



Kuaishou Technology

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

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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025



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Environmental, Social and Governance Report

ABOUT THE REPORT

This is the sixth environmental, social and governance (“ESG”) report (the “Report”) published by the Company to communicate with stakeholders on the Group’s ESG philosophy, initiatives and performance, and to respond to stakeholders’ requirements.

Reporting Period

Unless otherwise specified, the Report covers the Group’s performance on ESG matters during the Reporting Period.

Reporting Boundary

Unless otherwise specified, the Report covers all subsidiaries and Consolidated Affiliated Entities within the Group.

Sources of Data

Unless otherwise specified, the information disclosed in the Report is derived from the Group’s internal official documents and filing reports, internal statistics and relevant official, publicly available information and records.

Basis of Preparation

The Report has been prepared with reference to the *Appendix C2 Environmental, Social and Governance Reporting Code* of the Stock Exchange (the “ESG Reporting Code”) and in accordance with “materiality”, “quantitative”, “balance” and “consistency” principles set out in the *ESG Reporting Code*.

| | |
|---------------------|---|
| Materiality | Through materiality assessment, we identify and evaluate the ESG issues that are important to our business and internal and external stakeholders. The Report mainly contains disclosures that align with the results of the materiality assessment. Please refer to the section headed “Materiality Analysis” for further details regarding the process of materiality assessment. |
| Quantitative | We have disclosed the quantitative Key Performance Indicators (the “KPIs”) and set up quantitative performance targets where appropriate. The quantification standards, methodologies, assumptions and/or calculation tools for KPIs and source of conversion factors used in the Report are explained in the corresponding sections (where applicable). |
| Balance | The Report aims to provide a balanced presentation of the Group’s ESG efforts in various aspects, including environment, employees, product responsibility and community. |
| Consistency | The preparation of the ESG Report for the year is consistent with that of the previous years. Changes in report preparation that may have a meaningful impact on the Report’s comparability with reports from previous years are explained in the corresponding sections. |

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Contact and Inquiries

Kuaishou places great importance on the views of its stakeholders. The Report is available on the websites of the Company (<https://ir.kuaishou.com/esg/esg-reports-and-other-publishes>) and the Stock Exchange (<https://www.hkexnews.hk>) in both Chinese and English versions. If you have any comments or suggestions on the Report or the Group's sustainability management, you are welcome to contact us through the following channels:

E-mail: ir@kuaishou.com

STATEMENT FROM THE BOARD

The Board of Kuaishou attaches great importance to the profound impact of ESG matters on the Group's risk management and sustainable development. We recognize that a robust governance structure is fundamental to the effective implementation of ESG strategies. To this end, the Group has established a comprehensive three-tier ESG governance structure, designed to ensure comprehensive coverage and effective management of ESG matters.

As the highest authority and decision-making body for ESG matters, the Board bears ultimate responsibility for the Company's ESG management policies, strategies and reporting. The Board has established the Corporate Governance Committee, which is responsible for identifying and assessing ESG risks relevant to the Group's operations, as well as ensuring the establishment of appropriate and effective ESG risk management and internal control systems. The committee regularly reports to and reviews with the Board on the progress of relevant ESG goals, and conducts prudent assessments of trade-offs related to climate-related risks and opportunities during the decision-making process. Under the Corporate Governance Committee authorized by the Board, we have established the ESG Working Group. This group is responsible for coordinating and driving specific ESG initiatives across various functional departments, ensuring sufficient resource allocation and effective implementation of all measures.

Kuaishou values the expectations and requirements of all stakeholders. We maintain close communication with stakeholders through regular internal and external activities, thereby identifying and assessing their views and priorities on various ESG issues. During the Reporting Period, the Board reviewed the material ESG issues for 2025 and approved proposed adjustments to the significance levels of various ESG issues to ensure corporate strategy remains aligned with societal expectations. For details, please refer to the section headed "Materiality Analysis" in the Report. Meanwhile, we will continuously enhance the quality and transparency of ESG disclosures to ensure comprehensive and accurate ESG information is provided to stakeholders, so as to promote the Company's sustainable development and long-term value creation.

The Report details the progress and achievements of Kuaishou's ESG management in 2025, which complied with all applicable "comply or explain" provisions as set out in Parts C and D of the *ESG Reporting Code*. In accordance with the terms of reference of the Corporate Governance Committee, the Board authorized the Corporate Governance Committee as the designated body to oversee ESG management. The Board reviewed and approved the Report on March 25, 2026. Looking ahead, we will continue to collaborate with all stakeholders to contribute to Kuaishou's initiatives for promoting global sustainable development.

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ESG 2025 PERFORMANCE HIGHLIGHTS

Excellent and Sustainable Governance System

Corporate Governance

- Proportion of Non-executive Directors was **75%**
- Proportion of female Independent Non-executive Directors was **12.5%** of the Board
- Established a **Workforce Diversity Policy** and set the diversity targets

Business Ethics

- A total of **16,432** new employees completed online training, with a coverage rate of **100%**
- A total of **302** management personnel completed online training, with a coverage rate of **92%**
- The “Integrity Kuaishou” WeChat service account published **13** integrity promotion articles, reaching **26,000** users

Supply Chain Management

- Conducted performance assessments and acceptance evaluation for **468** suppliers, representing a year-on-year increase of **70.8%**
- Required all suppliers admitted to sign the **Supplier Admission Commitment Letter**

Protecting the Environment and Promoting Green Operations

Green Operation

- The average PUE value of Kuaishou’s self-built data centers in 2025 was **1.20**, with a minimum achievable value of **1.14**
- The Beijing headquarters office has completed the introduction of municipal reclaimed water, which is expected to cover approximately **20%** of the total water demand of non-toiletry water in toilets
- The harmless disposal rate of electronic waste from Kuaishou’s office premises is **100%**

Climate Change Response

- By 2030, Kuaishou’s self-built data center will achieve **100%** renewable energy usage
- By 2030, the Kuaishou headquarters office will achieve **100%** renewable energy use
- Scope 1 and Scope 2 greenhouse gas emissions from self-built data centers will decrease by **30%** by 2030 with 2024 as the base year
- Continuously disclosed Scope 3 greenhouse gas emissions of **160.0** (ten thousand tons CO₂e), covering 6 major categories
- In 2025, Kuaishou’s self-built data center purchased a total of **583,720.0** MWh of green electricity, accounting for **93.0%** of its total electricity consumption, avoiding a total of **309,721.8** tonnes of CO₂ emissions, effectively reducing the Group’s overall carbon footprint

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Leading the Industry to Create Social Value

Data Security and Privacy Protection

- Added or revised **6** internal policy documents related to data and information security
- Newly obtained **ISO 42001 AI Management System Certification**, and completed filing according to **GB/T 45654 - 2025 Cybersecurity Technology - Basic Security Requirements for Generative AI Service**
- Completed level protection assessments for **23** systems
- Supported by various AI technologies, the vulnerability fix rate for the main site reached **97.3%**
- AI's accuracy rate in mining horizontal privilege escalation vulnerabilities exceeded **80%**
- Held **15** external vulnerability discovery activities
- Over **35,000** individuals completed information security training and assessments

Intellectual Property Protection

- Cumulatively submitted **14,265** patent applications globally
- Obtained **7,985** granted patents
- Held **10,969** registered trademarks domestically and internationally
- Completed copyright registration for **7,906** products
- Conducted a total of **9** special training sessions on intellectual property

Platform Responsibility

- A total of **13.4+** billion views containing environmental-related keywords under the topics with # were published on the Kuaishou platform, and a total of **800+** million views containing gender equity-related keywords under the topics with # were released on the Kuaishou platform
- Manual review rules for minors have increased to more than **120** items
- Added a new large model for fraud review, improving the efficiency of fraudulent account disposal by **90%**
- Intercepted **4.58 million** pieces of cyberbullying information and disposed of approximately **73,000** accounts
- Over **6,000** people participated in content review training, with a total of over **20,000** special training sessions

Standard Ecosystem Development

- Kuaishou participated in **185** international, national, industry, and group standards
- Kuaishou led **14** international, national, industry, and group standards

E-commerce and Advertising Governance

- Simplified and clarified governance and evaluation mechanisms, among which the word-of-mouth score of delivering goods was reasonably simplified, leading to a significant year-on-year decrease of approximately **67%** in merchant inquiries and appeals
- Optimized intelligent review, reducing store opening review delay by **86%** year-on-year
- More than **2.67 million** products were avoided from being removed from the shelves in the AI intelligent assistance link of product release, saving GMV of over RMB **38 million** for merchants
- Optimized the store rating logic and provided AI diagnostic tools, thus the number of merchant inquiries decreased by **63%** year-over-year

Social Responsibility

- Donated approximately RMB **75.29 million** to public welfare projects
- Total public welfare contribution hours reached **28,648** hours
- Cumulative exposure of public welfare promotion content throughout the year reached **100 million**, with **200,000** interactions

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Employee Development and Care

Diversity, Equity and Inclusion

- Proportion of female employees was **44.7%**
- Proportion of female managers was **33.2%**
- Regular full-time employees came from **12** countries and **36** ethnic groups
- Proportion of employees from China's ethnic minority groups was nearly **6.9%**

Talent Training

- Kuaishou Middle School offered a total of **4,767** courses
- The total training hours for Kuaishou Middle School reached **1.16 million** hours

Employee Benefits and Communication

- Received the **Best Employer-related HR Awards** from **10** recruitment agencies and platforms
- Employee participation rate in organizational capability survey reached **94%**
- Overall annual eNPS¹ reached **89.5%**, representing a year-on-year increase of **5.2%**

Health and Safety

- Conducted **240** workplace hazard investigation and rectification actions, identifying and registering **3,890** hazard items
- Held **19** "First Aiders" training sessions, with over **6,002** employees trained and obtained first aid certifications accumulatively

¹ eNPS refers to Employee Net Promoter Score

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ESG AWARDS AND RECOGNITION



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1. EXCELLENT SUSTAINABLE GOVERNANCE SYSTEM

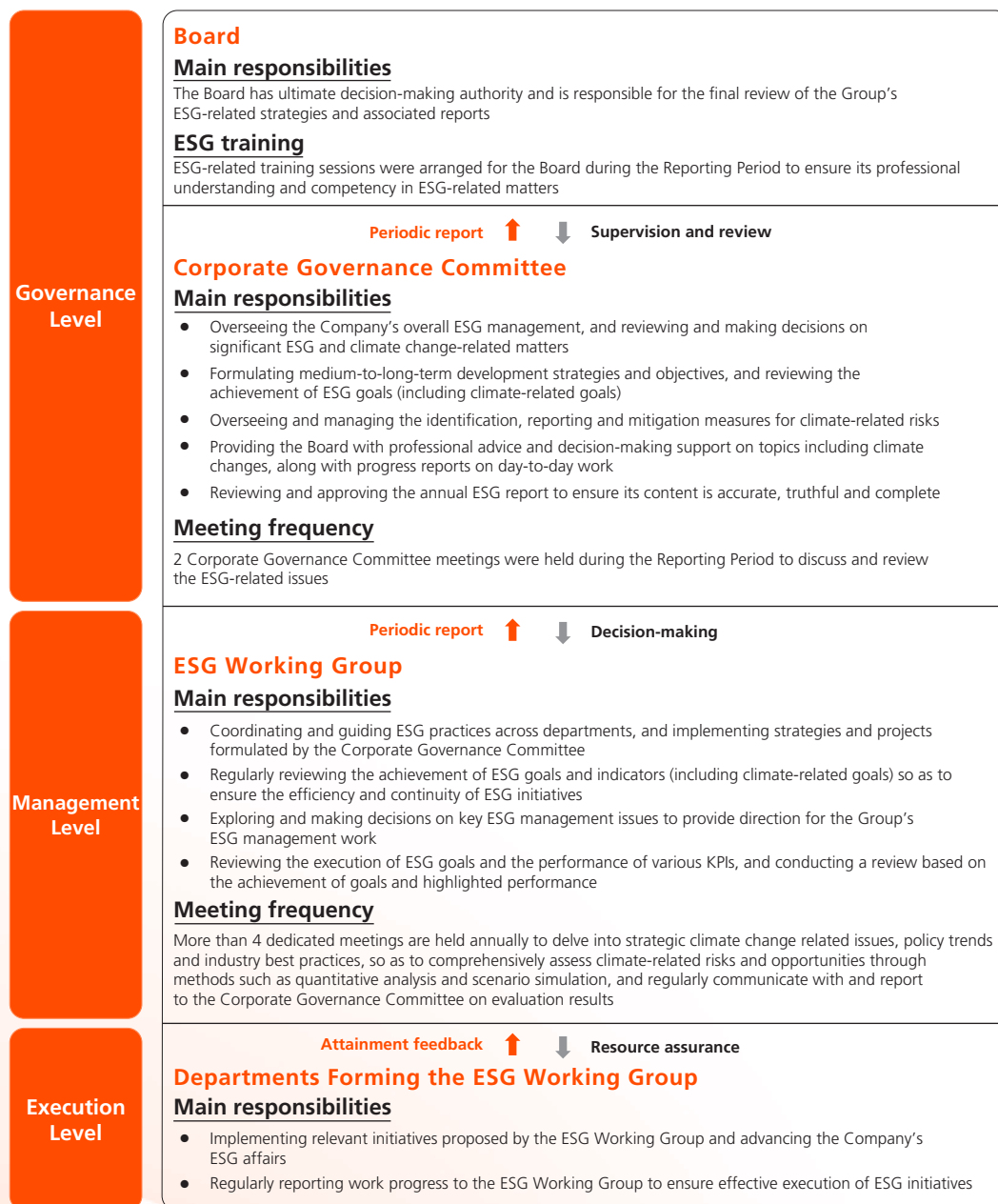
Kuaishou is committed to building an excellent and resilient governance system. We have enhanced our ESG and corporate governance framework to effectively safeguard shareholders' rights and drive sustainable development. Meanwhile, we adhere to the principle of integrity in all our operations by implementing a zero-tolerance anti-corruption mechanism and strengthening supplier management to actively promote responsible and green procurement. These efforts form a solid foundation for the Company's long-term value and sustainable growth.

1.1 ESG Governance

ESG Governance Structure

Kuaishou has established a comprehensive three-tier ESG governance structure, comprising the Board, management level and execution level. This structure clearly defines the responsibilities and goals of each level, forming an efficient operational mechanism. During 2025, Kuaishou updated the terms of reference of the Corporate Governance Committee, adding the ESG and climate-related responsibilities and authorities to align with the latest requirements of the *ESG Reporting Code* while ensuring governance transparency.

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COMMUNICATION WITH STAKEHOLDERS

Kuaishou highly values the opinions and suggestions of its stakeholders and has established multi-channel communication mechanisms to actively listen to feedback from users, employees, Shareholders and investors, suppliers/partners, government and regulatory bodies, media and non-governmental organizations (NGOs) and communities. We strive to understand and respond to the expectations and requirements of internal and external stakeholders, continuously enhance corporate information transparency, and create sustainable value for all stakeholders. The table below identifies our major stakeholders along with their expectations and requirements, as well as communication and response mechanisms implemented by Kuaishou:

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Expectations and Requirements from Stakeholders, Communication and Responses

| Stakeholders | Expectations and Requirements | Communication and Responses |
|----------------------------|--|--|
| Users | <ul style="list-style-type: none"> • Good user experience with products • A healthy Internet environment • Continuous improvement of product and service quality • Emphasis on customer communication and feedback • Commitment to the protection of minors | <ul style="list-style-type: none"> • Developing new technologies and improving products to meet user needs • Fostering a healthy community ecosystem • Protecting user privacy • Carrying out theme-based activities to communicate with users • Continuously optimize features and technologies for the protection of minors |
| Employees | <ul style="list-style-type: none"> • All-round protection of rights and interests • Compensation, welfare and employee care • Offering training that provides objective and fair career development opportunities • Corporate culture embracing diversity • Creating good working environment • Employee communication | <ul style="list-style-type: none"> • Establishing an employee protection system • Providing professional development training and coaching for employees • Carrying out employee-care activities • Improving the working environment • Providing employee feedback channels |
| Shareholders and investors | <ul style="list-style-type: none"> • Compliant operations • Timely, accurate and transparent corporate information compliance disclosure • Stable operations and reasonable return on investment | <ul style="list-style-type: none"> • Announcing financial results and other business information in an open, transparent and timely manner • Holding Shareholders' general meetings, "Investor Day" events, investor meetings and roadshows regularly to communicate with Shareholders and investors • Giving prompt reply to the enquiries of Shareholders and investors |
| Suppliers/partners | <ul style="list-style-type: none"> • Long-term and in-depth cooperation • Timely access to information • Mutual support and growth | <ul style="list-style-type: none"> • Promoting compliant and valuable cooperation • Carrying out regular supplier surveys and interviews to strengthen communication and exchange |

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| Stakeholders | Expectations and Requirements | Communication and Responses |
|----------------------------------|---|--|
| Government and regulatory bodies | <ul style="list-style-type: none"> • Compliance with laws and regulations • Paying taxes in accordance with law • Helping the government improve social issues (underprivileged groups etc.) | <ul style="list-style-type: none"> • Boosting the local economy, promoting rural economic development and supporting rural revitalization • Assisting the operations of government social media accounts to promote positive social impact • Collaborating on projects to help government bodies fix social issues • Resolutely opposing money laundering, corruption, monopolistic practices and unfair competition |
| Media and NGOs | <ul style="list-style-type: none"> • Open and transparent information • Active cooperation • Innovative forms of charity activities • Facilitating charity promotions | <ul style="list-style-type: none"> • Active involvement in media communication • Cooperation in promoting charity projects • Establishing strategic partnerships with multiple charity organizations • Leveraging Internet technology to enable new modes of charity • Increasing media exposure for charity initiatives |
| Society | <ul style="list-style-type: none"> • Rural revitalization • Inclusive digital technology • Contributions to social public welfare | <ul style="list-style-type: none"> • Implementing rural revitalization initiatives and primary-level governance empowerment initiatives to support local economic development • Launching social responsibility projects such as child and minors protection, care for the elderly, employment assistance for the disabled, support for veterans, emergency rescue, post-disaster reconstruction and donations • Carrying out education and science learning programs, intangible cultural heritage promotion, environmental protection, support for industries and other charitable activities |

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Kuaishou is committed to actively responding to stakeholders' concerns through diverse communication channels and proactively disclosing the Company's latest progress in ESG field. To meet stakeholders' diverse information needs, we have established a dedicated ESG section on our official website, comprehensively presenting our sustainability philosophy, practical initiatives, policy documents, related reports, as well as updated ratings and award information. During the Reporting Period, the Company achieved a score of 46 in the S&P Global Corporate Sustainability Assessment (S&P Global CSA), a significant increase from the score of 33 in 2024. This example demonstrated our relentless efforts in implementing ESG strategies and objectives, as well as our performance in sustainable development.

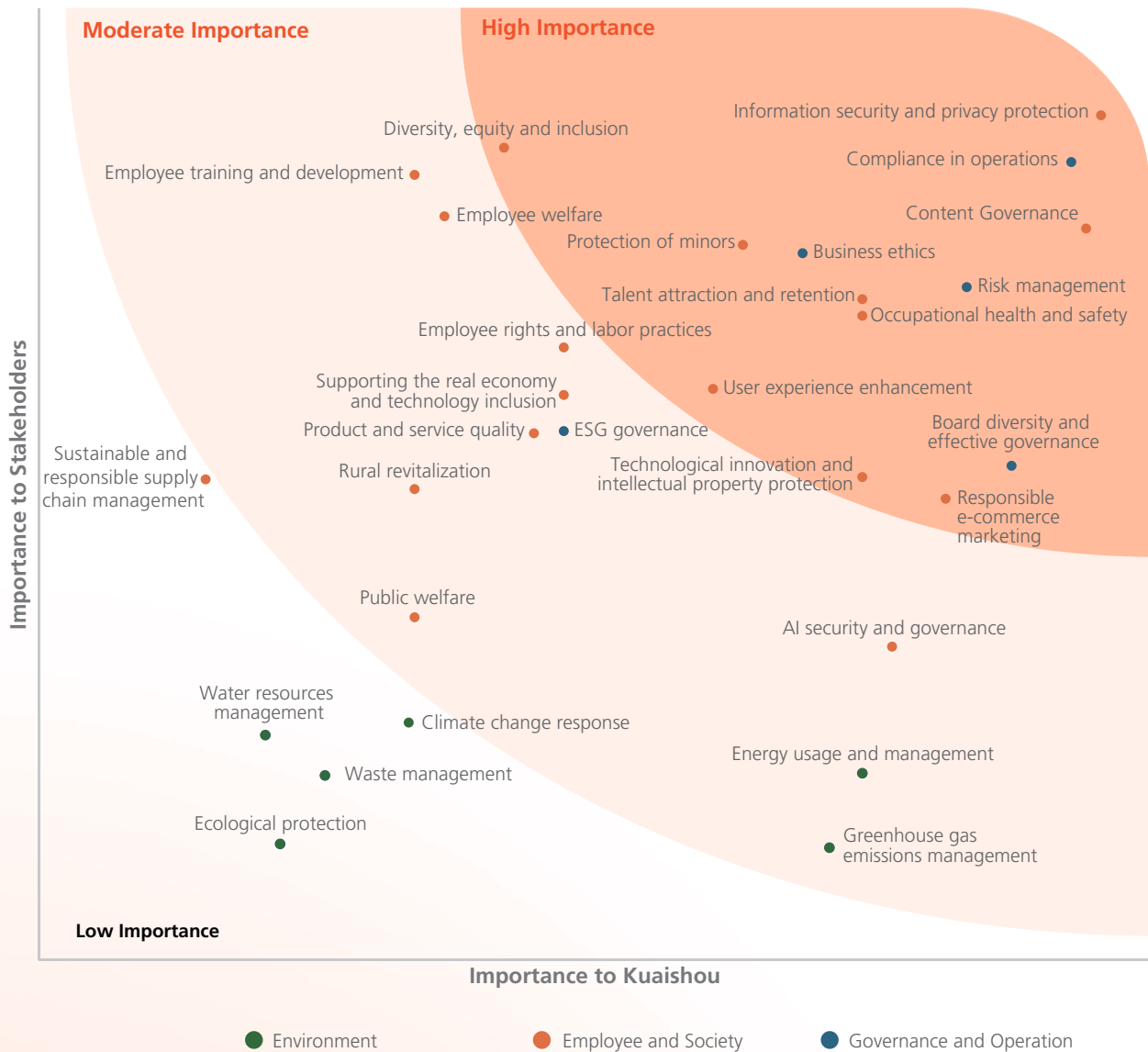
MATERIALITY ANALYSIS

Materiality assessment helps the Group to identify sustainability-related risks and opportunities, and clarify the direction for improvement. Therefore, we maintain regular communication with various stakeholders and conduct materiality assessments to review and report on our sustainability approach and reporting. The materiality assessment process primarily consists of 4 steps: identification, engagement, prioritization and confirmation.

