

NHN Human Rights Management Charter

At NHN, we are devoted to upholding human rights management as a fundamental value of corporate governance and are committed to respecting the rights of all stakeholders, including employees, customers, business partners, shareholders, and investors. Through this Human Rights Management Charter, we are dedicated to complying with international human rights standards, including the Universal Declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the Ten Principles of the United Nations Global Compact (UNGC), and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. NHN also ensures compliance with relevant domestic and international laws and regulations. Guided by these principles, NHN pledges to diligently fulfill its responsibility to respect human rights.

A. Scope of Application

This Human Rights Management Charter applies to all NHN employees, business sites, and management activities. All NHN employees must integrate this policy into their duties. Furthermore, NHN encourages all business partners, including suppliers and stakeholders engaged in business relationships, to respect and implement this policy.

B. Fundamental Principles

1. prohibition of discrimination

NHN strictly prohibits discrimination in employment, promotion, training, compensation, and benefits on the grounds of origin, race, ethnicity, nationality, gender, disability, religion, age or political opinion. NHN is committed to fostering an inclusive workplace where all employees receive fair and equal treatment.

2. Freedom of Association and Collective Bargaining

NHN respects the rights to freedom of association and collective bargaining as guaranteed under labor laws. The company does not discriminate against employees for forming or joining labor unions or engaging in lawful union activities. NHN guarantees the right to collective bargaining, does not reject it without just cause, and faithfully implements the results of negotiations.

3. Prohibition of Forced Labor

NHN does not tolerate any form of forced labor that violates employees' free will through physical or psychological coercion. Employment must be voluntary, and workers' rights must be protected under applicable laws.

4. Prohibition of Child Labor

NHN strictly prohibits child labor and fully complies with legal employment age requirements. When employing young workers, NHN adheres to relevant regulations to safeguard their rights and ensure their educational opportunities are not compromised.

5. compliance with working conditions

NHN strictly adheres to legally mandated working hours and provides fair remuneration for labor for all employees. The company strives to foster a work environment that enables employees to perform their duties effectively and sustainably.

6. Occupational Safety Assurance

NHN faithfully implements its safety and health management policies to provide a safe and robust working environment for all employees. NHN proactively identifies workplace hazards in advance and takes preventive measures to avoid accidents.

7. Humane Treatment

NHN respects the privacy of all employees and strictly protects personal information. The company prohibits unethical behavior, including workplace harassment, sexual harassment, and verbal abuse, and implements preventive measures and offers support systems for affected individuals.

8. Supply Chain Management

NHN conducts fair transactions with its business partners and does not impose unreasonable demands by leveraging its dominant position. NHN supports its business partners in understanding and complying with the fundamental principles of this Human Rights Management Charter.

9. Protection of Customer Rights

NHN actively manages its business operations to prevent human rights violations in the provision of products and services. The company minimizes the collection and storage of customers' privacy information in compliance with information protection laws and ensures that the data is not used for purposes beyond its original intent.

10. Transparency and Disclosure

NHN transparently and accurately discloses key corporate information, including business activities, structure, financial status, performance, and governance, in response to the expectations of external stakeholders such as shareholders and investors.

C. Human Rights Risk Management System

NHN conducts human rights impact assessments annually to identify actual and potential human rights risks across its business operations. These risks are identified through checklists reflecting domestic and global human rights standards, internal and external stakeholder surveys, and reports received via grievance channels. These assessments extend to both internal and external stakeholders, including employees, business partners, customers, and local communities.

The human rights management department collaborates with relevant teams to develop specific improvement initiatives and implementation plans to mitigate risks identified through these assessments. The department in charge continuously monitors the responsible teams' progress in executing these improvement measures and may take additional actions if necessary.

D. Grievance procedure

NHN operates internal grievance counseling channels and reporting channels for any stakeholders to prevent human rights violations across its business processes. Internal and external stakeholders who experience or recognize human rights violations can request counseling or report incidents through the following channels. Anonymity is strictly protected, and all reports are kept confidential.

1) WithU

We provide an internal counseling channel for our members to address workplace human rights violations, including harassment and sexual misconduct.

2) Business Ethics Counseling Center

NHN operates a grievance reporting channel where both internal and external stakeholders can report human rights concerns.

※ [Go to NHN Business Ethics Counseling Center](#)

Revision History

Ver No.	Date	Revision Details
1.0	Feb 28, 2023	Initial Enactment
2.0	Jun 19, 2025	Full Revision