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Kia Responsible Minerals Sourcing Policy

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1. Our Commitment

Kia recognizes that its operations and supply chain activities may contribute to potential or actual adverse impacts on people and the environment. As such, Kia acknowledges its responsibility to set clear standards, assess performance within its supply chains, and communicate transparently with relevant stakeholders and the public.

Kia is committed to ethical business conduct in its operations and supply chain. This commitment includes ensuring that raw materials linked to human rights violations, environmental pollution and degradation, and illegal governance practices are not used. Kia also monitors and addresses social and environmental risks associated with the sourcing and procurement of raw materials.

Kia further commits to conduct appropriate due diligence of raw materials, in particular battery raw materials in accordance with the “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (“OECD Guidance”),” “OECD Guidelines for Multinational Enterprises (“OECD Guidelines”),” “UN Guiding Principles on Business and Human Rights (“UNGPs”),” the “fundamental instruments of the International Labor Organization (ILO),” the “Universal Declaration of Human Rights,” and the International Bill of Human Rights including the “International Covenant on Civil and Political Rights” and the “International Covenant on Economic, Social and Cultural Rights” and all relevant regulations, such as the “European Union Battery Regulation (“EUBR”).”

Kia adopts a risk-based, ongoing, proactive and reactive due diligence process to identify, assess, prevent, mitigate and remediate risks of adverse impacts across the raw material supply chain, in particular battery raw materials. Kia is a member of the Responsible Minerals Initiative (RMI), through which we actively advance responsible mineral sourcing practices and enhance the integrity and transparency of our supply chain management.

2. Scope of Application

The Kia Responsible Minerals Sourcing Policy (the “Policy”) defines Kia’s responsible sourcing commitments, principles and the standards we strive to meet. We expect suppliers and sub-suppliers to promote and implement these commitments and principles across their operations and their supply chains.

This Policy has been developed through cross-functional collaboration with relevant teams including the Supply Chain Sustainability Management Team, and with expertise from an external specialist consultancy.

This Policy is issued by and applied to Kia, together with its affiliates and subsidiaries (collectively, the “Company”).

Covered materials within the scope of the Policy include conflict minerals—tin, tantalum, tungsten, and gold—and responsible minerals, including but not limited to battery minerals—cobalt, lithium, nickel, and graphite.

3. Reference Documents

Kia’s responsible sourcing commitments, as set out in this Policy, are supported by our “Supplier Code of Conduct”. The “Supplier Code of Conduct” sets forth the standards and expectations for suppliers engaged in business with Kia to uphold social, environmental, and ethical responsibilities across their own operations and entire supply chains. We also have operational policies and processes in place to ensure the responsible sourcing of minerals across our value chain, including our “Responsible Raw Materials Sourcing Policy,” “Human Rights Policy,” and an internal “Supply Chain Sustainability Management Policy.” In particular, the “Supply Chain Sustainability Management Policy” supports activities such as engagement and capacity-building initiatives conducted not only at Kia’s own operating sites but also across the entire supply chain to establish long-term partnerships and implement responsible sourcing due diligence. Kia’s policies are publicly available on our official website and should be interpreted comprehensively together with all other internal policies aimed at ensuring ethical and sustainable business operations.

4. Principles for Responsible Sourcing of Minerals

To support our due diligence efforts, Kia is committed to our core principles for responsible sourcing, described in the list below. We adhere to these principles in our operations and expect our suppliers and sub-suppliers of raw materials in scope of this Policy to conduct appropriate, risk-based due diligence in their own operations and supply chains in line with our core principles. Kia also expects suppliers and sub-suppliers to provide relevant stakeholders with clear and accurate information demonstrating their alignment with these principles within the scope of relevant laws and standards.

In line with this commitment, we require our suppliers to comply with the “Supplier Code of Conduct” and this Policy. Kia conducts annual supply chain sustainability assessments and due diligence to evaluate aspects including ethical, environmental, human rights and labor, and occupational health and safety, identifying areas for improvement. Selection for on-site audits is risk-based, considering factors such as supplier country, industry, product types, and pre-assessment results. Where risks are identified, Kia engages independent third-party organizations for audits. Audit results are shared with suppliers, who must submit Corrective Action Plans (CAP) within specified timeframes. Kia actively supports suppliers to achieve substantive improvements, with details outlined in our “Supply Chain Sustainability Management Policy.”