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| Identification of Material Issues | By referencing ESG disclosure standards such as the Stock Exchange's <i>ESG Reporting Code</i> and the <i>Global Reporting Initiative</i> , ESG rating guidelines, industry benchmarking and the Company's own development status, the Group established a series of material issues. In 2025 materiality assessment, we consolidated and identified 29 material issues, of which 6 are environmental issues, 18 are social issues and 5 are governance issues. |
| Engagement of Stakeholders | We collect feedback on the importance of issues through emails, WeChat official accounts, system notifications, and surveys, consolidating stakeholder suggestions. |
| Prioritization of Material Issues | After consolidating opinions from various stakeholders and representatives of the Group's management, we constructed a materiality matrix based on the 2 dimensions of "importance to Kuaishou" and "importance to stakeholders", and identified key issues based on their ratings. The issues will be categorized and ranked into 3 tiers: highly important, moderately important and generally important. |
| Confirmation of Issues | Key issues across various domains are identified, and the results are submitted to the Corporate Governance Committee for discussion, review and approval. |

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Matrix of Material ESG Issues of Kuaishou in 2025



Through the analysis of materiality issues, Kuaishou identified 13 "High Importance", 11 "Moderate Importance" and 5 "Low Importance" issues. This report has detailed 29 ESG material issues in the corresponding sections. In addition, our actions are aligned with the United Nations Sustainable Development Goals (UN SDGs), ensuring that corporate contributions effectively contribute to the common goal of global sustainability.

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| Section | Corresponding UNSDGs | Materiality Issues Response |
|--|---|--|
| Excellent Sustainable Governance System |    | <ul style="list-style-type: none"> • ESG governance • Board diversity and effective governance • Risk management • Compliance in operations • Business ethics • Sustainable and responsible supply chain management |
| Protecting the Environment and Promoting Green Operations |     | <ul style="list-style-type: none"> • Climate change response • Greenhouse gas emissions management • Waste management • Water resources management • Ecological protection |
| Leading the Industry in Creating Social Value |      | <ul style="list-style-type: none"> • Information security and privacy protection • Supporting the real economy and technology inclusion • AI security and governance • Technological innovation and intellectual property protection • Content Governance • Protection of minors • Responsible e-commerce marketing • Product and service quality • User experience enhancement • Rural revitalization • Public welfare |
| Employees' Development and Care |     | <ul style="list-style-type: none"> • Employee rights and labor practices • Talent attraction and retention • Employee welfare • Employee training and development • Occupational health and safety |

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1.2 Corporate Governance

Board Diversity

Kuaishou is committed to fostering diversity on its Board of Directors and has implemented the *Board Diversity Policy* and the *Board Nomination Policy*. Kuaishou's Nomination Committee evaluates candidates based on a comprehensive range of factors, including gender, age, cultural background, professional skills, industry experience, and tenure. This aims to incorporate diverse perspectives to enhance the effectiveness of fulfilling fiduciary responsibilities. As of December 31, 2025, the Board consisted of 2 executive Directors, 3 non-executive Directors, and 3 independent non-executive Directors, including 1 female Director.

For details regarding Kuaishou's Board Diversity in 2025, please refer to the section headed "Corporate Governance Report — Board Diversity Policy" of the annual report.

Risk Management

Kuaishou recognizes that an effective risk management and internal control system is the cornerstone for protecting the Company from potential threats, ensuring robust business operations, and creating long-term value. We have established a comprehensive risk governance framework led by the Board. The Board is fully responsible for assessing the nature and extent of risks associated with achieving its strategic goals, and for maintaining an effective management system. The Audit Committee is responsible for continuously monitoring the implementation of policies, reviewing the internal control system, and comprehensively advancing the construction of the system.

The management is dedicated to improving the system, and has strengthened the internal control and internal audit functions during the Reporting Period. The "Three Lines of Defense" model has been formally adopted by the Company as the organizational structure, clearly defining the responsibilities, policies, and processes for all parties involved. Furthermore, we conduct annual risk assessment reviews, which encompass ESG and climate-related risks. Based on the assessment outcomes, risks are prioritized, and corresponding response measures are formulated accordingly.

For details on Kuaishou's risk management in 2025, please refer to the section headed "Corporate Governance Report — Risk Management and Internal Controls" of the annual report.

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1.3 Business Ethics

The Group consistently adheres to the principle of integrity in its operations and maintains a zero-tolerance policy towards any form of unethical behavior, including corruption, bribery, and money laundering. We continuously refine our business ethics management policies and framework to strictly regulate the Group's operational conduct. Simultaneously, we are committed to strengthening employees' ethical awareness and ensuring the effectiveness of whistleblowing mechanisms. We collaborate with partners to build a fair and transparent business environment. By enhancing governance transparency, we continuously bolster internal and external trust in the Group, laying a solid foundation for its sustained and healthy development.

1.3.1 Anti-Corruption

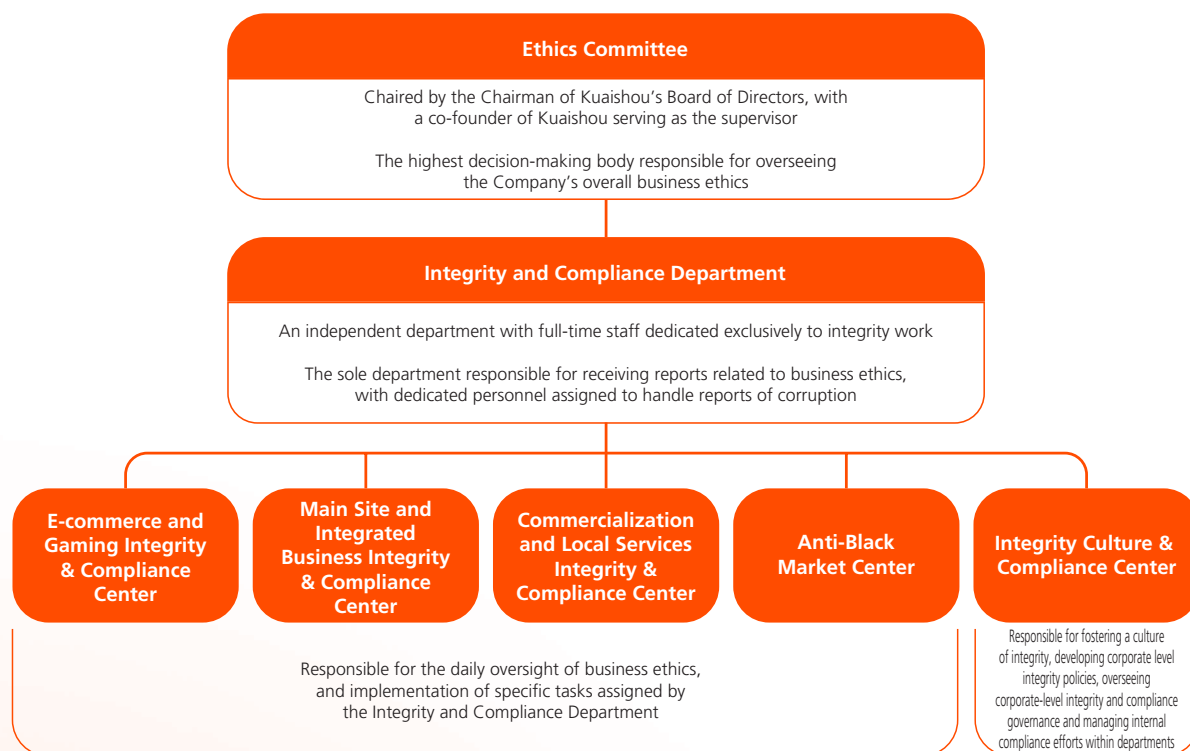
Regulations and Systems

Kuaishou strictly adheres to the laws and regulations of the countries or regions where it operates, including the *Criminal Law of the People's Republic of China*, the *Foreign Corrupt Practices Act (FCPA)* of the United States, and the *Bribery Act 2010 of UK*. Additionally, the Group has established multiple anti-corruption systems, including the *Kuaishou Gift Declaration and Management Guidelines* and the *Kuaishou Employee Traffic Resource Usage/Allocation Conflict of Interest Management Guidelines*, the *Anti-Corruption Policy Statement* and the *Kuaishou Framework Guidelines for Avoiding Conflicts of Interest*, which clearly outlined the professional ethics of the Company's directors, management and ordinary employees.

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Integrity and Compliance Management Structure

Kuaishou has established a top-down integrity and compliance governance structure. The Ethics Committee serves as the highest decision-making body, while the Integrity and Compliance Department manages and coordinates 5 functional centers to collectively uphold corporate integrity and compliant operations.



In 2025, among the employee corruption cases we legally transferred to public security authorities, two cases received a litigation result (including cases referred in previous years) during the Reporting Period. We pay close attention to any suspected corruption-related actions, and will make an internal notification and transfer it to the police for handling if discovered.

During the Reporting Period, Kuaishou's Integrity and Compliance Department, in collaboration with the police, successfully investigated and resolved multiple cases involving external gangs extorting streamers. These criminal groups systematically demanded "protection fees" and "promotion fees" from streamers through tactics such as malicious reporting and fabricating negative publicity. In the crackdown operations, 8 external suspects were subjected to compulsory criminal measures on suspicion of extortion. This action demonstrated our unwavering commitment to combating crime and protecting user safety.

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1.3.2 Anti-Money Laundering

Regulations and Systems

To align with the implementation of the newly revised *Anti-Money Laundering Law of the People's Republic of China*, Kuaishou actively established a cross-departmental coordination mechanism, drafted and published the *Kuaishou Anti-Money Laundering Policy Statement*, establishing the regulatory framework for the Group's money laundering risk management. We have formulated several core systems, including the *Anti-Money Laundering and Counter-Terrorist Financing Management Measures*, and *Money Laundering Risk Self-Assessment Management Measures*, and implementation rules for seven key management areas: Customer Due Diligence, Preservation of Identity Information and Transaction Records, Risk Rating Classification, Monitoring and Reporting of Large-Value and Suspicious Transactions, Special Preventive Measures, Product and Business Risk Assessment and Beneficial Owner Identification. This policy system comprehensively covers the entire corporate value chain from supplier management and internal operations to the customer end, providing all-around safeguards against money laundering activities. This builds a robust compliance defense, ensuring the Company operates steadily within the legal framework.

During the Reporting Period, the Group was not involved in any money laundering cases. The Group is also not aware of any incidents related to employees being dismissed or disciplined for insider trading or money laundering, and of contracts with business partners being terminated due to money laundering activities.

Normalized Management

Kuaishou has established a comprehensive and routine anti-money laundering (AML) management, enhancing internal controls, advancing technological applications, and strengthening employee training to continuously improve AML management practices.

We have established a robust "Three Lines of Defense" management structure for AML, fulfilling domestic and overseas AML laws and regulations, ensuring comprehensive management and follow-up on all AML-related activities of the Group to maintain the stability and continuous optimization of the Group's financial security system.

| | |
|---|--|
| The First Line of Defense: Various Business Departments | Responsible for the execution and response to AML risk control measures |
| The Second Line of Defense: Risk Control and Compliance Department | Formulating AML-related policies, planning and developing relevant risk control system construction |
| The Third Line of Defense: Internal Audit Department | Monitoring management and continuously improving the risk management and internal control systems related to AML |

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Kuaishou's AML Management Measures

| | |
|---|---|
| Application of AI Technology | <p>Kuaishou leverages big data and AI models for proactive warnings, precise interception, and intelligent analysis:</p> <ul style="list-style-type: none">• Fraud Prevention and Control: By optimizing real-time monitoring models and coordinated response mechanisms to effectively intercept various types of suspected fraudulent transactions, reduce customer fraud complaint rates, and safeguard customer fund security and transaction experience.• Money Laundering Monitoring: Continuously improving the suspicious transaction monitoring system, strengthening customer due diligence and risk classification management, and assisting relevant authorities in investigations to effectively fulfill the AML compliance obligations and maintain the Company's reputation and financial order. |
| Performance Evaluation Mechanism | <p>Our evaluation mechanism implements dynamic, full-process management, linking the performance indicators and departmental and individual performance to tangibly enhance the Company's overall money laundering risk defense capabilities and protect corporate reputation and financial security. It focuses on four key assessment dimensions:</p> <ul style="list-style-type: none">• Risk Control Effectiveness: By monitoring outcome-based indicators such as the management rate of high-risk customers and the quality of suspicious transaction reports to ensure precise allocation of resources to the highest-risk areas.• Compliance and Regulatory Adherence: Strictly adhering to compliance baselines focused on regulatory inspection outcomes, remediation completion rates, and the timeliness of risk assessments.• Operational and Process Efficiency: Assessing the timeliness and quality of key processes such as Customer Due Diligence and warning handling to ensure efficient mechanism operation.• Strategic and Value Contribution: Evaluating the conversion of risk self-assessment outcomes and proactive support for business to drive the transformation of AML management from a cost center to a value-adding partner. |
| Enhancing Internal Controls | <ul style="list-style-type: none">• System Development: Formulating and improving relevant systems to ensure all business processes comply with regulatory requirements.• Risk Assessment: Conducting regular money laundering risk assessments to identify potential risks and implement corresponding control measures.• Supervision and Inspection: Ensuring effective implementation of AML policies through internal audits and compliance checks, promptly identifying and correcting issues. |

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Strengthening Employee Training and Awareness

- Regularly organizing AML training to enhance employees' awareness and understanding of AML efforts;
- Employing a "online + offline" approach to carry out customized publicity and foster a compliance culture;
- In 2025, conducting a total of 38 AML promotion and training sessions, comprising 9 training sessions and 29 promotion campaigns;
- Conducting tiered and targeted compliance training and implementing differentiated promotion for various employee groups.

1.3.3 Anti-Monopoly and Anti-Unfair Competition

Regulations and Systems

Kuaishou firmly believes that only by adhering to the principles of mutual benefit, win-win cooperation, and fair competition can we earn the trust of customers, partners, and society. We strictly comply with laws, regulations, and supporting rules such as the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Provisions on the Review of Concentrations of Undertakings*. In 2025, we revised internal systems such as the *Kuaishou Antitrust Compliance Handbook* and *Kuaishou Concentration of Undertakings Compliance Guidelines* to avoid various forms of monopolistic and unfair competitive practices.

During the Reporting Period, the Group was not involved in any cases related to anti-monopoly.

Engagement with Regulators and Industry Exchange

We actively submitted feedback on multiple draft anti-monopoly laws, regulations, and compliance guidelines to legislative bodies and regulators in 2025. This feedback, grounded in the practical realities of platform operations, focuses on key areas such as the practicality of rule implementation and the protection of innovation, offering constructive suggestions. We have also participated in industry seminars and discussions, demonstrating the responsibility of an accountable platform enterprise.

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1.3.4 Integrity Culture and Reporting Channels

Shaping an Honest Work Environment and Corporate Culture

Kuaishou is consistently committed to strengthening the promotion and implementation of internal business ethics and anti-corruption policies. We have established a comprehensive, multi-faceted integrity training system, ranging from integrity education for new hires and specialized training organized by business departments to integrity and compliance training for management and annual integrity examinations for all employees. This ensures that awareness of integrity is instilled across all employees. Furthermore, we actively disseminate integrity culture advocacy articles through internal and external communication platforms to foster an ethical and transparent workplace environment. In 2025, the coverage rate for the company-wide mandatory integrity examination reached 98.87%, effectively ensuring that all employees comprehensively understand and adhere to laws, regulations, and professional ethics standards, collectively fortifying the defense line of ethical operations.

Training Results of Kuaishou’s Integrity and Compliance System in 2025

| | |
|---|---|
| General Introduction of Rules to New Employees | <ul style="list-style-type: none"> • A total of 16,432 new employees completed online training, achieving a coverage rate of 100%. |
| Special Training for Business Departments | <ul style="list-style-type: none"> • 9 offline business-related training sessions were conducted, covering all key business departments and a total of 1,275 participants; • Online training courses tailored to specific business areas were optimized, covering commercialization, lifestyle services, and other departments; • A total of 161 offline training sessions for frontline workplace integrity courses were conducted, covering 2,219 participants from functional teams and frontline workplaces; • 27 newly certified integrity lecturers were added and integrity lecturers were organized to produce 8 promotional scenario videos. |
| Integrity and Compliance Training for Management | <ul style="list-style-type: none"> • 2 anti-corruption training sessions for the Board of Directors were conducted; • A total of 302 managers participated in online training, achieving a coverage rate of 92%. |
| Special Promotion on Integrity and Compliance | <ul style="list-style-type: none"> • The internal “Integrity Kuaishou” channel released a total of 51 integrity culture articles, with an average total read count exceeding 10,000; • The “Integrity Kuaishou” WeChat service account reached 26,424 users, releasing a total of 13 integrity culture promotion articles in 2025, with the highest single-article read count reaching 4,399. |

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Integrity and Compliance Training and Promotion for Suppliers

- Kuaishou continued its routine communication with suppliers, which included holiday-themed WeChat message and email campaigns, post-bid briefings, and on-site visits and audits during collaborations;
- Prior to traditional holidays such as the Mid-Autumn Festival, Dragon Boat Festival, and Spring Festival, the Integrity Team sends integrity greeting letters via email and internal platforms, advocating for an ethical, transparent and healthy business environment with partners. In 2025, the Integrity and Compliance Department led visits to a total of 67 partners, covering various types such as service providers, agents, suppliers and talent agencies. Through thematic interviews, we gained an in-depth understanding of the practical problems and difficulties encountered by partners in business operations, and conducted research and exchanges on potential integrity risks and corresponding prevention and control measures involved.

Diversified Reporting Channels

Kuaishou has established comprehensive and diversified business ethics monitoring and reporting channels, covering multiple portals such as the official website and agent platforms. We encourage employees, suppliers, agents, clients, and the third-party partners to report incidents of corruption, bribery, and fraud. The reporting channels support both real-name and anonymous reporting. Kuaishou is committed to strictly protecting the confidentiality of whistleblower information and content and strictly prohibits any form of retaliation. In the event of disclosure of reporting information or retaliation against whistleblowers, witnesses, or investigators, we will impose strict penalties in accordance with the *Kuaishou Employee Code of Conduct*; in serious cases, the matter will be transferred to judicial authorities for legal action, making every effort to uphold a fair and trustworthy business environment.

In 2025, we introduced the external WeChat service account “Integrity Kuaishou”, allowing all relevant external parties to report violations through this channel, thereby broadening the entry points for integrity reporting.

Business Ethics Monitoring and Reporting Channels

- Integrity Reporting Email: lianzheng@kuaishou.com
- Official Website Reporting URL: <https://jubao.kuaishou.com/#/?channel=KSPC>
- WeChat Service Account: Integrity Kuaishou
- 7*24 Reporting Hotline Voicemail: 153 1191 5813
- Internal Integrity Assistant Consultation

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1.4 Supply Chain Management

The Group is committed to building a sustainable supply chain, insisting on selecting suppliers that meet social responsibility, environmental responsibility, and ethical standards. Through a comprehensive supplier lifecycle management system, we establish clear standards in environmental protection, labor practices, data security, and business ethics, ensuring partners align with the Group's values. Furthermore, we actively leverage digital procurement platforms and AI technology to achieve precise management and real-time monitoring of supplier information, strengthening risk control from the source to ensure supply chain operations are both efficient and compliant with the highest integrity standards.

1.4.1 Supplier Compliance Management

Regulations and Systems

To ensure the quality of supplier products and services, Kuaishou has formulated multiple policies and systems, including the *Kuaishou Supplier Management System*, *Kuaishou Supplier Certification Management Process*, *Kuaishou Supplier Selection Management System*, *Kuaishou Supplier Performance Management Process*, and *Kuaishou Supplier Daily Management Process*. These systems cover the control mechanisms for all lifecycle stages: entry, selection, evaluation, assessment, and exit.

During the Reporting Period, we had a total of 3,506 cooperative suppliers, of which 3,180 were from Chinese Mainland, 79 were from the Hong Kong SAR, Macao SAR, and Taiwan region, and an additional 247 were from overseas regions.

Lifecycle Management

To ensure the most suitable suppliers can be selected in the shortest possible time, Kuaishou comprehensively optimized the procurement process and carried out a renewal and upgrade of the procurement system in 2025. The new system simplifies the operational processes for key documents, and significantly enhances application efficiency and convenience.

In terms of management standards, we require all newly admitted suppliers to sign the GPA². The agreement covers core clauses including the definition of procurement professional terms, intellectual property, data security and privacy protection, integrity commitment, import-export compliance, and supplier due diligence. Through the standardization of the GPA, it not only gives the procurement system and process higher legal validity, but also ensures the mutual understanding of management requirements, thereby significantly shortening approval time. Furthermore, we have established a robust complaint feedback mechanism, actively listening to the voices of our partners, continuously optimizing supplier lifecycle management, and building a transparent and efficient cooperative ecosystem.

² GPA refers to General Purchase Agreement.

