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Kia Board Diversity Policy

Kia nominates directors with diverse experience and backgrounds to consider the interests of shareholders, customers, and other stakeholders. Our board diversity policy seeks to make important decisions from an integrated perspective. In accordance with this policy, Kia respects the diversity and expertise of the board and aims to strengthen its corporate value in the long term.

1. When electing an independent director, Kia elects candidates with a variety of backgrounds and experiences.

- ① Kia ensures the inclusion of people from various fields with appropriate experience and knowledge for job performance.
- ② Kia nominates and nominates candidates who have a wealth of expertise or practical experience in related fields such as finance, economics, management, accounting, law, and industry or who are active as domestic or overseas professional managers or future technology experts.
- ③ Gender, nationality, race, ethnicity, and other diversity factors are considered when nominating independent directors to form a balanced board.

2. The Independent Director Recommendation Committee shall operate fairly and elect independent directors in a transparent manner as follows:

- ① It shall form **the Independent Director Recommendation Committee** in consideration of the following: the appropriate number of members, a majority consisting of independent directors, the qualifications of the members, the nomination of an independent director as a chair, and the awareness of authorities and responsibilities as members.
- ② The adequacy of agendas shall be ensured through measures such as consultation of members and management on agendas and the timeliness of the provision of materials.
- ③ During its operation, the Committee shall record and make accessible the meeting minutes, and comply with regulations.

3. Kia discloses content related to its governance and the nomination of independent directors through various channels.

- ① Business Report
- ② Corporate Governance Report
- ③ Sustainability Report, etc.