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| Responsible Department | Sustainability Management Team |

Community Engagement Policy of Kia



1. Overview

1. Purpose

Kia hereby declares its commitment to minimize the negative impact on the local community and contribute positively to its development, in order to become a member that fosters mutual growth within the community while conducting its business operations. This policy serves as the foundation for the implementation of the community-related guidelines specified in Kia's Human Rights Charter, Environmental Management Policy, Occupational Health & Safety Policy, Biodiversity Protection Policy, No deforestation Policy, and Conflict Mineral (Responsible Mineral) Policy. It can serve as a framework for integrated activities.

2. Definition

- Individuals or groups that may be affected by the business activities and value chain operated by the company.
- This includes indigenous peoples who may be affected by both the actual and potential impacts of the business activities pursued by a company.

2. Scope of Application of the Policy

This policy applies to all officers and employees of Kia, including headquarters, domestic and overseas production and sales subsidiaries, second-tier subsidiaries, and joint ventures. In addition, employees of Kia should encourage stakeholders with business relationships, such as partners, to act in accordance with these guidelines. Kia will engage in community participation activities based on this policy, prioritizing compliance with relevant local laws and regulations.

3. Implementation Guidelines

Kia promotes community engagement activities in accordance with the implementation guidelines set forth.



1. Community Impact Evaluation and Improvement

Kia aims to identify the local communities affected by its business activities and proactively work towards improving their economic, environmental, and social impacts. In doing so, the company endeavors to explore avenues for revising and enhancing policies and programs as needed, based on the International Labor Organization (ILO) Convention No. 169 or the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

2. Community Engagement and Communication

Kia establishes communication channels and processes to actively engage with local communities and stakeholders. These channels enable the company to incorporate feedback into decision-making and set informed goals based on insights received.

3. Cooperation and Support Programs

Kia can organize programs for the development of local communities through collaboration with community stakeholders. This involves providing resources tailored to the needs of the local community, considering Kia's business model. Efforts are made to regularly share the achievements and plans related to program operations.

4. Establishment of Sustainable Co-op Relationship

Kia strives to form collaborative relationships with local communities when developing programs that meet their needs and desires, enabling the establishment of cooperative partnerships with the community. In doing so, we aim to contribute to the creation of a sustainable growth foundation for the local community and the generation of economic and social values.

4. Policy Operation

Kia operates by establishing governance and execution systems for policy implementation.

1. Governance

Kia establishes a management system to fulfill its role and responsibilities in community engagement and strives to enhance expertise and capabilities in this regard.



2. Implementation

Kia establishes an organization at its headquarters and business sites to execute the policy and undertake corresponding tasks. The primary responsibility of this organization is to ensure compliance with operational guidelines. Additional tasks include activities such as receiving and resolving grievances from the local communities, conducting educational initiatives, and promoting a stronger sense of mutual understanding and empathy within and outside the organization.