

# Human Rights Statement

Dear stakeholders,

NAVER has been tackling a set of global challenges with the passion and dedication of our employees since our founding in 1999.

NAVER's management is committed to building a corporate culture where the business growth is shared with all our employees, users, and partners. We are striving to create a workplace that our employees are proud of, based on the philosophy that their dedication is the basis and future of our business, and to make sure that any occurrences of inconvenience and human rights violation do not occur in the process of our service offering to the users. Furthermore, as we believe that our partners' growth equates to NAVER's growth, we not only provide fair contract in order to protect our partners' rights, but also offer various supports such as NAVER Partner Square, to enhance our partners' business potential.

As we expand across different businesses and countries, protecting human rights as well as diversity, equality and inclusiveness of our employees, users and partners, is becoming even more important.

In this regard, NAVER has decided to strengthen and rebuild Human Rights management system. Above all, we will listen to the voices of our users, partners and employees from different backgrounds and cultures to offer satisfying services and opportunities to grow together, and to improve our workplace.

We have established a human rights policy which considers our major business areas in accordance with the global human rights guidelines. NAVER's human rights policy specifies ten human rights guidelines for all stakeholders that NAVER should comply with. At the same time, we will establish a dedicated organization to implement our own human rights policy in business operations.

The human rights organization, which will be under the direct control of the CEO, will function as a control tower that manages the human rights policy systematically, and major issues and agenda will be addressed and supervised by the ESG committee under the board of directors.

NAVER will build a system for inspecting and managing internal human rights risks and comply with the relevant laws to develop a healthy corporate culture and respect human rights. We will also reinforce the training program on human rights for our leaders and employees to spread the culture internally.

We pledge to share the plans and progress of our commitment to strengthen human rights management through the human right management report, and to communicate transparently with all stakeholders of new improvements and resolutions that may arise in the process going forward.