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Supplier Lifecycle Management System

| | |
|---------------------------|--|
| Supplier Admission | <ul style="list-style-type: none">• We signed the <i>Supplier Admission Commitment Letter</i> with suppliers, which includes confidentiality, data security, integrity, and ESG-related agreements, to ensure admitted suppliers are secure, compliant, and low-risk;• We conducted supplier verification prior to framework tendering. Key review areas include: legality and basic qualifications, financial stability and risk, production capacity and resources, quality assurance systems, supply chain management, and delivery capability;• We performed multi-dimensional risk analysis on suppliers covering legal and operational aspects to strengthen preemptive risk management;• Kuaishou has built a supplier ESG risk assessment framework, requiring suppliers to meet standards in environmental protection, occupational health and safety, business ethics, and social responsibility during admission certification, aiming to comprehensively mitigate potential ESG risks in the supply chain;• To ensure business continuity and improve procurement efficiency, we prioritized centralized procurement, we strictly prohibited actions such as splitting orders to bypass centralized procurement. In 2025, standardized contracts accounted for 62.8% of the total contracts signed for the year. |
| Supplier Selection | <ul style="list-style-type: none">• Kuaishou rigorously follows the principle of prioritizing standards and strategies during the selection process to ensure fairness and impartiality in the shortlisting and selecting suppliers, ensuring equal opportunities for suppliers that meet the appropriate criteria;• We promoted online processes to ensure transparency and standardization, prohibiting under-the-table operations to guarantee fairness and compliance in supplier selection. |

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|---|--|-----------------------|--|--------------------|--|---------------------------|--|---------------------|--|-----------------|--|-------------------|--|
| <p>Supplier Performance Assessment</p> | <ul style="list-style-type: none"> • We conducted comprehensive post-fulfillment performance evaluations to assess suppliers' compatibility with us, rewarding outstanding suppliers and adjusting strategies for those that underperform; • In 2025, Kuaishou continued to conduct performance assessments and acceptance evaluations for 468 suppliers, representing a 70.8% increase compared to 2024. • The main performance assessment indicators include: <table border="1" data-bbox="619 620 1399 1461"> <tr> <td data-bbox="635 631 762 696">Technology (T)</td> <td data-bbox="794 631 1399 696">To assess suppliers' technological capabilities, research and development capabilities, patents, productivity, processes, etc.</td> </tr> <tr> <td data-bbox="635 717 762 782">Quality (Q)</td> <td data-bbox="794 717 1399 782">To assess suppliers' quality of products, service and management, etc.</td> </tr> <tr> <td data-bbox="635 804 762 868">Responsiveness (R)</td> <td data-bbox="794 804 1399 868">To assess suppliers' responsiveness, communication efficiency and willingness to cooperate during their cooperation with Kuaishou.</td> </tr> <tr> <td data-bbox="635 890 762 955">Delivery (D)</td> <td data-bbox="794 890 1399 955">To assess the results of supplier performance evaluation, including delivery quality, timeliness, quantity, etc.</td> </tr> <tr> <td data-bbox="635 976 762 1041">Cost (C)</td> <td data-bbox="794 976 1399 1041">To assess strengths and weaknesses of the suppliers' transaction price, commercial terms and total cost.</td> </tr> <tr> <td data-bbox="635 1213 762 1278">Others (O)</td> <td data-bbox="794 1062 1399 1450"> <p>Supplier Risk To comprehensively consider potential legal, financial, and operational risks they may face, while rigorously monitor for any security vulnerabilities, compliance issues, integrity risks, or any other forms of misconduct during the collaboration process.</p> <p>Development Potential To examine their performance and ranking within the industry, market share and position, business alignment, and compatibility with Kuaishou's requirements. To conduct an in-depth assessment of their corporate culture, ESG performance and other multi-dimensional factors.</p> </td> </tr> </table> | Technology (T) | To assess suppliers' technological capabilities, research and development capabilities, patents, productivity, processes, etc. | Quality (Q) | To assess suppliers' quality of products, service and management, etc. | Responsiveness (R) | To assess suppliers' responsiveness, communication efficiency and willingness to cooperate during their cooperation with Kuaishou. | Delivery (D) | To assess the results of supplier performance evaluation, including delivery quality, timeliness, quantity, etc. | Cost (C) | To assess strengths and weaknesses of the suppliers' transaction price, commercial terms and total cost. | Others (O) | <p>Supplier Risk To comprehensively consider potential legal, financial, and operational risks they may face, while rigorously monitor for any security vulnerabilities, compliance issues, integrity risks, or any other forms of misconduct during the collaboration process.</p> <p>Development Potential To examine their performance and ranking within the industry, market share and position, business alignment, and compatibility with Kuaishou's requirements. To conduct an in-depth assessment of their corporate culture, ESG performance and other multi-dimensional factors.</p> |
| Technology (T) | To assess suppliers' technological capabilities, research and development capabilities, patents, productivity, processes, etc. | | | | | | | | | | | | |
| Quality (Q) | To assess suppliers' quality of products, service and management, etc. | | | | | | | | | | | | |
| Responsiveness (R) | To assess suppliers' responsiveness, communication efficiency and willingness to cooperate during their cooperation with Kuaishou. | | | | | | | | | | | | |
| Delivery (D) | To assess the results of supplier performance evaluation, including delivery quality, timeliness, quantity, etc. | | | | | | | | | | | | |
| Cost (C) | To assess strengths and weaknesses of the suppliers' transaction price, commercial terms and total cost. | | | | | | | | | | | | |
| Others (O) | <p>Supplier Risk To comprehensively consider potential legal, financial, and operational risks they may face, while rigorously monitor for any security vulnerabilities, compliance issues, integrity risks, or any other forms of misconduct during the collaboration process.</p> <p>Development Potential To examine their performance and ranking within the industry, market share and position, business alignment, and compatibility with Kuaishou's requirements. To conduct an in-depth assessment of their corporate culture, ESG performance and other multi-dimensional factors.</p> | | | | | | | | | | | | |
| <p>Supplier Exit</p> | <ul style="list-style-type: none"> • We hold suppliers that have acted dishonestly accountable, and eliminate or suspend them; • Unqualified suppliers will be gradually eliminated, to accelerate the optimization and upgrading of the supply chain, ensuring its efficient operation and quality standards; • We established a penalty mechanism for dishonest suppliers, imposing different punitive measures based on the severity of the dishonesty, ranging from milder warnings and order suspension to more severe contract freezing or blacklisting. | | | | | | | | | | | | |

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Supplier Communication

Kuaishou has established a two-way communication channel with suppliers, aiming to grow together with partners and build a robust supply chain ecosystem. We regularly conduct professional training for suppliers on compliance guidelines and system operations to enhance their service quality and collaboration efficiency. Furthermore, we hold a “Supplier Annual Conference” each year, providing a platform for in-depth exchanges and joint discussion of development strategies. To promptly resolve various issues during cooperation, we have opened intelligent and manual customer service channels, offering comprehensive technical and process support. Simultaneously, we have established a sound complaint feedback mechanism, proactively listening to our partners’ voices, and regularly review and optimize procurement processes and standards to ensure a fair and just cooperative environment and achieve value co-creation.

AI Technology Application

Entering the AI era, Kuaishou has also integrated AI technology into supplier lifecycle management, aiming to automate the review and integration of massive amounts of information, significantly saving operational time. This not only effectively reduces human operational errors, but also notably improves data accuracy, ensuring supply chain management becomes more efficient and precise.

| Supplier Lifecycle Management Stage | AI Technology Application |
|-------------------------------------|--|
| Supplier Selection | <p>Contract Review</p> <p>It automatically extracts content from forms and contract texts. Combined with the enterprise’s pre-set contract review rules, it provides efficient auxiliary decision-making suggestions for approvers.</p> <p>Intelligent Bid Evaluation</p> <ul style="list-style-type: none">• It compares the detailed items included in prospective supplier proposals to determine if there are omissions or added items when suppliers submit their quotations.• When comparing supplier competency, it analyzes content to determine if suppliers meet the award criteria, outputs AI scores for supplier technical proposals, and assists the business side in technical scoring based on absolute value (AI score) and relative value (AI score ranking) functions.• During supplier quotation, it compares the prices of submitted detailed items for significant horizontal (compared to other suppliers) or vertical (supplier historical quotes) price differences, assisting the business side in price scoring. <p>AI Industry Research</p> <p>The intelligent system can generate in-depth reports covering industry trends, cutting-edge technologies, and price information, providing timely insights to assist in procurement strategy formulation. By pre-identifying supplier and market risks, enterprises can leverage accurate trend forecasting and market understanding to make purchases at optimal times, significantly enhancing bargaining power.</p> |

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Optimization of The Supplier Acceptance and Reconciliation Process

It standardizes price lists and reconciliation statements, identifies key fields such as items and unit prices, automatically matches the correlation between contracts and bills, and uses algorithms to complete data verification. This function not only significantly improves reconciliation efficiency and reduces human error, but the mapping relationships are reusable, effectively saving enterprise labor costs and optimizing financial management efficiency.

1.4.2 Responsible Procurement and Green Procurement

We are committed to promoting responsible and green procurement, prioritizing products that are environmentally friendly and energy-efficient, and suppliers with sound social welfare provisions. During the admission stage, we identify and manage environmental and social risks with suppliers, requiring all admitted suppliers to sign the *Supplier Admission Commitment Letter* and adhere to the *Kuaishou Technology Green Procurement and Sustainable Supply Chain Management Regulations*, strictly implementing ESG risk controls and partnering with stakeholders to drive the green transformation of the industry.

Summary of Core ESG Principles of the Kuaishou Supplier Admission Commitment Letter

| | |
|--|---|
| Labor and Human Rights Protection | <ul style="list-style-type: none"> • Prohibiting child labor • Prohibiting any form of forced labor • Respecting and fully guaranteeing employees' freedom of association, equal treatment, identity protection, paid annual leave, minimum wage standards, and maximum working hour standards, etc. • Zero tolerance for any harassment and/or discrimination based on gender, ethnicity, skin color, religion, belief, age, race, nationality, marital status/parental status, pregnancy, disability, sexual orientation, or any other personal condition |
| Employee Health and Workplace Safety Protection | <ul style="list-style-type: none"> • Adherence to legal regulations concerning working hours and remuneration • Identifying, assessing, and reducing potential health and safety hazards workers may encounter • Appropriate processes and systems to prevent, manage, track, and report work-related injuries and illnesses • Implementing emergency plans and response procedures to enhance identification and assessment of emergencies and incidents |
| Environmental Protection | <ul style="list-style-type: none"> • Optimizing the use of natural resources, reducing the discharge of environmental pollutants, and reducing greenhouse gas emissions • Considering setting the Company's greenhouse gas emission reduction targets • Properly managing waste and its disposal methods, conducting routine monitoring of the operational status of air emission control systems |

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| Business Ethics | <ul style="list-style-type: none"> • Strictly complying with anti-corruption laws and regulations, conducting business in a transparent and honest manner, and opposing any form of corruption and bribery • Complying with the regulations on competition, anti-monopoly, and trade in the countries/regions where it operates • Strictly opposing all forms of money laundering and taking sufficient measures to ensure that every economic and financial transaction can be traced |
| Data Security and Privacy Protection | <ul style="list-style-type: none"> • Complying with relevant data security and privacy protection laws and regulations, ensuring that the products, services, and information provided meet relevant regulations and regulatory requirements • Establishing comprehensive compliance management systems and effective technical safeguard measures, ensuring adequate business review of information cooperation scenarios, and protecting the personal information and data security of customers and users. |
| Intellectual Property Protection | <ul style="list-style-type: none"> • Suppliers are required not to infringe upon the intellectual property rights of others |

During the supplier selection stage, Kuaishou is committed to building a responsible supply chain system, prioritizing partners that have obtained ESG-related certifications, including system certification such as environmental management (ISO 14001), occupational health and safety management (ISO 45001), information security management (ISO 27001), and anti-bribery management (ISO 37001), ensuring suppliers meet ESG standards across all dimensions. Simultaneously, the Company actively promotes green procurement policies, prioritizing energy-efficient products. By procuring office and engineering materials such as eco-friendly latex paint and eco-friendly notebooks, we continuously increase the procurement share of eco-friendly products.

Furthermore, during the supplier audit and evaluation stage, we incorporate ESG performance as a core assessment item. In terms of labor rights protection, we strictly evaluate suppliers' wage levels, working hour management, and overtime compensation to ensure their employees receive a wage sufficient for a decent living, and implement principles such as avoiding or reducing overtime or excessive working hours, set maximum working hour limits, and ensure equal pay for equal work regardless of gender. For high-energy-consumption suppliers such as servers, network equipment, and leased data centers, we place greater emphasis on examining their environmental performance, adding specialized assessment requirements such as power usage effectiveness (PUE) and clean energy ratio. Through these mechanisms, we aim to incentivize suppliers to actively practice green transformation, thereby effectively reducing our Scope 3 emissions and achieving win-win outcomes together.

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Energy Conservation Incentive Measures for Leased Data Centers

During the tendering stage for leased data centers, we have explicitly designated the annual average PUE value as a critical entry requirement. To ensure the fulfillment of energy-saving commitments, we conduct regular on-site audits. When the power load rate reaches the permitted level, on-site PUE measurement assessments are initiated. If a data center fails to meet the standards, it must pay penalty fees of varying tiers based on the extent to which the metrics are exceeded.

Beyond mandatory metrics, we also require suppliers, while ensuring the stable operation of the data center facilities, to collaborate on tasks such as joint energy-saving experiments, data analysis, and policy research. We have established extensive and in-depth multi-layered cooperation with several partners in areas such as increasing the proportion of clean energy and applying new energy technologies. Through these rigorous assessment and collaboration mechanisms, we aim to work hand-in-hand with suppliers to reduce carbon emissions and jointly build green and low-carbon data centers, contributing to the achievement of the dual carbon goals.

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2 PROTECTING THE ENVIRONMENT AND PROMOTING GREEN OPERATIONS

Kuaishou is committed to advancing the national “Dual Carbon” goals to actively establish a climate risk management mechanism. By continuously building green office premises and data centers, and leveraging the influence of our video platforms to disseminate environmental protection concepts, we devote ourselves to play a key role in driving green operations.

2.1 Climate Change Response

Guided by China’s strategic goals of “Carbon Dioxide Peaking and Carbon Neutrality”, Kuaishou closely monitors development trends and best practices within the industry. We proactively align with green and low-carbon policy requirements, continuously enhance our capacity to address climate change, and collaborate with key suppliers to advance low-carbon and green initiatives. We actively establish a robust environmental management system. In accordance with the “*Climate-related Disclosures*” set out in Part D of the *ESG Reporting Code* of Hong Kong Stock Exchange and referencing *IFRS S2 — Climate-related Disclosures* issued by the International Sustainability Standards Board (ISSB), we identify climate-related physical and transition risks across our operations and value chain. We develop internal management and action plans for these risks, steadily strengthening our ability to address climate change risks and effectively seize opportunities in green development.

- **Governance**

The Board of Kuaishou, as the highest decision-making body for corporate governance, holds ultimate responsibility for climate change-related matters. To ensure effective implementation of ESG management, the Board has authorized the Corporate Governance Committee, chaired by an independent non-executive Director, to assume full responsibility for supervising and guiding the ESG strategy. This includes key areas such as the identification of climate-related risks, the development of assessment and management systems, and the ongoing oversight, review and monitoring of climate-related goal-setting and progress. In daily operations, the ESG Working Group has established a climate risk assessment system to advance the routine monitoring and evaluation of climate-related risks, ensuring the implementation of various climate action plans and compliance with performance standards, and reported regularly. For detailed responsibilities of the ESG governance structure, please refer to the section headed “1.1 ESG Governance”.

During the Reporting Period, for personnel at the governance and management levels responsible for overseeing and managing ESG matters, we advanced the implementation of a compensation and performance appraisal scheme linked to ESG metrics. Furthermore, at the operational level, corresponding assessment requirements have been established within the ESG Working Group.

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- *Strategy*

Kuaishou promptly adjusts and allocates resources in accordance with business development and planning to ensure the assessment, management, and response to climate change-related risks and opportunities. Through regular reviews of the timeliness and effectiveness of various mitigation measures, we continuously enhance our professional capacity to address climate change-related risks and opportunities, effectively promoting the green and low-carbon development of both Kuaishou and our key partners across the value chain.

Climate Risk and Opportunity Assessment

During the Reporting Period, Kuaishou conducted an analysis and assessment of the identified climate change-related risks and opportunities using the established climate scenario analysis model³. This involved referencing predictions of natural environment and economic and social changes under different climate scenarios by authoritative institutions, and encompassed an effectiveness evaluation of Kuaishou's office premises and data centers in addressing climate change-related risks and opportunities across various time horizon⁴. By incorporating feedback from various business departments on the probability and impact severity of these climate-related risks and opportunities, we identified prioritized areas to track, monitor, and do timely management, and refined corresponding response measures to ensure enterprise resilience in the face of climate change.

Climate Physical Risks

In terms of physical risks, cyclones and extreme precipitation (acute risks), as well as the rising average temperatures and drought (chronic risks) resulting from climate change, may have a potential business and financial impact on Kuaishou. The overall risk level across different time horizon is assessed as relatively low. We continuously evaluate and manage the identified key physical risks and their potential impacts, and persistently refine primary risk control and management measures to ensure that the potential effects of climate-related physical risks remain at a low level.

³ Based on our business operations and planning during the Reporting Period, as well as external social and environmental changes, we have not identified any significant developments that could potentially impact business stability. Accordingly, corporate climate resilience has been assessed using the climate scenario analysis model established in 2024.

⁴ The time horizon is defined as follows: within 1 year after the end of the Reporting Period, including 1 year (short-term); 1 year to 5 years after the end of the Reporting Period, including 5 years (medium-term); and more than 5 years after the end of the Reporting Period (long-term).

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| Risk Category | | Potential Impact on Own Operations and Value Chain | Potential Financial Impact | Time Horizon | Risk Control Measures |
|---------------|-----------------------|---|---|------------------------------------|--|
| Acute Risks | Cyclones | <p>Own Operations</p> <ul style="list-style-type: none"> Extreme weather conditions may prevent employees from commuting to work, which may result in disruption to operation, thus could affect operational efficiency and business fulfillment. | Higher operating expenses | Short-term, mid-term and long-term | <p>Office Premises:</p> <ul style="list-style-type: none"> Leveraging our internally developed operational management system, we proactively monitor early warnings of extreme weather events and promptly issue work-from-home notifications. We continuously optimize our working-from-home mechanisms. During extreme weather conditions, we minimize the number of employees required to be on-site to reduce the scope of potential impact. |
| | Extreme precipitation | <p>Own Operations and Value Chain</p> <ul style="list-style-type: none"> Extreme weather conditions such as cyclones and extreme precipitation may damage the office buildings and self-built and leased data centers, increase additional maintenance expenses and may cause asset losses. | <p>Decline in asset value</p> <p>Decrease in operating income</p> | | <p>Self-Built and Leased Data Centers:</p> <ul style="list-style-type: none"> Throughout its site selection, construction, and operational phases, our Kuaishou Intelligent Cloud Ulanqab Data Center has conducted thorough assessments that account for local climatic conditions and natural resource endowments. A comprehensive emergency management and prevention plan for extreme natural disasters has been established, and regular disaster prevention drills are carried out; For leased data centers, we ensure that site selection fully incorporates historical data on local natural disasters (e.g., prioritizing meteorologically favorable areas within the North China Plain). We are gradually extending our natural disaster emergency management framework to the operations and maintenance providers of these leased data centers and urging them to implement regular, routine management and drill exercises. |

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| Risk Category | | Potential Impact on Own Operations and Value Chain | Potential Financial Impact | Time Horizon | Risk Control Measures |
|---------------|-----------------------------|--|--|------------------------------------|--|
| Chronic Risks | Rising average temperatures | <p>Own Operations and Value Chain Rising average temperatures may impact the daily operations of workplaces, as well as self-built and leased data centers, including:</p> <ul style="list-style-type: none"> Increased operational costs associated with cooling and heat mitigation measures required to ensure workplace comfort for employees; Increased energy and water consumption for heat dissipation and cooling in self-built and leased data centers, leading to higher operational costs and a corresponding rise in carbon emissions; Reducing the service life of equipment in self-built and leased data centers and increasing operational costs associated with equipment replacement. | <p>Higher operating expenses</p> <p>Higher capital expenditure</p> | Mid-term and long-term | <p>Office Premises:</p> <ul style="list-style-type: none"> Effectively monitor energy consumption within workplace operations through intelligent monitoring systems to achieve comprehensive control over overall energy usage (e.g., configuring equipment operating schedules and on/off settings based on actual on-site attendance); Regularly assess the accessibility of green energy sources and implement cost-optimized green energy solutions to reduce overall energy consumption levels. <p>Self-Built and Leased Data Centers:</p> <ul style="list-style-type: none"> For both self-built and leased data centers, prioritize areas with access to abundant green energy to reduce energy consumption due to cooling; For self-built data centers, we partner with industry collaborators to implement intelligent control systems in a phased manner and actively develop algorithm modules alongside the corresponding system platforms; We select suitable refrigeration/cooling technologies according to local conditions. For example, medium-temperature chilled water systems are employed in North China to improve the water supply temperature of cooling water, thus reducing the energy consumption of mechanical refrigeration. |
| | Droughts | <p>Own Operations and Value Chain Exacerbated water shortages due to the increased duration and frequency of droughts may have an impact on the daily operations of self-built and leased data centers, including:</p> <ul style="list-style-type: none"> Increasing the use of other cooling facilities will result in higher energy demand and higher operating costs; Reduced cooling efficiency will affect the operational stability of self-built and leased data center equipment. | <p>Higher operating expenses</p> <p>Decrease in operating income</p> | Short-term, mid-term and long-term | <ul style="list-style-type: none"> Self-built data centers continuously monitor environmental temperature in real time by adopting energy-saving control technology to automatically shut down the energy-intensive air-conditioning equipment. We introduce and develop advanced technologies to improve the utilization rate of reclaimed water in the cooling process and fully use the abundant natural cooling sources in the Inner Mongolia region. |

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Climate Transition Risks

In terms of transition risks, Kuaishou promptly pays attention to policy and legal developments, and keeps abreast of new technologies and development trends in the industry. We assess policy and legal risks, technology risks and reputation risks arising from the transition to low-carbon society, focusing on self-operation and core value chain activities. No significant potential risk events have been identified, and the overall risk level is relatively low.

| Risk Category | Potential Impact on Business | Potential Financial Impact | Time Horizon | Risk Control Measures |
|------------------------|--|--|--|---|
| Policy and Legal Risks | Enhanced responsibility for greenhouse gas emissions reporting and strengthened compliance requirements for energy saving and carbon reduction | <ul style="list-style-type: none"> Requirements from international and domestic regulatory agencies and capital markets for disclosing enterprise climate-related information have been continuously increased, and ambiguous or inaccurate disclosures may lead to compliance or reputational risks; In order to cooperate with the management of carbon trading⁵, carbon tax and environmental protection tax, governments at national and operational locations have increased the requirements for the accuracy of carbon emission data declared by enterprises, which may generate compliance risks; Governments at national and operational locations have continuously strengthened corresponding policies for energy consumption and carbon emission, imposing higher requirements on the PUE value and energy-saving performance of Company's data centers, which may lead to increased compliance or operating cost. | <p>Higher operating expenses</p> <p>Increased compliance costs</p> | <p>Short-term, mid-term and long-term</p> <ul style="list-style-type: none"> We continuously track and understand the relevant latest international and domestic laws, regulations and policy requirements applicable to Kuaishou's self-operations, and conduct timely internal assessments and advance relevant compliance management measures. Simultaneously, we internally study and evaluate laws, regulations and policy requirements related to the value chain, and share with core suppliers in a timely manner; We strengthen full communication with various stakeholders (e.g., regulatory agencies, investment institutions), respond promptly and actively to their requirements, and participate in industry exchanges and specialized training to ensure accurate understanding of all compliance requirements and expectations of stakeholders; Based on various laws, regulations, policy requirements and expectations of stakeholders, we optimize and enhance the energy metering, analysis and control system, continuously promote refined energy management, and disclose and report various energy efficiency data promptly and regularly. |

⁵ The internal carbon pricing mechanism is not applicable during the Reporting Period.

