



# Kuaishou Technology

## 快手科技

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

**(HKD Counter Stock Code: 01024 / RMB Counter Stock Code: 81024)**

## WORKFORCE DIVERSITY POLICY

(the “Policy”)

### Purpose

1. The Company regards diversity and inclusion as cornerstone of innovation and growth. The Company endeavors to foster a workplace culture that respects, values and encourages the unique perspectives and talents brought by every employee.
2. The purpose of the Policy is to outline the Company’s strategic approach to promoting and achieving workforce diversity in accordance with the United Nations Sustainable Development Goals and the Rules Governing the Listing of Securities on The Hong Kong Stock Exchange Limited (the “**Listing Rules**”), to ensure that the Company maintains high standards of corporate governance.
3. For the purposes of the Policy, the terms “employee(s)” and “workforce” include senior management of the Company.

### Diversity and Inclusion

4. The Company endeavors to foster an inclusive and supportive working environment for employees based on a range of diversity perspectives, including but not limited to employees’ gender, gender orientation, age, sexual orientation, relationship status, cultural and educational background, professional experience, family status, physical and mental disabilities, race, ethnicity, nationality and/or religious beliefs.
5. The Company seeks to foster a supportive working environment that respects individual differences and values diverse backgrounds, knowledge, and experiences. The Company also provides equal opportunities in relation to recruitment, training and skills development, remuneration and promotion opportunities to meet the diverse needs of employees at different career and life stages.
6. The Company will regularly provide trainings and promotions to all employees on diversity and inclusion topics to promote awareness and understanding of diversity, equity and inclusion in the workplace.

## **Disclosure of the Policy**

7. A summary of the Policy will be disclosed in the Company's corporate governance report (the "**Corporate Governance Report**"), while objectives that have been set for implementing the Policy (if any) and progress will be disclosed in the Corporate Governance Report and/or the Company's environmental, social and governance report.

## **Supplementary Provision**

8. The Company shall review the Policy from time to time and make amendments as and when necessary.

*Note: If there is any inconsistency between the English version and the Chinese version of the Policy, the English version shall prevail.*