

NAVER

Health and Safety Policy

Date of Approval	June 20, 2024
Date of Revision	Feb 01, 2026
Monitored by	HSE

1. Purpose and Objectives

NAVER Corporation(hereinafter referred to as "NAVER" or the "Company"), with the aim to maintain and enhance its employees' health and safety, sets company standards to prevent industrial accidents and creates a pleasant working environment for its employees. In addition, the Company considers the health and safety of its suppliers, partners, workers, customers, as well as the society at large involved in all its projects as a foremost priority. The Company also undertakes to comply with regulations and social responsibility by creating an accident-free workplace and to carry out sustainability-centered management.

2. Scope of Application

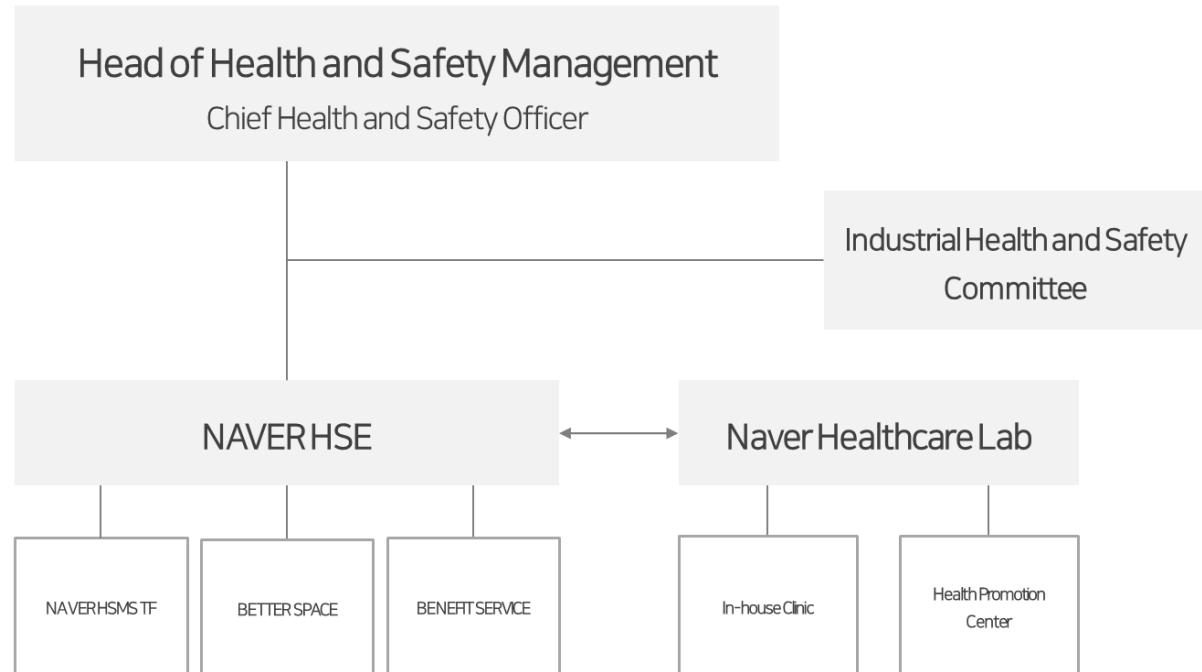
The Health and Safety Policy (the "Policy") applies to all employees at NAVER. Also, the employees of the Company's suppliers who reside in or regularly visit the Company's sites of operation due to contracts, consignment, or other services are expected to fulfill their health and safety responsibilities outlined in this policy.

3. Laws and Standards

This Policy is aligned with the obligations and responsibilities laid out by the Occupational Safety and Health Act, the Serious Accidents Punishment Act and related laws, as well as NAVER's Health and Safety Management Regulation to prevent industrial accidents.

4. Roles and Responsibilities

The HSE department of NAVER is solely dedicated to managing health and safety issues and preventing industrial accidents. With the direct supervision of the Health and Safety Officer(HSO), the department carries out duties and responsibilities related to health and safety, supports the Company's Industrial Safety and Health and Safety Committee's deliberations and resolutions, and plans and implements programs regarding the matter.



5. Core Principles

1) Better Health

NAVER takes measures to promote and maintain health in an effort to prevent potential physical or mental illnesses.

2) Better Safety

NAVER identifies and eliminates risk factors in advance and minimizes damage by establishing a response system in the event of an accident.

3) Better Environment

NAVER provides a pleasant and safe working environment for its employees, partners, and customers, while also taking steps to protect the environment.

6. Risk Management

NAVER identifies priorities among health and safety related issues and risks that may affect its employees, relevant contractors and workers through risk assessments. Risk assessments are conducted regularly and frequently based on a 6-step process. The assessment process is in accordance with the NAVER Risk Assessment Guidelines.

Health and Safety Risk Assessment Process



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