



K A R M A



**Dr. Lance Zhou,
Chief Executive Officer**

Dr. Lance Zhou was named Karma Automotive's Chief Executive Officer in December 2017, after serving more than 25 distinguished years in the automotive industry, most recently as CEO and President of Beijing Foton-Daimler Automotive, and VP of Daimler Global.

Revered by colleagues for his talents and OEM experience across the full value chain, Zhou began his career as an engineer, progressed into sales and marketing, and then into general management, where he held a variety of high-profile executive positions. Prior to joining Daimler, he was CEO of Naveco, a joint venture of Iveco of Fiat and Nanjing Auto, and served on its board of directors.

Zhou earned Bachelor's and Master's degrees in Engineering from Northwestern Polytechnical University, and a PhD from Nanjing University of Science and Technology. He has an impeccable record of success developing new business and driving company growth.