Furthermore, as a core principle, if a supplier is found to source from, or is reasonably linked to, smelters or refineries associated with serious human rights violations including forced labor or child labor, Kia reserves the right to suspend or terminate business relationships with that supplier to uphold our commitment to responsible sourcing. Kia incorporates this Policy into contracts and agreements entered into with suppliers, to the extent applicable, in order to ensure the effective implementation of our core principles in this Policy.

a. Social Responsibility

① Serious Human Rights Abuses

Kia does not tolerate any form of serious human rights abuse in its supply chain. We will suspend or terminate partnerships with any supplier involved in such practices, within the scope of relevant laws. Kia actively works to prevent potential human rights violations and mitigate risks, particularly within raw minerals sourcing and its broader value chain. This commitment extends to:

- i. Any form of torture, cruel, inhuman and degrading treatment;
- ii. Other gross human rights violations and abuses, such as discrimination, sexual harassment and violence;
- iii. War crimes or other violations of international humanitarian law, crimes against humanity or genocide.

② Forced Labor

Suppliers must comply with all applicable labor laws and regulations of the country in which they operate, and must prohibit all forms of forced or compulsory labor that infringe upon the free will of workers. "Forced labor," as defined by ILO Convention No. 29, means any work or service extracted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily. This includes, but is not limited to, debt bondage, human trafficking, slavery, prison labor, or any act that restricts a worker's freedom of movement or freedom to leave employment, as prohibited under Article 2 of the ILO Convention No. 29. Kia will suspend or terminate partnerships with any supplier involved in such practices. We actively work to prevent forced labor risks within raw minerals sourcing and its broader value chain.

③ Child Labor

Kia does not tolerate any form of child labor and actively works to prevent child labor risks within raw minerals procurement and its broader value chain. In accordance with ILO Conventions No. 138 and No. 182, Kia prohibits the employment of children under 15 years of age for general labor and strictly forbids the involvement of children under 18

years of age in the worst forms of child labor. If any instance of risk of child labor is identified, suppliers must immediately terminate such employment, notify Kia without delay and implement appropriate remedial measures, including corrective actions and educational programs.

④ Non-Discrimination and Anti-Harassment

Kia upholds non-discrimination and anti-harassment rights within its operations and is committed to fostering a safe, healthy, and inclusive working environment throughout its supply chain. Measures are taken to prevent gender-based discrimination. We expect all suppliers to adhere to applicable national and international laws, regulations and standards.

⑤ Freedom of Association and Collective Bargaining

Kia respects the labor relations laws of the countries where this Policy is applied to, and provides sufficient opportunity for communication to all officers and employees. In cases where mass termination or workforce changes are unavoidable due to management reasons such as large-scale relocations or layoffs, Kia will engage in negotiations with employee representatives within the minimum consultation or notice periods stipulated by local laws.

⑥ Diversity, in Respect of Employment

Kia promotes diversity in respect of employment and work within its operations and is committed to fostering a safe, health and inclusive working environment throughout its supply chain. We expect all suppliers to adhere to applicable national and international laws, regulations and standards.

⑦ Working Hours, Wages and Remuneration

Kia promotes fair wages, working hours, benefits and welfare within its operations and is committed to fostering an inclusive working environment throughout its supply chain. We expect all suppliers to adhere to applicable national and international labor laws, regulations, and standards.

⑧ Health and Safety

Kia and its suppliers must provide a safe and healthy workplace, complying with all applicable health and safety laws and industry standards. Measures must be taken to prevent accidents, injuries, and occupational illnesses.

⑨ Security Forces

Kia does not tolerate any “Direct or Indirect Support” for public or private security forces, non-state armed groups, or affiliates that illegally control mine sites, transport routes, or engage in extortion or illegal taxation linked to the mineral supply chain. This includes, but is not limited to, procuring minerals from, making payments to, or providing logistical assistance or equipment to such entities. If security personnel are engaged, Kia requires full compliance with the “Voluntary Principles on Security and Human Rights” and mandates that suppliers implement screening policies to ensure individuals or units known to have committed gross human rights abuses are not hired. Furthermore, we collaborate with relevant stakeholders to enhance transparency, proportionality, and accountability in payments made to public security forces, and take measures to protect vulnerable groups, particularly artisanal miners, from human rights abuses associated with security presence. Where significant human rights risks related to security personnel are identified and not mitigated within six months following a risk management plan, Kia will suspend or discontinue engagement with the relevant suppliers.

