately identified through committee operations and legal review processes. Furthermore, YTN conducts periodic training on the Improper Solicitation and Graft Act before and after major holidays every year to enhance employees' awareness of legal compliance. Through these activities, YTN enables employees to develop a sound understanding of integrity standards and transaction-related precautions required during business operations. Going forward, YTN will continue to operate its management system for strengthening fair trade practices based on continuous legal reviews, committee operations, and employee training.

Unfair Trade Risk Management Process

Steps	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
	Identification of Fair Trade Risks	Review and Assessment of Risks	Risk Mitigation Measures	Monitoring and Management	Improvement and Prevention
Implementation Details by Step	Identify potential risks related to unfair trade practices and legal violations that may arise during broadcasting production, content supply and distribution, and partner contracts	Review transaction procedures, contract terms, and business processes based on relevant laws and internal standards	Review improvement needs based on assessment results and implement improvement activities through consultation with relevant departments	Continuously monitor major areas with unfair trade risks and check for related issues	Reflect changes in laws and systems and implement activities to strengthen internal management systems and employee awareness
2025–2026 Activities	• Operation of the legal review process for fair trade risk management: As an entity subject to the "Improper Solicitation and Graft Act," YTN conducts legal reviews of improper solicitation risks that may arise during broadcasting production, distribution, and operational processes • Operation of the External Production Company Selection Committee: Decisions regarding final selection are made based on the comprehensive evaluation of proposals and production capabilities to ensure fairness, objectivity, and transparency in the selection of external production companies • Operation of the Procurement Committee: Reviews the appropriateness of procurement activities and purchased items to ensure fairness and transparency in procurement processes for tangible assets.	• Ongoing legal reviews conducted • External Production Company Selection Committee Meetings: 2025 (1 meeting), 2026 (2 meetings) • Procurement Committee Meetings: 2025 (3 meetings), 2026 (3 meetings)	• No unfair trade risks were identified from 2025 to 2026	• Continuous monitoring of areas with unfair trade risks	• Periodic employee training on the Improper Solicitation and Graft Act before and after major holidays each year

Social Supply Chain Management

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Supply Chain Management Activities

Establishing Fair Trade Practices in Broadcasting Content through Standard Contracts

YTN concludes written contracts before program production begins by utilizing the standard contracts established by the Ministry of Culture, Sports and Tourism in accordance with the Korea Media and Communications Commission's "Guidelines for Outsourced Broadcasting Program Production Transactions." YTN complies with subcontracting transaction guidelines by prohibiting the forced use of broadcasting company personnel, equipment, and facilities, and requiring written notice at least 30 days prior to unilateral contract termination or termination of contracts. YTN2 continues efforts to establish a fair trade ecosystem for broadcasting content and create a foundation for mutual benefit and growth by utilizing standard contracts when producing its own cultural programs, such as 〈Korea from Every Corner〉, and concluding written agreements with external production companies through collaborative partnerships.

Support Activities for Mutual Growth with Partners

- Establishing a Foundation for Mutual Growth through Expansion of Outsourced Production
  Despite the challenging production environment characterized by significant investment and continued reductions in government support budgets, YTN continues to maintain outsourced production budgets to promote mutual growth with external production companies in the science and technology content sector.

Outsourced Production Cost Execution Status for Science-Focused Broadcasting

Category	Unit	2023	2024	2025
Total Budget	KRW 1,000	5,380,744	5,595,437	5,158,744
Outsourced Production Costs		49,000	476,120	414,400
Ratio	%	0.9	8.5	8.0

Support Activities for Mutual Growth with Partners

- Promotion of Outsourced Program Production Competition
  YTN Science discovers innovative content through annual outsourced program production competitions. The selected programs are planned and produced through collaboration between external production companies and YTN Science. In 2025, YTN Science collaborated with six production companies selected through the outsourced program production competition and executed production costs totaling KRW 434.7 million. Through these activities, YTN is expanding a sustainable foundation for mutual growth with partners within the content production ecosystem.

Outsourced Program Production Competition Status in 2025

Program	Production Company	Number of Episodes	Total Amount (KRW 10,000)	Contract Period
Golden Compass	Golden Media	52	31,200	Jan. 01 ~ Dec. 31
AI Trend 2025	IROX	4	800	Mar. 26 ~ May. 31
<Finding Hidden Medicines> That Changed Humanity	Dodam Media	4	800	
Local Exploration Walking Report	Media Yoosung	4	800	
A Time to Explore Untold History, "Yasasi"	Tiris	4	800	
Bravo Story	Media Damo	4	800	
Dreaming of a Sustainable Nuclear Power Plant (Working Title)	Tiris	2	8,270	Apr. 17 ~ Sep. 30

Outsourced Production Content



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Social Contribution and Community Engagement

Social Contribution and Community Engagement System

Community Engagement Strategy

As a media organization with a public mission, YTN strives to contribute to the expansion of social value and the development of local communities based on its capabilities in producing fair and reliable content. Reflecting its characteristics as a broadcasting and media company, YTN systematically promotes social contribution activities centered on providing public-interest content, spreading awareness of cultural value, fostering mutual growth with local communities, and supporting solutions to social issues.

Community Engagement System

Vision

A public-interest media company that expands social value through trusted content and citizen participation

Strategic Directions and Detailed Plans

Social Contribution	Preservation and Advancement of Cultural Values	Job Creation	Community Development
Expansion of activities supporting future generations and the resolution of social issues	Promotion of traditional culture and local culture	Strengthening of employment stability and future jobs	Mutual growth with local communities and balanced regional development

Related Activities

Social Contribution	Preservation and Advancement of Cultural Values	Job Creation	Community Development
· Operation of the YTN English Debate Competition to strengthen global competencies among youth	· Operation of the Namsan Family Walking Event, an eco-friendly cultural event held with citizens' participation	· Operation of campaigns to address youth unemployment and employment issues faced by middle-aged and older workers	· Expansion of regional development programs and locally connected content
· Production of campaigns and content related to socially vulnerable groups and public-interest issues	· Expansion of content production related to Korean traditional culture and history	· Support for startup and entrepreneurship promotion campaigns	· Production and support of local festivals, events, and cultural programs
· Participation in and sponsorship of events related to media policies and public issues	· Planning of programs and events to promote the Korean Wave and Korean culture	· Promotion of activities to ensure compliance with the 52-hour workweek system and improve working environments	· Operation of local news and lifestyle information content
· Operation of social contribution programs related to science, technology, and education	· Production of content linked to cultural heritage and local attractions	· Expansion of activities related to nurturing talent based on new media and digital capabilities	· Operation of citizen cultural experience programs linked to Namsan Tower

Mid- and Long-Term Goals for Community Engagement

Short-term
2026

Establishment of a Community Contribution Program Operating System and Performance Management System

· Establish a community engagement policy
· Establish a social contribution activity management system (including key indicators such as number of beneficiaries and investment costs)

Mid-term
2028

Expand beneficiaries of major social contribution activities and participation programs

· Expand the number of participants in the YTN English Debate Competition (800 participants)
· Expand the number of participants in the YTN Tour Program (300 participants)
· Expand new programs reflecting the needs of local communities

Long-term
2030

Systematic Operation and Advancement of Community Mutual Growth Programs

· Establish community mutual growth programs in four representative areas
· Establish a quantitative performance disclosure system for social contribution activities

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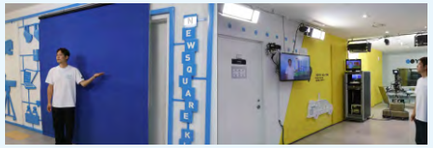
Social Contribution and Community Engagement Activities

Operation of the YTN Tour Program

YTN operates various tour programs for diverse groups to enhance their understanding of the media industry and expand access to media experiences. In 2025, YTN conducted a total of 12 tour programs for various organizations, including universities, middle and high schools, overseas educational institutions, and media-related organizations, with a total of 198 participants. In particular, by operating programs for diverse groups, including students, overseas training groups, media-related educational institutions, and disability care facilities, YTN has expanded opportunities for media experiences while promoting activities that enhance social inclusion. In addition, YTN provides customized experiential media education by differentiating educational content according to each visiting group in order to enhance the educational effectiveness of the tour program. For middle school groups, YTN provides programs that offer an easy and engaging introduction to broadcasting-related careers, including an overview of the company and hands-on experiences as anchors, weathercasters, and reporters, enabling students to develop a basic understanding of the media industry. For high school and university student groups, YTN provides more in-depth explanations of the news production process, the role of journalism, and the reporting process, helping participants explore career paths and better understand related professions. For general visitors, YTN operates programs that introduce the broadcasting production environment and provide hands-on experiences such as sign language broadcasting, enhancing awareness of inclusive media values and the public role of broadcasting through direct experiences of YTN's socially responsible broadcasting services.



Anchor Experience



Weathercaster Experience



Reporter Experience



Sign Language Broadcasting Experience

YTN Tour Program

Visiting Group	Content and Experience Provided
Middle School Groups	Introduction to the Company, job experience programs (reporter, anchor, weathercaster), photo opportunities, etc.
High School and University Groups	In-depth explanations of the news production process and the role of journalism, providing guidance to support future career exploration
General Groups	Introduction to YTN's social role through sign language broadcasting experiences and tours of broadcasting facilities

YTN Tour Program Performance in 2025

Organization	Number of Beneficiaries (Persons)
Korea University Educational Broadcasting Station (KUBS)	8
Seji Middle School	23
Seoul Community Media Center, Youth PDIA Production Team	9
Haeoreum Daycare Center for Persons with Disabilities	13
Jeong Yeon-sun Family	5
Chinese University of Hong Kong Study Tour	17
Chung-Ang University Graduate School of International Studies Korea-China Announcer Special Program	17
Dongtan Jangjidong Catholic Church Elementary & Middle School Group	38
Gachon University	11
Japanese University Students Tour	11
Taiwanese Broadcasters	30
Jeju National University Department of Journalism and Communication	16
Total	**198**

Social Contribution and Community Engagement

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Social Contribution and Community Engagement Activities

English Debate Competition

YTN has been operating the English Debate Competition since 2009 to enable youth to develop global competencies and capabilities to solve social issues. As part of its education-based ESG social contribution activities, the program provides young participants with opportunities to enhance their understanding of various social and environmental issues and strengthen their logical and critical thinking skills. Through collaboration with Hankuk University of Foreign Studies, a leading foreign language education institution in Korea, and based on YTN's fair evaluation and verification process, YTN strives to enhance the quality of debate activities. Participants engage in debates on various social issues, including environmental topics such as climate change and carbon neutrality. Through these activities, they develop global communication capabilities and enhance their problem-solving skills in a fair and competitive environment.
In 2025, YTN held two competitions, one each in the first and second halves of the year, with a total of 711 participants. In addition, to ensure that the competition extends beyond a one-time event, YTN operated online live broadcasts and video content records to share the vivid atmosphere of the event and its social value with a wider range of stakeholders.

English Debate Competition Performance in 2025

Date	Participation Details	Beneficiaries (Persons)	Amount[1] (KRW million)
Feb. 22-23	The 12th YTN Elementary School English Debate Competition	711	47.0
Aug. 16-17	The 16th YTN Middle School English Debate Competition		46.5

1) Expenses for organizing the English Debate Competition



English Debate Competition

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Protection of Copyright and Content Rights

Copyright and Content Rights Protection System

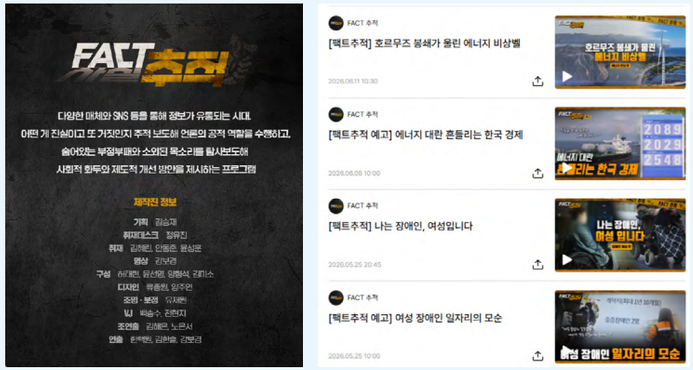
Copyright Protection Principles

- **Establishment of Copyright Protection Principles under the Code of Ethics**

  YTN has established and adheres to copyright protection principles under its Code of Ethics to prevent copyright infringement that may occur during the content production process and to ensure respect for creators' rights. When using copyrighted works such as videos, images, and music during news reporting and content production, YTN follows the principle of obtaining consent from copyright holders. For all copyrighted works used, YTN clearly indicates the source through appropriate methods such as captions. In particular, when utilizing social media-based content, YTN informs audiences that the materials are not independently reported content produced by YTN. In addition, YTN's source attribution standards require not only the platform name but also identifiable information, such as the copyright holder's name or the account information of the relevant rights management entity. When ownership of copyright is unclear, YTN follows the principle of not using the relevant materials. If necessary, the appropriateness of use is reviewed through copyright-related organizations or internal legal review.

- **Review System for Content-Related Legal Issues**

  YTN conducts prior reviews of the weekly program Fact Tracking to prevent legal disputes related to copyright, portrait rights, voice rights, defamation, and other legal issues. When departments request review by the Legal Team and it is deemed necessary, the Legal Team participates in program reviews and provides opinions. YTN also conducts real-time reviews and responses to urgent copyright-related issues when requested by the News Department. Through these standards and real-time communication processes, YTN minimizes legal risks arising from content utilization and maintains a fair content usage environment.



Fact Tracking Program
Prior Review of Legal Issues

Copyright and Content Rights Protection Activities

Copyright Training for Relevant Personnel

YTN provides copyright training for its employees to prevent potential copyright infringement and rights-related disputes that may arise during the content production process. As part of the onboarding program for both new and experienced employees, YTN provides, on average, monthly training on key legal issues that should be considered in content production, including copyright law, music copyrights, portrait rights, and defamation.
In addition, whenever relevant issues arise, YTN shares guidelines on the proper use of videos, images, and audio to strengthen employees' awareness of intellectual property rights. Through this preventive training, YTN continues to promote a culture of copyright compliance.