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| Risk Category | Potential Impact on Business | Potential Financial Impact | Time Horizon | Risk Control Measures | |
|------------------|--|--|--|---|---|
| Technology Risks | <p>Cost of transition to low-emission technologies/ failure to successfully invest in new technologies</p> | <ul style="list-style-type: none"> In order to effectively respond to the relevant policies and requirements relation to energy saving and consumption reduction, failure to invest in or develop new low-carbon technologies may result in financial losses. | <p>Higher operating expenses</p> <p>Higher capital expenditure</p> | <p>Short-term, mid-term and long-term</p> | <ul style="list-style-type: none"> Considering the current business status and development plans, we evaluate the compatibility and economic viability of various new technologies. Large-scale application shall proceed only after thorough solution demonstration, technical experiments, factory-level testing and small-scale application, so as to avoid financial losses caused by unnecessary technology research and development failures; We collaborate with industry-leading enterprises to set up the Carbon Neutrality Special Committee and the Open Technology Alliance, share energy conservation and carbon reduction technologies for data centers with the members, and encourage core value chain partners to jointly promote R&D of energy-saving and low-carbon technologies, committing to promoting the low-carbon transition of the industry. |

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| Risk Category | | Potential Impact on Business | Potential Financial Impact | Time Horizon | Risk Control Measures |
|------------------|---|---|--|------------------------------------|---|
| Reputation Risks | Increased concerns or negative feedback from stakeholders | <ul style="list-style-type: none"> Concerns from stakeholders (including governments and regulatory bodies, investors, etc.) regarding Kuaishou's low-carbon green development performance targets, compliance status, and implementation progress, or negative feedback on compliance and responsibility fulfillment (e.g., energy consumption levels of data centers), may lead to increased management and operational costs; Failure to timely identify new management norms and requirements from government authorities or capital market regulators in such fields including climate change response and biodiversity protection may lead to stakeholder concerns or negative feedback, resulting in increased management and operational costs. | <p>Higher operating expenses</p> <p>Higher capital expenditure</p> <p>Decrease in financing channels</p> | Short-term, mid-term and long-term | <ul style="list-style-type: none"> We set carbon reduction targets for Scope 1 and Scope 2 emissions from self-built data centers; We set targets including "100% green power use in Beijing headquarters office" and "realizing 100% clean energy use in self-built data centers by 2030", conducting continuous tracking and management to ensure progress towards our set targets; We improve the accuracy and comprehensiveness of the disclosure of carbon emission data and energy consumption data in line with expectations of stakeholders (e.g., requirements from regulatory agencies, etc.), formulate a series of internal management policies (e.g., extreme natural disaster emergency management plans, natural disasters prevention plans (manual), emergency response plans for incidents, etc.), and implement measures in an orderly and steady manner; We stay abreast of the latest regulatory developments and maintain regular communication with professional third parties to ensure timely and accurate understanding of relevant regulatory trends in sustainability fields. For self-built data centers, we adhere to the principle of detailed assessment before construction and continuous improvement during operational management, strictly ensuring pollutant emissions, water resource management, and impacts on surrounding ecosystems comply with the latest regulatory requirements. |

During the Reporting Period, no significant asset losses or disruptions in business activities due to climate-related physical risk or transition risk events occurred within Kuaishou's office premises and data centers.

Environmental, Social and Governance Report

Climate-related Opportunities

Through Kuaishou’s daily assessment, monitoring and management of physical risks and transition risks related to climate changes, we also fully recognize that low-carbon development also presents opportunities for Kuaishou in areas such as enhancing resource efficiency, utilizing low-emission energy, and offering green products and services. For the potential opportunities, we collaborate with relevant business departments to develop and implement corresponding specific measures.

For opportunities related to using low-emission energy (e.g., using green power in office premises and self-built data centers, etc.), we have concurrently adopted market-based measures such as renewable energy trading and carbon emission reduction compliance management to further enhance the positive impact of these opportunities on the Company’s operations.

| Opportunity Category | | Potential Impact on Own Operation and Value Chain | Potential Financial Impact | Time Horizon | Measures to Seize Opportunities |
|----------------------|---|--|--|------------------------------------|--|
| Resource Efficiency | Reducing energy and water usage and consumption | <p>Own Operation and Value Chain</p> <ul style="list-style-type: none"> Accelerating the adoption of multiple energy-saving and water-saving initiatives in office areas and self-built and leased data centers, and improving the WUE and PUE of data centers, can reduce resource consumption and costs; Industry-leading WUE and PUE can strengthen the confidence of regulators and investors in the Company’s proactive response to climate changes, enhancing corporate reputation. | <p>Decrease in operating costs</p> <p>Increase in financing channels</p> | Short-term, mid-term and long-term | <ul style="list-style-type: none"> The self-built data centers have pioneered the adoption of an indirect evaporative cooling equipment water-saving operation mode, actively researching cutting-edge technologies including high-power chip cooling technology and air-liquid hybrid cooling architecture; Through deploying an intellectualized AI-based air conditioning renovation project in self-built data centers, we effectively reduce the heat island effect on rooftops, and lower the operational energy and water consumption of indoor air conditioning systems. |
| Energy Sources | Utilizing low-emission energy | <p>Own Operation and Value Chain</p> <ul style="list-style-type: none"> Energy-saving measures are integrated throughout the entire lifecycle of Kuaishou’s self-built and leased data centers, including site selection, design, and operation. By leveraging new energy power tailored to local conditions, the reliance on fossil fuels is reduced, promoting the transition of data centers toward low-carbon and clean energy. This approach lowers operational expenses and enhances corporate reputation. | Decrease in operating costs | Short-term, mid-term and long-term | <ul style="list-style-type: none"> Kuaishou’s self-built data center located in Inner Mongolia, which is rich in clean power, provides relatively high accessibility to renewable energy. We have continued to actively engage with local governments to secure clean power resources, reducing procurement costs and improving emissions performance for clean power; We communicate promptly with core value chain partners, and encourage leased data centers to increase investment in energy-saving and emission reduction technologies, continuously improving the operational efficiency of Kuaishou’s leased data centers. |

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| Opportunity Category | | Potential Impact on Own Operation and Value Chain | Potential Financial Impact | Time Horizon | Measures to Seize Opportunities |
|-----------------------|---|---|---|------------------------------------|---|
| Products and Services | Conducting green power trading | <p>Own Operation</p> <ul style="list-style-type: none"> Kuaishou's self-built data centers are located in areas with more abundant clean energy. We actively explore market-based management measures such as green power trading, and continuously assess the potential of developing energy conservation and emission reduction projects into carbon emission reduction projects to obtain emission reduction benefits. | <p>Decrease in operating costs</p> <p>Increase in revenue</p> | Mid-term and long-term | <ul style="list-style-type: none"> We fully consider the new energy resources in the selected areas, assess the local government's support for renewable energy development and related policies, and continuously track and participate in local green power trading markets to enhance management levels and performance; We continuously assess the development of clean power projects, and explore opportunities to trade electricity from clean energy to expand emission reduction benefits. |
| Adaptation | Enhancing adaptation to the impact of climate changes | <p>Own Operation</p> <ul style="list-style-type: none"> We adopt a number of energy conservation and emission reduction measures to cope with climate change transition risks and enhance climate resilience; We implement internal policies including developing extreme weather contingency plans, and establish effective internal management processes and control mechanisms. | Decrease in operating costs | Short-term, mid-term and long-term | <ul style="list-style-type: none"> We develop and apply low-carbon technologies in self-built data centers, maximizing the use of natural cooling sources, wind energy, solar energy and low-power equipment to improve energy efficiency and the proportion of new energy use; We formulate the <i>Catalog of Emergency Measures for Typical Emergencies</i>, the <i>Emergency Plan for Fuel Leakage Fault</i> and other relevant documents, set up emergency plans, and regularly organize and carry out emergency drills; We continuously optimize and enhance internal system management platforms to stay informed about information including extreme weather events, and regulatory changes in laws, regulations and policy, and implement corresponding management measures and operational plans for various business departments through these management platforms. |

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Climate Resilience

Taking into account factors such as the concentration of risks, the magnitude of impact, and the availability of data, Kuaishou assessed the climate resilience of its business operations and value chain through internal inputs and analysis by external industry specialists, and no material climate change-related risks were identified. During the Reporting Period, Kuaishou focused on its self-built data centers and concluded that, under both low-carbon emission and high-carbon emission scenarios, the potential financial impacts arising from acute physical risks and transition risks were immaterial.

In terms of acute physical risks, although the possible asset losses due to extreme weather events (such as heavy rainfall and flooding) show a slight upward trend in the medium and long term, Kuaishou progressively implemented internal management policies and measures (such as the *Kuaishou IDC Infrastructure Natural Disaster Prevention System* and the *Data Center Typhoon and Rainstorm Emergency Plan*) to ensure the continuous and stable operation of its workplaces as well as self-built and leased data centers. Furthermore, ahead of extreme weather events, the Company swiftly implemented administrative arrangements, such as enabling employees to work from home, effectively mitigating potential disruptions or interruptions to business operations that could arise from acute physical risks.

In terms of transition risks, taking into account potential factors such as increased cooling electricity consumption due to rising average temperatures at the location where it operates and the need to control and strive to gradually lower the PUE, the additional operating costs that Kuaishou may incur due to its commitment to continuously maintain 100% green electricity usage, will show an upward trend in the medium and long term. Kuaishou has collaborated with industry partners to prioritize the implementation of an intelligent energy management platform and applicable energy-saving technologies across its self-built data centers. During the Reporting Period, Kuaishou continued to optimize the energy efficiency of its cooling systems through AI-based intelligent control systems, while progressively deploying self-developed technologies such as integrated waterless fluoropump air conditioning system and liquid-cooled infrastructure solutions.

To steadily and systematically advance the low-carbon and energy-efficiency management of our self-built data centers to a leading industry level, and to effectively implement energy-use and emission-reduction targets for these self-built data centers, we conducted a comprehensive assessment and review of our current energy-management practices and performance. Building on the existing goal of “By 2030, Kuaishou’s self-built data center will achieve 100% renewable energy usage,” we have added a new climate transition target: “100% green power use at Beijing headquarters office⁶.” To steadily advance our transition plan towards clean energy, we will progressively increase the proportion of green energy used in our headquarters office and self-built data centers, with the ultimate goal of reaching 100% usage. Through this commitment to utilizing green energy at the source, Kuaishou is firmly driving the green and low-carbon transformation of our overall operations.

We monitored and evaluated the progress and fulfillment of these targets in a timely manner by integrating external professional databases with our practical experience in participating in green-power transactions and purchasing green electricity certificates. Since the Reporting Period, we have been successively investing over RMB3 million in the laboratory R&D and the scaling application of low-carbon energy-saving technologies. Looking forward, we will continue to focus on the R&D of green and low-carbon technologies for our self-built data centers as a key priority, investments on the scale of millions of RMB to be made annually dedicating to technological R&D.

⁶ Headquarters in Beijing refer to Central Mobile Intelligence District (CMID).

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| Risk and Opportunity Categories | | Time Horizon ⁷ | Climate Scenario Selection ⁸ |
|---------------------------------|--------------|---------------------------|--|
| Physical Risks | Acute Risks | 2030, 2050 | The SSP2–4.5 ⁹ (Low-emission scenario) and SSP3–8.5 ¹⁰ (High-emission scenario) scenarios, as published by the Intergovernmental Panel on Climate Change (IPCC). |
| Transition Risks | Policy Risks | 2030, 2050 | The “Net Zero 2050” ¹¹ and “Current Policies” ¹² scenarios, as published by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS). |

Scenario Analysis Results¹³

| Risk Assessment Description | Key Assumptions | Impact Level on Financial Indicators | | | |
|--|--|--------------------------------------|------|------------------------|------|
| | | Low-Emission Scenario | | High-Emission Scenario | |
| | | 2030 | 2050 | 2030 | 2050 |
| Physical risks-related Potential asset value losses to Kuaishou’s self-built data center due to heavy rain and flooding. | <ul style="list-style-type: none"> The geographical location of the self-built data center remains unchanged through the target years; The Company’s existing response measures remain unchanged. | Low | Low | Low | Low |
| Transition risks-related Additional clean energy usage costs resulting from response to energy-saving and emission reduction requirements for the data center. | <ul style="list-style-type: none"> Kuaishou can successfully achieve the goal of 100% clean energy usage in the self-built data center by 2030 through green electricity trading and green power certificate procurement; The Company can successfully achieve its PUE reduction targets; The cooling energy consumption of Kuaishou’s self-built data center will increase due to rising average temperatures. | Low | Low | Low | Low |

⁷ The years 2030 and 2050 respectively encompass the actual and projected data for the Company’s business scale from 2025 to 2030 and from 2025 to 2050, as well as the data on the changes in external climate scenarios in 2030 and 2050. This data is utilized to assess the potential impacts of climate physical and transition risks on the short-term, medium-term, and long-term operations and finances.

⁸ When selecting scenarios, the Company considers the following factors: 1) the time period in the scenarios aligns with the Company’s strategic planning time horizon, and 2) the climate factors included in the scenarios effectively describe the potential climate pressures the Company may face in the future.

⁹ SSP2 - 4.5 (refers to the low-carbon emission scenario used by the Company to assess physical risks): This scenario describes carbon emissions peaking by 2040, followed by a subsequent decline, with steady economic development.

¹⁰ SSP3 - 8.5 (refers to the high-carbon emission scenario used by the Company to assess physical risks): This scenario describes a continuous rise in carbon emissions on a global scale, accompanied by uneven economic development.

¹¹ Net Zero 2050 (refers to the low-carbon emission scenario used by the Company to assess transition risks): Countries and regions worldwide implement stringent climate policies and take swift action; technological advancements evolve rapidly; CDR (carbon dioxide removal technologies) is utilized to accelerate decarbonization; net CO₂ emissions reach zero by 2050; and the use of clean electricity experiences significant growth.

¹² Current Policy (refers to the high-carbon emission scenario used by the Company to assess transition risks): Countries and regions worldwide maintain the climate policies currently in place. Technological development progresses slowly; the application of CDR technologies (carbon dioxide removal technologies) remains at a low level; and carbon emissions continue to rise until 2080.

¹³ Based on the business operations and planning during the Reporting Period, as well as external social environment changes and other factors, we have not identified material changes that could impact business stability, and the results of climate scenario analysis remain unchanged.

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- **Risk Management**

We have fully integrated climate risk management into our corporate environmental management system. Based on our actual business conditions and in combination with scenario analysis results, industry analysis, and recommendations from external experts, we have proactively identified and examined potential risks and development opportunities arising from various climate-related factors, and implement the management of various identified risks and opportunities in an orderly, steady and regular manner. For the identified risks and opportunities, taking into account feedback from various departments, we prioritize them based on their likelihood of occurrence and potential financial and operational impacts, develop targeted response measures, and regularly monitor climate-related risks to progressively improve our resilience in responding to climate change following Kuaishou's "three lines of defense" internal control model.

During the Reporting Period, the Board and the Corporate Governance Committee conducted regular reviews on the identification, assessment and management of climate-related risks and opportunities, monitored the effectiveness of key climate risk and opportunity response measures, and provided management recommendations for feasible optimization and enhancement directions.

During the Reporting Period, we did not identify any significant climate-related risks nor any changes in the risk management process due to new significant climate-related risks.

- **Metrics and Targets**

To actively respond to the national "Dual Carbon" strategy and global climate action initiatives, Kuaishou has formulated clear carbon reduction targets based on the analysis results of climate risks and opportunities, with reference to international agreements and standards such as the Paris Agreement. We have established a comprehensive monitoring mechanism, regularly monitoring key metrics related to climate and the environment, and continuously tracking the progress of targets, ensuring the Company steadily progresses on the path of green and low-carbon development.

Environmental, Social and Governance Report

Progress on Environmental Goals

| Category | Overall Goal | Progress and Implementation Measures in 2025 |
|-----------------------------------|--|---|
| Greenhouse Gas Emission Reduction | <ul style="list-style-type: none"> Scope 1 and Scope 2 absolute greenhouse gas emissions from self-built data centers¹⁴ will decrease by 30% by 2030 (2024 as baseline year)¹⁵; By 2030, Kuaishou’s self-built data¹⁴ center will achieve 100% renewable energy usage; By 2030, the Kuaishou headquarters office will achieve 100% renewable energy use. | <p>Beijing Headquarters Office:</p> <p>Progress:</p> <ul style="list-style-type: none"> With the completion of the electricity market transaction and the signing of the green electricity procurement contract, the green electricity usage at Kuaishou headquarters office for the full year of 2026 is expected to be close to 100%. <p>Implementation measures:</p> <ul style="list-style-type: none"> Office premises adopted smart meeting room solutions to optimize lighting and air conditioning usage plans based on usage scenarios and enhanced energy usage monitoring; actively participated in carbon trading pilot programs for key energy-consuming entities. <p>Data Centers:</p> <p>Progress:</p> <ul style="list-style-type: none"> In 2025, Kuaishou’s self-built data centers purchased a total of 583,720 MWh of green electricity, accounting for 93.0% of its annual electricity consumption, effectively minimizing the Company’s overall carbon footprint. <p>Implementation measures:</p> <ul style="list-style-type: none"> It deployed AI intelligent control systems and gradually scaled up the application of energy-saving technologies; and increased the renewable energy usage ratio through a combination of green electricity trading and green power certificate procurement. |

¹⁴ Based on the operational metrics of self-built data centers during the Reporting Period.

¹⁵ We will continue to monitor market trends and review the emissions reduction targets regularly. We will also consider other options, such as purchasing credible carbon credits, as a last resort.

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| Category | Overall Goal | Progress and Implementation Measures in 2025 |
|---------------------|---|--|
| Energy Conservation | <ul style="list-style-type: none"> By the end of 2028, the electricity consumption per square meter in Beijing office premises will be reduced by 8% (2023 as baseline year); Our self-built data center maximizes energy efficiency and achieves an energy saving performance outpacing the national energy consumption target of the “14th Five-Year Plan”, as well as the requirements for power usage effectiveness (PUE) of data centers stipulated by local branches of National Development and Reform Commission. | <p>Progress:</p> <ul style="list-style-type: none"> In 2025, Kuaishou’s total electricity consumption in Beijing office premises decreased by 4.3% compared to the baseline year, while the electricity consumption per square meter decreased by 12.9%. Kuaishou’s energy saving and consumption reduction targets have seen early results. We will maintain the same level of energy-saving efforts to ensure that we achieve our energy conservation goals; In 2025, the annual average PUE of Kuaishou’s self-built data centers was 1.20¹⁶. <p>Implementation Measures:</p> <ul style="list-style-type: none"> Through regular air conditioning maintenance and optimization of switching points, the Company accurately controlled electricity consumption and improved the overall energy efficiency foundation. Self-developed liquid cooling and waterless fluoride pump technologies achieve high-density heat dissipation while saving water and electricity. |
| Water Conservation | <ul style="list-style-type: none"> By the end of 2028, the per capita fresh water consumption in Beijing office premises will be reduced by 8% (2023 as baseline year); New data center park will recycle 100% of rainwater and air-conditioning condensate. | <p>Progress:</p> <ul style="list-style-type: none"> In 2025, Kuaishou’s total fresh water consumption in Beijing office premises decreased by 37.3% compared to the baseline year, while the per capita fresh water consumption decreased by 40.1%; Kuaishou’s operational self-built data centers have applied air conditioning condensate recovery systems; a 1,800 cubic meter rainwater collection pool was built to utilize rainwater resources for daily landscape irrigation in the park, achieving 100% recycling of rainwater and air conditioning condensate in the park. <p>Implementation Measures:</p> <ul style="list-style-type: none"> The reclaimed water recycling system was officially put into operation at the Beijing’s CMID office premises, which is expected to cover approximately 20% of the total water demand of non-toiletry water in toilets, thus improving the efficiency of water resources recycling; It installed rainwater harvesting equipment in self-built data centers, switched cooling systems to reclaimed water, and optimized water resource management through rainwater and condensate recovery, reclaimed water cooling, intelligent spray technology, and inspection and maintenance. |

¹⁶ The lowest PUE value can reach 1.14

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| Category | Overall Goal | Progress and Implementation Measures in 2025 |
|---------------------------|---|---|
| Waste Discharge Reduction | <ul style="list-style-type: none"> 100% harmless treatment of electronic waste will be achieved in all office premises; Waste sorting will be implemented in Beijing office premises on an annual basis; 100% of waste lead-acid batteries in self-built data center to be harmlessly treated by qualified vendors; waste hard drives will be subject to 100% non-hazardous treatment after erasing; Green procurement will be implemented and green procurement standards to be incorporated into supplier management. | <p>Progress:</p> <ul style="list-style-type: none"> In 2025, Kuaishou achieved 100% harmless treatment of electronic waste in all office premises; In 2025, Kuaishou implemented waste sorting in Beijing office premises; In 2025, all waste lead-acid batteries and waste hard drives in self-built data center have been handed over to suppliers for closed-loop and harmless treatment; Environmental protection standards such as proper waste management and disposal, and optimization of natural resource use have been incorporated into the <i>Supplier Admission Commitment Letter</i>. <p>Implementation measures:</p> <ul style="list-style-type: none"> Office premises promoted recycling through the electronic device repurchase program and implemented paperless office practices and electronic contracting to reduce waste generation and resource consumption at the source; Self-built data centers implemented refined waste management through smart sorting stations and tiered processing mechanisms, supported by management ledgers, establishing targeted recycling systems with professional manufacturers; It signed green packaging agreements with core suppliers, requiring them to use simplified, recyclable, and easily degradable packaging, and encouraging them to provide equipment recycling or trade-in services. |

2.2 Green Operation

Kuaishou deeply integrates green and low-carbon concepts into the entire operational process, systematically enhancing resource utilization efficiency, strengthening waste management and reducing pollutant emissions through continuous innovation and improvement of the management system. At the same time, based on our business scale and operational characteristics, we implement targeted water-saving measures to effectively reduce water consumption. We consistently adhere to the path of green and low-carbon development, actively contribute to ecological environment construction, and strive to build a low-carbon and sustainable development model.

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Given the different characteristics for operations in offices and data centers, we have established targeted three-tier management systems respectively. In office management, Kuaishou has set up a three-tier green operation management structure of “decision-making — management — execution”, clearly delineating responsibilities at each level to achieve closed-loop management within the whole process from strategic planning to on-site implementation. During the operation of data centers, we have also established a dedicated three-tier environmental management system, so as to continuously optimize environmental management measures, and deeply integrate green and low-carbon concepts into the entire lifecycle operation and management of self-built and leased data centers. To strengthen environmental management in data centers, Kuaishou incorporates key environmental indicators (including Power Usage Effectiveness (“PUE”), Water Usage Effectiveness (“WUE”), Waste Treatment Compliance Rate, etc.) into the performance evaluations of relevant departments and personnel, with targeted rewards and penalties, thereby translating green operations into measurable daily operational practices to continuously improve resource efficiency and environmental performance of data centers.

During the Reporting Period, Kuaishou did not identify any major violations of laws and regulations related to exhaust and greenhouse gas emissions, water and land pollution discharge, and generation of hazardous and non-hazardous waste.

Environmental Management in the Office Premises

First Tier (Decision-making Team): Administration Department

Consider and approve management objectives, plans and budgets, and supervise implementation effectiveness.

Formulate and review targets and objectives for reducing environmental impact. Regularly provide environmental training for employees to help them understand the impacts of the Company on the environment.

Second Tier (Project Management Team): Engineering, Safety, Office Space Service Center

Supervise and promote various energy saving and carbon reduction projects according to the plan, ensuring continuous improvement in environmental performance.

Third Tier (On-site Execution Team): Property Management Team

Execute daily inspections and energy-saving operations, and undergo periodic assessments.

Environmental Management in the Data Centers

First Tier (Decision-making Team): Environmental Protection Management Officer

Oversee and manage the decision-making on material matters. Formulate and review targets and objectives for reducing environmental impact.

Second Tier (Project Management Team): Campus Environmental Protection Management Personnel

Be responsible for system formulation, daily supervision, data reporting, compliance self-inspection, emergency coordination and other tasks.

Third Tier (Execution Team): Leaders of the Central Control Center, Data Center, Property Management and Substation Groups

Designate environmental protection specialists within their respective departments to fulfill environmental protection responsibilities.