⑩ Rights of Local Communities and Indigenous Peoples

Kia is committed to upholding the rights of individuals, including those from vulnerable populations such as women and minority groups, within the communities where it operates. We do not tolerate, support, or contribute to any form of abuse or violation of the rights of Indigenous Peoples or other marginalized communities.

In alignment with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Kia is committed to respecting the rights of Indigenous Peoples and local communities. In cases where resource development or extraction is conducted within Indigenous territories, we require acquisition of Free, Prior and Informed Consent (FPIC).

Furthermore, all business partners and contractors shall actively contribute to inclusive and equitable community development.

Kia considers the health, safety, and livelihoods of local communities and Indigenous Peoples in all its business activities. Kia takes action to avoid adverse impacts from air, water, or soil pollution, deforestation, improper waste handling, or water use in sensitive regions. We also firmly oppose land grabbing, unlawful evictions, and the destruction of cultural or ritual sites. Environmentally responsible and socially respectful practices are promoted at all operational sites to reduce community impact. Suppliers are required to embrace similar practices.

⑩ Human Rights Defenders

Kia respects and supports the vital role of human rights defenders in promoting and safeguarding fundamental rights and freedoms. We expect all business activities to be carried out in a manner that protects defenders from threats, intimidation, or retaliation related to their advocacy. Kia is committed to fostering a safe and enabling environment for open dialogue, and requires suppliers to uphold these same principles, ensuring that human rights defenders are treated with respect and free from harm throughout the supply chain.

b. Environmental Responsibility

Kia strives to reduce the direct, induced, indirect and cumulative environmental impacts arising from the procurement and use of raw materials. We strive to conserve natural resources, reduce emissions, and avoid or mitigate environmental degradation throughout our operations and supply chain. Where environmental harm cannot be avoided or fully remedied, appropriate compensation and restoration measures will be pursued.

① Climate Action and Energy Consumption

Kia commits to reducing its carbon footprint and improving energy efficiency by transitioning to renewable and low-carbon energy sources, enhancing energy performance across its operations, and setting climate-related targets. Energy considerations are integrated into all operational planning, with ongoing investments in cleaner technologies and infrastructure. Suppliers are encouraged to enhance their own energy efficiency, monitor and lower carbon emissions, and explore renewable or low-impact energy options wherever practical.

② Air Pollution and Greenhouse Gas Emissions

Kia is dedicated to reducing air pollution and greenhouse gas emissions by implementing advanced emissions controls, optimizing transportation and logistics, and complying with strict emissions standards. We continuously track emissions performance and pursue improvements aligned with global climate and air quality objectives. Suppliers play a critical role by minimizing emissions from manufacturing, transport, and energy consumption, and by adopting pollution control practices tailored to their operational and regional conditions.

③ Waste, Hazardous Substances and Circular Resource Use

Kia strives to minimize environmental impact through responsible waste management, strict control of hazardous substances, and promotion of circular resource use. Production waste is actively reintegrated into manufacturing processes when possible, and external recycling is supported otherwise. Kia focuses on phasing out harmful materials, boosting material efficiency, and increasing recycled content over time. To uphold these principles, suppliers should proactively reduce waste generation, manage hazardous materials safely, and implement effective systems to recover, recycle, or repurpose by-products.

④ Water Pollution and Usage

Kia commits to responsible water stewardship and expects its suppliers to use water efficiently and prevent water pollution. Special attention is given to water use in water-stressed areas and proper wastewater treatment. In addition, the scope of water resource

management covers all water resources, including the seabed and marine environments, and encompasses matters related to water quality, water use, water quantity (such as floods and droughts), and water accessibility. Kia does not tolerate actions that threaten local water resources or cause harm to surrounding communities, ecosystems, and seabed and marine environments.

⑤ Soil Pollution, Land Use and Deforestation

Kia supports the preservation of healthy soil and responsible land use across its supply chain. We are committed to avoiding contributions to land degradation, illegal land acquisition, or deforestation. Suppliers are expected to manage land sustainably and avoid sourcing practices that harm ecosystems or local livelihoods.

⑥ Biodiversity

Kia is committed to protecting biodiversity and may require suppliers to assess and mitigate impacts on critical habitats and endangered species. We do not tolerate activities that result in irreversible damage to ecosystems or threaten biodiversity hotspots. Kia encourages sourcing that respects ecological balance and maintains natural resources for future generations.

