

# NHN HUMAN RIGHTS MANAGEMENT CHARTER

At NHN, we are committed to offering our technology, services, and all businesses upholding and protecting the human rights of various stakeholders - employees, customers, suppliers, shareholders, and investors.

Our Human Rights Management Charter which states NHN's human rights management practices, is founded on international principles and domestic laws pertaining to human rights. NHN takes a firm stance against any form of human rights violations and is committed to strictly adhering to this Charter.

## **First, Human Rights Management for Employees**

1. NHN strives to maintain a fair work environment free from discrimination in employment conditions including employment, wages, promotions, education, etc. based on origin, race, ethnicity, nationality, gender, disability, religion, age, etc.

Evaluation and compensation are fairly and reasonably conducted based on each member's abilities and performances.

2. We prohibit any form of forced labor, mental or physical restraint.

3. Child labor is strictly prohibited in principle. If anyone under the age of 18 is working, we take appropriate measures to prevent the minors from being exposed to dangerous or harmful working environment.

4. We respect the privacy of our employees and make best efforts to safeguard their personal information.

5. We are committed to providing a safe working environment to protect the health of our valued members and prevent safety accidents from occurring.

## **Second, Human Rights Management for Customers**

1. We make our best endeavors to ensure that our customers can use our products and services conveniently and safely. Our priority is to enhance customer satisfaction by responding promptly and accurately to customers' needs.

2. Protection of customer information is of utmost priority to NHN. We implement technical and physical measures in accordance with national and local laws and regulations to protect customer information.

## **Third, Human Rights Management of Suppliers**

1. We strive for mutual growth and coexistence with our suppliers through fair and transparent transactions. We do not engage in unfair or dishonest transactions using our superior position.

2. We encourage our suppliers to understand and execute the company's human rights management initiatives.

#### **Fourth, Human Rights Management of Shareholders and Investors**

1. We are devoted to securing transparency in management by providing company information such as accounting data accurately and fairly to our shareholders and investors to establish a relationship built upon trust.

2. We operate the company with reasonable decision-making process to enhance and uphold the value of shareholders and investors.

#### **Human Rights Violation Report Channel**

NHN remains committed to upholding human rights across all operations and preventing human rights violations. In safeguarding the human rights, we operate the Corporate Ethics Consultation Center to support anyone to report possible human rights violations through the dedicated channel.

Once a report is received, the Human Rights Management Department will promptly investigate the problem, provide a solution, and inform the reporter. All information provided to us as well as the identity of the reporter shall be handled with the utmost confidentiality.

#### **Reporting Channels**

Corporate Ethics Consultation Center : <http://ethics.nhnent.com/index.nhn>