

## Supplier Code of Conduct

Kakao strives to create a better world with technology and people. Technology and services are often used to create new relationships that never existed before. Kakao is not afraid to take the road not taken and pursues innovation that goes beyond improvement. Kakao will contribute to creating a better society with meaningful changes that are brought on by our innovations.

This Supplier Code of Conduct provides mandatory requirements to Kakao and Kakao affiliates'\* suppliers (referred to as "Suppliers") with codes of conduct that all Suppliers are to follow.

Kakao strives to build a foundation where Suppliers comply with all applicable laws and regulations and fulfill their social responsibilities and roles, so that Kakao and Suppliers can grow together.

Kakao respects the rights of the Kakao Krew (employees) and our Suppliers' employees, as stated in the [Kakao Business and Human Rights Statement]. Kakao is doing our best to provide a safe working environment, take responsibility for the environment, and run the company ethically. We hope that all Kakao Suppliers will fulfill their responsibilities in terms of human rights, safety, the environment, protection of personal information, and intellectual property rights and ethics. Transactions and/or contracts with Kakao may be terminated if a serious violation of this rule occurs or if the violation is not remedied within a set time frame.

The stricter standard will be applied if these rules conflict with local regulations.

### 1. Human Rights Management

Kakao requires Suppliers to comply with not only human rights standards based on the [Kakao Business and Human Rights Statement] but also with domestic labor and safety regulations. Suppliers must strictly comply with relevant laws and regulations concerning working conditions, such as working hours and employee salaries. In addition, Suppliers must not use mental or physical restraint to make

employees work against their free will. The employment of minors and children must be prohibited.

## **2. Safety and Health**

Kakao's Suppliers must strive to create a safe and healthy working environment. In particular, Suppliers that supply equipment and goods must ensure product safety for the safety of customers. Therefore, Suppliers must obtain certification from an authorized verification authority for the goods and equipment that are delivered to Kakao. Kakao may request Suppliers for certification documents before processing the transaction. The business relationship may be ceased or the contract may be terminated if the request is not accepted.

## **3. Environmental Management**

Kakao strives to reduce the environmental impact of the company's operation. Suppliers must comply with applicable environmental laws and regulations when supplying products and services, and comply with the contractual environmental standards required by Kakao. Suppliers must comply with laws related to hazardous substances, water and waste disposal, and strive to minimize greenhouse gas emissions that result from products and services.

## **4. Protection of Personal Information and Intellectual Property Rights**

Kakao's Suppliers must comply with relevant laws and regulations when dealing with customers' personal information and data security-related businesses. In particular, Suppliers must not leak trade secrets and/or information that requires security, and must not store and/or use information that is acquired during business operations without prior approval.

Suppliers must respect the intellectual property rights of customers and clients, take appropriate actions to protect such rights, and monitor regularly to detect any activities that may impede on such rights.

Suppliers must comply with laws and regulations related to the purpose of the collection and use of personal information and the period of use, and obtain prior consent if any changes occur.

## 5. Ethical Management

Kakao and Suppliers conducts business transparently and fairly by complying with law and ethics. Kakao does not commit any acts that hinder cooperative relationships, such as requesting and/or receiving bribes or conducting unfair acts. Suppliers must also maintain the highest level of integrity in business relationships and advocate a non-tolerance policy for all unfair practices. Suppliers must not provide opportunities or propose specific conditions to gain ill-gotten profits from others, and strictly comply with anti-corruption regulations and monitor the regulations continuously. Transactions must be transparent and accurately reflected in accounting and business records.

Reference: Kakao Business and Human Rights Statement:

<https://www.kakaocorp.com/kakao/introduce/businessAndHumanRight>

Reference: Kakao's Code of Ethics:

<https://www.kakaocorp.com/kakao/introduce/codeOfBusinessEthics>

\* Affiliates: Affiliates under Article 2 of the Monopoly Regulations and Fair Trade

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