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Kia Occupational Safety & Health Policy

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1. Preamble

A. Purpose of Enactment

Through this occupational safety and health and management policy, Kia shall aim to prevent disasters that may occur throughout our business operations, including supply chains, business sites, distribution networks, and sales channels.

We also intend to maintain and promote the safety and health of all workers by creating a comfortable workplace environment. In accordance with the Basic Principles of Safety and Environment, the safety and health of all the people we work with is our top priority. The principle of safety first applies to all operations and management. This policy has been established based on Kia's Basic Principles of Safety and Environment, domestic and foreign safety and health-related laws and regulations, and safety and health management standards and guidelines (ISO45001, etc.).

[Basic Principles of Kia's Safety and Environment]

We strictly comply with the principles of the safety and environment and consider the safety and environment in all decision making.

We consider the safety and health of everyone we work with as our top priority.

We fulfill our social responsibility for safety and the environment, and promote shared growth with our suppliers.

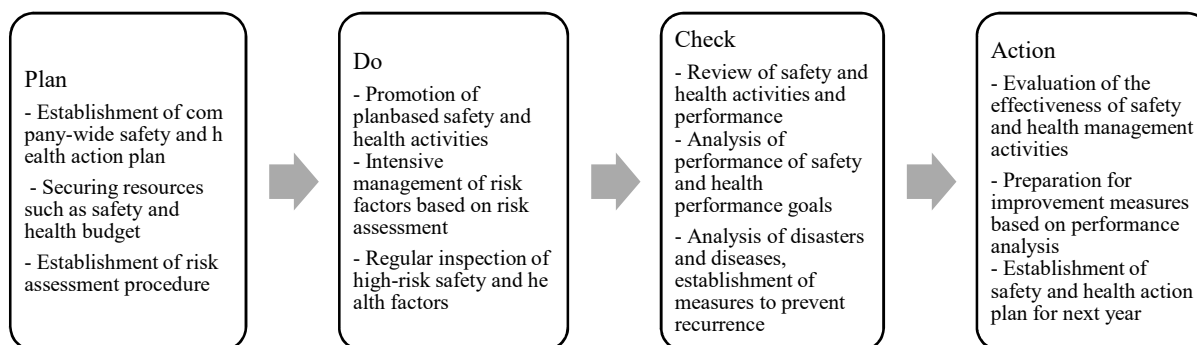
B. Coverage

This occupational safety and health management policy applies to all Kia business sites in Korea and abroad and includes everyone involved, including temporary visitors and employees of partners and contractors. In addition, Kia shall recommend this occupational safety and health management policy to stakeholders under the company's provision such as suppliers, business partners, and distribution networks. The company shall also jointly promote activities with the stakeholders to expand safety and health preventive inspections, internalize a safety culture, and introduce new safety technologies. Matters not specified in this policy are subject to the Occupational Safety And Health Act, rules of employment, and collective agreement of labor.

C. Implementation Procedure

Kia shall establish a safety and health management system based on the Policy and Basic Principles of Safety and Environment to implement this occupational safety and health management policy, and commit to continuously improve the safety and health of our operations. Kia's domestic production plants, overseas production subsidiaries, subsidiaries, and sub-subsidiaries shall operate the P(Plan)-D(Do)-C(Check)-A(Action) cycle, which includes the establishment of safety and health action plan, the identification of risk factors and the promotion of safety and health promotion activities, the evaluation of safety and health activity performance, and the preparation of improvement measures based on performance analysis, etc. In addition, Kia shall encourage each business site to

acquire third-party certifications (ISO45001, etc.) for the safety and health management system or to train internal certification auditors to independently examine the safety and health management system, in consideration of country-specific laws and regulations, market conditions, industry specificity, etc.