Green Operation Management System

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2.2.1 Energy Management

Kuaishou strictly complies with laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*, continuously improves internal systems like the *Kuaishou Energy Management Strategies* clarifying energy management responsibilities, and adopts the “Plan - Do - Check - Act” cycle to enhance our energy management system and improve our energy use efficiency. We implement multiple energy conservation and emission reduction initiatives including green retrofits of electrical equipment in office premises and self-built data centers, so as to continuously strengthen our green competitiveness.

Office Energy Management

To fulfil its commitment to energy conservation and emission reduction, Kuaishou has established clear energy management goals and is steadily advancing their achievement through systematic management mechanisms and diverse innovative measures. We continuously carry out green special initiatives, actively explore pathways for energy conservation and emission reduction, and are dedicated to creating low-carbon, sustainable intelligent office premises.

To drive the green and low-carbon transformation of office premises operations, Kuaishou formulated strategical plans in 2025 and targeted to further reduce the overall carbon footprint through offsetting mechanisms in future for the remaining emissions that were difficult to control, striving to achieve low-carbon operational goals.

Green Site Selection

Kuaishou strictly selects locations in high-standard green buildings. Our new headquarters office building in Central Mobile Intelligence District in Beijing obtained LEED¹⁷ (Building Operation and Maintenance) Platinum Certification in February 2025. Meanwhile, multiple office premises we leased across the country also obtained LEED certification, striving to select a healthy, energy-saving and environmentally friendly workspace that met international standards for our employees, further supporting the Company's sustainable development.



Hong Kong – Two International Finance Centre



Hangzhou — EFC T6 and T8



Wuxi — Henglong Square



Wuxi — International Finance Square

LEED Certifications for Buildings in Kuaishou's Office Premises

¹⁷ LEED refers to Leadership in Energy and Environmental Design.

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Green Spaces

Kuaishou deeply integrates green building concepts into the planning and operation of office premises. We have introduced advanced intelligent building control systems, including innovative technologies such as intelligent daylight regulation systems and high-efficiency lighting equipment, significantly improving the energy use efficiency in office spaces.

We actively promote the intelligent upgrade of office spaces, investing nearly RMB1.6 million to create the “KRooms” intelligent meeting room solution. By implementing an IoT-based intelligent strategy, we integrate and connect data from smart hardware and infrared sensing devices, addressing the refined resource management of over 1,000 meeting rooms. By taking energy conservation and emission reduction measures such as intelligent lighting control, upgraded multimedia device automation on/off, and synchronized meeting room booking and ventilation operation systems at meeting rooms, we have effectively improved our operational efficiency and reduce our operational costs.

Simultaneously, Kuaishou has implemented multiple energy saving and carbon reduction initiatives in office premises, achieving significant results. Optimization and renovation projects for lighting and air conditioning systems were carried out in the CMID in Beijing and Wanjia Denghuo offices. Adjustments were made to restroom mirror lights, elevator hall lighting, public area lighting, and underground garage lighting, reducing equipment operation and lighting hours. By optimizing the operation hours of air conditioning systems, including fresh air units, restroom exhaust fans, and electric air curtains, we renovated office gyms, adding handheld showers to the overhead showers in the shower stalls to reduce the use of cold water in the shower stalls, as well as to reduce the use of gas and boiler water, effectively conserving water.

Alteration Results for Green Spaces in Kuaishou’s Offices

Lighting System Optimization

The annual electricity saving was

220,000

kWh

Air Conditioning System Optimization

The annual electricity saving was

720,000

kWh

Water System Optimization

The year-on-year water saving in the gym of CMID was

23%

The year-on-year water saving in the gym of Wanjia Denghuo was

30%

Office Energy-saving Training

We value employee participation and encourage all staff to jointly fulfil environmental protection commitments through various forms of science communication and awareness education. All employees complete mandatory and special environmental, health and safety training and pass assessments before onboarding, strengthening environmental protection awareness and responsibility fulfilment from the source. At the same time, we conduct regular systematic training for on-site property management and security teams to enhance their professional capabilities in energy-saving operations and risk responses.

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Environmental, Health and Safety Training

Property management and security teams of Kuaishou completed approximately 3,000 attendance of environmental, health and safety training throughout the year, achieving 100% coverage of the national workplace. In the Beijing area, 22 thematic training sessions were held for resident suppliers, with content including various aspects such as practical energy conservation and emission reduction operations, enhancing the green operation and maintenance capabilities as well as emergency response capabilities of frontline teams.



Green Advocacy

Kuaishou continuously conveys low-carbon concepts to all employees through channels such as ESG communication platforms and customized gift box packaging, advocating a green office culture. In meetings and external reception activities, we actively reduce the consumption of physical materials by adopting e-ink screen name cards and reusable visitor passes, and avoid using disposable gifts. We prioritize environmentally friendly materials as souvenirs, and choose FSC¹⁸-certified paper to print the Company's annual report, integrating the concept of sustainable development into all aspects of office operations.

Green Transportation

Kuaishou systematically promotes the low-carbon transformation of travel. To improve overall efficiency, we centrally planned itineraries, coordinated with suppliers to arrange round trips in close timeframes during the reception process, and centrally dispatched new energy vehicles for transfers, effectively avoiding resource waste from multiple single-passenger, single-vehicle trips. We also implemented multi-stop itineraries to reduce layover time and unnecessary round trips at different places. For company-cooperative car rental services, we prioritized specifying pure electric or hybrid vehicles for transfer tasks, fully implementing the concept of green transportation. Kuaishou also actively encourages employees to practice low-carbon environmental protection during business travel. For example, employees who opt for designated green train routes instead of air travel will receive corresponding incentives from the Company. This initiative helped to reduce carbon emissions by approximately 600 tonnes in 2025.

Furthermore, Kuaishou commuter buses achieved 100% coverage by new energy electric vehicles. By fully adopting clean energy transportation vehicles, we effectively reduced traditional fuel consumption and lower carbon emissions.

¹⁸ FSC refers to Forest Stewardship Council. It is an international non-governmental organization that promotes sustainable forest management worldwide.

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Energy Management in Data Centers

Kuaishou has complied with national policy requirements such as the *Guiding Opinions regarding Accelerating the Construction of a Coordination and Innovation System for the Nationwide Integrated Big Data Center*, the *Overall Layout Plan for the Construction of Digital China*, and the *Implementation Opinions on Deepening the Implementation of “East-To-West Computing Resource Transfer” Project and Accelerating the Construction of the Nationwide Integrated Computing Network*, and revised and enhanced internal systems such as the *Kuaishou IDC Infrastructure Energy Management Strategy* and the *Kuaishou IDC Infrastructure Energy Consumption Management System*, so as to conduct systematic energy management of data centers. In 2025, Kuaishou established the *Policy on Forming an Environmental Management Task Force to Optimize Environmental Management Mechanisms*, deeply integrating green and low-carbon concepts into the entire lifecycle management of self-built data centers by setting up a three-tier environmental management structure for data centers and forming an environmental management task force to continuously optimize environmental management.

Energy Efficiency Assessment

Kuaishou has established a systematic incentive and constraint mechanism for the energy efficiency management in the data centers. We conduct annual PUE indicator assessments for our self-built data centers, and have formulated clear reward and penalty management measures. Evaluations are conducted annually based on actual PUE achievement. Operational teams with excellent energy efficiency performance receive corresponding rewards, while those failing to meet energy efficiency targets are subject to tiered management measures. This drives the entire system to continuously improve energy use efficiency and strengthen the responsibility fulfillment for green operations. Through continuously increasing R&D investment in the field of green technology innovation as well as independent R&D and technological breakthroughs, we constantly enhance resource utilization efficiency and optimize energy recovery rates. In 2025, the average PUE of Kuaishou’s self-built data centers was 1.20, with a minimum reaching 1.14.

Energy Conservation and Emission Reduction Measures

We have established a comprehensive waste heat recovery and utilization system. Kuaishou data centers are committed to maximizing comprehensive resource utilization during daily operations by converting waste heat into usable energy through advanced heat recovery technologies, significantly enhancing energy use efficiency. In terms of operational management, Kuaishou’s self-built data centers have adopted multiple innovative measures, including optimizing cooling systems, implementing intelligent energy consumption monitoring, and promoting energy-saving equipment upgrades. In 2025, we focused our investments in key carbon reduction initiatives, actively promoting multiple energy-saving technology renovations, including indirect evaporative AI projects and air-liquid hybrid cooling architecture, and the heat island effect mitigation pilot program, aiming to comprehensively improve energy use efficiency through hardware upgrades. Simultaneously, we regularly inspected system functionality and performance, and conducted cross-inspections between equipment rooms, annual spot checks and special inspections of varying depths for major holidays or other events, so as to fully ensure the operational efficiency in the equipment rooms and effectively reduce unnecessary energy consumption.

Environmental, Social and Governance Report

Green Energy Conservation and Emission Reduction Technologies and Measures Used in Kuaishou’s Self-built Data Centers

| Green Technologies and Measures | Energy-saving Results |
|--|---|
| Energy-saving Building Systems | <ul style="list-style-type: none"> • Introduce roof reflective coatings to lower temperatures around the equipment, which has been measured to reduce the energy consumption for air conditioning units by approximately 5%; • Install intelligent timers on roof lighting to automatically adjust on/off times according to seasonal changes, avoiding energy waste from lights being left on unnecessarily; • Adopt centralized natural gas heating to replace decentralized electric heating equipment, effectively reducing energy consumption for freeze protection in winter and lowering electricity consumption. |
| Equipment Maintenance and Rectification Measures | <ul style="list-style-type: none"> • Optimize water quality and clean up regularly, preventing scaling on heat exchanger cores, so as to maintain efficient heat transfer and avoid increased energy consumption; • Rectify the gas tightness for equipment rooms, and reinforce the isolation of hot and cold aisles, laying a foundation for improving overall energy efficiency and lowering the PUE of equipment rooms; • Dynamically optimize switchover points for air conditioning modes to reduce electricity consumption; • Retrofit pipelines to achieve condensate water recovery and regulate fresh air to reduce excessive dehumidification, lowering the energy consumption of constant humidity machines; • Establish lighting management specifications, implement zoned and time-controlled lighting (turning off lights in non-core areas/non-working hours, and maintaining only basic lighting in core areas), and label switches to guide proper use, advocating and enforcing the practice of “turning off lights when leaving”. |

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| Green Technologies and Measures | Energy-saving Results |
|-----------------------------------|--|
| Advanced Cooling Technologies | <ul style="list-style-type: none"> • The AI intelligent control system for the indirect evaporative cooling air conditioning in the core area of Ulanqab Data Center, jointly developed by Kuaishou and partners, has completed the development of 5 core algorithm modules and the construction of the system platform. This system integrates intelligent functions such as optimization of supply air temperatures, regulation of dry mode switching thresholds, dynamic optimization of compressor loading thresholds, coordinated regulation of water and electricity control, and prediction of equipment aging. Small-scale pilot applications of supply air temperature optimization and dry mode switching threshold algorithm modules have achieved a energy-saving rate of 4.3% for the air conditioning system, demonstrating significant energy efficiency improvement results; • Kuaishou has self-developed liquid-cooled cabinets and liquid-cooled dry coolers, etc., achieving ultra-high-density liquid-cooled heat dissipation while operating with near-zero water consumption; • Kuaishou’s self-developed integrated waterless fluoropump air conditioning system has been deployed on a large scale with 500 units, supporting over 150MW of IT equipment. At scale, it is expected to save 1.2 million tonnes of water and 90 million kWh of electricity, significantly enhancing resource utilization efficiency; • Kuaishou’s self-developed split fluoropump air conditioning system can support large-scale single-building cooling needs and is compatible with ultra-high-density air-cooling scenarios. Kuaishou is also actively exploring air-liquid hybrid solutions to further enhance system flexibility and energy efficiency performance. |
| Power Supply Innovation Solutions | <ul style="list-style-type: none"> • The Company has actively explored new simplified Uninterruptible Power System (UPS) solutions to meet future AI computing demands for low-cost, high-efficiency, compact, and integrated rapid deployment. |

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| Green Technologies and Measures | Energy-saving Results |
|---------------------------------|---|
| Waste Heat Recovery Systems | <ul style="list-style-type: none">• Kuaishou’s self-built data center has implemented an innovative waste heat recovery product, which has been patented. This product addresses the gap in waste heat recovery for distributed air conditioning systems, achieving self-sufficient heating within the campus and reducing energy consumption and carbon dioxide emissions;• Introduced total heat exchangers to direct the 35°C return air from the hot aisle of the equipment room into the unit for heat exchange with the 10°C cold air in the diesel generator room, thereby raising the temperature of the cold air in the diesel generator room, and achieving an energy consumption reduction of 5%–10%. |

Carbon Mitigation Solutions

Kuaishou closely follows national green energy policies, and actively implements low-carbon operations. We increased the proportion of renewable energy use by obtaining renewable energy such as solar and wind power through green electricity trading and green power certificate, so as to reduce the Company’s overall carbon footprint. In 2025, Kuaishou’s self-built data center purchased a total of 583,720 MWh of green electricity, accounting for 93.0% of its annual electricity consumption, thereby avoiding a total of 309,721.8 tonnes of CO₂ equivalent emissions, demonstrating our commitment to carbon reduction.

Meanwhile, the data center has initiated a self-built a photovoltaic power generation project, utilizing building roof space for planning and implementation. The project is expected to be completed in 2026.

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Technology Achievements and Awards in Data Centers

In promoting industry collaboration and technology openness, Kuaishou has actively cooperated with a total of 10 peer enterprises from 2022 to co-establish the public-interest “Carbon Neutrality Open Technology Alliance” patent pool. The alliance has initially made 8 patents available for free external licensing, aiming to foster the integration of innovations in the fields of digital technology and carbon neutrality, and support the realization of national “Dual Carbon” goals through concrete actions. In 2025, Kuaishou achieved significant milestones in energy-saving technologies, filing 3 new technology patents: *Cooling Equipment, Cooling System and Cooling Control Method, A Technical Solution for Optimizing Airflow Delivery in Integrated Fluorine Pump Units, and Integrated Intelligent Dry Cooling Solution*. We also participated in the development of multiple industry standards, including the preparation of industry standards such as *Project Specifications in Data Centers* and *Technical Specifications for Liquid Cooling Components in Information Technology Servers and Storage Equipment*. We actively engaged in forums and seminars held by industrial organizations such as the Open Data Center Committee (ODCC) under the Ministry of Industry and Information Technology and the China Data Center Council (CDCC) under the Ministry of Housing and Urban-Rural Development, and participated in the compilation of technical documents such as the *800V High-Voltage Direct Current White Paper*, continuously advancing the improvement of industry standard systems in the data centers and the application of related innovative technologies.

In the field of sustainable development and technological innovation, Kuaishou’s self-built data center received multiple national and industry awards in 2025:



**Top 100 Enterprises in
China’s Green
Electricity Consumption**



**Innovative Technology
Product Award of
China IDC Industry in 2025**



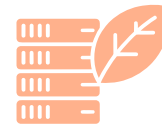
**Outstanding Project Award of
Top 10 Data Centers in 2025**



**Green Solution Award of
China IDC Industry in 2025**



**Typical Case Award for
Green Development in
China’s Data Center and Intelligent
Computing Industry in 2025**



**National Green Data Center
in 2025**

Energy Conservation and Emission Reduction Measures in Leased Data Centers

In addition to its self-built data centers, Kuaishou has expanded its footprint by leasing professional data centers, which serve as a flexible extension of capacity and geographical coverage. In managing leased data centers, the Company actively fulfils environmental responsibilities by extending green operations management into the supply chain, and promotes the implementation of energy conservation and emission reduction in partnered data centers through defining energy efficiency requirements, participating in energy-saving optimizations and other methods. In 2025, under Kuaishou’s influence and collaboration, relevant leased data centers implemented a series of specific measures to actively advance energy conservation and emission reduction.

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Highlights of Energy Conservation and Emission Reduction in Kuaishou’s Leased Data Centers

| Category | Highlights of Energy Conservation and Emission Reduction |
|---|--|
| Energy Conservation and Emission Reduction Incentives | <ul style="list-style-type: none"> A leased data center of Kuaishou encouraged team innovation and optimization by establishing multiple incentives such as the “Outstanding Energy-Saving Team Award”, individual “Golden Idea” energy-saving award, and energy-saving benchmark award for projects, and promoted whole-team participation in energy conservation and emission reduction by the internal “Highlight Work” recognition mechanism. |
| Energy Conservation and Emission Reduction Technologies and Solutions | <ul style="list-style-type: none"> A leased data center of Kuaishou adopted a water-source heat pump heat recovery system, recycling heat recovered from wastewater to reduce energy consumption and CO₂ emissions. A leased data center of Kuaishou adopted a centralized chilled water air conditioning system and plate heat exchangers, utilizing lower outdoor temperatures during transitional or winter seasons to provide cooling sources by cooling towers and plate heat exchangers, and reducing chiller operation time and energy consumption. A leased data center of Kuaishou implemented a phase-change multi-split air conditioning system, which reduced heat transfer components in the air conditioning system, improved heat exchange efficiency in the air conditioning system, better utilized outdoor cooling sources and reduced mechanical cooling time, achieving a lower PUE. |
| Management System Certifications | <ul style="list-style-type: none"> Kuaishou’s different leased data centers successively obtained various system certifications in 2025, including ISO 9001 Quality Management System, ISO 20000 Information Technology Service Management System, ISO 22301 Business Continuity Management System, ISO 27001 Information Security Management System and ISO 27701 Privacy Information Management System, as well as ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certifications. |

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2.2.2 Water Resource Management

Kuaishou continues to strengthen water resource management, complying with the *Water Law of the People's Republic of China* and other relevant laws and regulations. We have developed and improved internal policies and documents, including the *Kuaishou Energy Saving and Consumption Reduction Management Policy* and the *Reclaimed Water Usage Management Policy*. Water usage in office premises and data centers is sourced from municipal water supply, with no issues regarding water source availability. We continuously enhance the water resource management system by introducing intelligent water monitoring systems and water-saving technologies, achieving refined whole-process control from water extraction and usage to sewage treatment. On this basis, we actively promote water recycling projects such as reclaimed water reuse, and enhance the construction and management of sewage treatment facilities, significantly improving water resource utilization efficiency and avoiding water waste and pollution. In 2025, we continued to develop and optimize the "Data Energy Dashboard", incorporating AI-powered intelligent analysis, integrating resource consumption data, and proactively identifying and diagnosing potential points for resource conservation and energy conservation and emission reduction. Water meter data has been fully integrated during the Reporting Period, providing core system support for refined water resource management and conservation.

During the Reporting Period, Kuaishou implemented multiple comprehensive initiatives in office premises and data centers to enhance water resource management performance.

Kuaishou's 2025 Water Resource Management Initiatives

| Category | Water Resource Management Initiatives |
|-----------------|--|
| Office Premises | <ul style="list-style-type: none">• Posted water-saving signs in office areas to encourage and guide employees to conserve water;• Implemented water pressure balance renovation projects: Standardized water supply pressure between high and low floors by installing pressure regulation devices, effectively reducing water consumption in lower-floor areas;• Comprehensively promoted the installation of water-saving aerators: While ensuring cleaning effectiveness, significantly reduced water usage per handwash by approximately 20% through foam technology, enhancing the efficiency of water resource utilization;• Established a regular water volume monitoring and verification mechanism: Employed smart water meters and data collection systems to enable real-time monitoring and analysis of water usage, providing data support for water resource management decisions;• Improved the inspection and maintenance system for water supply facilities: Through preventive maintenance and rapid response mechanisms, eliminated water waste caused by water leakage. |

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| Category | Water Resource Management Initiatives |
|---|--|
| Self-built and Leased Data Centers | <ul style="list-style-type: none"> Implemented preventive maintenance to ensure water efficiency: Installed insect screens, conducted advance valve maintenance, and optimized the operation strategy of humidifiers to avoid waste caused by blockages, overflows, and water quality deterioration at the source; Strengthened source control to reduce total water consumption: Implemented temperature-based intelligent spray strategies, introduced reclaimed water, regularly cleaning water tanks, and enhanced daily inspections to detect and repair leakages, effectively reducing absolute water consumption; Comprehensive water resource recycling system: Recovered and reused air conditioning condensate water and spray drainage; installed 3 sets of integrated sewage treatment equipment to systematically treat domestic sewage; implemented a reclaimed water recycle project, using treated reclaimed water for landscape irrigation in the park or, after secondary reverse osmosis treatment, for cooling water systems; built a 1,800 cubic meter rainwater collection pool to utilize rainwater resources for daily landscape irrigation in the park, further expanding the use of non-conventional water sources; Adopted a fluorine pump natural cooling system in a leased data center of Kuaishou to replace the traditional water-cooling system, extending the use time of natural cooling sources and effectively reducing water consumption; Conducted advocacy activities: Called on employees to raise awareness about water conservation. |

Workplace Reclaimed Water Reuse System Renovation Project at Kuaishou's CMID in Beijing

As a key initiative in the Company's water resource management, the reclaimed water reuse system renovation project at Kuaishou's CMID in Beijing was officially put into operation in July 2025. Once operational, the project is expected to cover approximately 20% of the total water demand for non-toiletry water in toilets. This project replaced approximately 3,500 tonnes of fresh water in 2025, accounting for 5% of CMID's total water consumption, achieving a monthly water cost saving of approximately RMB4,300. It effectively enhanced water recycling efficiency and is estimated to replace and save 7,000 tonnes of fresh water annually in future, making a positive contribution to the sustainable use of regional water resources.

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2.2.3 Emissions Management

Kuaishou strictly follows the laws and regulations, such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and the *Discharge Standard of Pollutants for Municipal Wastewater Treatment* during its operations. Kuaishou has formulated and continuously improved internal regulations, including the *Kuaishou Domestic Waste Management Regulations*, the *Management Mechanism of Disposal of IT Equipment and Components in Data Centers* issued by the Department of Infrastructure and the *Solid Waste Management System for Ulanqab (Kuaishou) Data Center*. Through systematic management measures such as source reduction, classified collection, and standardized disposal, we have achieved standardized management of emissions.

Waste Management in Office Premises

To implement waste management in workplaces, Kuaishou has comprehensively implemented a waste classification system across all its national office premises. By deploying dedicated personnel responsible for on-site supervision, sorting operations and data recording and feedback, we have effectively improved the sorting accuracy and resource recovery rate of non-hazardous waste such as domestic waste, kitchen waste, and other general office waste. For hazardous waste such as toner cartridges, ink cartridges, and used batteries, the Company strictly adheres to compliant management processes, uniformly entrusts third-party professional organizations with national certification qualifications for safe collection and disposal, ensuring their standardized and non-hazardous treatment. Furthermore, we continuously improve the disposal management and recycling mechanisms for IT equipment and office consumables, reducing resource waste through process optimization. The management measures implemented in our workplaces have further enhanced overall operational efficiency, achieving full-process management of waste from generation and classification to disposal.