⑦ Noise, Vibration and Environmental Risk Prevention

Kia is committed to minimizing environmental risks linked to raw materials sourcing and encourages suppliers to manage noise, vibration, and other operational disturbances responsibly. We may expect suppliers to identify and mitigate potential environmental hazards that could affect surrounding communities or ecosystems. Proactive risk management and continuous improvement in environmental performance are supported.

c. Ethical Responsibility

① Ethical Conduct and Business Integrity

Kia is committed to maintaining the highest standards of ethical business conduct in all aspects of its operations and supply chain. This includes:

- i. Zero tolerance for corruption, bribery, money laundering and financial crime, in line with the Extractive Industries Transparency Initiative (EITI);
- ii. Transparency in all business dealings, including disclosure of taxes, fees, royalties, and any relevant payments to governments;
- iii. Compliance with fair competition laws and avoidance of anti-competitive behavior;
- iv. Responsible political engagement and avoidance of conflicts of interest;
- v. Compliance with relevant privacy and data protection laws, and secure handling of stakeholder information;
- vi. Respect for intellectual property rights and protection of confidential business information;
- vii. Accurate and honest disclosure of business records, ensuring that books, records, and public reports genuinely reflect Kia's activities, risks, and performance;
- viii. Prohibition of fraudulent misrepresentation of the origin of minerals and full cooperation in efforts to ensure accurate traceability and responsible sourcing across the supply chain.

All suppliers are expected to adhere to these principles, comply with all applicable anti-corruption and transparency laws, and foster a culture of integrity throughout their operations.

5. Responsible Sourcing Management System

Kia has established a comprehensive Responsible Sourcing Management System (the “RSMS”) and a supply chain due diligence procedure to identify, assess, and manage risks in accordance with the OECD Guidance for responsible supply chains of minerals. This system is designed to address OECD Annex II risks, meet stakeholder expectations, and align with leading industry practices and international frameworks, such as the EUBR.

a. Establishment of the Responsible Sourcing Management System

Kia’s RSMS is built on the foundation of this Policy and the “Supplier Code of Conduct,” which outline our commitments to responsible sourcing and set clear expectations for all suppliers. To strengthen these commitments, Kia mandates that all new suppliers submit a signed agreement confirming compliance with this Policy prior to registration and contract execution. Where mineral origins are identified as sourced from CAHRA (Conflict-Affected and High-Risk Areas), suppliers are required to conduct third-party due diligence or, in principle, transact only with smelters certified under the RMAP (Responsible Minerals Assurance Process). These requirements are integrated into the “Supplier Code of Conduct” to ensure clear guidance and enforceable standards throughout the supply chain.

The RSMS includes an internal governance structure to support due diligence activities and ensure effective communication of critical information across internal teams and external stakeholders, as detailed in our supply chain due diligence procedure.

Kia requires suppliers to maintain responsible supply chain management of the materials outlined within this Policy, and encourages any affected stakeholder to anonymously raise concerns regarding the circumstances of extraction, trade, handling and export of minerals in our supply chain, in compliance with the OECD Guidance and UNGPs, and in accordance to Article 7 of this Policy. As part of the RSMS, we establish and operate a system of controls and transparency regarding our supply chain, which includes a traceability system to identify suppliers and sub-suppliers.

b. Identification and Assessment of OECD Annex II Risks and EUBR Annex X. 2 Risk Categories

Kia actively maps its raw materials supply chain and continuously works toward full transparency and traceability, particularly for high-risk materials. We conduct ongoing environmental and social risk assessments, including the identification of red flags related to material origin.

Kia conducts assessments of various factors including suppliers' sourcing from CAHRA, the submission of intentionally false information, and awareness of responsible minerals. Suppliers identified as red flag suppliers are managed according to a risk response mechanism.

Kia evaluates key suppliers for sustainability-related risks, including human rights, through tools such as supplier assessment questionnaires (SAQs). The selection and monitoring of suppliers for assessment are conducted in accordance with our internal procurement policies and procedures, and all suppliers must comply with the "Supplier Code of Conduct."

Kia annually reviews priority minerals by considering global regulatory trends, high-risk area distribution, impacts on human rights and the environment, strategic procurement approaches, stakeholder concerns, and global certification status. For newly designated priority minerals, we perform supply chain mapping and on-site audits to identify and mitigate risks.

Kia regularly conducts due diligence at our supply chain, applying enhanced due diligence when sourcing from CAHRAs—this includes extended desktop research, on-site audits, third-party assurance, and alignment with recognized industry standards.

To track mineral origins from CAHRA, Kia utilize RMI reporting templates such as the Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting

Template (EMRT), and Additional Minerals Reporting Template (AMRT) across all suppliers.

