



Compliance Management Policy

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Responsible Department	Compliance
Approved by	Choi Soo-yeon, CEO

1. Purpose

NAVER Corporation (hereinafter "NAVER") has established a compliance management system to faithfully comply with laws and norms and to foster a sound corporate culture, and hereby adopts and publishes this Compliance Management Policy.

2. Basic Principles

1) Adherence to Laws and Regulations

NAVER complies with applicable domestic and international laws and regulations, including economic sanctions requirements. NAVER provides ongoing support to ensure that all executives and employees understand their relevant obligations and are able to incorporate them into their work.

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 Compliance Officer and Guarantee of Independence

NAVER designates its Compliance Officer as the person responsible for compliance, guarantees the Officer's independence, and grants the Officer the authority and responsibilities necessary to ensure compliance is upheld.

4) Operation of the Compliance Management System

NAVER establishes and operates a compliance management system, and proactively identifies and assesses related risks arising from changes in the business environment. NAVER also sets compliance objectives and operates a framework for monitoring and achieving them, and reviews and manages the effectiveness of compliance 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 violations of compliance obligations 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 report concerns with confidence.

6) Measures in Response to Violations

Where a member violates laws, regulations, or other applicable rules, or fails to take reasonable steps to prevent a potential violation despite being aware of it, NAVER will take appropriate measures, including disciplinary action, in accordance with company regulations.

7) Management Support and Fostering a Culture of Compliance

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

8) Continuous Improvement

NAVER regularly reviews its compliance 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.