

CEO's Human Rights Management Statement

Dear valued shareholders, partners, users, and employees,

Since its establishment in 1999, NAVER has been passionately pursuing business in the global market beyond Korea with the dedication of its exceptional employees.

NAVER is creating a corporate culture where we can grow together with our employees, users, and partners. Based on the philosophy that our employees are the foundation and future of business, we strive to make NAVER a proud workplace, and prevent any inconvenience or human rights related issues that users may come across while using our services. In addition, recognizing that the growth of partners is the growth of NAVER, we protect the rights of partners through fair contracts while providing various infrastructures, including NAVER Squares, to strengthen their competitiveness.

As the business areas and countries in which NAVER operates increase, it is becoming more and more important to respect the human rights of our employees, users, and partners. Accordingly, NAVER intends to further strengthen its human rights management system. Above all, we strive to listen to the voices of our employees, users, and partners boasting diverse backgrounds to build a positive workplace, satisfactory services, and various business opportunities for growth.

NAVER has revised its [human rights policy](#) to better implement the global human rights principles and guidelines. NAVER's human rights policy stipulates the core principles and processes the company ought to follow. We also have an organizational structure to ensure effective and systematic management of the company's human rights related issues. For instance, the Human Rights division is dedicated to planning and implementing NAVER's continuous commitment to human rights management. The division is directly under the Board of Directors (BOD) and functions as a control tower to manage managing NAVER's comprehensive human rights management systematically. Also, the Risk Management Committee and the ESG Committee under the BOD manage and supervise major issues and developments related to human rights.

NAVER will make continuous efforts to create a healthy corporate culture and comply with relevant laws to respect human rights. It will also continue to identify, monitor, and manage internal risks in advance, and further strengthen training for all employees to foster a culture of respect for human rights.

We promise to continue to disclose and communicate transparently with our stakeholders about new improvements and solutions found in this process.

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Choi Soo-yeon

President & CEO, NAVER Corporation