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Highlights of Kuaishou's Office Premise Waste Management

Office Premises

- Kuaishou vigorously promotes paperless office practices and electronic contract signing processes. The penetration rate of electronic contracts has reached 98.0% in 2025, significantly reducing paper consumption;
- Kuaishou has launched a "Used Electronic Device Repurchase" program for employees to reduce electronic waste, covering electronic devices such as laptops, system units, computers, monitors, tablets. This program allows employees to choose to internally repurchase their devices after reaching the specified usage period, enabling the recycling and reuse of electronic devices, effectively extending the lifecycle of electronic products, and reducing waste generation at the source. In 2025, Kuaishou's employees repurchased a total of 6,477 devices through this program;
- To promote the reuse of donated items, Kuaishou has donated 70 pieces of usable office supplies to organizations in need, including large decorations, office chairs, office desks, laptops, computer base units, and televisions;
- Throughout the year, Kuaishou has commissioned professional partners to dispose of and sell a total of the following scrapped equipment: computer equipment (including laptops, monitors, desktop computers, etc.): 14,685 units; server equipment: 42 units; Network equipment: 659 units; office equipment (televisions, mobile phones, projectors, etc.): 3,509 units; ensuring the equipment is disposed of in compliance with environmental regulations, with partial resource recovery achieved.

Waste Management in Data Centers

Regarding waste management in data centers, Kuaishou has undertaken systematic management covering institutional planning, supply chain collaboration, and daily execution. By formulating waste generation plans and incorporating them into departmental assessments, waste reduction targets are systematically broken down into departments such as procurement, operations and maintenance, and administration, and are included in their annual performance evaluation scope. A "Green Operations and Maintenance Team" has also been established to coordinate and supervise the execution of relevant plans. Building on this, Kuaishou's self-built and leased data centers have implemented multiple comprehensive waste management initiatives, achieving systematic, resource-based, and non-hazardous closed-loop waste management.

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Kuaishou's Data Center Waste Management Initiatives

| Category | Waste Management Initiatives |
|-------------------------|--|
| Self-built Data Centers | <ul style="list-style-type: none">• Waste recycling: Establishing rigorous waste recycling systems, accompanied by management records, and collaborating with professional manufacturers to establish targeted recycling channels for recovering and reusing key materials such as cobalt and lithium from used batteries. During the Reporting Period, all 10 replaced batteries were professionally recycled by battery manufacturers.• Supplier collaborative management: Requiring suppliers to use recyclable, easily degradable, simplified packaging; signing green packaging agreements with core suppliers; and encouraging them to provide equipment recycling or trade-in services.• Paperless office: Actively promoting paperless and digital office processes. In 2025, the usage of paper documents in self-built data centers decreased by 60% year-on-year.• Classified treatment: Setting up intelligent classified recycling stations within data center park to implement detailed classification and unified treatment of waste such as paper, plastic, metal, and glass to enhance resource recovery and utilization; implementing graded treatment involving testing and disassembly recycling for electronic waste; entrusting qualified institutions for the professional disposal of hazardous waste such as used antifreeze from diesel generators and used motor oil. |

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Leased Data Centers

- **Battery recycling:** We have established battery waste recycling systems in our major leased data centers and have implemented battery recycling work in some centers. All recycled batteries are ensured to be professionally processed by battery manufacturers for environmentally friendly disposal.
- **Equipment cascade utilization and recycling:** A leased data center of Kuaishou actively promotes equipment recycling and reuse. Decommissioned equipment and components, after maintenance and testing, are prioritized for redeployment to office areas for continued use, extending equipment lifespan. Parts that cannot be reused undergo disassembly and recycling. Decommissioned electronic equipment that is completely unrecyclable is handled by qualified suppliers.
- **Hazardous waste management:** Hazardous waste generated during data center operations, such as used motor oil and used coolant, is entrusted to qualified third parties for recycling; decommissioned lead-acid batteries replaced in equipment rooms are taken back by the battery manufacturers responsible for the replacement.

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2.2.4 Biodiversity Protection

Kuaishou consistently upholds the principle of balancing business and ecology, adhering to eco-friendly operational practices. During the construction and operation phases of the Ulanqab Data Center, we fully implemented environmental management requirements for projects of any scale. We conducted biodiversity assessments and mitigation measures across all operational scenarios to minimize impacts on local and surrounding ecosystems.

During the Reporting Period, Kuaishou's operational areas (including self-built data centers and office premises) were not subject to any environmental-related administrative penalties or violations.

Data Center Biodiversity Protection Measures

| Category | Biodiversity Protection Measures |
|--------------------------------|--|
| Phased Implementation Measures | <p>New Site Planning and Construction Phase:</p> <ul style="list-style-type: none">• Implement the “Three Simultaneities” system (pollution prevention facilities designed, constructed, and operationalized simultaneously with main projects);• Develop environmental risk emergency response plans and submit them to relevant regulatory authorities for record;• Clarify ecological protection clauses and environmental responsibilities and obligations with construction contractors;• Conduct regular ecological environment monitoring in protected areas;• Implement the “Six 100%” dust prevention measures: 100% site enclosure; 100% coverage of material stockpiles; 100% wheel washing for incoming/outgoing vehicles; 100% hardening of main roads; 100% moisture reduction for earthworks; 100% sealed transportation for construction waste. <p>Site Operation Phase:</p> <ul style="list-style-type: none">• Formulate environmental protection management measures for the operational phase;• Implement environmental monitoring, pollution prevention, ecological compensation and restoration;• Incorporate campus greening into management, reducing the campus' s operational carbon emissions through the planting and maintenance of greenery. |

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| Category | Biodiversity Protection Measures |
|---------------------|---|
| Systematic Measures | <p>Comprehensive Environmental Monitoring and Control:</p> <ul style="list-style-type: none">• Conduct comprehensive testing of exhaust gases, wastewater, groundwater, and noise to ensure all indicators comply with national standards;• Exhaust gas management: Implement detection and control to reduce the direct harm of harmful gases to vegetation and wildlife, preventing widespread dispersion of pollutants;• Water body protection: Ensure wastewater discharge meets standards to avoid toxic substances entering water bodies;• Regularly monitor groundwater quality to ensure the sustainable use of water resources;• Systematic noise management: Strictly adhere to environmental protection laws and regulations such as the <i>Law of the Prevention and Control of Environmental Noise Pollution</i>, and integrate noise management into the environmental management system; ensure the noise generated from the operation of our self-built and leased data centers is strictly controlled within regulatory limits through systematic noise control measures; a leased data center of Kuaishou has undertaken noise reduction renovations, installed high-efficiency sound barriers and employed professional technical means such as advanced sound-absorbing and sealing materials, effectively reducing noise impact on surrounding communities. |

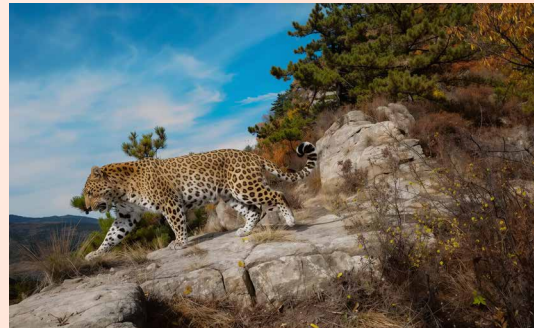
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Ecological Compensation Measures

Kuaishou actively engages in ecological protection activities in its operational locations. In 2025, the Company participated in launching the Beijing ecological construction project “Coexisting with Oaks, Welcoming Leopards Home”, contributing to local ecological environmental protection and biodiversity restoration through concrete actions.

“Coexisting with Oaks, Welcoming Leopards Home”

As one of the co-initiators of the joint action “Coexisting with Oaks, Welcoming Leopards Home”, Kuaishou, through its Beijing Kuaishou Charity Foundation, actively engaged in this regional ecological restoration plan led by provincial forestry departments from Beijing, Hebei, and Shanxi. The action aimed to systematically restore the habitat and food chain of the North China leopard by replanting 10 million oak saplings in key ecological corridors to reconstruct mixed coniferous and broad-leaved forest ecosystems. The project Kuaishou participated in and supported encompasses full-stage planning from short-term collaboration mechanism building and afforestation to medium- and long-term monitoring and community participation. Through concrete actions, it contributed to Beijing’s construction as a “City of Biodiversity Conservation” and was committed to achieving the dual goals of stable population reproduction for the North China leopard and sustainable regional development.



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3. LEADING THE INDUSTRY IN CREATING SOCIAL VALUE

Kuaishou is committed to fostering a secure and reliable online environment and strictly complies with laws, regulations and the latest domestic and international standards. By improving systems, strengthening protection technologies, and enhancing internal and external security awareness and skills, we continuously solidify our data security foundation and comprehensively safeguard user information security.

3.1 Safeguarding Information Security and Cybersecurity

Kuaishou regards data security and cybersecurity as the cornerstone of its development, and strictly complies with domestic laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Provisions on the Administration of Mobile Internet Applications Information Services*. Furthermore, we have established a comprehensive internal policy system, formulating internal rules and regulations including the *Kuaishou Employee Information Security Code*, the *Kuaishou Information Security Management Regulations*, the *Third-party Platform Account Permission Management Standards*, the *Kuaishou Safety Violation Handling Management Regulations*, the *Supplier Information Security Management Regulations*, the *Kuaishou Application System Security Specifications* and the *Kuaishou Security Incident Emergency Response Specifications*. These policies provide comprehensive horizontal coverage across all business departments and vertically span the entire lifecycle of security management from suppliers to employees and users, thereby ensuring comprehensive and effective control over information security risks.

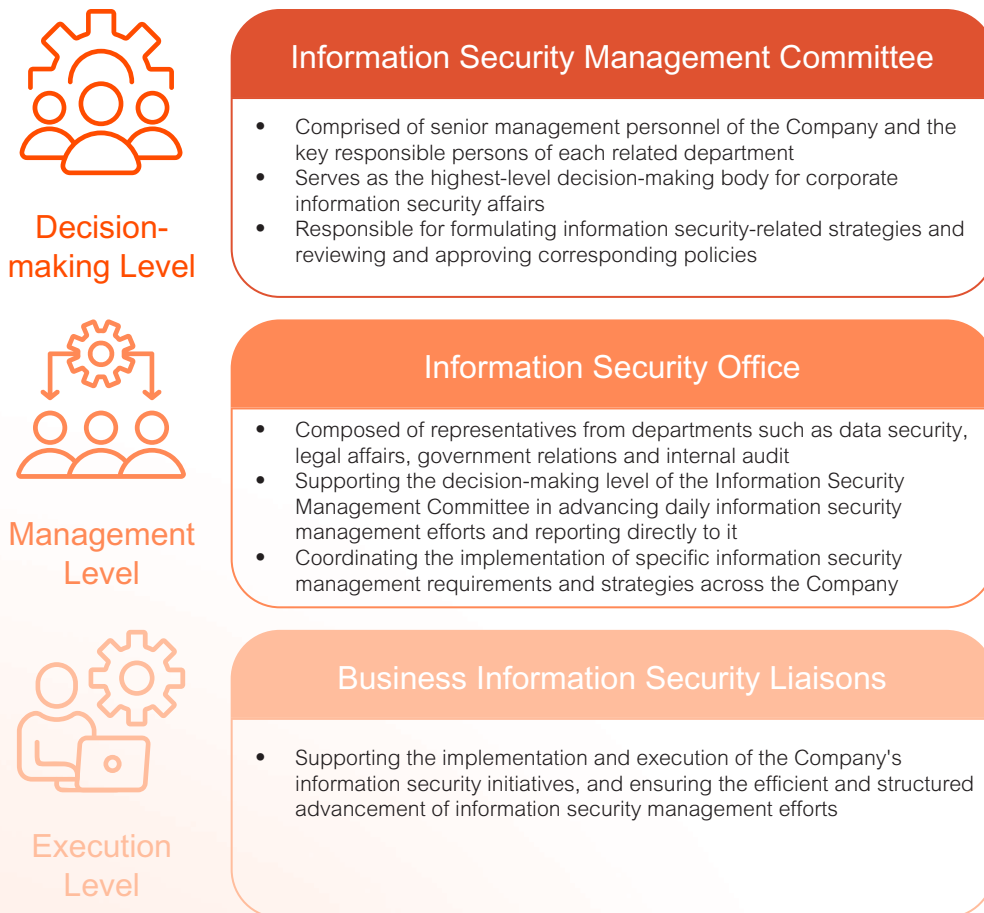
Furthermore, we continuously optimize our policy system to address new technological challenges. In 2025, we established or revised a total of 6 policies in relation to data and information security, with a focus on adding or updating processing specifications for scenarios such as large language model usage, non-work-related queries and data downloads. This ensures our security defense mechanisms dynamically adapt to the latest business scenarios, thereby comprehensively reinforcing our security perimeter.

During the Reporting Period, the Company did not experience any significant privacy or data breaches. Additionally, none of Kuaishou's associated suppliers encountered incidents that resulted in the leakage of privacy or data of Kuaishou's users.

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3.1.1 Security Management System

Kuaishou has established a top-down, three-tier information security management framework to centrally implement information security requirements across the entire company and strictly control information security and privacy risks. We continuously improve our data security policy system, standardizing full lifecycle data management to ensure security mechanisms dynamically adapt to business scenarios, thereby comprehensively safeguarding the data security perimeter.



During the Reporting Period, the Company and the Information Security Management Committee completed the appointment and internal reporting of a designated person responsible for personal information protection. The Information Security Office is responsible for supervising personal information processing activities and the protective measures taken.

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3.1.2 Information Security Audit and Certification

Kuaishou is committed to building a comprehensive protection system. In 2025, we obtained multiple information security management system certifications, including ISO 27001 Information Security Management, ISO 27701 Privacy Information Management, ISO 27017 Cloud Service Information Security Management and the Information Security Protection Level III Certification, covering over 90% of our business scope. This fully demonstrated our high standards and professionalism in security management. In terms of cutting-edge technology, our AI development platform newly obtained the ISO 42001 AI Management System Certification in 2025, showcasing that Kuaishou’s AI security governance has received international authoritative recognition.

In terms of domestic professional recognition, we received the “Three-Star (System-Level)” Certificate for Social Responsibility Evaluation of Data Security and Personal Information Protection from the China Cybersecurity Industry Alliance (CCIA), as well as the Data Security Construction Capability Certification from the Digitalization Working Committee. In addition, Kuaishou Advertising and Content Alliance obtained the “IT Product Information Security Certification” in 2025, ensuring our ability to provide developers with a more stable and trustworthy software development environment.

We proactively conduct regular internal and external data security inspections and audits to ensure the continuous improvement of our information security system. The audit scope comprehensively covers the entire lifecycle and chain of responsibility for data processing. We conduct at least one internal audit of information system operation and maintenance as well as information security coordinated by the Internal Audit Department per quarter, focusing on reviewing the effectiveness of security principles, the completeness of log monitoring, and the standardization of third-party risk and personnel management processes. In 2025, Kuaishou obtained the “Personal Information Protection Compliance Audit Capability Evaluation Certificate”, signifying our authoritative capability to conduct professional audits of internal personal information. Furthermore, we implement at least one external independent third-party audit annually. The audit scope encompasses various aspects, including compliance assessment and security risk analysis. Through precise evaluation, prevention and control of risk points, we ensure that the Company’s network environment, technical measures, management systems and processing procedures strictly comply with regulatory and security requirements.

Third-Party Audits or Inspections Conducted in 2025

| Audit or Inspection Institutions | Audit or Inspection Matters |
|---|---|
| Security Research Institute of China Academy of Information and Communications Technology (CAICT) | Information security risk assessment — The assessment result was excellent — No data risk items at high-risk level or above |
| Standards and Technology Research Institute of CAICT | Internet application (APP) and software development kit (SDK) testing |
| China Electronics Standardization Institute | Personal information protection compliance audit |
| China Cybersecurity Review Technology and Certification Center | SDK Information Security and Compliance Certification |
| National Computer Virus Emergency Response Center | APP personal information protection testing |

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3.1.3 Measures to Prevent Security Incidents

Proactive Pre-Event Defense Measures

Kuaishou proactively manages the security of information system and assets by implementing measures such as security shift-left, system testing, penetration testing and security drills. These initiatives enable the continuous improvement of our information security system and the enhancement of our security protection standards and capabilities.

Shift-left Security

We deeply integrate security mechanisms into the early stages of product design, research and development and testing, thereby achieving the shift-left security. Product managers are responsible for organizing the security requirement analysis and review of information system. This ensures that at every phase, from design, development and testing to acceptance and launch, the system meet project-specific security requirements and prevailing standards. During the construction process, especially at key stages such as requirement design, testing and launch, we consider security needs based on specific application scenarios. Corresponding security design and verification materials shall be submitted during assessment. For any issues identified, the responsible team shall promptly implement rectifications to enhance system security from the source. We also provide dedicated data security-related procedures, which can detect deep logical vulnerabilities during the research and development phase, thereby preventing vulnerabilities from the source.

Moreover, we actively introduce AI technology to build an intelligent automated data identification and classification system. This system is capable of conducting real-time scanning, detection and labeling of sensitive data during the initial stage of product testing, significantly improving the accuracy and response speed of data asset management and protection. This ensures more timely and effective security protection for data throughout its lifecycle.

Protection System Testing

In terms of protection system testing, we employ diversified technologies and tools, such as white-box, black-box and gray-box scanning tools, to regularly evaluate our protection system. In addition to traditional manual testing, we have introduced AI-driven white-box alert analysis, which can accurately filter noise and enhance analysis efficiency.

In 2025, Kuaishou completed tiered protection evaluations for 23 systems.

Penetration Testing

To build a proactive security system with in-depth defense capabilities, Kuaishou has implemented an “internal and external collaboration” security intelligence gathering mechanism. This mechanism aims to comprehensively monitor and assess the security posture of our products and services. In 2025, we conducted a total of 15 vulnerability discovery activities, with all identified risks promptly repaired.

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For external collaboration, we actively engage with crowdsourced testing platforms of white-hat hackers and security expert communities through the Kuaishou Security Response Center to encourage external forces to assist us in early identification of potential risks. The Company grants honor certifications and rewards to discoverers who submit valid vulnerabilities or intelligence, in recognition of their contribution to ecosystem security.

For internal management, we have established a dedicated and confidential channel for reporting security risks. This initiative encourages all employees, including those in technology, operations and customer service, to participate in security development. Employees who discover suspected security vulnerabilities, internal data violations or potential risks can report them with one click through this channel. For effective feedback that leads to the resolution of significant risks, the Company will provide recognition and incentives according to the reward system. In addition, we regularly organize internal security events such as risk challenge competitions and CTF events, awarding prizes and honor badges to outstanding participants.

KLING Specialized Vulnerability Discovery Campaign

In April 2025, Kuaishou initiated a specialized security crowdsourced testing campaign for the domestic and international versions of “KLING”. We established a rigorous review mechanism based on the Kuaishou Security Center Handling Standards V3.0, assessing vulnerability severity by comprehensively considering the difficulty and the impact scope. This initiative attracted top security talents, effectively enhancing the defensive capabilities of our core AI business and strengthening the product’s security perimeter.



Security Drills

Kuaishou conducts large-scale “Red Team vs. Blue Team” practical drills annually. In these drills, in addition to relying on our internal professional defense team, we specifically invite leading third-party attack teams, simulating real-world threat environments. The scope of these drills covers a holistic perspective, evaluating not only the ability to detect security risks but also comprehensively assessing the coverage of emergency response plans, the efficiency of emergency handling and post-event review processes. Through diversified methods such as simulated real attacks, monitoring and alert testing and log chain restoration, we thoroughly validate the effectiveness and completeness of security measures across various business scenarios.

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In-Event Security Incident Response and Post-Event Handling

To address cybersecurity incidents, we have established the *Kuaishou Vulnerability Handling Specifications* and the *Kuaishou Security Incident Emergency Response Specifications* to standardize the handling process across 4 key stages: discovery, identification, response and reporting. By clearly defining the roles and responsibilities of all parties involved, we ensure the timely, consistent, effective and reasonable management of information security and privacy protection incidents.

| Stage | Core Process Description |
|----------------|---|
| Discovery | The Security Response Center is established for employees and external parties to create a real-time monitoring mechanism in terms of security incidents, vulnerabilities, or suspicious activities. Upon detection of a data security incident, the emergency response procedure is immediately activated to ensure the incident is promptly brought under control. |
| Identification | Based on quantifiable indicators that assess the impact of security incidents on business data, clear tiering and classification standards are established to determine risk levels. The Information Security Center collaborates with the business department to identify problems and conduct in-depth analysis of the root causes of incidents. |
| Response | <ul style="list-style-type: none">• Establishing the Emergency Security Working Group to facilitate cross-departmental collaboration, providing professional advice and technical support to ensure consensus is reached on response plans;• Conducting data recovery or traceability activities, confirming the remediation plan, resolution timeframe and measures to limit the impact, implementing actions to minimize social repercussions, and strictly preserving all relevant traces and evidence throughout the process;• Confirming resolution timelines, rigorously controlling the risk of escalation, and evaluating the completion of remediation efforts to effectively limit the scope of the incident's impact;• Committing to repairing critical vulnerabilities within 24 hours and completing fixes for high-risk vulnerabilities within 48 hours. |
| Reporting | A comprehensive post-incident review of the emergency response process is conducted to summarize lessons learned, resulting in the generation of the Security Incident Emergency Response Report. This report serves as a foundational document for optimizing future security protections. |

Environmental, Social and Governance Report

3.1.4 Information Security Training

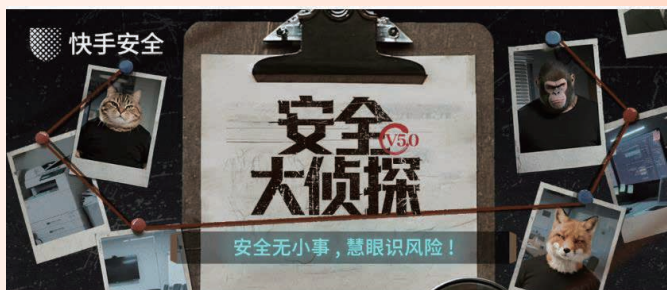
Kuaishou places high importance on building a data security culture. Through regular and systematic training and assessments, Kuaishou continuously strengthen the security responsibility awareness of all employees. The relevant content comprehensively covers the 3 core areas of cybersecurity, data security and information security. The related training has been incorporated into the Company's annual mandatory plan, requiring all employees to complete the learning and assessment, ensuring that security concepts are embedded throughout the entire process from onboarding to on-the-job stages. To ensure that security specifications are genuinely understood and integrated into daily operations, we employ innovative and engaging communication methods, combining online and offline activities such as interactive games, scenario simulations and knowledge competitions. These initiatives consistently strengthen employees' security awareness, collectively building the Company's security defense line.

