

Employees' Code of Conduct

Kia employees are keenly aware that ethics is a source of corporate competitiveness, and they are committed to actively participating in the implementation of the spirit of the Code of Ethics so that Kia can become a trusted company, and we pledge the following:

Kia's all employees and suppliers are obliged to comply with the current Code of Ethics, which has been enacted to realize the spirit of Code of Ethics . Our suppliers include individuals, corporations, agents, brokers, and joint ventures that have various business relationships with Kia.

- We contribute to the nation's economic development by consistently creating jobs and precise tax payment
- We strictly adhere to all environmental laws and regulations, lead the environmental protection movement, and support the local community through cultural and welfare initiatives.
- We take the lead in fostering a healthy organizational culture based on the principles and fundamentals by strictly adhering to all applicable laws and regulations, as well as company management policies, while performing our duties.
- We respect our customers' privacy, announce based on facts, and follow through on our commitments.
- We do not accept any form of compensation from stakeholders that would jeopardize our ability to perform our duties justly, and we vehemently oppose unfair business demands and solicitations based on their positions among the company's employees.
- We protect trade secrets learned on the job and avoid any behaviors or relationships that are not in the best interests of the company or individuals.
- We strive for pride and gratification by doing our best in our duties with a sense of responsibility, and by contributing to the country's, society's, and company's development through continuous self-development.