Implementation of Copyright Education

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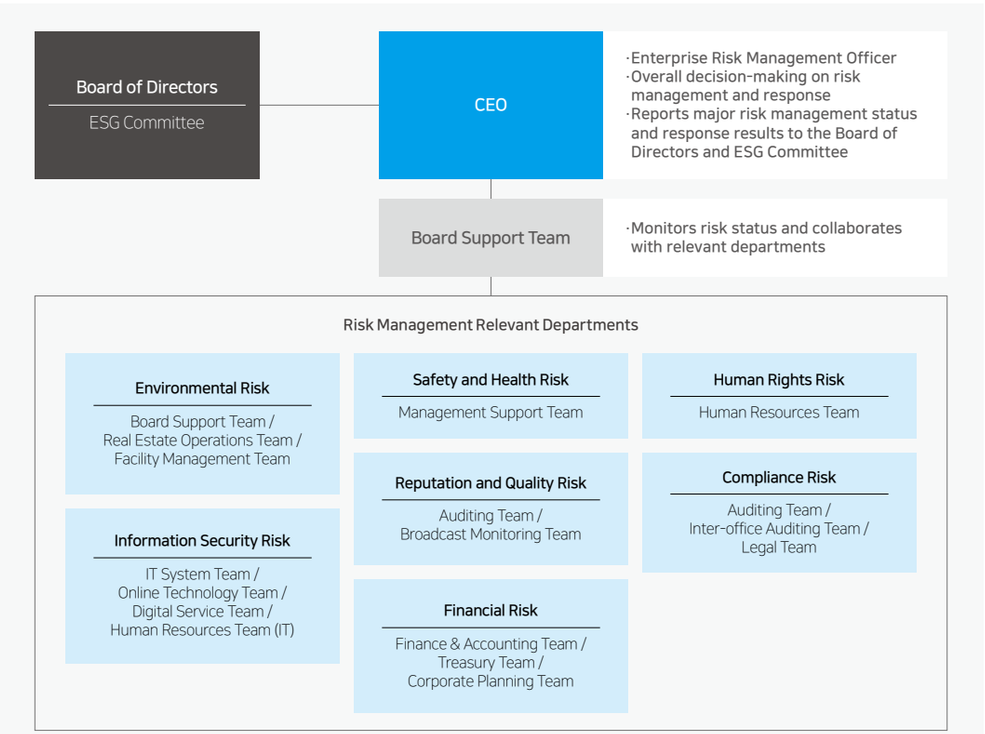
Integrated Risk Management

Integrated Risk Management System

Integrated Risk Management Organization

YTN operates an integrated risk management system to systematically identify and manage key risks arising from rapidly changing internal and external business environments. The company conducts comprehensive reviews of risks across various areas, including financial, environmental, safety and health, human rights, information security, reputation, compliance, and quality. The CEO has been vested with the ultimate responsibility for risk management, and major risk management status and response directions are reported to the Board of Directors and the ESG Committee. Departments responsible for each risk category conduct regular inspections and monitoring activities. When the possibility of significant risks is identified, response measures are developed through collaboration among relevant departments. In addition, YTN continuously reviews changes in laws and regulations, industry conditions, and stakeholder expectations to further enhance its risk management framework.

Risk Management Organization



Integrated Risk Management Activities

YTN categorizes and manages key risks that may arise during business operations, including environmental, safety, human rights, information security, reputation, compliance, quality, and financial risks, in a systematic manner. Each risk is classified based on business characteristics and potential operational impacts, and YTN operates a management system that links key risk factors with corresponding response activities led by relevant departments.

Risk Definitions and Response Status

Category	Relevant Departments	Key Risk Details	Risk Response Status
Environmental Risk	Board Support Team / Real Estate Operations Team / Facility Management Team	Impact on broadcasting operations due to energy use and greenhouse gas emissions during business site operations, as well as climate-related risks	Conducting activities to manage energy use and greenhouse gas data, facility operation inspections, and environmental management activities
Safety and Health Risk	Management Support Team	Potential occurrence of employee safety accidents, workplace hazards, industrial accidents, and facility safety incidents	Conducting regular risk assessments and safety inspections, and operating employee safety and health education and supervisor training programs
Human Rights Risk	Human Resources Team	Risks related to workplace harassment and sexual harassment, discrimination and human rights violations, and issues related to the working environment	Operating a grievance handling system, internal human rights-related regulations, and human rights and sexual harassment prevention education for employees
Information Security Risk	IT System Team / Online Technology Team / Digital Service Team / Human Resources Team (IT)	Personal information leakage, information system failures, cyberattacks, and leakage of internal information	Conducting information security inspections and access control management, and operating personal information protection and information security education
Reputation and Quality Risk	Auditing Team / Broadcast Monitoring Team	Social controversies related to news reporting and content, decline in audience trust, damage to external reputation, and deterioration of content quality	Operating internal review and ethical standards, collecting audience opinions, and conducting complaint response activities
Compliance Risk	Auditing Team / Inter-office Auditing Team / Legal Team	Potential violations of relevant laws and internal regulations, insufficient internal controls, and violations of ethical standards	Operating external legal affairs processes, conducting internal audits and compliance inspections, and providing ethics education for employees
Financial Risk	Finance & Accounting Team / Treasury Team / Corporate Planning Team	Potential decline in profitability due to changes in market conditions, increased costs, and deterioration of financial soundness	Operating budget and cost management systems, monitoring key financial conditions, and analyzing business performance

Board of Directors Reporting and Resolution Status on Integrated Risk Management

Date	Reporting / Resolution Status	Agenda	Risk Type
Mar. 13, 2025	Report	Report on the operation and evaluation results of the Internal Accounting Management System Report	Compliance Risk
Mar. 28, 2025	Resolution	Approval of the Audit Committee Operation Regulations	Compliance Risk
Aug. 25, 2025	Resolution	Amendment of the Audit Committee Regulations	Compliance Risk
Nov. 03, 2025	Resolution	Establishment of the Occupational Safety and Health Plan	Safety and Health Risk
Nov. 26, 2025	Resolution	Amendment of the Internal Accounting Management Regulations	Compliance Risk
Dec. 29, 2025	Resolution	Approval of the 2026 Budget Plan	Financial Risk

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Protection of Shareholder Rights

Shareholder Status

Share Ownership and Shareholding Structure

As of December 31, 2025, YTN holds a total of 47,676,980 shares. In accordance with its Articles of Incorporation, each share carries one voting right, ensuring fair exercise of voting rights for all shareholders. YTN's largest shareholder is Eugene ENT Co., Ltd., which holds 18.677 million shares (39.17%). Korea Ginseng Corp., Mirae Asset Life Insurance Co., Ltd., and Woori Bank each hold stakes of 5% or more.

Shareholding Status (As of December 31, 2025)

Category	Shareholder Name	Number of Shares Held (Thousand Shares)	Ownership (%)
Largest Shareholder	Eugene ENT Co., Ltd.	18,677	39.17
Shareholders Holding 5% or More	Korea Ginseng Corp.	8,380	17.58
	Mirae Asset Life Insurance Co., Ltd.	3,210	6.73
	Woori Bank	3,110	6.52
Employee Stock Ownership Association		135	0.28
Other Shareholders		14,165	29.71

Minority Shareholder Status (As of December 31, 2025)

Category	Number of Shareholders (Persons)	Total Number of Shareholders (Persons)	Shareholder Ratio (%)
Minority Shareholders	13,370	13,379	99.93

Shareholder Protection Activities

YTN provides notification and information related to shareholder meeting in advance to protect shareholders' rights and ensure voting rights. Notices of shareholder meeting convocations are disclosed through electronic disclosure systems at least two weeks prior to the meeting, and an electronic voting system is operated to support shareholders' exercise of voting rights. In addition, YTN transparently discloses key management information through its website and electronic disclosure system, while continuously providing IR materials and disclosure information to enhance investors' access to information.



YTN Website Disclosure Information

YTN Website Disclosure Information

Dividend Policy

YTN uses retained earnings as the basic source of dividends in accordance with Articles 41 and 42 of its Articles of Incorporation. YTN determines whether to pay dividends and the dividend amount based on comprehensive consideration of business performance, financial soundness, and earnings stability. Year-end dividends are determined through resolutions of the General Meeting of Shareholders and the Board of Directors. In 2025, YTN decided not to pay dividends due to operating losses and net losses for the period. YTN plans to prioritize improving business performance and restoring profitability for sustainable growth and gradually review reasonable shareholder return policies to enhance shareholder value.

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Governance

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Board Composition

Board Composition Status

YTN's highest decision-making body, the Board of Directors, consists of nine members as of April 13, 2026. The Board of Directors consists of three Executive Directors, including the CEO, two Other Non-executive Directors, and four Independent Directors. Based on stipulations in the Articles of Incorporation to strengthen checks and oversight functions, Independent Directors account for 44% of the Board of Directors.

Board Composition (As of April 30, 2026)

Category	Name	Gender	Date of Birth	Appointment Date	Career Highlights
Executive Director (Chair of the Board of Directors)	Sang Woo Yang	Male	Apr. 14, 1963	Mar. 2026	· 17th CEO of Hankyoreh Media Group · Chairman of Korea Digital News Association · Director of Korea Newspaper Association · Adjunct Professor, Department of Economics and Graduate School of Economics, Yonsei University
Executive Director	Jai Hoon Jeong	Male	Oct. 25, 1969	Sep. 2025	· Head of Business Division, YTN · Executive Director, YTN DMB
Other Non-Executive Director	Heui Seok Kang	Male	Jun. 15, 1969	Mar. 2025	· CEO, E-Mart Inc. · CEO, SSG.COM · CEO, Eugene ENT Co., Ltd.
Other Non-Executive Director	Sang Kyu Lee	Male	Oct. 19, 1966	Mar. 2026	· CEO, Interpark · Chairman of the Board, Bizmarket · CEO, MoneyMove · CEO, Energy11
Independent Director	Kyung Rok Kim	Male	Dec. 9, 1962	Mar. 2025	· Advisor, Mirae Asset Global Investments · Advisor, Optus Asset Management
Independent Director	Dong Hoon Ma	Male	Mar. 11, 1961	Mar. 2025	· Head of Future Strategy Office, Korea University · Professor, School of Media and Communication, Korea University
Independent Director	Kwang Il Park	Male	Aug. 23, 1968	Mar. 2026	· Executive Vice President, Real Estate Business Division, KT&G · Deputy CEO, Real Estate Business Division, KT&G · CEO, Gongyoung Enterprise
Independent Director	Chang Ig Oh	Male	Feb. 15, 1968	Mar. 2026	· Independent Director, Hankyoreh Media Group · Director, Child Protection Association · Secretary General, Human Rights Solidarity · Member of the Candidate Recommendation Committee for Non-Standing Commissioners of the National Human Rights Commission of Korea

※ CEO Paik Kim resigned on July 28, 2025 due to personal reasons. However, pursuant to Article 386 of the Commercial Act, he will continue to retain the rights and obligations of the CEO until a successor is appointed, while Executive Director Jai Hoon Jeong is serving as Acting CEO.

Board Committees

YTN strengthens board-level oversight of accounting and audit, sustainability, governance, and journalism accountability through its committees. The Audit Committee reviews financial reporting, internal controls, and key decisions. In 2026, YTN established five additional committees: the ESG Committee reviews and approves sustainability strategies and major ESG policies and risks; the Governance Committee ensures fairness and transparency in CEO appointments under the Broadcasting Act; the Independent Director Recommendation Committee manages nomination procedures and rules to ensure fair and independent Board composition; the Executive Compensation Committee reviews compensation policies and payment standards; and the Journalism Accountability Committee oversees journalistic principles and ethics to improve reporting fairness and quality. Through these committees, YTN will continue to strengthen oversight of major management decisions and enhance governance transparency and accountability.

Board Committee Operation Status (As of April 30, 2026)

Category	Members	Details	Number of Meetings Held in 2025
Audit Committee	Kyung Rok Kim, Dong Hoon Ma, Sang Kyu Lee	Reviews the adequacy of financial reporting, operation of the internal control system, and key decision-making matters	6
ESG Committee	Kwang Il Park, Sang Kyu Lee, Jai Hoon Jeong	Reviews and resolves sustainability management strategies and major ESG policies and associated risks	-[1]
Governance Committee	Chang Ig Oh, Kwang Il Park, Heui Seok Kang	Establishes and operates the CEO Recommendation Committee and discusses related matters to ensure fairness and transparency in the CEO appointment process under the Broadcasting Act	
Independent Director Recommendation Committee	Jai Hoon Jeong, Kyung Rok Kim, Dong Hoon Ma	Manages and operates procedures and regulations for recommending candidates for the position of independent directors to enhance the fairness and independence of board composition	
Executive Compensation Committee	Sang Kyu Lee, Kwang Il Park, Heui Seok Kang	Reviews executive compensation policies and payment criteria to support a fair and reasonable compensation system	
Journalism Accountability Committee	Sang Woo Yang, Dong Hoon Ma, Chang Ig Oh	Manages and oversees journalism principles and ethical standards to improve fairness and quality of reporting	

1) Newly established in 2026

Board Independence

YTN's director candidates are appointed by the Board of Directors, and agenda items regarding director appointments are submitted to the General Meeting of Shareholders for review. Independent Directors are appointed from among individuals with professional knowledge and experience in management, economics, accounting, law, broadcasting, or global markets, who have no significant conflicts of interest with the company, including business relationships, and who are independent from management and controlling shareholders.

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Board Operation Status

YTN holds regular Board of Directors meetings once every quarter and stipulates in its Board Operation Regulations that extraordinary Board meetings may be held as needed. In 2025, a total of 11 Board of Directors meetings were held, and an average attendance rate of 98% was maintained. When convening a Board meeting, notices are sent to each Director and Auditor five days in advance. Board resolutions are adopted with the attendance of a majority of Directors and the approval of a majority of Directors present, in accordance with the Board Operation Regulations.

Board Operation Regulations

Board Operation Details (As of December 31, 2025)

Session	Date	Agenda	Result
1	Mar. 13, 2025	Approval of the financial statements for the 32nd fiscal year	Approved
		Approval of the business report for the 32nd fiscal year	
		Decision on the date and agenda items for the 32nd Annual General Meeting of Shareholders	
2	Mar. 28, 2025	Allocation of Directors' responsibilities	Approved
		Approval of the Audit Committee Operation Regulations	
		Decision on executive officer compensation payment standards and payment methods	
		Organizational restructuring at the division level or higher	
3	Apr. 21, 2025	Issuance of new shares through a third-party allocation paid-in capital increase	Approved
4	Jul. 28, 2025	Appointment of Acting CEO	Approved
5	Aug. 14, 2025	Decision on the date and agenda items for the 33rd Extraordinary General Meeting of Shareholders	Approved
6	Aug. 25, 2025	Amendment to the Board Operation Regulations	Approved
		Amendment to the Audit Committee Regulations	
7	Sep. 10, 2025	Amendment to the Board Operation Regulations	Approved
		Decision on the date and agenda items for the 33rd Extraordinary General Meeting of Shareholders	
8	Sep. 25, 2025	Allocation of Directors' responsibilities	Approved
		Appointment of Acting CEO	
9	Nov. 3, 2025	Filing of constitutional complaint	Approved
		Organizational restructuring at the division level or higher	
		Amendment to the Board Operation Regulations	
		Appointment of Chairperson of the Board of Directors	
		Establishment of the Occupational Safety and Health Plan	
10	Nov. 26, 2025	Amendment to the Internal Accounting Management Regulations	Approved
11	Dec. 29, 2025	Approval of the results of the 2026 budget plan	Approved

Board Diversity and Expertise

The Independent Director Recommendation Committee comprehensively reviews candidates' career background, expertise, capabilities to perform their duties, and potential conflicts of interest during the process for recommendation and appointment of Independent Directors. The committee also verifies whether candidates meet the qualification requirements and whether any disqualifying reasons exist under the Commercial Act and other relevant laws and regulations, and recommends appropriate candidates. Through this process, YTN seeks to secure the independence and expertise of the Board of Directors. In addition, YTN considers diverse perspectives and experiences without discrimination based on specific factors during the Board composition process and comprehensively reviews diversity and balance, including gender diversity. Furthermore, YTN appoints Directors by considering candidates' expertise and experience in various fields, including broadcasting, management, finance, and law.

