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Kia Chief Executive Officer Succession Policy

To enhance the Company's competitiveness, Kia shall select and foster CEO candidates with professional management and leadership qualities and establish a succession policy to appoint a CEO. In accordance with this policy, Kia seeks to ensure the stability of its management and continue to strengthen its corporate value.

1. Kia shall establish and operate a management succession procedure for the succession of the Chief Executive Officer (hereinafter referred to as the CEO).

- ① In accordance with the Chief Executive Officer Succession Policy, the management succession procedure shall be established and operated, examined for its adequacy, and modified if necessary.
- ② For the succession of the CEO, the Company shall select a group of elite candidates and establish relevant systems such as career development and training programs to foster the candidate group.
- ③ The Company shall implement a stable management succession procedure in time for the expiration of the CEO's term. However, if the CEO leaves office midway through their term for resignation or other reasons, or if it is determined that there is a reasonable cause for initiating the management succession procedure in comprehensive consideration of the market situation or the Company's management circumstances, the management succession procedure may be initiated.
- ④ The CEO may be reappointed if necessary, only if they have satisfied the same eligibility criteria that were applied at the time they were first appointed.

2. The Kia Board of Directors shall elect the CEO in accordance with the Chief Executive Officer Succession Policy.

- ① The Board of Directors shall recommend candidates selected through the management succession procedure and complete the CEO appointment process in accordance with the relevant laws and regulations.
- ② If the CEO is temporarily unable to perform their duties during the term, an acting CEO shall be appointed according to the order set forth in the Articles of Incorporation or the rules of the Board of Directors.
- ③ In the event that the CEO is permanently unable to perform their duties due to personal reasons, the acting CEO shall be designated without delay in accordance with Paragraph ②, and the management succession procedure shall be completed as quickly as possible to minimize the void in management. If necessary, a former CEO may be appointed as an advisor to support the stability of succession.

3. CEO candidates shall have the basic qualities and requirements of a CEO.

- ① A person with experience and knowledge of the top executive of a global company
- ② A person with management expertise, leadership, and morality and shares our vision and values

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- ③ A person with the capacity to contribute to the long-term value creation of shareholders and stakeholders