
NAVER

Health and Safety Policy

Date of Approval	June 20, 2024
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 occupational accidents and creates a pleasant working environment for its employees. In addition, the Company considers the health and safety of its contractors, partners, workers, customers, as well as the society at large as a foremost priority. It also complies with regulations and fulfills social responsibility by creating an accident-free workplace and carries out sustainability-centered management.

2. Scope of Application

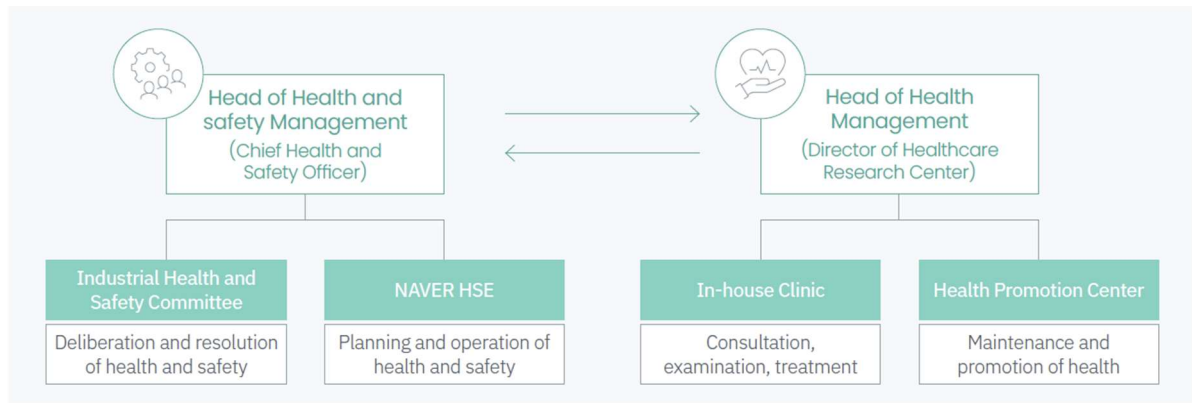
The Health and Safety Policy (the “Policy”) applies to all employees at NAVER. Also, the employees of the Company’s suppliers who reside in or regularly visit the Company’s sites of operation due to contracts, consignment, or other services are expected to fulfill their health and safety responsibilities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

4. Roles and Responsibilities

The HSE department of NAVER is solely dedicated to managing health and safety issues and preventing occupational 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 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



Soo-yeon Choi *[Signature]*
CEO
NAVER Corporation

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