Board Skills Matrix (As of April 30, 2026)

Category	Sang Woo Yang	Jai Hoon Jeong	Kyung Rok Kim	Dong Hoon Ma	Kwang Il Park	Chang Ig Oh	Heui Seok Kang	Sang Kyu Lee
Management	●		●		●		●	
Accounting & Finance			●					
Legal & Compliance						●		
Risk Management				●			●	
ESG		●			●	●		●
Broadcasting Industry Experience	●	●		●				●

Board and Executive Compensation

YTN determines Directors' compensation through resolutions of the General Meeting of Shareholders and pays compensation within the limits approved by the General Meeting of Shareholders. The Executive Compensation Committee reviews executive compensation policies and payment standards and monitors whether the compensation system is operated fairly based on comprehensive considerations of duties and responsibilities, company management performance, and the reasonableness of compensation. Through this process, YTN manages Board and executive compensation to ensure that payments are made in accordance with shareholder-approved limits and internal standards.

Board and Executive Compensation Status (As of December 31, 2025)

Category	Number of Persons	Total Compensation (KRW million)	Average Compensation per Person (KRW million)
Registered Director	6	427	71
Independent Director	3	126	42
Audit Committee Member	3	150	50
Auditor	1	47	47

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Board Evaluation

YTN has introduced a Board evaluation system to strengthen responsible management by the Board of Directors. The Board evaluation is conducted once a year through a self-assessment survey. The evaluation consists of six categories and 13 detailed items, including the Board's roles and responsibilities, composition, independence, leadership, operation, and activities of Board committees. YTN conducted an evaluation of Board activities and operational performance in 2025 and plans to continue conducting regular evaluations to enhance the objectivity and transparency of Board operations. YTN will identify improvement measures and establish future plans to enhance the effectiveness of Board operations based on the evaluation results.

Board Evaluation Areas and Results

Category	Evaluation Item	Average Score by Item[1)]
Roles and Responsibilities of the Board	Understanding of the corporate management philosophy and long-term vision, fulfillment of responsibilities and duties for management oversight	4.67
	Reflection of ethical obligations and social responsibilities in decision-making	5.00
Board Composition	Board expertise and qualification requirements	4.67
	Adequacy of education and support provided to the Board	4.00
Board Independence	Composition of Independent Directors	5.00
	Implementation of a desirable discussion culture	5.00
Board Leadership	Fairness of the Chairperson and independent performance of duties	4.50
Board Operation	Regularity of Board meetings	5.00
	Members' faithful attendance at meetings	5.00
	Completeness of materials related to agenda items	4.33
Board Committees	Participation of Independent Directors in key committees	5.00
	Consultation and coordination of committee agenda items	4.83
	Establishment and compliance with committee operation regulations	5.00

1) Based on a 5-point scale

Independent Director Evaluation

YTN introduced the Independent Director evaluation system in 2026 to support Independent Directors in performing their responsibilities effectively. The Independent Director evaluation will be conducted once a year through a self-assessment survey targeting all Independent Directors. The evaluation comprehensively considers four areas and 13 items, including Independent Directors' roles and responsibilities, contribution to the company, diligence, and stakeholder communication. Based on the evaluation results, YTN plans to continuously monitor and manage Independent Directors' performance of their roles.

Independent Director Evaluation Areas and Results

Category	Evaluation Item	Average Score by Item[1)]
Roles and Responsibilities of Independent Directors	Understanding of the broadcasting and media industry and major businesses	4.50
	Performance of management oversight and supervisory roles	5.00
	Performance of duties based on ethical awareness	5.00
	Continuous learning and professional development	5.00
Contribution of Independent Directors	Recognition of contribution to management performance	4.25
	Contribution to sustainability management strategies and direction setting	4.50
	Expression of opinions on agenda items based on a desirable discussion culture	5.00
Diligence of Independent Directors	Faithful attendance at Board meetings	5.00
	Contribution through constructive opinions and collaboration	4.75
	Review of agenda materials and advance preparation	5.00
	Demonstration of expertise within committees	4.75
Stakeholder Engagement	Effective communication with management	4.50
	Consideration of shareholders' and stakeholders' perspectives	4.75

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Environmental Management Policy

Chapter 1 Overview

As a company specializing in news reporting, YTN recognizes that environmental issues have a significant impact on the sustainability of companies and society and seeks to systematically manage and continuously improve environmental impacts throughout its business operations. In addition, YTN has established a system for setting, implementing, and monitoring environmental management goals, and practices environmental management based on enhancing environmental awareness and cooperation among employees and stakeholders.

Chapter 2 Basic Principles

Article 1 (Basic Principles) The company has established the following as the basic principles of environmental management.

1. Compliance with Environmental Laws and Standards
   The company complies with environmental laws, regulations, and internal standards established by the company.

2. Establishment and Implementation of Environmental Goals
   The company establishes directions and priorities for environmental management by considering business characteristics, operating conditions, and the needs and expectations of key stakeholders. The company also establishes environmental goals by considering major environmental impacts, legal compliance requirements, business conditions, and feasibility, and strives to implement such goals.

3. Environmental Management Governance
   The company has designated the CEO as the person responsible for overseeing environmental management to systematically promote environmental management, and implements environmental management activities centered on the department responsible for asset and facility management. The company operates the system to ensure that the implementation and management of environmental goals are effectively carried out, led by the relevant department.

4. Environmental Impact Management and Pollution Prevention
   The company reviews major environmental impacts that may arise during business operations and strives to prevent environmental pollution by managing environmental factors such as pollutants, waste discharge, and energy use.

5. Efficient Use of Resources
   The company strives to promote the efficient use of resources, including electricity, water, and paper, and to reduce waste while expanding reuse and recycling.

6. Climate Change Response and Emissions Management
   The company recognizes the importance of managing energy use and greenhouse gas emissions and strives to reduce emissions and improve environmental performance.

7. Eco-friendly Business Operations
   The company strives to expand operations that consider environmental impacts throughout processes including management of office buildings, procurement, content production, and general business activities.

8. Employee Participation and Awareness Enhancement
   The company conducts education, guidance, and participation activities to enhance employees' awareness of environmental management and promote environmental practices.

9. Performance Review and Continuous Improvement
   The company periodically reviews the implementation status of environmental goals and initiatives and seeks continuous improvement of environmental performance through necessary improvement measures.

Signature of CEO
(Acting CEO) 정재훈

Policy Book

Safety and Health Management Policy

Chapter 1 Overview

YTN prioritizes the safety and health of employees as the top value in all management activities and makes every effort to ensure that employees work in a safe and pleasant environment by establishing a Safety and Health Management System in compliance with relevant laws and standards. To this end, YTN continuously improves its safety and health environment through the following safety and health activities.

Chapter 2 Basic Principles

1. The person responsible for management shall establish the protection of workers' lives and the creation of a safe working environment as the top priorities of corporate management activities.
2. The person responsible for management shall establish a Safety and Health Management System at workplaces and provide sufficient human and physical resources to eliminate and control risk factors in the workplace.
3. YTN shall establish safety and health goals and faithfully implement measures to achieve such goals.
4. YTN shall faithfully comply with safety and health-related laws and regulations.
5. YTN shall identify risk factors through employee participation and improve identified risk factors.
6. YTN shall ensure that suppliers and contractors related to YTN comply with its safety and health policy and safety requirements.
7. All employees shall faithfully fulfill their responsibilities and obligations regarding safety and health activities.

Signature of CEO
(Acting CEO) 정재훈

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Human Rights Management Policy

Chapter 1 Overview

YTN respects the dignity and value of all people and strives to protect and promote human rights throughout its business activities. The company supports internationally recognized human rights principles, including the United Nations' "Universal Declaration of Human Rights," the "UN Guiding Principles on Business and Human Rights," and the "International Labor Organization Declaration."

Article 1 (Purpose of Establishment)
YTN (hereinafter referred to as the "company") establishes this Human Rights Management Policy to ensure respect for the human rights of all employees and stakeholders, prevent human rights violations that may arise during business operations, and fulfill responsible corporate activities.

Article 2 (Scope of Application)
① This policy applies to all employees of the company.
② The company shares the purpose and principles of this policy with stakeholders including business partners, service providers, freelancers, and outsourced production personnel who have business relationships with the company, and encourages their compliance.
③ The company strives to ensure that this policy is reflected throughout business operations, relationships with stakeholders, and work processes.

Chapter 2 Basic Principles

Article 3 (Basic Principles of Human Rights Management)
The company respects the intent of domestic and international human rights norms and standards and strives to maintain compliance with the following human rights principles in conducting business activities.

① **Prohibition of Discrimination and Harassment:** The company shall not engage in discrimination based on race, age, gender, nationality, disability, religion, pregnancy, union membership, marital status, social status, sexual orientation, or other factors in recruitment, compensation, promotion, or other employment-related matters. The company also prohibits acts that infringe on personal dignity, including workplace harassment, sexual harassment, and verbal abuse.
② **Freedom of Association:** The company guarantees freedom of association for collective bargaining and peaceful assembly in accordance with labor-related laws and regulations and shall not treat employees in an unfair manner based on union membership, activities, or formation.
③ **Prohibition of Forced Labor:** All work shall be performed voluntarily, and the company shall not force labor that violates individual freedom by unjustly restricting physical or mental freedom through violence, threats, confinement, or other means.
④ **Prohibition of Child Labor:** The company complies with the minimum employment age requirements stipulated by laws and regulations of each country and region and verifies the age of all employees during recruitment.

Chapter 3 Management System

Article 4 (Human Rights Management Governance)
① The company has established a policy operation system centered on relevant departments to promote human rights management.
② The department responsible for human resources performs human rights management-related activities, including operation of the Human Rights Management Policy, system improvements, linkage with grievance handling, education, and inspections.
③ The department responsible for human resources shall cooperate in preventing human rights violations and implementing improvement measures related to its assigned duties.
④ In the event that human rights-related issues arise, the company may review and implement appropriate measures through consultation among relevant departments.

Article 5 (Human Rights Due Diligence Process)
The company respects the human rights of all stakeholders, including employees, and conducts regular human rights due diligence in accordance with this policy to identify and improve human rights risks. Human rights due diligence primarily reviews human rights risks among company employees at present. YTN aims to expand the scope of due diligence to include business partners, service providers, freelancers, and outsourced personnel. The department responsible for human resources is designated as the department overseeing due diligence.



Article 6 (Reporting of Human Rights-related Grievances)
① Employees may report grievances related to human rights, including human rights violations, discrimination, and harassment, through the company's internal groupware Sexual Violence Reporting Center and Cyber Audit Office.
② The company respects the wishes of reporters and strives to ensure that reporters suffer no disadvantage for reporting violations and misdeeds.

Article 7 (Grievance Handling)
① The company verifies facts regarding reported human rights-related grievances and, where necessary, reviews appropriate measures in consultation with relevant departments.
② The company may take necessary actions, including corrective measures, protection measures, and prevention of recurrence, regarding confirmed human rights violations.
③ The company complies with principles of personal information protection and confidentiality during the grievance handling process.

Signature of CEO (Acting CEO) 정재훈

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Information Security Policy

Chapter 1 Overview

Article 1 (Purpose of Establishment) This policy is established and operated to safely protect YTN Co., Ltd.'s (hereinafter referred to as the "company") information assets from leakage, destruction, or illegal alteration by unauthorized internal and external users accessing the company's internal network, and to operate the information operating environment, including networks and databases, and application programs in a safer and more reliable manner to protect the information assets and personal information of stakeholders.

Article 2 (Scope of Application)
① This policy applies to all internal departments (including each regional reporting office).
② Unless otherwise specified, this policy shall apply to the protection of the company's information assets and the operation and provision of information operating environments and application programs.

Chapter 2 Basic Principles

Article 3 (Basic Principles of Information Security)
① Employees shall use authorized computer equipment and access-controlled areas only for their intended purposes.
② Users of computer equipment shall not disclose their individual user accounts and passwords to others and shall use them only for the purposes for which they were issued. Users shall also not engage in activities that may cause deterioration of computer equipment performance or create security risks.
③ If a person who has violated the provisions of Paragraph 2 is identified, the system administrator shall notify the head of the system management department or the head of the relevant department to take corrective action.
④ The system administrator shall conduct regular security inspections to check the security level of the internal network and computer equipment, and all internal users shall actively cooperate with such inspections.
⑤ Employees who leave the company shall not disclose information on operational confidential matters or other information acquired during their employment.

Chapter 3 Management System

Article 4 (Information Security Governance)
① The company has established a policy operation system centered on the department responsible for information security to systematically promote information security.
② The department responsible for information security oversees activities related to information security, including the establishment and operation of information security policies, improvement of related systems, response to security incidents, employee education, and inspections.
③ Each department shall prevent information security risks related to its respective duties and cooperate in implementing necessary improvement measures.
④ When issues related to information security arise, the company may review and implement appropriate responses and follow-up measures through consultation with relevant departments, led by the department responsible for information security.

Article 5 (Security Education)
① The company provides information security education for internal decision-makers, users, and system administrators.
② The company strives to enhance security awareness among employees to minimize security incidents caused by negligence or intentional actions of users and system administrators.
③ Security education shall be conducted through regular training once a year or through ad hoc training when necessary.

Signature of CEO
(Acting CEO) 정재훈

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Fair Trade Policy

Chapter 1 Overview

YTN has established Fair Trade Principles and complies with fair trade standards in its relationships with business partners, audiences, and competitors. The company also addresses unfair trade practices proactively by conducting assessments of fair trade risks and providing related training for employees.

Chapter 2 Basic Principles

1. Principles for Business Partners
① Select business partners, including outsourced production companies, through transparent and fair procedures, and comply with fair transaction processes.
② Do not abuse a superior bargaining position to impose disadvantages or demand unfair economic benefits.
③ Do not unfairly impose transaction terms or request management information, technical data, or other proprietary information.
④ Conduct business with business partners fairly and transparently based on mutual respect and trust.