2. Declaration

Under our Safe environment mission, “Our new cutting-edge safety norm put a spotlight on the people and the environment,” Kia shall provide a safe and healthy work environment to ensure the lasting value of life. To proactively pre-empt accidents and reduce the total number of accidents as a top priority, we shall form an organizational structure for safety and health and create advanced safe and healthy workplaces.

A. Improvement of Safety Management Structure

Kia shall establish an integrated safety and health organizational system and operate key performance indicators (KPIs) to promote improving safety and health level centered on the field to implement the safety and health-first management policy. In addition, Kia shall enhance safety and health management by selecting improvement tasks to prevent major accidents and checking the status of on-site safety and health management supervised by the CSO.

[Main Goals and Initiatives]

- Establish and operate the safety and health organizational system to strengthen safety prevention execution capabilities.
- Operate field-oriented performance management indicators to prevent accidents such as critical accidents.

B. Preemptive Prevention of Critical Accidents

Kia shall expand strategic preventive inspection activities to prevent industrial disasters, including critical accidents. The company shall enhance risk assessment procedures and standards to minimize safety and health risks caused by high-risk operating facilities and

working environments. Kia shall expand its investment in building safety and health systems and infrastructure as well.

[Main Goals and Initiatives]

- We shall establish mid-to-long-term safety and health investment plans and install implementation verification and evaluation systems.
- We shall use safety and health guides and manuals to strengthen safety and health leadership and execution.

C. Improvement of Employee Safety Awareness

Kia shall promote participatory safety and health campaigns to enhance the employees' awareness of safety and health in daily life. The company shall conduct emergency response training to secure response capabilities in actual situations such as first responders, emergency evacuation, and fire suppression. In addition, Kia shall spread a safety and health culture by offering incentives for organizations and employees that contribute to the field of safety and health.

[Main Goals and Initiatives]

- We shall introduce open-platform educational content and incentive systems to spread a safety culture.
- We shall expand and promote safety and health education and training to minimize disruption to business operations in case of emergency.

D. Smart Safety and Health Promotion

Kia shall improve protection devices focusing on high-risk operations to remove critical accidents and risk factors fundamentally. Kia shall focus its investment capabilities on building new safety and health technologies and infrastructure, such as identifying and analyzing hazardous workplaces and detecting and alerting work behaviors. The company shall establish a non-face-to-face response system to prevent infectious diseases to secure employees' right to health and minimize disruptions in business operation.

[Main Goals and Initiatives]

- We shall build new technology-based infrastructure to eliminate hazardous work, construction, and areas.
- We shall introduce a health management system and establish a daily quarantine system for stable business operation.

E. Safety and Health Promotion Activities

Kia shall carry out various activities such as assessing safety and health management level, improving safety inquiry awareness, establishing a safe working environment, and reinforcing safety and health capabilities to develop an advanced safety culture. Kia shall lead sustainable shared growth by supporting suppliers to secure their own capabilities by establishing a safety and health management system for not only employees but also

business partners.

① Risk Assessment

We shall discover harmful and risk factors in the working environment, machinery, equipment, raw materials, gas, steam, work behavior, and others, and take necessary measures to prevent risks and disturbances.

② Safety and Health Labeling

Hazardous and dangerous facilities and places shall be marked with safety and health signs such as warnings, instructions, guides, and prohibitions to enhance employee awareness of safety and health.

③ Management of High-risk Locations for critical accidents.

We shall identify high-risk places and factors that may result in critical accidents at each workplace and constantly conduct inspections and implement improvement measures.

④ Safety measures for machines, Instruments, and Equipment

We shall take protective measures considering the functions and characteristics of machines, instruments, and facilities, and maintain, repair, and check to ensure no potential risk.

⑤ Health Disorder Prevention and Health Measures

We shall take necessary preventive and health measures to prevent health disturbances caused by raw materials, gas, steam, high temperature, and noise.

⑥ Provision of Personal Protective Equipment

We shall provide appropriate personal protective equipment for the working environment and make it compulsory to wear protective equipment as well as provide and manage spare equipment.

