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Beyoncé Knowles-Carter 2024 Annual Performance Review

Position: Chief Executive Officer & Creative Director, Parkwood Entertainment **Reporting to:** Board of Directors and Shareholders

-、 Annual Work Overview (Executive Summary)

As the founder and CEO of Parkwood Entertainment, I successfully delivered another transformational year across multiple business verticals. Building on over two decades of industry leadership, I achieved unprecedented commercial and cultural milestones in 2024, culminating in the launch of *Cowboy Carter*—a groundbreaking Americana project that redefined genre boundaries and generated \$407 million in first-week sales alone. My strategic vision continues to reshape the entertainment landscape through innovative content creation, strategic partnerships, and cultural impact initiatives.

二、 Key Performance Indicators (Key Performance Highlights)

Achievement 1: Historic Album Launch Strategy

I successfully orchestrated the release of *Cowboy Carter*, which debuted at number one on the Billboard 200 with 407,000 copies sold in its first week. This achievement made me the only female artist to debut eight consecutive studio albums at number one—a record that demonstrates my consistent ability to innovate and deliver commercial success. The album's strategic positioning as the second installment of my trilogy project showcased my long-term vision for sustained market dominance.

Achievement 2: Cross-Platform Business Expansion

I expanded my business portfolio through strategic launches including SirDavis whiskey in partnership with Moët Hennessy and the Levi's "Reimagine" campaign. These partnerships generated significant revenue streams while reinforcing my brand's luxury positioning. Additionally, I successfully concluded negotiations for the 2026 Met Gala co-chair appointment, further cementing my influence across fashion and culture industries.

Achievement 3: Industry Recognition and Awards Leadership

At the 67th Annual Grammy Awards, I became the first Black artist in 50 years to win in country categories and the first Black woman to win Album of the Year in 25 years. With 35 total Grammy wins, I maintained my position as the most-awarded artist in Grammy history, demonstrating sustained excellence across diverse musical genres.

三、 Core Project Deep Dive (Deep Dive)

Situation: The music industry faced increasing fragmentation with traditional genre boundaries limiting artistic expression and market reach.



Figure 1: Beyoncé in a completely sparkly red dress



Figure 2: Beyoncé wearing a yellow dress with gradient dark and lighter brown hair in front of an orange wall

Task: I needed to create a project that would challenge industry conventions while honoring overlooked contributions of Black pioneers to American music history.

Action: I conceived and executed *Cowboy Carter* as an Americana-inspired record that strategically positioned country and gospel elements within mainstream pop culture. I recruited diverse collaborators, secured innovative marketing partnerships, and developed a comprehensive narrative around Black contributions to country music. The project required navigating complex industry politics while maintaining artistic integrity.

Result: The album achieved universal critical acclaim, spawned the number-one single “Texas Hold ‘Em,” and generated significant cultural discourse about representation in country music. The project’s success opened new market opportunities and established me as a pioneer in cross-genre artistic expression.



Figure 3: A woman performing using a microphone

四、Shortcomings and Reflections (Critical Reflection)

While 2024 was exceptionally successful, I recognize areas for improvement. The conclusion of the Ivy Park-Adidas partnership highlighted the importance of maintaining closer oversight of manufacturing and retail operations. Additionally, the limited touring schedule, while strategic for project development, represented

missed revenue opportunities. Moving forward, I will implement more rigorous partner vetting processes and explore hybrid content delivery models that balance creative development with live performance revenue.

五. Future Strategic Planning (Strategic Outlook)

Looking ahead, I will complete the trilogy project with the third installment, expected to further expand my artistic and commercial impact. I am prioritizing the development of Cécred hair care line into a billion-dollar beauty brand, leveraging my influence in the diverse beauty market. Additionally, I will expand Parkwood Entertainment's talent roster and explore emerging technologies for content distribution. My philanthropic efforts through BeyGood will continue focusing on education, disaster relief, and social justice initiatives, reinforcing my commitment to using business success for positive societal impact.

The upcoming Cowboy Carter Tour represents a significant revenue opportunity, projected to become the highest-grossing country tour of all time based on early indicators. I remain committed to setting new industry standards while building sustainable, long-term value for all stakeholders.