2. Principles for Audiences
① Safeguard audiences' and customers' information and do not use it without receiving authorization from the information subject.
② Provide accurate information without false, exaggerated, or misleading representations.
③ Respect the rights and interests of audiences and strive to provide accurate and reliable information.

3. Principles for Competitors
① Do not engage in collusion, unfair joint conduct, or any act that undermines free and fair competition or disrupts market order.
② Do not improperly obtain or use competitors' trade secrets, intellectual property, or other proprietary information.
③ Do not damage competitors' reputation or credibility through unfounded criticism or promulgation of distorted information.
④ Respect fair competition in relationships with competitors and contribute to maintaining a sound and competitive market environment.

4. Principles for Employees
① Provide the necessary education and guidance to ensure compliance with fair trade laws, regulations, and internal standards.
② Prohibit conflicts of interest, improper solicitation, acceptance of gifts or benefits, and other unfair practices in the course of business.
③ Operate a system that enables employees to report and prevent potential fair trade violations.
④ Foster a responsible organizational culture that enables employees to uphold and practice the Fair Trade Principles.

Signature of CEO (Acting CEO) 정재훈

Community Policy

Chapter 1 Overview

As a news organization serving the public interest, YTN has established the direction of its social contribution activities to create social value and contribute to sustainable social development. This policy is aligned with YTN's business characteristics and focuses on four key areas: social contribution, promotion of cultural values, job creation, and community development.

Chapter 2 Basic Principles

① Social Contribution
YTN carries out activities that contribute to addressing social issues and promoting public interest. The company plans campaigns and events aimed at addressing social issues and supporting socially vulnerable groups, and conducts research on media and journalism policy in cooperation with academic institutions and relevant organizations. The company also organizes and participates in programs that promote scientific and technological advancement and youth education.

② Preservation and Promotion of Culture
YTN contributes to preserving and promoting cultural diversity and traditional values. The company communicates the value of Korean culture and content to domestic and international audiences, supports the sustainable preservation of cultural heritage through programs and events related to traditional culture, and promotes public engagement through cultural programs utilizing environmental and public spaces.

③ Job Creation
YTN contributes to job creation and improvements in employment conditions within the media industry. The company identifies new employment opportunities through organizational innovation driven by new media and develops events and content that help address employment-related issues.

④ Community Coexistence and Balanced Regional Development
YTN promotes mutually beneficial relationships with local communities by leveraging its nationwide news reporting and content production capabilities. The company contributes to balanced delivery of information by identifying regional issues and diverse local stories, and expands opportunities for citizens to participate in cultural and social activities through community-based events and programs.

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Code of Ethics

Preamble

As a 24-hour news channel, YTN:

1. Reports news accurately and promptly. Places accuracy above speed. Conducts thorough verification of facts to ensure complete reporting.
2. Pursues the truth through presentation of balanced perspectives. Faithfully guarantees the right of reply and provides proper context.
3. Reports independently from the influence of capital and political power, from the perspective of citizens.
4. Reports transparently and explains its reporting responsibly.
5. Respects human rights and minimizes harm resulting from news coverage. Prohibits discrimination and advocates for socially vulnerable groups.
6. Conducts itself with integrity and guards against conflicts of interest. Never abuses the power of the press for personal gain.

Chapter 1 News Reporting Guidelines

Article 1 (Accuracy)

Accuracy is the foundation for maintaining audiences' trust in YTN's reporting and takes precedence over speed. Only by accumulating information that reflects the facts accurately can the truth be uncovered. The accuracy pursued by YTN goes beyond quoting sources verbatim. It requires verifying the content of their statements to ensure both factual accuracy and truthfulness. Accuracy is particularly critical in breaking news coverage, especially when reporting disasters, emergencies, or major incidents through captions or other rapid reporting formats. In addition to accuracy in newsgathering, journalists must also ensure accuracy in news writing and presentation. Because video footage and graphics communicate information directly and intuitively to audiences, they must be produced with the highest level of accuracy.

① **(Verification)** Verification is the process of assessing facts by comparing information obtained from a source with information from other sources, statistical data, and other relevant evidence. As a general principle, every news report shall undergo independent fact-checking by YTN journalists and be cross-verified through multiple sources. A source must be a person who directly heard, witnessed, or was involved in the reported matter, or documentary or other empirical evidence from a credible source. Even when reporting government announcements, accidents, disasters, or tip-offs, the associated claims, testimony, and data shall be cross-verified. Just as multiple sources are required during the reporting process, at least two journalists shall participate in the production process. Journalists shall not approve their own reports. Editors and supervisory editors share final responsibility for verification.

Information obtained from digital platforms, including social media, shall be subject to even more rigorous verification considering the ease with which digital content can be manipulated or distorted. Recognizing the rapidly growing influence of ICT (Information and Communications Technology), standards for verifying digital information are addressed separately in Chapter 8.

② **(Expression)** Impersonal passive expressions such as "it has been reported" or "it is said" undermine the credibility of news reporting. Such expressions are often used by convention even when the subject—that is, the source—can be identified. Unless identifying the source would irreparably damage the relationship with the source and make further reporting impossible, or the source cannot be disclosed but the information is exceptionally urgent and important, journalists shall not use impersonal passive constructions such as "it has been reported" or "it is said". When such expressions are unavoidable, the source of the information shall be reported to the relevant department head, and every effort shall be made to explain to audiences why expressions such as "it has been reported" were necessary. Similarly, the use of vague expressions that obscure the identity of sources, such as "sources" or "officials," and generalized expressions referring to public opinion, such as "public sentiment," "prevailing view," or "consensus," shall be minimized. Where such expressions are unavoidable, they shall be supported by logical or empirical evidence (see Article 4, Transparency, Paragraph 1: Attribution by Name).

③ **(Breaking News and Live Discussions)** While speed is essential in breaking news, inaccurate reporting can severely damage YTN's credibility. Accuracy always takes precedence over speed. When reporting casualties during major accidents or disasters, breaking news shall be based on official announcements by public authorities, such as fire departments or police agencies, and shall be cross-verified through field reporters or other reliable sources. When preparing captions for breaking news during live broadcasts, such as press conferences, the captions should, whenever possible, be prepared by the department most familiar with the subject matter, and verified in real time by at least two responsible personnel. Matters that remain ongoing or undecided shall not be reported as confirmed facts. News reports shall be continuously updated and supplemented as new information becomes available.

If a guest repeatedly makes statements that are clearly false or likely to cause significant public controversy during a live discussion program, the anchor and producer shall respond immediately and correct the misinformation. If a guest expresses an excessively biased opinion, the anchor shall present the opposing perspective to ensure balance. If issues are identified after the broadcast, appropriate follow-up measures—including on-air corrections and revisions to online articles—shall be actively considered.

④ **(Corrections and Response to Broadcast Errors)** If an error is identified in a news report, YTN shall promptly issue a correction and explain the circumstances to audiences. If an inaccurate report is corrected after a period of time has elapsed since its publication or broadcast, the correction shall be aired in the relevant news program. The decision to issue a correction shall be made by the head of the relevant news department. Where an immediate decision is required, the responsible producer (PD) or anchor may make the determination. The department responsible for the error shall request the revision of the corresponding online news article. Following any inaccurate report or broadcast error, YTN shall identify the cause, examine whether any structural issues contributed to the incident, and implement measures to prevent recurrence. YTN shall also inform news users of the improvements made in response to the incident.

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⑤ **(Video and Graphics)** Although it is impossible to capture every aspect of a news scene on video, and video editing necessarily involves the selection, emphasis, or omission of footage, such editing shall never distort the facts. Past events shall not be reenacted for reporting purposes solely because original footage is not available. YTN shall avoid the production or editing of video intended to create an unnecessarily negative or positive impression. When reporting on conflicting viewpoints, the quantity and content of video footage shall be presented in a balanced manner.
Footage that may shock or offend audiences—such as mutilated bodies, bloodstains, or accident scenes—shall be kept to a minimum. Even when reporting the severity of an incident, YTN shall consider whether the reporting unnecessarily infringes upon the human rights and dignity of victims. The circumstances behind a suicide or the methods used to commit a crime shall not be described or depicted in detail. Sexually explicit situations or specific body parts shall not be filmed or emphasized through editing.
Graphics shall be based on factual information presented in the news report. When producing computer-generated graphics, the most recent authentic images shall be used whenever possible. Care shall be taken not to mislead audiences through the arbitrary combination of unrelated images. When graphics are used to illustrate situations that cannot be captured easily on video, they shall prioritize factual accuracy and avoid unnecessarily sensational representations.
Graphics are a core element of news reporting for visualizing statistics, chronological data, and geographic information. When presenting data using bar charts, pie charts, line graphs, or similar visualizations, care shall be taken to ensure that trends and proportions are not distorted. Automated data visualization tools should be used where available to minimize errors associated with manual data processing.
When using logos, reference materials, or related images for graphics production, YTN shall, as a general rule, use images from its verified internal library, original footage, properly licensed images, or images obtained from official sources, rather than images circulating online. Where the use of an image obtained from an online source is exceptionally necessary, at least two individuals shall verify that the image has not been manipulated or distorted and that the necessary licensing has been secured. The source of the image shall also be clearly identified in the news report.

Article 2 (Truthfulness)
Truthfulness goes beyond accuracy, which is the faithful reporting of facts. Pursuing the truth means making every effort to uncover underlying meaning by interpreting facts comprehensively and within their broader context. Throughout this process, journalists shall report without bias while also avoiding mechanical neutrality. The pursuit of truth should lead to agenda-setting by identifying the issues that society should pay attention to. When publishing investigative or critical reports, YTN shall guarantee the right of reply. While reporting should contribute to problem-solving, journalists shall refrain from proposing premature solutions.

① **(Distinguishing Facts from Opinions)** Journalists shall not conduct reporting based on their own assumptions or opinions. Reporting shall not be biased toward the claims of any particular group but shall reflect the perspectives of diverse stakeholders. When covering contentious issues, journalists shall adhere to the principle of impartiality so that no party reasonably perceives itself as having been treated unfairly.
Personal opinions or assertions shall not be incorporated into factual reporting. Impersonal expressions such as "it is expected," "controversy has arisen," "criticism has been raised," "concerns have been expressed," "attention is being drawn," or "it has attracted attention" should be minimized because they may present a journalist's subjective judgment as an objective fact. Where such expressions are unavoidable, supporting evidence shall be provided.
Subjective adverbs, adjectives, and descriptive expressions shall also be minimized. Instead of expressions such as "emphasized," "appealed," "raised their voice," "applied pressure," or "urged," journalists should use neutral expressions such as "said," "explained," "stated," "announced," "noted," or "added." Clichéd expressions such as "was startled," "stepped up the offensive," "faces many obstacles," or "has entered turbulent waters" should likewise be avoided. If department heads or editors identify such expressions during the editing process, they shall revise them accordingly. Where anchors or reporters habitually use such expressions during live broadcasts or appearances, department heads shall provide corrective guidance to prevent recurrence.

② **(Agenda-Setting)** YTN shall examine whether news with significant social importance or public impact has been intentionally excluded or treated inadequately. Journalists shall continually examine which important events have not been selected for coverage and strive to provide reporting that serves as a balanced and comprehensive guide, enabling citizens to understand the direction of society. Journalists shall reject simplistic binary perspectives and seek balance between opposing viewpoints. To prevent the disproportionate representation of particular population groups in news coverage, the News Department should include personnel with diverse backgrounds and perspectives.

③ **(Reporting Based on Structure and Context)** Truthful reporting requires more than factual accuracy regarding individual events. It also requires consideration of the structural and contextual realities shaped by broader power relationships in society. Journalists shall make sustained efforts to report the perspectives of the "silent majority" from multiple angles. Faithfully conveying the voices of stakeholders helps reduce bias in reporting and strengthens democracy. Journalists shall actively identify new sources and experts from diverse fields to avoid reinforcing particular viewpoints or perpetuating stereotypes.

④ **(Right of Reply)** Guaranteeing the right of reply for individuals or organizations subject to investigative or critical reporting is both a journalistic obligation and an important safeguard against legal disputes, including defamation claims. Providing the right of reply is also an essential part of accurate fact verification. Requests for comment shall not be made merely as a procedural formality at the final stage of reporting. Instead, sufficient information and adequate time shall be provided so that the subject can exercise the right of reply in a meaningful manner. When preparing reports containing serious criticism of a specific individual or organization, journalists shall explain the scope of the report in advance and provide the subject with a meaningful opportunity to present its position. Every effort shall be made to reflect responses received before publication. If no response is obtained, the report shall explain both the reason and the efforts made to obtain comment. If a request for a reply is received after publication, YTN shall endeavor to publish the response through a separate news report. Where the requested reply falls within the statutory grounds for refusal under the Press Arbitration Act, it may be declined based on the advice of the Legal Team and the approval of both the department head and the head of the News Department. Where a response is exceptionally extensive, it may be published in an appropriate digital content format.

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⑤ **(Solutions Journalism)** Exposing problems and criticizing wrongdoing alone do not resolve issues. YTN shall continue reporting until the issue has been properly resolved. Journalists shall not rush to propose solutions. Superficial policy recommendations, uncritical introductions of overseas examples, or simple lists of possible solutions shall be avoided. Instead, reporting should present evidence-based examples of successful problem-solving initiatives or individuals whose achievements encourage public participation. Journalists shall also provide concrete accounts of the lessons learned from both successful and unsuccessful efforts by communities facing similar challenges.

Article 3. (Independence)
Journalists work for the public. Journalists have a responsibility to serve as independent watchdogs, free from the influence of political, religious, corporate, or any other forms of power. They have the editorial independence to reject all internal and external pressure, solicitation, or attempts at undue influence over news coverage, and to conduct reporting, editing, and programming autonomously.

① **(Independence from Power and Capital)** Editorial operations and corporate management are separate domains. Sacrificing journalism for business interests undermines public trust. Shareholders, the CEO, and all members of management shall respect the values of journalism. YTN shall actively fulfill its role as an independent watchdog over governments, political groups, businesses, religious organizations, and other centers of power, and shall not merely relay the positions of those in power without independent scrutiny. Editorial decisions, including whether and how to report a story, shall not be influenced by the vested interests of any specific individual or organization.

② **(Rejection of Pressure and Improper Influence)** Journalists shall reject all forms of improper internal or external pressure, solicitation, or attempts at undue influence. Personal interests, relationships, or affiliations shall never affect news reporting. News and production managers shall respect and safeguard the editorial independence of reporters and producers in reporting, editing, and programming, and shall consult with them in advance on any decisions that may materially affect the final editorial output.