⑦ Safety and health Diagnosis

We shall conduct safety and health diagnosis in workplaces with a high risk of accidents such as falls, collapses, fires, explosions, and leakage of hazardous substances.

⑧ Emergency Response

We shall continue training according to emergency response scenarios for each disaster situation, such as falls, collapses, fires, explosions, and leaks of hazardous substances, and periodically check the function of related firefighting equipment.

⑨ Hazardous Substance Management

We shall list and keep material safety data sheets of hazardous substances handled, regularly measure physical/chemical harmful factors, and take improvement measures.

⑩ Health Promotion Activities

We shall regularly conduct health examinations to protect and maintain health. We shall operate preventive measures for occupational diseases such as respiratory and musculoskeletal systems and lifestyle improvement programs such as job stress management.

⑪ Safety and health Support for Partners

We shall establish a safety and health management system for partners to make risk assessment more substantive, strengthen disaster prevention and promote shared growth through close on-site management such as diagnosis/education/consultation with partners.

⑫ Occupational Accident Investigation

We shall investigate the cause and prepare measures to prevent recurrence in case of an industrial accident. We shall regularly conduct industrial accident statistical analysis and reflect it in our safety and health performance improvement goals.

3. Management

A. Governance

① Highest Decision-making Body

Kia's final decision-making authority on safety and health lies with the board of directors, which reviews major plans and implementations related to safety and health, and oversees related risk management and performance improvement activities. The CSO is responsible for the prevention of safety and health-related industrial disasters and the development of the Company's annual safety and health plan, which is reported to the board of directors.

② Dedicated Implementation Organization

Kia shall install an organization dedicated to safety and health management at its headquarters and business sites to perform related tasks. The role of the dedicated organization shall include the establishment of prevention plans related to safety and health, writing management regulations, work environment measurement, the investigation of industrial accidents and establishment of prevention measures, the maintenance of facilities and protective equipment, education and training, internal and external cooperation, and other measures to prevent hazards and risks in the workplace.

③ Council

To promote the efficient administration of safety and health management policies and measures, Kia regularly convenes its Safety and health Council. Chaired by the CSO, the council is involved by multiple organizations concerning the company-wide and workplace safety and health, production, personnel management, compliance/ethics, and sustainability management. Through this council, Kia shall play a role in sharing internal

and external trends related to safety and health, company-wide and workplace risks, and best practices and developing programs to spread and internalize the culture.

④ Labor-management Communication Organization

Kia shall operate communication organizations (Occupational safety and health Committee, etc.) consisting of equal numbers of labor and management to jointly deliberate and decide on necessary matters to maintain and promote safety and health and seek the understanding and cooperation of executives and employees. The labor-management communication organization shall deal with safety and health issues and improvement measures as major agenda items, such as safety and health management regulations, safety and health education, and work environment measurement and health examination, etc.

B. Performance Management

① Setting Performance Targets

Kia shall set Vision 2025, our mid to long-term performance targets for safety and health, and strive our best to achieve them. We aim to achieve the goals by minimizing legal risks through pre-emptive regulatory response, pursuing perfect safety through the application of fundamental safe designs, providing safety and health education, and establishing a culture of compliance that instills safety awareness in all members. By establishing an autonomous safety management system, we aim to achieve a score of 100 in Kia SEMS (Kia International Assessment for Safety & Environment Management System) after 2026. The performance results shall be disclosed through annual sustainability reports.

② Implementation Status Check

Every year, through safety and health KPIs and the Kia SEMS, Kia shall evaluate the data and comprehensively review the progress and effectiveness of Vision 2025 and other activities that promote safety and health. Following the assessment, our management system establishes and implements improvement measures to continuously enhance our safety and health performance.

4. Addendum

- ① This occupational safety and health management policy is written in Korean and English, and if there is a discrepancy between the Korean and English versions, the Korean version takes precedence.