In addition to company-wide general education, we have established specialized security training programs tailored to different business scenarios and critical roles. These include professional modules such as R&D security, content moderation security and workplace environment security. Through customized courses and regular assessment mechanisms, we ensure that security requirements are deeply integrated with job responsibilities, continuously enhancing the risk identification and emergency response capabilities of personnel in key positions. This "targeted and universal, all-staff covered" security training system not only strengthens the overall depth of defense but also builds a comprehensive corporate security protection network.

| | |
|---|---|
| Number of participants in information security training and assessments in 2025: Over 35,000 | Average security training hours per employee in key positions in 2025: Over 30 hours |
|---|---|

Security Detective Mini-Game

In 2025, Kuaishou held the "Security Detective V.5.0" information security activity. Employees transformed into digital detectives, infiltrating every corner of the Company to identify all risk points within a set time limit to earn points, redeemable for various practical rewards. Participants completing all levels were eligible to enter a surprise lucky draw. This activity, through edutainment approach, deeply ingrained security awareness in every employee's mind.



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3.2 User Privacy Protection

Kuaishou places a high priority on user privacy protection, strictly adhering to the *Personal Information Protection Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *General Data Protection Regulation* of the European Union, the *California Consumer Privacy Act* of the United States, the *General Data Protection Act* of Brazil and other laws and regulations in its global operating regions. In internal management, we implement standards such as the *Kuaishou Employee Information Security Code*, the *Kuaishou Privacy Policy*, the *Data Security and Privacy Assessment Standards* and the *Third-Party Platform Account Permission Management Standards*. In 2025, we newly established the *Personal Information Protection Compliance Audit System*, which clarifies audit principles, regulatory requirements and procedures to ensure the secure processing of user data throughout the service lifecycle, providing users with a safer platform experience.

3.2.1 Privacy Protection Mechanism

Kuaishou consistently upholds 4 fundamental privacy protection principles. We process only the essential types and amounts of personal information necessary to fulfill the purpose authorized by the user, only collect personal data from third parties to the extent permitted by law, and delete such personal information in time once the purpose is achieved. Each of our products has its own independent privacy policy terms, and all privacy protection policies also apply to third parties collaborating with Kuaishou, providing better means to protect your personal information. Furthermore, Kuaishou never rents or sells user information. For third-party sharing necessary to provide services (such as e-commerce order fulfillment, etc.), we adhere to the "minimum necessary" principle, sharing only the minimum information required to fulfill that service and implementing strict security measures to prevent its misuse.

| | |
|--|---|
| Principle of Consistency of Rights and Responsibilities | The platform employs necessary technical measures and management practices to ensure the security of personal information and assumes responsibility for the outcomes arising from personal information processing activities. |
| Principle of Minimum Necessity | In accordance with relevant requirements, the platform process only the essential types and amounts of personal information necessary to fulfill the purpose authorized by the user, and delete such personal information in time once the purpose is achieved. |
| Principle of Security Assurance | The platform possesses security capabilities commensurate with the security risks it faces and implements adequate management measures and technical means to protect the confidentiality, integrity and availability of personal information. |
| Principle of Informed Consent | The Company highly respects users' autonomy rights, fully informs users about the collection and use of their personal information and its purposes, and obtains active authorization from users. |

Kuaishou has established a comprehensive personal information collection, de-identification and control system covering key sensitive data such as application lists, geolocation, phone permissions, phone address book, clipboard, contact book, photo album (storage), identity information and facial recognition. Through our internal privacy compliance detection platform, we conduct rigorous cardinal point testing before app releases to ensure that the entire process of data collection and utilization fully complies with compliance standards.

Environmental, Social and Governance Report

At the technical level, in addition to the information security measures mentioned above, we employ encryption technologies to enhance the security of personal information and deploy stringent access control mechanisms to ensure that only authorized personnel can access relevant data. We also implement strict management practices for employees and contractors who may have access to user information, including role-based access control, signing of confidentiality agreements, and monitoring of operational activities. In the event of a leakage of users' sensitive information, we will promptly address the situation and notify users in accordance with the *Kuaishou Information Security Incident Emergency Response Specifications*, providing the utmost respect and protection for their personal information.

In terms of training, Kuaishou systematically conducted 8 specialized sessions on privacy protection, tailored to various business scenarios and role characteristics. The training content thoroughly covered China's current legal system, the underlying logic of compliance, and practical operational guidelines, providing employees with a solid cognitive foundation and professional learning pathway for fulfilling privacy protection obligations.

3.2.2 Third-Party Permission Management

To effectively prevent and control the risk of user privacy leakage, Kuaishou has established the *Kuaishou Security Management Requirements for Outsourced Personnel* to regulate the conduct of outsourced personnel. This policy implements full-process security controls over outsourced personnel entry, on-site presence, and departure, explicitly requiring compliance with confidentiality agreements, equipment and asset usage protocols, and information processing rules. Furthermore, our privacy protection policies apply comprehensively to third-party partners, requiring their commitment to the 4 key principles of "consistency of rights and responsibilities, minimum necessity, security assurance, and informed consent". The Legal Department also regularly reviews and revises confidentiality agreement clauses to ensure they consistently meet the Company's high standards for information security.

3.2.3 Safeguarding User Rights

Users are clearly informed about the purposes of information collection and usage, their rights to manage personal information, and options such as access, correction, deletion, withdrawal of consent, cancellation, specific consent, and proxy rights. This ensures that users have full control over their personal information, fostering trust and satisfaction with the platform.

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Product Personal Information Management and Rights

| | |
|---|---|
| Privacy Pop-up | Upon first launching the APP, a pop-up will display the link to the privacy policy, informing users about APP privacy protection details. Product-related services will only be provided after obtaining users' consent |
| Privacy Settings | Viewing current privacy status and adjusting related functions |
| Personalized Recommendations | Adjusting settings for personalized content and advertisements |
| Personal Information Management | Users can access, correct, and download their personal information at any time |
| Account Cancellation | Providing irreversible account cancellation functionality |
| System Permissions | Viewing the current system permissions granted to the APP and directly navigating to the system settings to adjust permissions |
| Account Authorization Revocation | Viewing Kuaishou account authorization status and revoking permissions for third-party products |
| Privacy Policy Viewing | Viewing the privacy policies for relevant products within the APP at any time |

3.3 Standard Ecosystem Development

We actively promote standard ecosystem development. Externally, we play a pivotal role in shaping industry standards, contributing Kuaishou's practical experience. Internally, we utilize automation platforms to significantly improve the efficiency of standard awareness. Facing the challenges brought by AI technology, we implement strict data security and ethical baselines from research and development to application, ensuring technological development balances compliance and social responsibility.

3.3.1 Industry Standardization Work

Kuaishou actively participates in the work of over 20 standardization organizations, including the National Technical Committee 260 on Cybersecurity of Standardization Administration of China (SAC/TC260), the China Communications Standards Association (CCSA), the Telecommunications Terminal Industry Forum Association (TAF), the Internet Society of China (ISC), the China Cybersecurity Industry Alliance (CCIA), the China Advertising Association (CAA), and the Institute of Electrical and Electronics Engineers (IEEE SA), and continues to pay attention to development of innovative technology. In 2025, Kuaishou joined the AI Committee of China National Information Technology Standardization Network (SAC/TC28/SC42), the Computing and Network Integration Industry and Standards Promotion Committee (CCSA/TC621), and the Committee on AI Technology and Standards Promotion (CCSA/TC602) as new members. We also joined the Internet of Things and Industrial Digital Intelligence Working Committee of the Internet Society of China, actively participating in standardization work in areas such as AI and personal information protection.

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We actively promote the standardization development in the fields of AI and data security. In 2025, the Company was deeply involved in the formulation of multiple national standards such as GB 45438–2025 *Cybersecurity Technology - Labeling Method for Content Generated by AI* and GB/T 45654–2025 *Cybersecurity Technology - Basic Security Requirements for Generative AI Service*, providing referenceable technical pathways for the industry. Simultaneously, Kuaishou is active in technical seminars and exchange conferences hosted by TC260, CCSA, and CCIA, sharing practical experience in enterprise data security and personal information protection. Driven by the twin engines of “standard development” and “technology sharing,” Kuaishou continues to lead industry security standards and build a clear and healthy online ecosystem.

Achievements in standard development for 2025:

In the fields of AI, protection of minors, personal information protection, data security, and anti-phone scam, etc.

185

International, national, industry and group standards that Kuaishou participated in

14

International, national, industry and group standards led by Kuaishou

68

Standards that Kuaishou participated in and being published

6

Standards led by Kuaishou that have been published

2025 Technology Innovation Award and Nomination Award from the Telecommunications Terminal Industry Forum Association

The group standard implementation application cases that Kuaishou participated in, “Deep Synthesis Face Information Series Standard Application Case” and “Mobile Smart Terminal Risk App Installation Warning Prompt”

China Cybersecurity Industry Alliance’s Collection of Typical Cases on Minors’ Personal Information Protection (2025)

Kuaishou’s technical practice solution for child age recognition and guardian separate consent

Environmental, Social and Governance Report

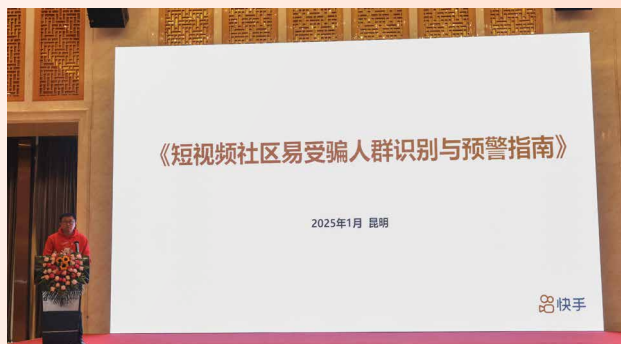
Key Standards Led or Participated in by Kuaishou

| | |
|----------------------------------|---|
| AI Applications | <ul style="list-style-type: none"> • T/CCSA 641-2025 <i>Technical Requirements for AI-Based Marketing Video Auto-Generation Services</i> (Lead) • T/CCSA 735-2025 <i>Technical Requirements for Cloud Rendering General Capabilities for Real-Time Interactive Applications</i> (Lead) • Published T/CCSA 748-2025 <i>Technical Requirements for 3D Digital Human Virtual Digital Human</i> (Lead) • TC260-PG-20257A <i>Cybersecurity Standards Practice Guide - Labeling Method for Content Generated by AI: Implicit Identification of File Metadata - Video Files</i> (Lead) |
| Minor Protection | <ul style="list-style-type: none"> • YD/T 6414-2025 <i>Technical Requirements for Informing and Obtaining Consent in the Processing of Children's Personal Information by Mobile Internet Applications (Apps)</i> (Lead) • TC260-PG-20253A <i>Cybersecurity Standards Practice Guide - Technical Requirements for Mobile Internet Minor Mode</i> (Participation) |
| Privacy Protection | <ul style="list-style-type: none"> • GB/T 45392-2025 <i>Data Security Technology - Security Requirements for Automated Decision Making Based on Personal Information</i> (Participation) • GB/T 45574-2025 <i>Data Security Technology - Security Requirements for Processing Sensitive Personal Information</i> (Participation) • GB/T 46068-2025 <i>Data Security Technology - Security Certification Requirements of Personal Information Cross-Border Processing Activities</i> (Participation) |
| Data Security | <ul style="list-style-type: none"> • GB/T 45577-2025 <i>Data Security Technology - Risk Assessment Method for Information Security</i> (Participation) • GB/T 45909-2025 <i>Cybersecurity Technology - Implementation Guide for Digital Watermarking Technology</i> (Participation) • GB/T 46071-2025 <i>Data Security Technology - Guidelines for Social Responsibility in Data Security and Personal Information Protection</i> (Participation) |
| Live Streaming Governance | <ul style="list-style-type: none"> • T/ZGYC 011 - 2026 <i>Requirements for Network Performance Group Live Streaming Operation and Management</i> (Participation) |

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Industry Standards Presentation

In January 2025, Kuaishou hosted the 13th standard meeting of CCSA TC8/WG5, engaging with industry partners on the governance of telecom and online fraud. During the meeting, the Company conducted a special promotion and explanation session on the industry standard Guidelines for Identifying and Warning Vulnerable Groups in Short Video Communities, which it led in formulation. Kuaishou shared its practical insights and experiences in user protection and risk prevention, continuously refining the safety protection system for the short video industry.



3.3.2 Internal Standardization System Work

In 2025, Kuaishou built an automated monitoring tool platform, achieving 7x24 tracking and real-time alerts for developments across multiple ministries and standardization organizations, significantly accelerating internal teams' awareness of standardization information. Simultaneously, leveraging a self-developed data platform, we achieved unified management of compliance standards and business standards, enabling the quantification and visualization of standardization outcomes.

Regarding standard implementation, Kuaishou actively collaborated with internal teams to complete pilot verification for 6 national standards, including *Mobile Application Distribution Platforms — Service and Management Specifications* and *Guidelines and Evaluation Methods for Personal Information Anonymization*. For cutting-edge technology, the "KwaiYii Large Model" has passed the self-assessment pilot based on GB/T 45654-2025 *Cybersecurity Technology - Basic Security Requirements for Generative AI Service*, achieving a foundational level of security capability, and continues to undergo comprehensive upgrades in data, model, and service security.

3.3.3 AI Ethics and Security

With the rapid development of AI technology, challenges in technological ethics emerge. While actively embracing the artificial intelligence generated content (AIGC) trend, Kuaishou places high importance on compliance and social ethics. In 2025, we formulated and implemented a series of guidelines including the *Labeling Management System for Content Generated by AI, Large Model and AIGC Application Security Specifications*, and *Large Model Security Specifications*. These strictly define security requirements from model training and development deployment to application phases, and establish mandatory security baselines such as data source review, de-identification, and output quality control. Furthermore, certain AI offering of Kuaishou received the ISO 42001 AI Management Standard certification and completed the filing according to GB/T 45654-2025 *Cybersecurity technology - Basic Security Requirement for Generative AI Service* in 2025, signifying that our AI security governance has reached domestic and international leading standards.

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Respecting Data Privacy

Users must separately check authorization boxes before entering AI applications. We provide advance notice of the personal information protection statement, clearly outlining data protection measures. When using self-developed or third-party large models for training or fine-tuning, we strictly adhere to the “Principle of Minimum Necessity,” requiring data undergoes cleansing and desensitization. It avoids using users’ personal information or business secrets as training input, safeguarding privacy security from the source.

Protecting Cybersecurity

To ensure the cybersecurity of AI systems, we implement strict protection mechanisms. All business departments must submit security assessment reports before using large models equipped with plugins or tools. Simultaneously, business processes must record operations and external transmission logs throughout the workflow, ensuring traceability of security incidents. Before introducing external large model collaborations, third-party partner management and technical capability assessments must be completed to ensure their data transmission and storage standards comply with security specifications, mitigating potential risks. For external Application Programming Interface (API) services, we implement strict authentication and credential restrictions, conduct regular security assessments, and require third-party developers to comply with user privacy policies, data security agreements, and relevant laws and regulations, building comprehensive system security defenses.

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3.4 AI Technology Empowers Sustainable Development

AI has become a core tool driving corporate growth. Through AI technology, we have achieved optimization and improvement across environmental, social, and governance dimensions, comprehensively empowering Kuaishou's sustainable development towards a more competitive future.

|  Environmental Level |  Social Level |  Operations and Governance Level |
|--|--|--|
| <p>Energy Management</p> <p>Kuaishou collaborated with its partners to develop an AI intelligent control system for indirect evaporative cooling air conditioning in the core area of the data center in Ulanqab. This involved developing 5 algorithm modules (supply air temperature optimization, dry mode switching threshold optimization, compressor loading threshold optimization, dual water-electricity control, aging prediction) and building the AI intelligent control system platform.</p> <p>Related Performance Data:</p> <ul style="list-style-type: none">• Preliminary small-scale pilot applications of supply air temperature optimization and dry mode switching threshold algorithm modules have achieved an energy saving rate of 4.3% for the air conditioning system• In 2025, the data center in Ulanqab saved 139,000 kWh of electricity | <p>User Protection</p> <p>In view of the compliance pain points in the product release link, Kuaishou E-commerce launched AI automatic repair and pre-interception reminder functions. Low-risk commodity violations, such as product titles containing advertising limit words and obvious exaggerated propaganda terms, AI intelligently identified violation risks and gave suggestions for modification, which greatly improved the efficiency and compliance rate of commodity listing.</p> <p>Related Performance Data:</p> <ul style="list-style-type: none">• This feature has cumulatively prevented over 2.67 million products from being removed, recovering more than RMB38 million in GMV for merchants | <p>Information Security</p> <p>In the full lifecycle protection, we integrated AI vulnerability detection, white-box alert analysis, and automatic remediation technologies, significantly improving overall security levels. Especially in intrusion detection, AI large models automatically analyze alerts, deeply correlate context and attack chains, and achieve an automated closed-loop from perception to handling. This has drastically reduced the average time for analysis and loss mitigation from "hours-level" to "minutes-level," significantly improving operational efficiency and ensuring long-term robust system operation.</p> <p>Related Performance Data:</p> <ul style="list-style-type: none">• In common vulnerability scenarios, AI's accuracy in mining horizontal privilege escalation vulnerabilities can reach over 80%• The recall rate for cross-site scripting (XSS) vulnerabilities reached over 95%• With the support of various AI technologies, Kuaishou's main platform vulnerability remediation rate reached 97.3% in 2025 |

Kling AI Empowers Content Creators

Leveraging the self-developed large models "Kling" and "Kolors," Kling AI provides global creators with high-quality video and image generation and editing capabilities. The multiple version updates in 2025 were the continuous attempts to empower global content creators, further enhancing the controllability, stability, and consistency of generated content. This lays a solid foundation for professional scenarios such as film and television, short dramas, gaming, animation, and advertising and marketing, meeting creators' core needs for material production and management.

Environmental, Social and Governance Report

| | |
|---------------------|--------------------|
| 2025 Kling AI | |
| Videos Generated | Creator Base |
| 600+ million | 60+ million |
| Number of Customers | |
| 30,000+ | |

Kling AI is actively expanding its international influence, serving as a bridge for Chinese AIGC creators to reach the world. Since 2025, Kling AI has successively appeared at international film and television exhibitions in Busan, Cannes, and Tokyo. Its NEXTGEN Global New Visual Creation Competition attracted over 4,600 entries from 122 countries, fully demonstrating the outstanding contribution of Chinese AI tools in stimulating global creative potential.



NEXTGEN Global New Visual Creation Competition Offline Award Ceremony and Roundtable Forum Activities

3.5 Protection of Intellectual Property Rights

Kuaishou is aware that a robust intellectual property (IP) protection system is core to sustained corporate innovation, effectively protecting innovation outcomes and enhancing business competitiveness. We strictly comply with patent, trademark, copyright, and other laws and regulations in the countries or regions where we operate. We have also established internal regulations such as the *Standard Patent Work Manual*, *Patent Quality Control Standards*, and various rights registration guidelines to ensure standardized and regulated management processes.

In 2025, the Company achieved several milestone results in the intellectual property field: Regarding trademarks, it received 3 new “Well-Known Trademark” recognitions during the year and passed the second supervision evaluation for the “AAA China Famous Trademark Brand”. 2 patents were awarded the “China Patent Excellence Award”. The intellectual property compliance management system continued to operate robustly, successfully passing the national standard supervision review and certification. We also received funding support for overseas intellectual property rights protection assistance from the Beijing Municipal Intellectual Property Office in 2025. This is not only authoritative recognition of our trademark dispute resolution capabilities but also provides solid guarantee for the globalized development of enterprises.

Environmental, Social and Governance Report

Global Cumulative Patent Applications Filed

14,265

Patents Granted

7,985

Domestic and International Registered Trademarks Held

10,969

Copyright Registrations Completed

7,906

Furthermore, Kuaishou successfully co-hosted the “Livelihood Brand Intellectual Property Protection” themed day event with major brands in 2025. We successfully invited numerous well-known brands to officially join the Kuaishou E-commerce Intellectual Property Protection Alliance. Through in-depth collaboration between the platform and brand owners, we are committed to providing consumers with high-quality and trustworthy products and services, building strong protection barriers, promoting the healthy development of the e-commerce ecosystem, and creating long-term social value.

Kuaishou Successfully Joins the Video Distribution Patent (VDP) Pool Organization

Kuaishou officially joined Access Advance’s VDP pool as a founding member in July 2025, holding dual roles as both a licensor and a licensee. This not only marked a milestone for Kuaishou in collaborative intellectual property protection and the development of international rules, but also marked the transformation of Chinese enterprises from adapters to leaders in the formulation of global patent licensing rules. Through the patent pool, Kuaishou has gained global patent licenses for core video coding standards including HEVC, VVC, AV1, and VP9. Furthermore, the Company shared its standard-essential patent portfolio with the global community under fair, reasonable, and non-discriminatory terms, driving the widespread adoption of video technologies worldwide. Kuaishou’s participation alongside other leading domestic companies underscored Chinese enterprises’ leadership in setting international patent licensing standards. The Company will continue to leverage technological empowerment and intellectual property sharing to accelerate the iteration of cutting-edge technologies such as video optimization and network transmission, delivering superior audiovisual experiences to global users and supporting the high-quality development of the industry.

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Intellectual Property Awareness and Training

To enhance employees' awareness of and capability in intellectual property compliance and protection, Kuaishou conducted a total of 9 specialized IP training sessions in 2025, attracting more than 300 participants. Based on a solid accumulation of internal capabilities, Kuaishou actively transformed its professional expertise into external public value. During the World Intellectual Property Day (April 26), the Company successfully held an Awareness Week. Through cross-departmental collaboration, 9 diverse themed events were launched, reaching 12,000 internal employees and over 100,000 external audiences — achieving record-high participation. As the sole invited corporate representative, Kuaishou delivered a keynote speech at the National Intellectual Property Administration Open Day. Meanwhile, the Company's self-developed "KLING AI" was deployed for the first time in national-level promotional initiatives. This not only leveraged technology to empower the popularization of intellectual property and set a new industry benchmark, but also significantly enhanced the brand's social influence.

3.6 Platform Ecosystem Governance

As a leading content community and social platform in China and globally, Kuaishou is committed to delivering high-quality, safe, and responsible services. Through comprehensive content review and governance mechanisms as well as product features, we continuously enhance ecosystem governance and the diversified development of content. We place a high priority on minors' protection and fully safeguard the health, safety, and diversity of the platform environment, building a trusted and vibrant digital community for users.

3.6.1 Responsible Content Governance

Kuaishou upholds social responsibility at all times and is committed to fostering a healthy and high-quality content creation environment. We strictly comply with laws and regulations including the *Cybersecurity Law of the People's Republic of China*, the *Administrative Measures for Internet Information Services*, the *Administrative Measures for the Graded Protection of Information Security*, the *Detailed Rules for Online Short Video Content Review Standards* and the *Provisions on the Administration of Internet Live-Streaming Services*. By implementing internal systems such as the *Kuaishou Community Management Code*, the *Kuaishou Technology Accountability and Penalty System*, and the *Kuaishou Business Review Emergency Plan*, we have clarified content standards and review mechanisms, cracked down on fraud and online violence, and fully safeguarded a healthy and high-quality content creation space.