Article 4 (Transparency)
In the era of digital media, where anyone can produce news, transparency is the defining characteristic that distinguishes professional journalists from creators of misinformation. To enable audiences to trust its reporting, YTN shall disclose, to the greatest extent possible, its sources, the origin of information, reporting methods, and editorial purpose. In exceptional cases where information cannot be fully verified but is nevertheless considered newsworthy in the public interest, YTN shall clearly explain the reasons for reporting, the limitations of the reporting, and what remains unknown.

① **(Principle of Attribution by Name)** Anonymous sources are not accountable for their statements. For this reason, anonymous attribution, which undermines the credibility of news reporting, is prohibited in principle. In particular, when a source refuses to disclose the basis or origin of a statement or allegation, or seeks to attack or disparage a third party, the source shall be informed in advance that attribution by name is the general rule. If the source does not accept this condition, the information shall not be reported. If a department head or editor identifies an anonymous source in a draft article, every effort shall be made to persuade the source to agree to attribution by name or to identify another source who can be named. If neither is possible, the relevant content may be removed from the report.

② **(Conditions and Circumstances for Anonymous Attribution)** Although attribution by name is the general rule, anonymous attribution may be permitted on an exceptional basis in circumstances involving, for example, public-interest whistleblowers or internal informants. Anonymous attribution may be used only where all of the following conditions are satisfied: there is no other practical means of obtaining the information; the public interest served by the report justifies departing from the principle of attribution by name; the information provided is sufficiently specific and credible; and prior approval has been obtained from a department head or other supervising editor. In all such cases, the head of the News Department and the relevant department head must know the true identity of the anonymous source.

Anonymous attribution may also be appropriate where disclosure of the source's identity would expose the source to serious harm, undermine the public interest served by the report, endanger the source's safety, subject the source to unfair disadvantage, or where the source is a victim of crimes such as sexual violence or a member of the victim's family.

Even where anonymous attribution is justified, YTN shall make every effort to provide relevant contextual information about the source, including the source's affiliated organization and general position. YTN shall also endeavor to explain to audiences why the anonymous source was considered credible and how the information was verified. A single anonymous source shall not be presented as multiple sources through the use of plural expressions.

Even when covering beats such as diplomacy or national security, where anonymous background briefings are common practice, journalists shall continue to minimize the use of anonymous sources. Journalists should also recognize that institutions and organizations themselves cannot be treated as speaking entities.

③ **(Disclosure of Sources)** The source and method of obtaining all information used in reporting shall be disclosed as accurately as possible. When reporting on official materials released by governments, public institutions, or companies, journalists shall not distort the original materials or exaggerate selected portions. The meaning of such materials shall be explained within their proper context, together with any limitations they may have.

Where the format of a short television news report does not allow for sufficient explanation, YTN shall endeavor to provide additional information through an accompanying online article. For exclusive investigative reporting or exposes, YTN shall disclose, to the greatest extent possible, the sources of the supporting evidence and explain both the reporting process and how the information was obtained.

YTN shall, in principle, rely on its own reporting. Where it is unavoidably necessary to cite reporting by another news organization, YTN shall carefully assess the credibility of the cited report and clearly identify the name of the news organization.

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Article 5 (Legality)
The media exposes corruption and misconduct by political and economic powers and fulfills the public's right to know, thereby serving as an essential forum for public discourse in a democratic society. In doing so, however, the media may infringe upon the portrait rights or copyrights of others or become involved in legal disputes concerning defamation of individuals or organizations. While freedom of the press is the foremost value in realizing the public's right to know, the responsibilities of the press are equally important. Reporting based on unlawful newsgathering undermines the public interest served by journalism.

① **(Information Gathering)** Unlike investigative authorities, the media has no legal authority to compel the disclosure of information. As a result, journalists may be tempted to obtain information through deceptive means. However, deceptive newsgathering often raises legal issues and is ethically inappropriate.

When conducting interviews or gathering information, journalists shall clearly identify themselves as YTN journalists and accurately disclose their department and the purpose of the coverage. Journalists shall not conceal or falsify their identity or impersonate law enforcement officers or other public officials to obtain information. Journalism is a continuous process of persuading sources to provide information, and this is both the fundamental role and responsibility of the press. Accordingly, journalists shall explain the public interest served by the reporting and actively seek the cooperation of sources.

If a source refuses an official interview, journalists shall not, in principle, record or film the source's words or actions without consent. Journalists shall also refrain from photographing or copying internal government documents without authorization. Any departure from these principles of information gathering shall be subject to review by the Department Head and the Head of the News Department, as well as consultation with the Legal Team. Where such methods are unavoidably employed, there must be a compelling factor of public interest that can subsequently be explained to the audience.

Undercover reporting or covert recording may be used only in exceptional circumstances where no other means of obtaining the information exists; both the reporting journalist and the department head agree on its necessity; and the subject's right of reply is guaranteed through subsequent formal reporting conducted after the journalist has clearly identified themselves as a YTN journalist. The opportunity to respond shall be provided before publication, and the substance of the response shall be sufficiently reflected in the report.

Exceptional circumstances that may justify undercover reporting or covert recording include corruption or misconduct involving political or economic power, systemic wrongdoing in a particular industry or matters of significant public concern, serious antisocial crimes such as murder or sexual assault, financial crimes involving multiple victims, and reporting that evaluates products or services from the consumer's perspective through firsthand experience.

② **(Copyright)** When using copyrighted materials such as videos, images, or music in the production of news content, reasonable efforts shall be made to obtain permission from the copyright holder. Obtaining authorization directly from the copyright holder is the preferred approach. The source of any copyrighted material used shall always be disclosed, such as through on-screen credits. When using videos or images posted on social media, YTN shall identify the source and clearly inform audiences that the material was not produced through YTN's own reporting. When citing a source, YTN should, where possible, identify the copyright holder by name or specify the channel or account that holds the rights, rather than merely naming the social media platform. Where the ownership of copyrighted material is unclear, the material should not be used. Although news reporting serving the public interest generally does not require permission when copyrighted material itself is the subject of the report, it is often difficult to distinguish between use of the material as the subject of reporting and use as reference footage. In such cases, journalists are encouraged to consult relevant copyright authorities or the Legal Team.

③ **(Portrait Rights)** Reporting that includes photographs or video images of a person's face or other identifiable physical features without consent may constitute an infringement of portrait rights. Journalists shall clearly explain the purpose and intent of the coverage and obtain the individual's consent before recording or photographing them. If the subject is a minor, consent shall be obtained from the parent or legal guardian. Written consent is the general rule. Where obtaining written consent is impracticable due to reporting circumstances, consent may be documented through text messages or similar means. If necessary, verbal consent should be audio-recorded to preserve evidence of consent.

Long-distance footage of crowds in which individuals cannot be specifically identified generally does not constitute an infringement of portrait rights. Similarly, consent is implied when filming public demonstrations or rallies where participants are aware that media recording is taking place, and individual consent is therefore not required. Nevertheless, YTN recommends using ENG cameras or other equipment displaying the company's name so that recording activities are clearly recognizable, and journalists should avoid close-up shots that would make specific individuals readily identifiable.

Although disclosure of an individual's identity may, in exceptional cases, be justified where the public interest substantially outweighs any infringement of portrait rights, journalists shall exercise caution to ensure that the public interest, legitimacy, and lawfulness of the reporting are not compromised.

④ **(Defamation)** Korean law provides broader protection against defamation than many other advanced jurisdictions, including criminal liability for defamation based on truthful statements. Accordingly, even factually accurate reporting may give rise to defamation claims. In the United States, for example, a public figure generally bears the burden of proving that a media organization acted with "actual malice." In Korea, however, the media often bears the burden of demonstrating the absence of malicious intent. Fear of legal disputes must not discourage journalists from exposing corruption by political or economic powers or reporting on social injustices. However, journalists must avoid committing defamation by reporting false information as a result of insufficient efforts to ascertain the truth.

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Article 6 (Consideration and Respect)
Freedom of the press is entrusted by the public and carries significant social responsibility. Without recognizing and addressing the problems posed by commercially driven and sensational reporting, it will not be possible to restore public trust in journalism. Throughout the reporting and writing process, journalists shall consider whether any individual or group may suffer unjust harm as a result of coverage. YTN complies with the Korea Journalists Association's "Empathy Standards and Practical Guidelines for Reporting on Sexual Violence and Sexual Harassment Cases," the "Recommendations for Reporting on Suicide 3.0," and the "Media Declaration Against Hate Speech."

① **(Human Rights)** The harm caused by reporting shall be minimized. Coverage of the private lives of individuals—including public figures—such as their sexual lives, illnesses, or family matters, shall be avoided unless directly related to matters of public interest. Journalists shall exercise caution to prevent secondary harm to victims of accidents, disasters, or crimes. When reporting on minors, consent shall, in principle, be obtained from a legal guardian such as a parent. However, such consent may be waived if obtaining it would compromise the minor's safety or rights. When reporting on crimes or suicide, methods or specific circumstances shall not be described in detail in consideration of the risk of imitation. Whenever possible, neutral expressions such as "death" or "passed away" shall be used instead of "suicide." Reports on child abuse or sexual violence shall not contain sensational or exploitative descriptions.

② **(Prohibition of Hate Speech and Discrimination)** Reporting shall not promote hatred or discrimination based on gender, age, region, race, social class, religion, disability, political ideology, or any other protected characteristic. When quoting hateful remarks, journalists shall ensure that such statements are not amplified or reproduced through the reporting. Proverbs, idioms, and commonly used expressions shall be reviewed to ensure they do not contain derogatory or discriminatory language. Beyond simply avoiding inappropriate expressions, YTN shall strive to eliminate hatred and discrimination through its reporting and ensure fair coverage of socially disadvantaged and marginalized groups.

③ **(Reporting on Crime, Investigations, and Court Proceedings)** The presumption of innocence applies equally to news reporting. Journalists shall therefore avoid definitive language and exercise caution when disclosing the identities of suspects or defendants. Journalists shall avoid becoming overly dependent on information provided by any single party, including investigative authorities, suspects or defendants, or parties to a dispute. Law enforcement agencies are themselves important subjects of journalistic scrutiny. When anonymously citing law enforcement officials, journalists shall independently verify the information through additional reporting and reflect the responses of the suspect or defendant. Even when reporting on official announcements such as indictments or press conferences, journalists shall make reasonable efforts to include the responses of the suspect or defendant. The use of images showing suspects or defendants in handcuffs or restraints should be avoided. Terms such as criminal, accomplice, or principal offender may be used only where the suspect or defendant has confessed and the material evidence is unequivocal. When publishing wanted notices or reports concerning missing persons that disclose an individual's identity or image, journalists shall carefully determine whether such disclosure serves its intended public purpose.

Journalists shall report on court proceedings and judicial decisions with the same diligence devoted to criminal investigations. Where a court judgment establishes that reporting during the investigation stage contained a material error, YTN shall promptly correct the record and issue an appropriate correction. However, if the reporting was based on sufficiently verified and independently obtained information, it may not necessarily be regarded as erroneous solely because the court ultimately reached a different conclusion. Even in such instances, journalists shall actively consider follow-up reporting.

Article 7 (Relations with Sources)
Sources are the origin of all information used in news reporting. While this includes press releases, data, and other materials, for the purposes of this Article, the term source refers specifically to individuals who provide information to journalists. Because reporting begins with relationships between journalists and their sources, maintaining appropriate relationships with public officials, whistleblowers, and other sources is fundamental to truthful, public-interest journalism.

① **(Conduct toward Sources)** Reporting is not conducted in a personal capacity. It is a professional activity performed in the public interest, and relationships with sources must likewise remain within the public domain. Journalists shall maintain close communication with key sources while preserving professional independence and appropriate distance. Before being sources of information, sources are individuals whose dignity and rights deserve respect. Journalists shall treat socially and economically disadvantaged individuals with courtesy and likewise shall not adopt a deferential attitude toward senior public officials, executives, or others of high social status. Journalists shall not discriminate against or hold prejudice toward sources based on gender, age, occupation, religion, race, or any other personal characteristic. Journalists shall not intimidate sources or create coercive situations in order to obtain information. Journalists shall not deceive sources, including by eliciting statements under an agreement that they will not be published and then publishing them.

Journalists shall remain mindful that every source has motives. These motives may serve the public interest, but they may also reflect political interests, product promotion, or efforts to shape public opinion in the source's favor. Accordingly, before publication, journalists shall carefully assess whether the reporting would provide tangible or intangible benefits to the source or the organization with which the source is affiliated. Reports shall be published only when, after considering the source's motives and the context in which the information was provided, it is determined that public interest, including the public's right to know and the promotion of democracy, outweighs those interests.

② **(Protection of Sources)** Named sources are generally the most credible. However, public-interest whistleblowers and internal reporters who expose wrongdoing at personal risk must be protected. Where anonymity has been promised, that commitment shall be honored. Journalists should also be aware that, unlike in some jurisdictions, South Korea does not formally recognize a reporter's privilege (protection of sources) to refuse disclosure of confidential sources following the 1987 constitutional revision. Public-interest whistleblowers shall therefore be clearly informed that their identities could potentially be disclosed through legal proceedings.

Special care shall be exercised when interviewing minors. In addition to obtaining consent from a parent, legal guardian, or other legal representative, journalists shall consider the potential impact that publication may have on the minor. When reporting on members of minority groups—including LGBTQ+ individuals, migrant workers, and persons with disabilities—journalists shall exercise heightened care. They shall carefully assess whether the report could reinforce prejudice or discrimination or inadvertently identify individuals who wish to remain anonymous, thereby exposing them to harm.

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③ **(Compensation for Sources)** As a general rule, journalists shall neither provide nor promise monetary or non-monetary compensation in exchange for interviews or information. Journalists shall also refrain from exaggerating the potential impact of coverage in order to encourage sources to provide information. However, with prior approval from the department head, honoraria may be paid to important informants or interviewees in accordance with the internal regulations of the News Department.

Compensation may be provided only in exceptional circumstances where all of the following conditions are met: no other reasonable means exist to obtain the information; both the reporter and the department head determine that payment is necessary; and "transparency" can be ensured by disclosing in the report that compensation was provided. Any monetary compensation shall be paid from the News Department's budget, with the reason documented and approved by the Head of the News Department.

Article 8. (Practices)
The beat reporting system and press corps exist to enable the media to represent civil society in monitoring government institutions and centers of power, including capital. These practices shall not be used merely for the convenience of journalists. Standards for exclusive reporting shall likewise be determined from the perspective of the audience, rather than the interests of a particular journalist or media organization.

