



Kuaishou Technology

快手科技

(A company controlled through weighted voting rights and incorporated in the Cayman Islands with limited liability)

(the “Company”)

(Stock Code: 1024)

BOARD DIVERSITY POLICY

(adopted on January 18, 2021)

Purpose

1. The Company recognizes and embraces the importance and benefits of diversity to corporate governance and the board effectiveness.
2. The purpose of this policy is to set out the basic principles to be followed to ensure that the board of directors of the Company (the “**Board**”) has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.

Nomination and Appointments

3. The nominations and appointments of members of the Board will continue to be made on merit basis based on its business needs from time to time while taking into account diversity.
4. The nomination committee of the Board (the “**Nomination Committee**”) has primary responsibility for identifying candidates, formulating selection standards and procedures, and examining candidates for directors of the Company, and providing recommendations on the selection. The Nomination Committee will give due regard to this policy and for the benefits of the appropriate diversity of the Board in identifying and selecting suitably qualified candidates to become directors of the Company.

Measurable Objectives

5. Selection of director candidates shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, age, language, cultural and educational background, professional qualifications, skills, knowledge, industry and regional experience and/or length of service.

Monitoring and Reporting

6. The Nomination Committee is responsible for reviewing the policy, developing and reviewing measurable objectives for implementing the policy, and monitoring the progress on achieving these measurable objectives.
7. The Nomination Committee shall review this policy and the measurable objectives at least annually to ensure the continuing effectiveness of the Board.

Disclosure of this Policy

8. A summary of this policy, including any measurable objectives that it has set for implementing this policy, and progress on achieving those objectives will be disclosed in the Company's annual corporate governance report and/or as required under the Rules Governing the Listing of Securities on The Hong Kong Stock Exchange Limited.