

Regulations of the ESG Committee

CHAPTER I. GENERAL PROVISIONS

Article 1 (Purpose)

The purpose of these Regulation is to specify the matters necessary for efficient operation of the ESG Committee (the “Committee”) established within the Board of Directors of Kakao Corporation.

Article 2 (Definitions)

The detailed scope of Kakao ESG is defined as follows:

1. Environment: Tackling climate change, Establishing Green Digital Initiative, Saving resources such as greenhouse gases, Environmental protection, and Preserving biodiversity
2. Social: Resolving social issues, Win-win partnerships, Respect for Human rights, Data security, Data privacy, and User protection
3. Governance: Advancing Corporate governance, Risk management, Enhancing Ethical management
4. Others: Key areas submitted by the Chairperson

Article 3 (Scope of Application)

Any matters related to the Committee shall be subject to the provisions of these Regulations unless otherwise specified by the laws, the Articles of Incorporation, or the Regulations of the Board of Directors.

Article 4 (Authority)

1. The Committee shall manage the sectors of Environment, Social and Governance of the Company strategically and systematically to ensure that the Company can achieve long-term sustainable growth by enhancing the

Company's soundness through transparent corporate governance, and by eliciting positive effects through analysis of the influence the Company may have on the environment and society.

2. The Committee shall find and identify various subjects and issues related to the Company's ESG operations, and examine the Company's sustainable business strategy and direction, and continue to assess and review the related performance and problems.
3. The Committee shall oversee the non-financial risk management tasks, such as Reviewing factors, supervising, and establishing policies for enterprise non-financial risk including ESG risk, in accordance with the Risk Management Regulations.
4. The Committee shall assist the Board of Directors with respect to non-financial risk management.

CHAPTER 2. ORGANIZATION

Article 5 (Organization)

1. Members of the Committee (the "Member(s)") shall be appointed and discharged by the Board of Directors.
2. The Committee shall be composed of two (2) or more directors, and the majority of the Members shall be outside directors.
3. The term of office for the Member shall extend until the Member's directorship term expires.
4. If the number of the Members specified in Paragraph (2) above does not meet the composition requirement due to a resignation of a Member or any other cause, such requirement shall be satisfied at the first meeting of the Board of Directors which will be convened after the occurrence of such cause.

Article 6 (Chairperson)

1. The Committee shall designate the chairperson who represents the Committee (the "Chairperson") by a resolution pursuant to Article 9 hereof.

2. The chairperson shall represent the Committee and preside over the meeting of the Committee.
3. In the absence of the chairperson, any other Member designated by the Committee shall serve as an acting chairperson.

CHAPTER 3. MEETING

Article 7 (Person Authorized to Convene)

1. The Chairperson shall convene the meeting of the Committee; provided that in the absence of the chairperson, the designated Member specified in Article 6, Paragraph 3 shall act on behalf of the Chairman's duties.
2. Each Member may request the Chairperson to convene a meeting by submitting the agenda to be dealt with at the proposed meeting and the reason for convening such a meeting. If the Chairperson fails to convene the meeting without reasonable grounds, the Member who has made the request may convene the meeting of the Committee.

Article 8 (Procedure to Convene the Meeting)

1. In convening the Committee meeting, the date of the meeting shall be determined, and the notice thereof may be communicated to each auditor through methods such as postal mail, email, telephone, or other appropriate means, at least three (3) days in advance.
2. The Committee may, at any time, hold a meeting without the procedure in Paragraph (1) above if there is unanimous consent of all the auditors.

Article 9 (Method of Resolution)

1. The resolution of a meeting of the Committee shall be passed by the affirmative votes of a majority of the Members present at the meeting, which shall not be less than the majority of the incumbent Members.
2. The Committee may permit the engagement of all Members in the resolution-making process through a communication medium that enables simultaneous

transmission and receipt of voice when some or all Members cannot attend the meeting in person. In such instances, the concerned Member(s) shall be deemed to have attended the Committee meeting directly.

3. The Committee shall be entitled to seek advice from outside experts at the Company's cost, if necessary.

Article 10 (Matters to be submitted)

The following matters shall be submitted to the Committee meeting:

1. The Company's ESG strategic direction and mid- to long-term objectives;
2. Results of implementation for ESG Initiatives of the previous year and implementation plans for current year;
3. Major non-financial issues and countermeasures related to the environment, social and governance;
4. Matters related to non-financial risk management under the Risk Management Regulations;
5. Matters related to communications from/to stakeholders, such as domestic and international significant ESG evaluation and analysis, etc.;
6. Matters required to support ESG competence development and internalization; and
7. Other matters related to the environment, social and governance as may be submitted by the chairperson.

Article 11 (Hearing of Opinion from Related Persons)

The Committee, if acknowledged as necessary, may require related officers and employees or outsiders to attend in order to hear their opinions.

Article 12 (Meeting Minutes)

1. Meeting minutes shall be prepared with respect to the Committee meeting.

2. In the meeting minutes, the agenda of the meeting, the summary of proceedings, resolutions adopted at the meeting, names of the auditors who have voted against such resolutions and the grounds of objections thereto shall be recorded in the minutes, on which the auditors present at the meeting shall sign their names or affix their seal impressions.

CHAPTER 4. SUPPLEMENTARY PROVISIONS

Article 13 (Notification)

The Committee shall notify each director of the resolutions adopted at the meeting.

Article 14 (Secretary)

1. The Committee shall have a secretary.
2. The secretary shall be responsible for handling the affairs of the Committee pursuant to the chairperson's order.

Article 15 (Amendment and Abolishment of Regulations)

Amendment and abolishment of these Regulations will be made by the resolution of the Board of Directors.

ADDENDA

These regulations shall enter into force on January 12, 2021.

These regulations shall enter into force on February 24, 2022.

These regulations shall enter into force on May 11, 2023.