① **(Press Corps)** Journalists shall recognize that the purpose of a press corps is not to serve the convenience of reporters or the interests of their news organizations, but to advance the public interest and the public's right to know. Journalists should also have the courage to reject decisions made by a press corps—or accept disciplinary consequences—when those decisions are in conflict with the public interest.

② **(Embargoes and Off-the-Record Agreements)** Requests for an embargo (temporary withholding of publication) or off-the-record treatment shall not be accepted without careful consideration. In particular, such requests shall be declined when they are made solely for the convenience of reporting or for the benefit of the source. When a source requests an embargo or off-the-record treatment, the journalist shall report the request to the department head, who shall determine whether to accept it. An embargo or off-the-record agreement shall be considered invalid or may be terminated under any of the following circumstances:

a. The condition was imposed unilaterally by the source without the journalist's consent.
b. The information has already been made public, constitutes an obvious fact, or was directly witnessed by the journalist.
c. The journalist had already completed, or substantially completed, the reporting before the request was made.
d. The information has been sufficiently verified through independent third-party sources.
e. Maintaining the embargo or off-the-record agreement would clearly be contrary to the public interest.

③ **(Pool)** Pool coverage departs from the fundamental principle that every news organization should conduct independent reporting on its own initiative. Accordingly, pool coverage shall not be accepted solely for reasons of convenience. When participating in pool coverage, particularly within beat reporting systems, journalists shall remain vigilant against the risks of groupthink, coordinated reporting, or adopting perspectives overly aligned with those of the source. The conditions under which pool coverage may be accepted are as follows:

a. When the press corps agrees that the reporting environment requires pool coverage because of physical limitations on accommodating large numbers of journalists or because of security or protection concerns.
b. When the number of journalists must be limited to ensure the psychological well-being or physical safety of the interviewee or source.

When pool coverage is conducted, the participating journalist shall gather information as comprehensively as possible and share it with the press corps in a manner that supports all participating media organizations.

④ **(Exclusive Reporting)** Not every story published ahead of other media outlets should be labeled "Exclusive." Journalists shall recognize that excessive use of the "Exclusive" designation merely to compete for audience attention can undermine the credibility of the news organization. Whether to designate a report as "Exclusive" shall be determined through consultation between the department head and the Head of the News Department, taking into account the significance of the story, its public importance, and whether it is clearly distinguishable from reporting by other media organizations.

Article 9 (Use of Digital Information)
When using digital information as a source, journalists shall verify the following four points:
1. Is it the original content? Or has it been altered or partially reproduced from the original?
2. Who posted the information? What is the background of the source?
3. When was it created? Is previously circulated content being presented as though it were recent?
4. Where did the event occur? Is it an actual event rather than a fictional story circulating online?

① **(Technical Verification)** Before using online images in broadcasts, journalists shall verify the original information by examining EXIF metadata, including the date the image was captured and other embedded technical information. Where appropriate, professional image verification tools shall also be used to determine whether an image has been digitally manipulated.

② **(Use of Social Media and User Comments)** Social media can serve as a valuable primary source of information when access to information is severely restricted, such as during disasters, wars, famine, conflicts, or other overseas events. However, because social media users are not verified sources, journalists shall make additional efforts to prevent the spread of misinformation, by means such as contacting the original poster directly and cross-checking the facts through independent verification. Journalists shall also recognize that directly reproducing social media posts or photographs may infringe portrait rights or copyright, expose the identities of crime victims, violate privacy, or cause secondary harm.

When quoting an individual's opinions or analyses posted on social media, permission from the original author shall be obtained in advance whenever possible. If prior consent cannot reasonably be obtained, efforts shall be made to obtain consent after publication. Where the newsworthy subject is the public impact created by the social media post itself, prior permission is not required. Nevertheless, journalists should make reasonable efforts to contact the original author and provide an opportunity to respond. To preserve context, journalists should, whenever practicable, publish or attach the full statement rather than selected excerpts. Journalists shall verify factual claims based on the principle that falsehoods must not be repeated without exercising critical judgment.

Emotional or one-sided assertions found online shall not be quoted without verification. The opinions of individuals shall not be exaggerated or presented as though they represent public opinion.

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① **(Prohibition of Gifts, Entertainment, and Hospitality)** Employees shall comply with the Improper Solicitation and Graft Act. Even when hospitality or entertainment does not violate the Act, employees shall recognize that it may still raise ethical concerns and shall conduct themselves with integrity and professionalism.
Prohibited benefits include, but are not limited to, real estate, gifts, accommodation vouchers, membership privileges, admission tickets, discount coupons, invitation tickets, complimentary tickets, rights to use property, complimentary travel, alcoholic entertainment, golf entertainment, transportation tickets, transportation or accommodation benefits, and discounts.
If the employee's spouse or an immediate family member accepts money, gifts, or other benefits without the employee's knowledge, the employee shall promptly report the matter to the Ethics Committee and return the benefits.

② **(Expenses for Reporting, Production, and Training)** Expenses related to reporting, production, equipment, and business travel shall, in principle, be borne by the company. Exceptions are permitted in the following cases. Where required by applicable laws or regulations, sponsorship shall be disclosed.

a. Production costs for public-interest programs supported by organizations related to public broadcasting.
b. Production sponsorship that complies with the sponsorship disclosure regulations established by the Korea Media and Communications Commission.
c. Other production support approved by the head of the relevant department.

Expenses related to the coverage of films, theatrical performances, concerts, exhibitions, events, sports, food, publications, and travel shall also, in principle, be paid by the company. However, journalists may accept minimum reporting conveniences, such as press cards or media tickets. Expenses for job-related training shall, in principle, be borne by the company. Training provided by nonprofit institutions approved by the company may be treated as an exception.

③ **(Conflicts of Interest)** Employees shall not participate in reporting on matters in which they have a personal interest or matters that involve relatives, former employers, prospective employers, or any other individuals or organizations with whom they have a private relationship. Employees shall refrain not only from reporting on such matters but also from directing coverage or making requests regarding them. Where an employee is responsible for duties involving a potential conflict of interest, the employee shall report the matter to the department head, who shall determine whether recusal is necessary.
Employees shall not report on organizations or institutions with which they are directly or indirectly associated. If assigned to such coverage, they shall notify the department head so that responsibilities may be reassigned.
Information acquired through work shall not be used for personal purposes. Such information shall not be used for one's own or others' stock investments, real estate transactions, or to benefit any affiliated group. Where there are reasonable grounds for concern, employees shall provide supporting documentation if requested by the Ethics Committee.

④ **(Advertising, Lobbying, and Sponsorship)** News and advertising are strictly separate domains. Journalists should not participate in discussions concerning advertising demand, sales targets, or advertising placement. The company shall not require journalists to sell advertisements or make reporting contingent upon advertising, sponsorship, or financial support. Journalists shall not exercise improper influence in lobbying, transactions, or negotiations involving the company's interests. When preparing news reports, journalists shall avoid intentionally highlighting specific products or companies in a manner that creates an advertising effect.

Article 2 (Human Rights)

① **(Workplace Bullying)** Employees shall not abuse their position in the workplace to inflict harm or worsen working conditions beyond the appropriate scope of work, whether toward colleagues/subordinates or external personnel such as contractors, dispatched workers, or freelancers. Incidents of workplace bullying shall be reported to the Human Resources Department or the online reporting center and handled in accordance with company regulations. Department heads are responsible for actively monitoring and preventing workplace bullying.

② **(Sexual Harassment and Sexual Violence)** Employees shall not engage in any conduct that causes sexual humiliation or discomfort, regardless of organizational hierarchy or whether the conduct constitutes a criminal offense defined by law. Anyone who experiences or becomes aware of sexual harassment or sexual violence shall immediately report the matter to the Human Resources Department or the online reporting center, after which it shall be handled in accordance with company regulations. The company shall protect complainants from secondary harm throughout the reporting and investigation process. Department heads shall educate employees in advance on reporting procedures for sexual harassment and sexual violence and shall strive to foster a workplace culture based on gender equality.

③ **(Prohibition of Discrimination)** Employees shall not engage in discrimination in the workplace on the basis of gender, region, age, religion, race, disability, military service, sexual orientation, or any other personal characteristic. The company shall provide fair opportunities and establish objective standards for recruitment, promotion, assignment, compensation, benefits, and training. Victims of discrimination may report incidents to the Human Resources Department or the online reporting center, where the complaints shall be handled in accordance with company regulations. Department heads are responsible for monitoring and correcting discriminatory conduct or remarks.

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Code of Ethics

Article 3 (External Activities)

① **(Social Media)** Employees shall recognize that all online activities, including participation on social media, carry a public character and are perceived as actions of a YTN employee. Accordingly, employees shall avoid creating the impression of political bias through social media. When commenting on public issues or specific individuals, employees shall maintain the same standards of objectivity and accuracy expected in news reporting and shall avoid creating the impression that their personal opinions represent the company's position. Employees should refrain from associating themselves with, or expressing approval of, politically or commercially oriented external content, as doing so may reasonably be interpreted as endorsing such content. Confidential company information and reporting or production-related information shall not be disclosed. News reports or breaking news shall not be distributed through personal social media accounts before official publication or broadcast. Employees shall not engage in personal commercial activities unrelated to the company's business. Employees shall not promote or recommend specific products, individuals, or organizations for personal interests.

② **(Political Activities)** Employees shall not engage in activities of political parties while employed by YTN and shall refrain from political activities for six months after leaving the company. Employees shall not participate in activities supporting politicians or political organizations, including volunteer work or membership in related groups. Where an employee's spouse or family member is continuously engaged in a political party or political activities, the employee shall inform the department head.

③ **(Commercial Activities)** Employees shall not establish financial relationships with sources or organizations related to their reporting, nor solicit or encourage such relationships. Investment, equity participation, or any other financial interests involving reporting subjects or related organizations are strictly prohibited.

④ **(Awards, Lectures, Media Appearances, and Publications)** Employees who intend to appear on another broadcaster's program or YouTube channel, or engage in writing or publishing activities based on information obtained through company duties, shall report such activities to the company in advance. Even where media appearances, publications, or creative activities are unrelated to official duties, employees shall recognize that such activities may nevertheless be perceived as those of a YTN employee and shall exercise appropriate caution. Employees shall not accept awards or serve as judges for competitions sponsored by individuals or organizations that have a direct interest in YTN's news coverage. Exceptional cases shall be reviewed by the Head of the News Department and the relevant editor to determine whether participation is appropriate. Before delivering an external lecture, employees shall obtain prior approval from the department head regardless of whether compensation is provided, and shall clearly state that the views expressed are their own and do not represent the official position of YTN.

Chapter 3 Supplementary Provisions

Article 1 (Compliance with the Code of Ethics)

① All employees are obligated to comply with this Code of Ethics.
② The company may require employees and external workers to submit a Pledge of Compliance with the Code of Ethics.
③ The company shall establish and implement an ethics education program, which shall be conducted at least once each year.
④ Anyone, whether inside or outside the company, who becomes aware of a violation of this Code of Ethics may report the matter to the Auditing Team or submit a report through the Cyber Audit Office.

Article 2 (Ethics Committee)

① A joint labor-management Ethics Committee shall be established and operated to interpret this Code of Ethics, determine its applicability, and deliberate on violations.
② Where an employee engages in serious violation of this Code of Ethics or fails to comply with corrective recommendations issued by the Ethics Committee, the Committee may refer the matter to the Personnel Committee for disciplinary action.
③ The Ethics Committee may identify and recommend employees who have demonstrated exemplary compliance with this Code of Ethics for recognition in accordance with company regulations.
④ To enhance public trust and strengthen journalism, the Ethics Committee shall periodically review and revise this Code of Ethics.
⑤ The operation of the Ethics Committee shall be governed by separate regulations.

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Statement of Financial Position

(Unit: KRW)

Category	2023	2024	2025
Assets			
I. Current Assets	**167,676,645,913**	**163,654,201,939**	**174,862,760,189**
Cash and Cash Equivalents	5,275,758,450	18,694,165,329	33,623,910,498
Short-term Financial Instruments	130,100,000,000	111,500,000,000	110,100,000,000
Short-term Available-for-sale Financial Assets	-	-	-
Trade Receivables	26,699,406,457	27,733,613,385	26,152,535,999
Other Receivables	496,506,683	620,826,409	84,976,690
Advances	176,356,584	594,744,870	352,485,968
Prepaid Expenses	520,723,862	487,746,431	454,771,821
Other Current Assets	4,272,687,324	3,904,474,224	3,999,465,511
Inventories	135,206,553	118,631,291	94,613,702
II. Non-current Assets	**185,090,516,796**	**187,239,765,467**	**175,131,447,187**
Available-for-sale Financial Assets	292,279,936	189,430,830	267,972,480
Long-term Financial Instruments	-	100,000,000	-
Investment Property	92,302,772,410	89,528,894,406	86,226,155,090
Investments in Associates	6,056,226,241	6,583,896,901	6,931,506,015
Tangible Assets	44,546,701,871	44,486,910,788	42,004,636,443
Intangible Assets	19,803,442,741	19,810,695,438	19,732,270,821
Deferred Tax Assets	20,156,312,540	23,742,945,715	18,550,462,019
Right-of-use Assets	16,391,652	284,988,024	6,796,524
Other Non-current Assets	1,916,389,405	2,512,003,365	1,411,647,795
Total Assets	**352,767,162,709**	**350,893,967,406**	**349,994,207,376**

Category	2023	2024	2025
Liabilities			
I. Current Liabilities	**20,494,602,296**	**36,395,745,823**	**30,709,304,924**
Accounts Payable	13,582,442,247	26,550,016,104	21,714,695,422
Short-term Borrowings	-	-	-
Accrued Expenses	1,425,375,500	3,640,835,620	3,878,393,810
Advances Received	2,437,153,361	2,365,077,527	2,027,852,300
Deferred Revenues	120,442,248	124,630,270	95,547,170
Current Portion of Lease Deposits	2,314,677,915	3,272,570,324	2,539,542,145
Current Portion of Bonds Payable	-	-	-
Income Taxes Payable	-	-	-
Lease Liabilities (Current)	474,816,786	322,096,120	195,811,977
Other Current Liabilities	139,694,239	120,519,858	257,462,100
II. Non-current Liabilities	**88,858,234,495**	**91,895,223,327**	**88,838,110,926**
Long-term Borrowings	-	-	-
Bonds Payable	-	-	-
Deferred Revenue (Non-current)	78,259,702	56,977,870	67,813,101
Advances Received (Non-current)	-	-	244,445,360
Lease Deposits	2,657,767,642	1,779,174,383	1,795,685,061
Defined Benefit Obligations	83,188,999,580	87,008,583,103	84,391,873,743
Provisions	475,679,264	475,679,264	475,679,264
Lease Liabilities (Non-current)	332,651,883	290,444,975	259,572,478
Other Non-current Liabilities	2,124,876,424	2,284,363,732	2,078,721,183
Total Liabilities	**109,352,836,791**	**128,290,969,150**	**119,547,415,850**
Equity			
I. Capital	**42,000,000,000**	**42,000,000,000**	**47,676,980,000**
II. Capital Surplus	**73,771,956,837**	**73,771,956,837**	**88,056,641,877**
III. Capital Adjustments	**-**	**-**	**-**
IV. Accumulated Other Comprehensive Income	**(970,535,920)**	**(1,062,137,051)**	**(991,705,491)**
V. Retained Earnings	**128,612,905,001**	**107,893,178,470**	**95,704,875,140**
Total Equity	**243,414,325,918**	**222,602,998,256**	**230,446,791,526**
Total Liabilities and Equity	**352,767,162,709**	**350,893,967,406**	**349,994,207,376**