Suppliers are required, within the scope of relevant laws, to disclose the origin of materials upon request and to cooperate with Kia in implementing due diligence, corrective actions, and remediation where necessary.

c. Addressing Identified Risks

Kia develops and implements risk mitigation measures in response to identified supply chain risks. This includes:

- i. Creating measurable risk mitigation plans in consultation with relevant stakeholders;
- ii. Assigning internal accountability for implementation, defining performance objectives and indicators to track progress;
- iii. Prioritizing actions based on the severity and urgency of risks;
- iv. Monitoring the effectiveness of mitigation efforts; and
- v. Reporting the outcomes of risk assessments to top management.

In principle, Suppliers located in CAHRA sign contracts with smelters certified under the RMAP when conducting business with Kia. If a supplier procures raw materials from a smelter that is not RMAP-certified (SOR), and that smelter is unwilling to participate in the RMAP assessment, they will be required to:

- i. Re-verify whether the raw materials actually supplied originated from the uncertified smelter;
- ii. Encourage uncertified smelters within the supply chain to participate in the RMAP assessment process;

iii. Exclude smelters refusing the RMAP assessment from Kia's supply chain.

If Kia does not receive sufficient essential information regarding conflict or responsible minerals from a supplier, or if supply chain risks are identified but appropriate corrective actions are not implemented, the Kia will pursue improvement activities to strengthen supply chain capacity through means such as training and audits. However, if a supplier intentionally provides false information or fails to demonstrate improvement despite repeated requests, Kia reserves the right to suspend or terminate transactions with that supplier.

d. Conduct of Third-Party Audits

Kia conducts risk-based audits of its supply chain and engages independent third-party assurance providers to assess supplier compliance with relevant frameworks, including the OECD Guidance and the EUBR. These audits result in time-bound corrective action plans, which are closely monitored for implementation and effectiveness. In addition to third-party verification, Kia may also conduct its own audits and assessments, and expects full cooperation from suppliers throughout the process.

For identified red flag suppliers, based on the level of risk, Kia undertakes actions such as revising the "Supplier Code of Conduct," providing training support, and conducting direct on-site audits. If repeated issues or a lack of improvement are found among high-risk suppliers, these suppliers will be recommended to undergo audits by an independent third-party organization to ensure adherence to required standards.

Kia further encourages suppliers to actively participate in recognized industry initiatives and third-party certification programs, including but not limited to Copper Mark, IRMA, and RMI's RMAP. Participation in such schemes is viewed as a demonstration of commitment to responsible sourcing and supports the

identification and mitigation of upstream risks. We continuously seek to expand our sourcing from certified smelters and refiners to strengthen the integrity and sustainability of our supply chain

e. Public Disclosure on Responsible Sourcing

Kia is committed to transparency and at least annually publicly discloses information on its responsible sourcing practices through a variety of accessible channels, including our website, sustainability reports, and other dedicated stakeholder communications. This includes detailed information on the procurement and management of sustainable raw materials, as well as performance data related to the implementation of this Policy.

Disclosures may cover elements such as responsible sourcing policies and procedures, the results of supply chain risk assessments (including any critical risks identified), grievances received and how they were addressed, and the progress of risk mitigation and continuous improvement efforts. Kia will engage with external stakeholders for feedback on their reporting and disclosure, in alignment with regulations such as the EUBR. Kia ensures that this information is presented in a clear and understandable manner to support informed engagement by stakeholders, including employees, suppliers, and the broader public.

6. Implementation and Oversight

a. Governance

Major raw material sourcing risks are overseen by the Management Committee or designated decision-making bodies comprising top management. These committees are responsible for approving policies related to sustainable raw material sourcing, reviewing and deliberating on procurement-related risks, and addressing other relevant issues as they arise in the procurement process.

The Board of Directors, through its subcommittees such as the Sustainability Management Committee, provides high-level oversight on significant matters related to raw material sourcing. This includes reviewing legal and regulatory compliance, evaluating business impacts, establishing appropriate monitoring and prevention mechanisms, and making strategic decisions regarding related investments.

The Purchasing Department's Supply Chain Sustainability Management Team operates the RSMS, continuously monitors risks in collaboration with various departments, and works closely with related departments.

b. Training

Kia provides targeted training to employees involved in the sourcing of raw materials to strengthen their understanding of the sustainability principles outlined in this Policy. The training covers key environmental, social, and governance (ESG) risks associated with raw material sourcing, as well as our expectations for ethical and responsible supply chain conduct.

