



Anti-Corruption Management Policy

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Responsible Department	Compliance
Approved by	Choi Soo-yeon, CEO

1. Purpose

NAVER Corporation (hereinafter "NAVER") has established an anti-corruption management system to prevent corrupt practices, and hereby adopts and publishes this Anti-Corruption Management Policy.

2. Basic Principles

1) Strict Prohibition of Corrupt Practices

NAVER strictly prohibits all forms of corrupt practices in its business relationships with stakeholders, including receiving or demanding money, goods, or other benefits; providing unlawful money, goods, or other benefits; offering bribes; and engaging in improper solicitation.

2) Application of the Policy to Members and Third Parties

All NAVER members shall abide by all internal company regulations, and shall regularly sign a pledge to comply with the Integrity Code and strictly adhere to it. NAVER also makes clear that compliance obligations under this Policy apply in its relationships with third parties, including business partners.

3) Appointment of the Officer Responsible for Anti-Corruption and Guarantee of Independence

NAVER designates its Compliance Officer as the person responsible for anti-corruption, guarantees the Officer's independence, and grants the Officer the authority and responsibilities necessary to carry out anti-corruption activities.

4) Operation of the Anti-Corruption Management System

NAVER establishes and operates an anti-corruption management system, and proactively identifies and assesses related risks arising from changes in the business environment. NAVER also sets anti-corruption objectives and operates a framework for monitoring and achieving them, and reviews and manages the effectiveness of anti-corruption efforts through the implementation and monitoring of the system.

5) Operation of a Reporting System and Protection of Whistleblowers

NAVER operates a reporting system through which suspected or actual corrupt practices can be reported, and actively encourages reporting. NAVER also protects good-faith whistleblowers from any form of adverse treatment, thereby creating an environment in which members can participate in anti-corruption activities without hesitation.

6) Measures in Response to Violations

Where a member engages in corrupt practices, or fails to take reasonable steps to prevent potential corrupt practices despite being aware of them, NAVER will take appropriate measures, including disciplinary action, in accordance with company regulations.

7) Management Support and Fostering a Culture of Anti-Corruption

All members of NAVER's management are committed to providing full support for the efficient operation of the anti-corruption management system. NAVER also works to build a culture in which all members recognize anti-corruption as the foundation of their everyday work and put it into practice.

8) Continuous Improvement

NAVER regularly reviews its anti-corruption management system and continuously improves it in line with changes in the internal and external environment.

The logo for NAVER, consisting of the word "NAVER" in a bold, green, sans-serif font.