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Statement of Comprehensive Income

(Unit: KRW)

Category	2023	2024	2025
I. Revenue	130,469,560,840	131,178,008,252	134,193,072,979
II. Cost of Sales	132,081,639,275	135,254,594,501	139,467,642,442
Broadcasting Cost of Sales	96,317,352,551	101,116,749,484	103,658,029,940
Digital Cost of Sales	8,226,157,839	6,835,489,372	7,712,861,966
Rental Cost of Sales	14,891,797,751	15,519,538,003	17,008,783,346
Business Cost of Sales	4,623,463,511	3,809,937,130	3,215,557,152
Science Cost of Sales	5,151,129,884	5,031,083,750	5,119,564,002
2TV Cost of Sales	2,871,737,739	2,941,796,762	2,752,846,036
III. Gross Profit	(1,612,078,435)	(4,076,586,249)	(5,274,569,463)
IV. Selling and Administrative Expenses	7,686,823,153	22,598,909,240	8,326,954,986
V. Overhead Allocation	-	-	-
VI. Operating Profit	(9,298,901,588)	(26,675,495,489)	(13,601,524,449)
VII. Non-operating Income	344,205,619	210,104,271	230,448,587
VIII. Non-operating Expenses	1,463,241,710	222,908,978	2,517,813,742
IX. Finance Income	6,374,380,993	5,473,755,813	4,490,059,405
X. Finance Costs	298,089,847	332,049,191	247,932,725
XI. Profit Before Income Tax from Continuing Operations	(4,341,646,533)	(21,546,593,574)	(11,646,762,924)
XII. Income Tax Expense from Continuing Operations	(157,712,060)	(2,933,041,027)	2,540,850,269
XIII. Net Profit from Continuing Operations	(4,183,934,473)	(18,613,552,547)	(14,187,613,193)
XIV. Net Profit for the Year	(4,183,934,473)	(18,613,552,547)	(14,187,613,193)
XV. Earnings per Share	-	-	-
Basic Earnings per Share	(100)	(443)	(309)
Diluted Earnings per Share	(100)	(443)	(309)

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Economic

Direct Economic Value Generated and Distributed

Category	Unit	2023	2024	2025
Employees[1)]	KRW million	77,311	81,927	80,716
Government[2)]		(158)	(2,933)	2,540
Partners[3)]		1,002	1,477	1,249
Local Communities[4)]		13	6	23
Shareholders and Investors[5)]		0	0	0

1) Salaries and wages, retirement benefits, and employee welfare expenses
2) Corporate income tax expense
3) Outsourced production costs
4) Donations and sponsorships for media-related academic organizations, including the Korean Society for Journalism & Communication Studies and the Korean Association for Broadcasting & Telecommunication Studies
5) Dividends

Tax[6)]

Category	Unit	2023	2024	2025
Corporate Income Tax Expense	KRW million	(158)	(2,933)	2,540
Profit before tax		(4,342)	(21,547)	(11,647)
Effective tax rate	%	0	0	0
Net Profit for the Year	KRW million	(4,184)	(18,613)	(14,188)

6) Domestic

Retirement Pension System

Category	Unit	2023	2024	2025
Employees Enrolled in the Defined Benefit (DB) Retirement Pension Plan	Persons	57	57	56
Assets Under Management for the Defined Benefit (DB) Retirement Pension Plan	KRW million	2,320	3,043	3,832
Employees Eligible for Retirement Benefits	Persons	679	686	677
Retirement Benefit Obligations	KRW million	95,725	98,805	95,465

Political Contributions

Category	Unit	2023	2024	2025
Major Association Membership Fees and Contributions	KRW million	0	0	0

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Environmental

Greenhouse Gas Emissions Management

Category	Unit	2023	2024	2025
Scope 1, 2	tCO_2eq	8,020	7,652	7,325
Direct GHG Emissions (Scope 1)		1,209	1,264	1,450
Indirect GHG Emissions (Scope 2)		6,811	6,388	5,875
GHG Emissions Intensity (Scope 1+2)	tCO_2eq/KRW 100 million	6.1470	5.8332	5.4583
GHG Emissions Reduction Rate (YoY)	%	-	4.59	4.27

※ Beginning in 2026, YTN plans to calculate emissions internally. Current emissions are estimated based on representative emission sources expected to account for the largest share of emissions, with the scope of emission sources to be expanded for future management.

Energy Consumption Management

Category	Unit	2023	2024	2025
Total Energy Consumption	TJ	161.44	153.38	145.53
Total Direct Energy Consumption		19.12	19.90	22.76
Total Indirect Energy Consumption		142.32	133.48	122.77
Renewable Energy Consumption		0	0	0
Energy Consumption Intensity	TJ/KRW 100 million	0.1237	0.1169	0.1084
Energy Consumption Reduction Rate (YoY)	%	-	5.00	5.11

Waste Management

Category	Unit	2023[2]	2024	2025
Total Waste Generated	Ton	-	96	111
General Waste Disposed (Incineration)			56	63
Total Waste Recycled[1]			40	48
Waste Recycling Rate	%	-	41.67	43.24

1) Treatment of recyclable household waste generated at the YTN Newsquare business site through a waste treatment outsourcing contract
2) Introduction of the Allbaro System since 2024

Water Management

Category	Unit	2023	2024	2025
Total Water Intake	Ton	45,490	41,765	49,572
Municipal Water Intake		45,490	41,765	49,572
Water Intensity	Ton/KRW 100 million	34.866	31.838	36.939
Total Water Consumption[3]	Ton	45,490	41,765	49,572
Water Recycled[4]		600	2,647	3,356
Water Recycling Rate	%	1.32	6.34	6.77

3) Sewage discharge
4) Recycled water is used for flushing restroom toilets

Environmental Training for Employees

Category		Unit	2023	2024[5]	2025
Environmental Management Training	Number of Participants	Persons	0	85	1

5) Conducted during the Executive Management Meeting for managers (assistant team manager level and above)

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Social

Employee Status

Category		Unit	2023	2024	2025
Total Employees		Persons	736	743	733
By Gender	Male	Persons	531	522	509
	Female		205	221	224
	Ratio of Female Employees	%	27.9	29.7	30.6
By Contract Type	Regular Employees	Persons	654	663	662
	Male		474	478	467
	Female		180	185	195
	Ratio of Regular Female Employees	%	27.5	27.9	29.5
	Non-regular Employees	Persons	82	80	71
	Male		57	44	42
	Female		25	36	29
	Ratio of Non-regular Female Employees	%	30.5	45.0	40.8
By Age	Under 30 Years Old	Persons	62	68	63
		%	8.4	9.2	8.6
	30 to Under 50 Years Old	Persons	437	454	462
		%	59.4	61.1	63.0
	50 Years Old and Above	Persons	237	221	208
		%	32.2	29.7	28.4

Employee Diversity

Category		Unit	2023	2024	2025
By Job Level and Job Category	Executives (Management)	Persons	3	2	2
	Male		3	2	2
	Female		0	0	0
	Ratio of Female Executives	%	0	0	0
	Managers	Persons	102	104	84
	Male		79	82	64
	Female		23	22	20
	Ratio of Female Managers	%	22.5	21.2	23.8
	Non-managerial Employees	Persons	634	639	649
	Male		452	440	445
	Female		182	199	204
	Ratio of Non-managerial Female Employees	%	28.7	31.1	31.4
Socially Vulnerable Groups	Employees with Disabilities	Persons	0	0	0
	Employment Rate of Persons with Disabilities	%	0	0	0
	Veterans	Persons	1	0	0
	Ratio of Veterans	%	0.1	0	0

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New Employment

Category		Unit	2023	2024	2025
Total New Hires		Persons	36	58	40
By Contract Type	Regular Employee		0	0	0
	Non-regular Employee		36	58	40
By Gender	Male		20	34	24
	Female		16	24	16
By Career Level	New		13	9	8
	Experienced		23	49	29
	Intern		0	0	3
By Age	Under 30 Years Old		24	32	24
	30 to Under 50 Years Old		12	19	14
	50 Years Old and Above		0	7	2

Turnover

Category		Unit	2023	2024	2025
Total Turnover and Retiring Employees		Persons	45	47	47
Voluntary Turnover Employees			21	11	13
By Gender	Male		11	6	8
	Female		10	5	5
By Age	Under 30 Years Old		6	2	5
	30 to Under 50 Years Old		12	8	7
	50 Years Old and Above		3	1	1
Involuntary Turnover Employees			24	36	34
Voluntary Turnover Rate		%	2.9	1.5	1.8

Tenure

Category	Unit	2023	2024	2025
Average Years of Service	Years	15.1	14.7	14.8
Male		16.7	16.3	16.2
Female		11.0	10.9	11.4

Parental Leave

Category		Unit	2023	2024	2025
Employees Who Used Leave	Total Employees Who Used Parental Leave[1]	Persons	17	21	29
	Male		8	9	19
	Female		9	12	10
	Overall Parental Leave Utilization Rate[2]	%	50.0	56.0	45.5
	Male		21.7	21.4	22.7
	Female		88.2	100	90.9
Employees Who Returned	Employees Returned to Work After Parental Leave[3]	Persons	19	17	26
	Male		9	9	13
	Female		10	8	13
	Overall Return-to-Work Rate After Parental Leave[4]	%	100	100	96.3
	Male		100	100	100
	Female[5]		100	100	92.9
Employees Remaining Employed for Over 12 Months After Returning	Employees Remaining Employed for Over 12 Months After Returning[6]	Persons	13	18	16
	Male		5	9	8
	Female		8	9	8

1) Employees who used parental leave during the reporting year (based on the parental leave start date, regardless of the child's year of birth)
2) Employees with a child born during the reporting year who took parental leave within one year after childbirth
3) Employees who completed parental leave and returned to work during the reporting year (from January 1 to December 31)
4) The percentage of employees whose parental leave has ended who have actually been officially reassigned and have returned to work
5) One female employee resigned immediately upon the completion of parental leave in 2025
6) Employees who returned to work after taking parental leave in the previous year and worked for at least 12 months

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Labor Union Membership

Category	Unit	2023	2024	2025
Employees Eligible for Union Membership	Persons	736	743	733
Union Members		586	546	571
Union Joining Rate	%	79.6	73.5	77.9
Collective Bargaining Agreement Coverage		79.6	73.5	77.9
Number of Labor-Management Council Meetings	Cases	4	4	4

Human Rights Education[1)]

Category	Unit	2023	2024	2025
Employees Who Received Human Rights Training[2)]	Persons	679	663	676
Total Human Rights Training Hours[3)]	Hours	1,996	1,981	2,003
Human Rights Training Completion Rate	%	92.3	89.2	92.2

1) Mandatory workplace sexual harassment and bullying prevention training, and disability awareness training
2) Maximum number of employees required to complete mandatory statutory training
3) Total hours of mandatory statutory training completed.

Human Rights Violation

Category		Unit	2023	2024	2025
Human Rights Grievance Cases	Cases Reported	Cases	2	4	2
	Cases Handled		2	4	2

Non-Discrimination

Category	Unit	2023	2024	2025
Reported Cases	Cases	2	0	0
Number of Reports Handled		2	0	0
Handling Rate	%	100	0	0

Training for Employees

Category			Unit	2023	2024	2025
Training Expenses	Annual Training Expenses		KRW 10,000	13,284	10,812	17,072
	Average Training Expenses per Person			18.0	14.6	23.3
Training Hours	Total Training Hours[4)]		Hours	7,677	8,793	8,842
	By Gender	Training Hours of Male Employees		5,527	6,155	6,278
		Training Hours of Female Employees		2,150	2,638	2,564
	By Employment Type	Training Hours of Regular Employees		7,287	8,321	8,469
		Training Hours of Non-regular Employees		390	472	373
	By Position	Managers[5)]		1,043	1,184	1,045
		Non-managerial Employees		6,634	7,609	7,797
	Average Training Hours per Person			10.4	11.8	12.1
	By Gender	Average Training Hours of Male Employees		10	12	12
		Average Training Hours of Female Employees		10	12	12
	By Employment Type	Average Training Hours of Regular Employees		11	13	13
		Average Training Hours of Non-regular Employees		5	6	5

4) Excludes intern training hours
5) Assistant Manager and above (excluding executives)

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Employee Performance Evaluation

Category	Unit	2023	2024	2025
Employees Eligible for Performance Evaluation	Persons	688	683	692
Employees Who Received Regular Performance Evaluations		688	683	692
Ratio of Employees Receiving Regular Performance Evaluations	%	100	100	100

Employee Compensation

Category	Unit	2023	2024	2025
Average Compensation per Employee	KRW million	75	73	76
Average Compensation (Male)		82	80	82
Average Compensation (Female)		57	57	62
Male Compensation as a Percentage of Average Compensation	%	109.3	109.6	107.9
Female Compensation as a Percentage of Average Compensation		76.0	78.1	81.6
Female-to-Male Average Compensation Ratio		69.5	71.3	75.6

Occupational Safety and Health

Category		Unit	2023	2024	2025
Occupational Accidents	Total Working Hours[1)]	Hours	1,485,840	1,493,952	1,499,904
	Number of Regular Employees	Persons	755	753	756
	Severity Rate	Cases per 1,000 Working Hours	0	0	0
	Absence Rate	%	0	0	0
	Number of Occupational Accidents	Cases	0	0	0
	Number of Injured Employees	Persons	0	0	0
	Occupational Accident Rate	%	0	0	0
	Lost Time Injury (LTI)	Cases	0	0	0
	Lost Time Injury Frequency Rate (LTIFR)	Cases/Million Working Hours	0	0	0
	Number of Occupational Illness Cases	Cases	0	0	0
	Occupational Illness Frequency Rate (OIFR)	%	0	0	0
	Number of Work-Related Fatalities	Persons	0	0	0
	Violations of the Occupational Safety and Health Act	Cases	0	0	0

1) Number of employees (based on the Occupational Safety and Health Management Plan) × Statutory standard working hours (8 hours) × Number of working days