As part of this program, employees receive practical guidance on how to incorporate the RSMS into their daily work. This includes identifying and assessing supply chain risks, recognizing red flags, engaging with suppliers on due diligence

requirements, and implementing appropriate follow-up actions. Through this training, Kia ensures that responsible sourcing is embedded into procurement practices and that employees are equipped to uphold Kia's sustainability commitments.

Additionally, Kia conducts awareness-raising activities and training on conflict minerals management for our Tier 1 and Tier 2 suppliers, electric vehicle battery suppliers, and purchasing personnel. These sessions cover the background of conflict minerals management, major regulatory trends, Kia's "Responsible Minerals Sourcing Policy," introduction to reporting templates such as CMRT and EMRT, associated survey plans, and the use of RMAP-certified smelters.

Kia also engages with suppliers and sub-suppliers to build capacity for effective supply chain due diligence, including through joint training sessions, workshops, and resource sharing. These efforts aim not only to strengthen suppliers' understanding of our requirements, but to promote continuous improvement and shared responsibility across the value chain.

7. Reporting Violations of this Policy

Kia is committed to maintaining an open, transparent, and safe environment for reporting concerns related to raw material procurement. All employees, suppliers, contractors, community members, and other stakeholders are encouraged to report any violations of this Policy or other issues that may hinder the sustainability, legality, or ethical integrity of the procurement process.

a. Grievance Submission

Kia operates multiple accessible channels for submitting grievances related to raw material sourcing and procurement. These channels are available to all stakeholders, including employees, suppliers, civil society organizations, and affected communities. In addition, Kia officially recognizes several external non-judicial grievance mechanisms as valid reporting avenues, including RMI's Online Grievance Mechanism, RBA's Grievance Mechanism, and the OECD National Contact Points (NCPs), ensuring comprehensive and transparent access for raising and addressing concerns related to human rights, environmental violations, and responsible minerals sourcing throughout the supply chain.

b. Grievance Channels

Kia Grievance Channels

- [KOR/Global] Supply Chain Sustainability Management Team - Grievances (Win-Win Cooperation Center → Supply Chain ESG Center → Grievances)
(<https://winwin23.hyundai.com>)
- [KOR] Procurement Planning Team - Transparent Procurement Report Center
(<http://winwin.hyundai.com/coportal/system/clean.html>)
- [KOR/Global] Audit Planning Team - Cyber Audit Office
(<https://audit.hyundai.com/>)

c. Grievance Handling

Kia is committed to maintaining an open and transparent process for addressing concerns related to responsible sourcing and other ethical issues. Reports may be submitted anonymously, and all concerns are handled confidentially and in a timely manner, in line with applicable laws, regulatory guidance, and Kia's internal procedures.

Kia enforces a strict non-retaliation policy. Individuals who raise concerns in good faith will not be subject to retaliation, discrimination, or disciplinary action. We also encourage our suppliers to adopt similar grievance mechanisms within their operations and to foster a culture of accountability and openness.

Grievances that involve potential legal or regulatory violations, significant community impacts, or material reputational risks are escalated to the appropriate management or governance body, including the Board of Directors or its subcommittees, for review and response planning.

Kia is committed to taking appropriate corrective or remedial action based on the outcome of each case and leveraging grievance data to drive continuous improvement across its responsible sourcing practices.

8. Policy and RSMS Review

Kia will regularly monitor the performance and effectiveness of its RSMS to ensure alignment with this Policy and evolving international standards. The RSMS will be reviewed and updated at least every two years, or sooner if significant changes in circumstances, regulations, or supply chain risks arise.

Policy updates are conducted through internal consultation with relevant departments. Kia is committed to continuously improving the RSMS in line with global best practices and stakeholder expectations.

This Policy becomes effective as of its official publication date.

Annex - Reference Frameworks for Suppliers

To support our approach to responsible sourcing and due diligence, Kia draws upon a range of international standards, principles, and conventions. Suppliers are encouraged to review and consider these resources to align with applicable legal requirements and Kia's expectations for ethical procurement:

- International Bill of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
- OECD Due Diligence Guidance for Responsible Business Conduct
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- Ten Principles of the United Nations Global Compact
- UNEP Guidelines for Social Life Cycle Assessment of Products

- Convention on Biological Diversity (notably *Decision COP VIII/28 - Voluntary Guidelines on Biodiversity-Inclusive Impact Assessment*)
- Paris Agreement