Occupational Safety and Health Training

Category	Unit	2023	2024	2025
Employees Who Received Safety Training	Persons	755	753	756
Safety Training Hours	Hours	7,488	7,488	3,884

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Social

Compliance with Information Protection Regulations

Category	Unit	2023	2024	2025
Legal Actions Related to Personal Information Protection	Cases	0	0	0
Fines	KRW million	0	0	0
Number of Affected Customers	Persons	0	0	0

Information Security Training

Category	Unit	2023	2024	2025
Employees Who Received Information Security Training[1)]	Persons	17	20	30
Information Security Training Hours	Hours	17	20	30

1) Training was provided to employees in the Human Resources Team, IT Systems Team, and Digital Services Team

Information Security Investment

Category	Unit	2023	2024	2025
Information Security Budget as a Percentage of Total IT Budget	%	25.0	23.6	20.2
Information Security Investment	KRW 1,000	70,000	110,000	32,650
Total IT Systems Team Budget		279,500	466,510	161,600

Governance

Corruption Risk Assessment at Business Sites

Category	Unit	2023	2024	2025
Total Number of Business Sites[2)]	Sites	2	2	2
Business Sites Subject to Corruption Risk Assessment		2	2	2
Ratio of Business Sites Subject to Corruption Risk Assessment	%	100	100	100

2) YTN Newsquare, YTN Seoul Tower

Legal Actions Related to Anti-Corruption

Category	Unit	2023	2024	2025
Disciplinary Actions and Dismissals Due to Corruption	Cases	0	0	0
Violations of Anti-Corruption Regulations		0	0	0
Total Fines for Violations of Anti-Corruption Regulations	KRW million	0	0	0

Fair Trade Training

Category	Unit	2023	2024	2025
Employees Completing Fair Trade Training	Persons	736	743	733
Fair Trade Training Hours	Hours	736	743	733

Fair Trade Compliance Status

Category	Unit	2023	2024	2025
Fair Trade Fines Imposed	Cases	0	0	0
Non-Monetary Sanctions Related to Fair Trade		0	0	0
Total Fair Trade Violation Fines	KRW million	0	0	0

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Governance

Compliance with the Code of Ethics

Category	Unit	2023	2024	2025
Employees Who Signed the Code of Ethics	Persons	736	743	733
Code of Ethics Signing Rate	%	100	100	100

Compliance and Ethics Training

Category	Unit	2023	2024	2025
Employees Who Received Compliance and Ethics Training[1)]	Persons	28	40	29
Total Compliance and Ethics Training Hours	Hours	28	40	29
Training Completion Rate	%	3.8	5.4	4.0

1) For new employees, copyright training provided

Ethics Reporting

Category	Unit	2023	2024	2025
Number of Ethics Reports	Cases	3	4	4
Number of Ethics Reports Processed[2)]		2	2	3
Investigations and Audits		2	2	3
Ethics Report Handling Rate	%	100	100	100

2) The number of processed cases is lower due to duplicate reports

Board Composition

Category	Unit	2023	2024	2025
Executive Directors	Persons	2	2	3
Independent Directors		4	3	4
Other Non-Executive Directors		1	1	1

Board Expertise and Diversity

Category	Unit	2023	2024	2025
Independent Director Ratio	%	57.1	50.0	50.0
Number of Independent Directors or Auditors Nominated Through Shareholder Proposals or Other Independent Recommendations	Persons	0	3	0
Number of Independent or Non-Executive Directors With Industry Experience		3	3	3
Number of Female Directors		0	1	1
Number of Female Registered Executives Who Are Not Controlling Shareholders or Their Relatives		0	1	1
Female Director Ratio	%	0	16.7	12.5
Number of Female Registered Executives	Persons	0	1	1

Board Operations Status

Category	Unit	2023	2024	2025
Total Board Meetings	Times	3	8	11
Regular Board Meetings		3	4	4
Extraordinary Board Meetings		0	4	7
Total Board Agenda Items (Reported/Resolutions)	Items	9	15	24
Reported Agenda Items		3	1	1
Resolution Agenda Items		6	14	23
Agenda Items Opposed or Amended		0	1	2
Average Board Attendance Rate	%	96.3	99.3	97.9
Executive Director Attendance Rate		100	100	100
Independent Director Attendance Rate		100	98.8	95.9

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Governance

Board Committee Operations Status

Category	Unit	2023[1]	2024[1]	2025
Audit Committee Meetings	Times	-	-	6
Independent Director Attendance Rate at Audit Committee Meetings	%			100
Independent Director Ratio on the Audit Committee				100

1) The Audit Committee was established in 2025

Annual Compensation Ratio

Category	Unit	2023	2024	2025
CEO-to-Median Employee Compensation Ratio[2]	Times	3.5	3.7	3.5

2) Although the CEO position has been vacant since July 2025, the ratio was calculated based on the compensation paid to the representative director

Board Compensation

Category	Unit	2023	2024	2025
Total Annual Compensation for Executive Directors	KRW million	426	446	427
Average Compensation per Executive Director	KRW million/Person	213	223	142
Total Compensation for Independent Directors	KRW million	104	150	276
Average Compensation per Independent Director	KRW million/Person	26	50	69
Total Bonuses for Executive Directors	KRW million	0	0	0
Average Bonus per Executive Director	KRW million/Person	0	0	0
Total Bonuses for Independent Directors	KRW million	0	0	0
Average Bonus per Independent Director	KRW million/Person	0	0	0

Board Training Status

Category	Unit	2023	2024	2025
Non-Executive Director Training	Cases	0	0	0
Independent Director Training		0	0	1

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Statement of Use	YTN has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As of June 2026, when YTN publishes this report, there are no applicable GRI Sector Standards published through the GRI.

Universal Standards

Category	Disclosure	Disclosure Title	Page	Remarks
GRI 2: General Disclosures 2021				
The organization and its reporting practices	2-1	Organizational details	6	
	2-2	Entities included in the organization's sustainability reporting	2	
	2-3	Reporting period, frequency and contact point	2	
	2-4	Restatements of information	-	This is YTN's first sustainability report, published in 2026.
	2-5	External assurance	104	
Activities and workers	2-6	Activities, value chain and other business relationships	6	
	2-7	Employees	94	
	2-8	Workers who are not employees	-	Not disclosed because data on workers who are not employees could not be compiled.
Governance	2-9	Governance structure and composition	73-74	
	2-10	Nomination and selection of the highest governance body	73-74	
	2-11	Chair of the highest governance body	73	
	2-12	Role of the highest governance body in overseeing the management of impacts	73	
	2-13	Delegation of responsibility for managing impacts	12, 73	
	2-14	Role of the highest governance body in sustainability reporting	12, 73	
	2-15	Conflicts of interest	73	
	2-16	Communication of critical concerns	12, 73-74	
	2-17	Collective knowledge of the highest governance body	74	
	2-18	Evaluation of the performance of the highest governance body	75	
	2-19	Remuneration policies	74	
	2-20	Process to determine remuneration	74	
	2-21	Annual total compensation ratio	100	CEO remuneration is confidential.
Strategy, policies and practices	2-22	Statement on sustainable development strategy	5	
	2-23	Policy commitments	51	
	2-24	Embedding policy commitments	52-53	
	2-25	Processes to remediate negative impacts	31, 52-53	
	2-26	Mechanisms for seeking advice and raising concerns	28, 38	
	2-27	Compliance with laws and regulations	97-98	
	2-28	Membership associations	103	
Stakeholder engagement	2-29	Approach to stakeholder engagement	13	
	2-30	Collective bargaining agreements	52, 96	

Material Topics

Category	Disclosure	Disclosure Title	Page
GRI 3: Material Topics			
Material Topics	3-1	Process to determine material topics	24
	3-2	List of material topics	25

Category	Disclosure	Disclosure Title	Page
Ethics and Compliance Management			
GRI 3: Material Topics	3-3	Management of material topics	26
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	28, 98
	205-2	Communication and training about anti-corruption policies and procedures	28, 99
	205-3	Confirmed incidents of corruption and actions taken	28, 98-99
Responsible Content Production			
GRI 3: Material Topics	3-3	Management of material topics	29
Organization-specific Disclosure	-	Grievance Committee, production of VOD content for people with disabilities, scheduling of disaster broadcasts, and production of programs related to community development	30-35
Quality and Customer Satisfaction Enhancement			
GRI 3: Material Topics	3-3	Management of material topics	36
Organization-specific Disclosure	-	Payment of reward for reported cases, handling audience complaints	37-38

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Non-Material Topics

Category	Disclosure	Disclosure Title	Page
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	92
	201-3	Defined benefit plan obligations and other retirement plans	92
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	98
GRI 207: Tax 2019	207-4	Country-by-country reporting	92
GRI 302: Energy 2016	302-1	Energy consumption within the organization	42, 93
	302-3	Energy intensity	42, 93
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	44, 93
	303-5	Water consumption	44, 93
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	41, 93
	305-2	Energy indirect (Scope 2) GHG emissions	41, 93
	305-4	GHG emissions intensity	41, 93
GRI 306: Waste 2020	306-3	Waste generated	44, 93
	306-4	Waste diverted from disposal	44, 93
	306-5	Waste directed to disposal	44, 93
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	95
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	57
	401-3	Parental leave	95

Category	Disclosure	Disclosure Title	Page
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	59
	403-2	Hazard identification, risk assessment, and incident investigation	61
	403-3	Occupational health services	60, 62
	403-4	Worker participation, consultation, and communication on occupational health and safety	52, 96
	403-5	Worker training on occupational health and safety	60, 97
	403-6	Promotion of worker health	60
	403-9	Work-related injuries	97
	403-10	Work-related ill health	97
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	55, 96
	404-2	Programs for upgrading employee skills and transition assistance programs	55
	404-3	Percentage of employees receiving regular performance and career development reviews	97
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	94
	405-2	Ratio of basic salary and remuneration of women to men	97
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	52, 96
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	45, 66-68
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	98

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한국기자협회 Journalists Association of Korea

한국방송기술인연합회 THE KOREA BROADCASTING ENGINEERS & TECHNICIANS ASSOCIATION

한국영상기자협회 Korean Video Journalists Association

KIBA 한국IPTV방송협회 Korea IPTV Broadcasting Association

한국여성기자협회 KOREA WOMEN JOURNALISTS ASSOCIATION

관훈클럽 Kwanhun Club

희망브리지 전국재해구호협회

한국PD연합회 Korean Producers and Directors Association

한국 언론인의 구심체 사단법인 한국언론인연합회

방송기자연합회

KCTA 한국케이블TV방송협회

한국언론진흥재단 Korea Press Foundation

한국신문방송편집인협회 KOREA NEWS EDITORS' ASSOCIATION

한국영상편집기자협회 Video Editing Journalist Association of Korea

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Independent Assurance Statement

Dear Stakeholders of YTN Co., Ltd.

Assurance Outline

Korea Productivity Center Quality Assurance (hereinafter "KPCQA") was commissioned by YTN Co.,Ltd. (hereinafter "YTN") to conduct an independent assurance on the 2025 YTN Sustainability Report (hereinafter "the report") and issues an assurance statement. YTN has sole responsibility for the preparation of the data within the report. KPCQA's responsibility is to provide objective opinions on this report with the specified criteria and scope of assurance.

Scope

This report describes YTN's sustainability efforts and performance. The scope of assurance covered activities from January 1 to December 31, 2025, and also included certain activities from 2026. The report was assured focusing on the reporting of sustainable management policies, strategies, goals, businesses, and performance, and conformity of data collection and analysis, and the report creation process.

Criteria

The assurance was carried out in accordance with the following standards:

- AA1000AS v3
- KPCQA ESG Report Assurance Protocol

Levels

The assurance of this report was conducted in line with the requirements of the AA1000AS v3 Type 1(Adherence to the AA1000 four principles) at moderate level of assurance. The assurance was applied by professional judgement about materiality.

The report has been produced in accordance with GRI Standards. We confirmed, based on the data and information provided by YTN, that the report complies with the GRI reporting principles and the requirements of the Universal and Topic Standards.

Universal Standards	
The organization and its reporting practices	2-1 ~ 2-5
Activities and workers	2-6 ~ 2-8
Governance	2-9 ~ 2-21
Strategy, policies and practices	2-22 ~ 2-28
Stakeholder engagement	2-29 ~ 2-30
Material topics	3-1 ~ 3-3
Topic Standards	
Economic Performance	201-1, 201-3
Anti-corruption	205-1, 205-2, 205-3
Anti-competitive Behavior	206-1
Tax	207-4
Energy	302-1, 302-3
Water and Effluents	303-3, 303-5
Emissions	305-1, 305-2, 305-4
Waste	306-3, 306-4, 306-5
Employment	401-1, 401-2, 401-3
Occupational Health and Safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-9, 403-10
Training and Education	404-1, 404-2, 404-3
Diversity and Equal Opportunity	405-1, 405-2
Non-discrimination	406-1
Local Communities	413-1
Customer Privacy	418-1

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Methodology

- Review of sustainability performance data and management system
- Review of the reporting process and data management framework
- Review of the materiality assessment methodology, results, and internal analysis procedures
- Review of media report on sustainability
- Interviews with executives and employees involved in material topics and report preparation
- Review of the overall report

Limitations

This assurance is limited assurance in limited criteria with comparative review of data provided by YTN. It has its own limitations depending on the characteristics and calculation method of the data.

Conclusions

KPCQA conducted assurance on the draft by review of the data, onsite verification and interview with the employees. It was confirmed that all errors identified during the assurance were corrected.
As a result of the assurance of this report, no material errors or improper descriptions have been found and the conclusions are as follows.

- Inclusivity : Participation of stakeholders
  YTN operates stakeholder communication channels to gather opinions from various stakeholders to derive material topics and ensure that they are reflected in decision-making.
- Materiality : Selection and reporting of material topics
  YTN presented sustainability performance data without any material omissions. Relating to the material issues in the report, nothing had come to our attention that would cause problem in decision-making process.
- Responsiveness : Organizational response to issues
  KPCQA checked and reviewed the data related to the internal and external stakeholders of YTN, we confirmed YTN identified the reporting scope and stakeholders' interests and reflected them. we confirmed YTN has management process of material topics through materiality assessment.
- Impact : Monitoring and measurement of business activities
  KPCQA reviewed YTN identified and monitored the impact of YTN's business activities on stakeholders. we confirmed the impact associated with material issues have been properly measured.

Competencies and Independence of Assurance

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

kpc 한국생산성본부인증원 KOREA PRODUCTIVITY CENTER QUALITY ASSURANCE

AA1000 Licensed Report 000-404/V3-48OQH

Jun. 2026
Korea Productivity Center Quality Assurance

President Jang Jean, Kang 강장진


YTN