Anti-Fraud and Anti-Scam Governance

Kuaishou attaches great importance to combating traffic-driving fraud, strictly abides by the *Anti-Telecom and Online Fraud Law of the People's Republic of China*, and fulfills its platform's primary responsibility. We comprehensively leverage technologies such as AI large models to build a full-chain anti-fraud protection network from "identification" to "dissuasion". For large-scale and organized traffic-driving fraud, we leverage our strengths in big data and AI to expand the scope of governance from individual accounts to the identification of fraud rings, significantly improving disposal efficiency.

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Achievements in AI Large Model Anti-Fraud Governance



Annual Anti-Fraud
Notifications Dispatched

1.018 Billion



Fraud Risk Interception Rate
Enhanced to:

98%



Proactive Alerts Issued to
Potential Fraud Victims:

166 Million



Daily Active Anti-Fraud Risk
Control Models:

170



Daily Anti-Fraud Strategies
in Operation:

2,500+



AI-Powered Outbound Calls:

16.7 Million

Kuaishou has also continuously optimized its police-enterprise linkage mechanism, leveraging its technological strengths to empower law enforcement agencies in combating and regulating fraud and other criminal activities. In 2025, Kuaishou provided police with over 16,000 crime-related leads, assisting in the apprehension of 960 suspects involved in fraud and other illegal activities.

We leverage the advantages of “short-video + live-streaming” and support creators in producing anti-fraud related content through innovative forms such as micro-dramas, animated science popularization, and case studies, fostering a nationwide atmosphere of anti-fraud awareness. We have developed sophisticated identification models to accurately pinpoint potential vulnerable groups, and established a five-scenario alert mechanism covering video content, voice calls, admin private messages, SMS, and outbound calls, providing comprehensive anti-fraud alerts at every stage, including pre-emptive, real-time, and post-event.

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KLING AI Empowers Anti-Fraud Campaigns

During the 2025 Double Ninth Festival, Kuaishou partnered with public security organs in Yunnan and Shanren Band to launch the anti-fraud hit song “Wine Song (《酒歌》)”. The campaign innovatively blended local ethnic culture with humorous skits. By leveraging Kuaishou’s Kling AI large model to generate visual effects, the team vividly exposed the tricks used in elderly care fraud. This case study garnered over 30 million views across the web, significantly enhancing public awareness of fraud prevention.



Cyberbullying Governance

We are committed to comprehensive cyberbullying risk identification and review. By monitoring comment sections with high report rates and high risk concentration, we proactively identify potential threats and promptly implement control measures. For the interception mechanism, we adopt a two-pronged strategy:

- **Multi-dimensional Risk Interception:** Establish libraries of blacklisted words, similar phrases and images to conduct post-hoc supplementary interception for known cases; simultaneously deploy a dedicated insult and defamation detection model to achieve proactive interception of all potential risks.
- **Precision Governance by Scenario:**
 - Live Streaming: Implement manual review and real-time monitoring to immediately terminate non-compliant streams and impose temporary bans.
 - Short Videos: Combine keyword and model-based filtering with strict manual verification to prevent the spread of cyberbullying content.
- **User Tiered Management:** Upgrade protection measures for sensitive groups such as minors, the elderly, the vulnerable, the sick and the disabled; simultaneously identify high-risk users and impose enhanced penalties to curb violations at the source.
- **Governance Outcomes:**
 - During the Reporting Year, 4,580,423 pieces of cyberbullying messages were intercepted, and 72,945 accounts were addressed. This included the removal of 66,817 pieces of messages involving doxing and leaks of others’ private information, with 7,932 accounts addressed.
 - During the Reporting Year, 8,404 users at risk of being attacked were proactively reminded to enable the one-click protection feature.

Environmental, Social and Governance Report

Platform Anti-cyberbullying Features

Search Warm Reminders

Added warning prompts related to cyberbullying on search pages, and enabled a one-click feature to access free mental health consultation hotlines.



“One-Click Anti-cyberbullying” Feature

- **Autonomous Permissions:** Users can independently set post visibility and repost permissions, and flexibly adjust the scope of private message reception.
- **Private Message Control:** Impose a strict restriction of “only one message allowed within 24 hours if no reply is received” for messages from strangers.
- **Early Warning and Protection:** The system issues alerts to potential victims, and guides or assists users in activating the “One-Click Protection” feature to instantly block cyberbullying harm.



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AIGC Content Governance

As AIGC has become a prominent trend on internet media platforms, implementing sound content governance measures has become a key task for Kuaishou to ensure a healthy platform ecosystem. To address the rapidly evolving AI content ecosystem and potential risks, we have established a systematic rule-based governance and iterative mechanism, providing a solid institutional foundation for all governance efforts. We strictly comply with regulatory requirements such as the *Labeling Method for Content Generated by AI*, formulated rules including AIGC content re-review and labeling, thereby clarifying the core governance principles and compliance bottom lines.

We will implement routine monitoring and early warning. Through regular sampling assessments of the Violation Content Virality Rate (VVR), we continuously monitor the type distribution and risk levels of on-platform AI content. Relevant data and conclusions will be circulated in the form of regular reports, providing data support for strategy optimization and ensuring the proactivity and foresight of governance efforts.

At the implementation level, we have added a dedicated “AI Content” reporting category to our existing system. This allows us to centralize data collection and ensure rapid response to emerging risks. Meanwhile, by establishing an “AI Risk Case Library” and organizing regular team assessments, we translate typical cases into governance experience, dynamically update community guidelines, and establish a closed-loop governance system featuring the cycle of “Identification — Analysis — Codification”.

Kuaishou has established a risk-based tiered governance framework and implements differentiated strategies for content of different attributes:

- **High-risk content:** Content involving misinformation, social bias or harm to public interests is subject to strict pre-emptive identification, blocking or distribution restriction.
- **Medium-risk content:** Misleading or controversial content is addressed with measures such as warning labels, traffic throttling and user prompts to foster a healthy ecosystem.
- **Low-risk content:** Primarily entertainment-oriented content with no obvious harm is handled mainly through labeling and notification, while safeguarding users’ creative freedom.

For high-and medium-risk content, relevant warning notices would be displayed during playback, to enhance user risk awareness and strengthen platform accountability. For low-risk content, identification labels would be applied (e.g., “Created (or suspected to be created) by AI”).

We have also established a multi-dimensional AI content identification technology system, covering the entire content lifecycle from production and release to hierarchical distribution. This system facilitates the automated identification and labeling of on-platform AI content, providing users with a clear basis for informed decision-making:

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Multimodal Large Model Detection

Leveraging accumulated multimodal identification capabilities (text, images, videos, audio, etc.) from risk control and governance, we proactively identify unlabeled AI-generated content as required and conduct preliminary assessments of its potential risks.



AI Content Generation Traceability

By parsing metadata at the content production end, the system automatically identifies implicit signatures or explicit labels of AI generation, enabling accurate classification and traceability of AI content.



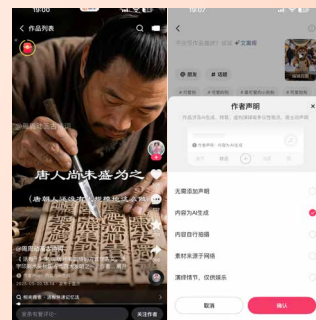
Multi-level Manual Review

For AI-generated content flagged as suspicious or high-risk by our models, we have deployed a multi-level manual review process. This ensures that AI content involving factual statements, social value orientation and other matters undergoes professional judgment and verification during tiered distribution.



Guiding Creators to Make Voluntary Declarations

Through product prompts and rule explanations, creators are encouraged to proactively add labels when publishing AI-generated content, fostering the development of a responsible content creation ecosystem.



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Live Streaming Governance

Kuaishou strictly complies with laws and regulations including the *Cybersecurity Law of the People's Republic of China*, the *Provisions on the Administration of Internet Live-Streaming Services*, and the *Provisions on the Governance of the Online Information Content Ecosystem*. To maintain a positive and healthy live streaming environment, we have formulated platform rules such as the *Live Streaming Management Specifications* and the *Live Streaming Cover Specifications* and categorized violations into bottom-line, severe, moderate and general violations. Tiered penalties are imposed based on the severity of the misconduct.

To target organized illegal and underground syndicates, the platform has deployed monitoring models to detect abnormal behaviors and negative feedback signals. Clues involving suspected illegal activities are promptly escalated to public security authorities. Furthermore, by integrating intelligent identification with manual review, we provide proactive prompts to users for scripted and dramatized content, reducing the risk of user deception and fully fulfilling the platform's governance responsibilities.

- **User Co-governance System:** Building on the platform's proactive management, we advocate user participation in community governance. By integrating user feedback, we significantly enhance the efficiency of identifying and addressing policy-violating content.
- **Tiered Streamer Management:**
 - **High-impact Streamers:** Launched the "Pre-broadcast Review" system to screen content prior to streaming, reducing violations at the source.
 - **Talent Agency-affiliated Streamers:** Strengthened enforcement strategies and crackdowns on repeat offenders, and introduced a new "Talent Agency Fine" mechanism. For talent agencies with inadequate supervision and frequent violations, the platform implements a series of punitive measures, focusing on targeted governance of key issues such as fraudulent inducement, effectively reducing user financial losses and negative complaints.

We will continue to strengthen governance over pornographic and vulgar content, misconduct, and false information, with a focus on introducing large model-based review to improve the recall rate of high-risk content and safeguard user experience.

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Content Review Training

We are committed to strengthening content review training. By establishing a professional review team and an expert-level knowledge base, we have significantly improved employees' accuracy and proficiency in review mechanisms. We adopt systematic, scenario-based and intelligent specialized training, providing customized courses for reviewers, quality inspectors and managers to deepen review capabilities in high-risk areas. In 2025, over 6,000 personnel participated in these initiatives, with more than 20,000 specialized training sessions conducted, comprehensively safeguarding the content security line.

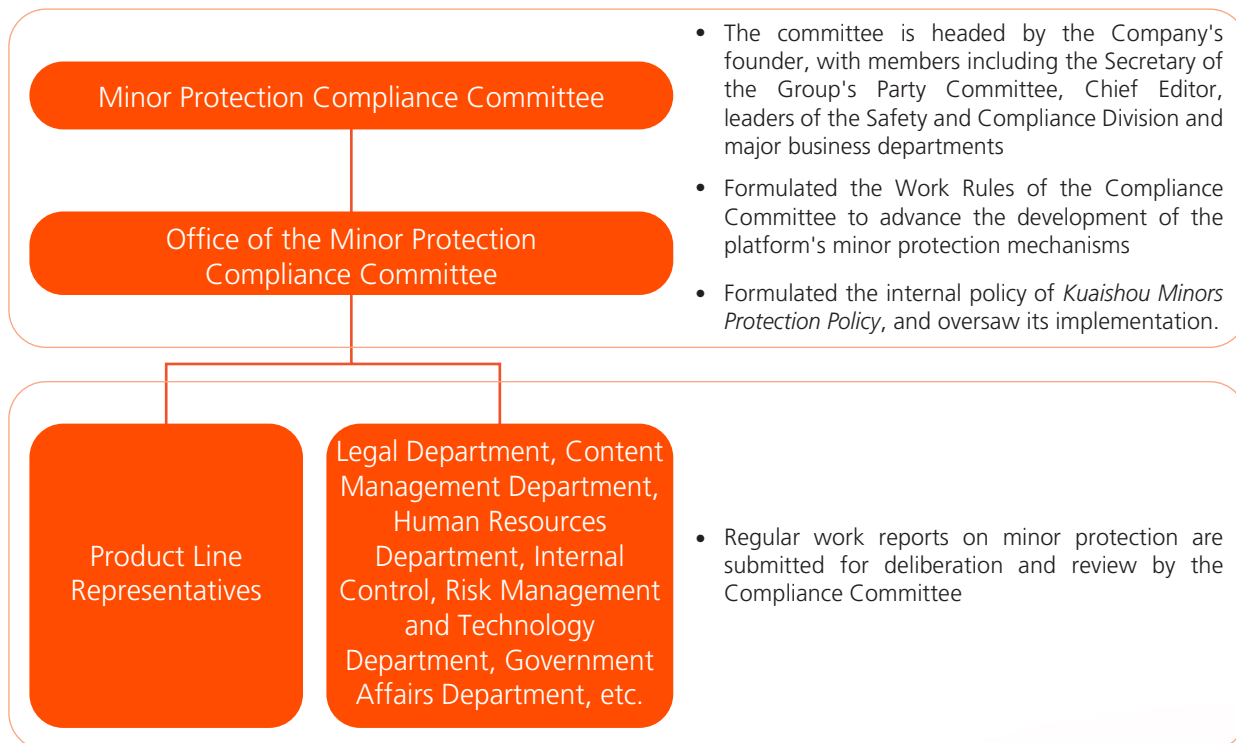
| Trainees | Training Objectives and Agendas |
|--|---|
| Reviewers | <ul style="list-style-type: none">• Conduct centralized and intelligent learning of security-related background knowledge to improve the professionalism of the industry;• A total of 18 courses were offered, including 12 compulsory courses and 6 elective courses. |
| Review Quality Inspectors | <ul style="list-style-type: none">• Enhance the quality inspection staff's understanding of risk issues and auditing requirements, and equip the quality inspection staff with the ability to assess the quality of audits and identify new types of risks on the platform;• A total of 10 courses were offered, including 5 professional skills courses, 4 public courses and 1 business learning course. |
| Review Management | <ul style="list-style-type: none">• Enhance review managers' understanding of the background behind control requirements, equipping them with the ability to conduct on-site risk judgment and response, as well as provide skill coaching to review staff;• A total of 3 major modules covering 9 types of learning content were offered. |
| All Employees (including full-time and part-time employees, new employees, dispatched labor and interns) | <ul style="list-style-type: none">• Intensified learning targeted at safety risks, covering pre-emptive training on background knowledge and key control points, is provided to enhance the precision of risk management and control;• Relevant safety lectures were regularly held within the general training course system. |

3.6.2 Minor Protection

Minor Protection Institutional Framework

Kuaishou has always attached great importance to the protection of minors' rights and interests, strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Protection of Minors* and the *Regulations on Cyber Protection of Minors*, and continuously strengthens regulatory measures. We have established a Minor Protection Compliance Committee, adhere to the principle of "acting in the best interests of minors", support minors in using products in a scientific, safe and rational manner, and are committed to fostering a healthy online environment.

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Minor Mode

By releasing the *2025 Kuaishou Minor Protection Report*, we have clarified a series of safeguarding measures, aiming to foster a healthy online environment for minors. The platform has launched a Minor Mode featuring "One-tap Activation," and enhanced both text and voice search functionalities to build a more comprehensive knowledge base. These enhancements empower minors with more opportunities to proactively explore knowledge.

Minor Mode Features:

- **Permission Restrictions:** Live streaming, browsing local pages, gifting, recharging, and cash withdrawals are disabled.
- **Password Protection:** A dedicated passcode is required to activate or deactivate the mode.
- **Screen Time Management:** A pop-up alert appears, followed by an automatic logout, after 40 minutes of cumulative daily usage.
- **Anti-Addiction Curfew:** Kuaishou is inaccessible between 22:00 and 06:00 daily.
- **Cross-Device Coordination:** Usage duration is governed by the mobile operating system, with differentiated management based on age groups.
- **Accessible Exploration:** Features a voice search button, supporting direct voice input for queries.

Environmental, Social and Governance Report

In terms of content review, the number of manual review rules for Minor Mode has been increased to over 120, with supplementary detailed rules specifically added for current hot topics, minor values, and other aspects. By increasing the frequency and intensity of manual inspections, we ensure the platform maintains a correct content orientation and fosters a clean and healthy online space for minors. In terms of intelligent review, we utilize large models to assist in training review models, which has significantly enhanced the accuracy of content identification and disposal.

In terms of content distribution, we have optimized a dedicated algorithm for minor users, aiming to curate a content pool that is engaging, practical, personalized, and timely. The platform adopts an age-segmented recommendation strategy, combining a recommendation mechanism of “interest-based recommendations + multi-tiered optimization + temporal weighting” to tailor visual presentations for minors. Furthermore, dedicated operations teams continuously refine this content pool by organizing special campaigns, providing traffic support, and implementing various incentive measures to encourage creators to produce high-quality, enriching content that promotes education and positive values, thereby guaranteeing minors a safe and healthy environment for knowledge acquisition.

Protect the Health and Safety of Minors

Kuaishou places a high priority on the mental health of its users, including minors. Led by our User Experience Department, we have established a Suicide Intervention and Social Support Team, which oversees the overall strategies and safeguards for protecting the health and safety of users. Corresponding responsibilities have been delegated to our algorithm, product, content moderation and other departments, with cross-departmental collaboration ensuring a comprehensive, multi-faceted protection of minors’ health and safety.

We leverage large model technology to continuously upgrade our suicide intervention early warning system, enabling the automatic identification and precise localization of high-risk information during live streams. Through the coordination between the system’s early warning capabilities and our platform’s support team, we can intervene in a timely manner and provide necessary assistance, safeguarding lives with the power of technology.

Leveraging large model technology to automatically generate risk summaries and key information chains, we have boosted risk assessment efficiency of related warnings by over 50% and cut verification time down to the minute level, achieving “timely intervention on risk signals and minute-level response for coordinated rescue efforts”. Through sustained investment, Kuaishou has built a complete early warning process encompassing AI technical identification, public feedback, and comprehensive evaluation of content and comments, providing 24/7 round-the-clock online intervention to make every effort to save users with suicidal thoughts or behaviors.

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Helping Enhance Network Literacy for Minors

Kuaishou is committed to enhancing minors' network literacy and safety awareness. In collaboration with the Central Committee of the Communist Youth League, Kuaishou released the *Guarding Youth in the Digital Age: A Parent's Guide*, which provided actionable family parenting strategies to address network risks facing minors, such as overreliance on AI, cyberbullying and "cyber sexual harassment".

In addition, Kuaishou also collaborated closely with the Central Committee of the Communist Youth League to release the *Guide to Healthy Internet Use for Youth*, building an integrated literacy system of "Prevention-Intervention-Enhancement" that teaches minors to protect their privacy, identify misinformation and validate information accuracy, and cultivate a mindset of "critical evaluation" to avoid being manipulated by algorithms. In September of 2025, there was a public welfare campaign for healthy internet use among youths, guided by the Publicity Department of the Central Committee of the Communist Youth League, hosted by multiple provincial committees under the Communist Youth League, and jointly organized with Kuaishou as a strategic partner. Judges, prosecutors, police officers, experts in the fields of family education, cybersecurity and AI, as well as intangible cultural heritage creators on the platform, were invited to visit schools and communities across ten cities in 6 provinces. They carried out cybersecurity educational activities to provide comprehensive guidance on safe and healthy internet use for minors and to help enhance their network literacy.



3.6.3 E-Commerce and Advertising Governance

Kuaishou has consistently fulfilled its primary responsibilities as a platform and strictly complied with laws and regulations including the *Consumers' Rights Protection Law*, the *E-Commerce Law* and the *Product Quality Law*. At the contractual level, in response to business development and the protection of consumer rights and interests, we made more than 20 revisions to the *Kuaishou Shop Merchant Service Agreement* in 2025, and promptly optimized relevant contract terms, including the *Kuaishou Store Merchant Privacy Policy*, *Kuaishou Store Privacy Policy*, *Kuaishou Quick Distribution Promotion and Marketing Agreement* and *Kuaishou Import E-commerce Platform Store Service Agreement*. We also issued specific platform implementation rules in accordance with the latest version of the *Anti-Unfair Competition Law* to ensure full alignment with the updated legal requirements. By clarifying compliance requirements for the entire e-commerce workflow, Kuaishou has continuously strengthened its compliance management and solidified the cornerstone of integrity for the platform.

Environmental, Social and Governance Report

E-Commerce Merchant Onboarding Management

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| Governance Mechanism | <p>E-commerce Access:</p> <ul style="list-style-type: none"> Provide refined, customized management based on the types of shops and businesses under the <i>Guidance of the Kuaishou Merchant Development Rules for E-commerce Stores</i>. <p>Qualification Assessment:</p> <ul style="list-style-type: none"> Facilitate the automated review process by incorporating multi-dimensional criteria such as subject, industry, brand, and product qualifications under the <i>Guidance of the Kuaishou Qualification Kuaishou Access Qualification Standards for E-commerce Enterprise Stores</i>; For merchants in regulated industries (e.g., in the “Three Products & One Medical Device” category), valid industry operating licenses are required for access, and a security deposit shall be collected. |
| Key Initiatives for 2025 | <ul style="list-style-type: none"> Leveraged AI-powered verification to upgrade merchant onboarding review capabilities and reduce onboarding review latencies. The store opening review delays decreased by 86% year-on-year; Upgraded the “Zero-Cost Store Launch” policy to help small and medium-sized merchants quickly set up and operate stores with lower costs. Eligible store types and product categories are entitled to a security deposit exemption for onboarding, enabling more merchants to generate revenue through Kuaishou’s zero-cost trial operation first, with the security deposit to be paid subsequently. |

2025 Kuaishou Merchant Empowerment Initiatives

We optimized the “Dual-Incentive Mechanism” to elevate product quality and positive review rates, guided livestream hosts to curate premium products rigorously, and empowered merchants comprehensively.

- Livestream Commerce Reputation Score:** We optimized the e-commerce governance and rating mechanisms, eliminated the traditional mandatory ratio, and instead implemented a clearly fixed threshold framework. This initiative has effectively curbed inefficient competition and significantly enhanced the transparency and predictability of creators’ product selection processes.
- Store Score:** We eliminated hard-to-improve metrics to lower the difficulty of score improvement, simplified assessments, and scrapped the ranking logic for overall scores and dimensional scores. Meanwhile, we leveraged AI diagnostic tools to help merchants accurately identify the root causes of underperformance and provide targeted guidance.

Following the transformation, merchant support requests dropped by 63% year-over-year, significantly boosting operational efficiency.

Environmental, Social and Governance Report

Product Governance

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|---------------------------------|---|
| Governance Mechanism | We leverage AI identification and authoritative datasets to strengthen the interception of prohibited/restricted products and the governance of non-compliant products. We also optimize processes through automated random inspections to comprehensively enhance product compliance and governance effectiveness. |
| Key Initiatives for 2025 | <ul style="list-style-type: none">• Governance of Prohibited Products<ul style="list-style-type: none">o Intercepted high-frequency prohibited/restricted product violations via diagnostic tools to reduce governance costs, enhance the merchant product publishing experience, and alleviate the pressure of post-hoc disposal and governance;o Expanded the scope of AI identification capabilities and improve the ability to detect high-risk products;o Integrated risk identification capabilities for product promotion in creators' livestream rooms and short videos. Combined with a separation of judgment and penalty tool, we eliminated manual penalty process to boost governance efficiency for high-risk livestream commerce content.• Governance of Non-Compliant Publications<ul style="list-style-type: none">o Connected to the database of the National Library of China to establish a standardized book product database, with product names and titles displayed directly to eliminate product inconsistency issues. Conducted retrospective reviews on non-compliant products;• Optimization of Product Random Inspection Mechanism<ul style="list-style-type: none">o Optimized random inspection strategies to enhance the system capabilities of inspection strategies and inspection platforms. This enabled automated detection and identification of problematic products across covered categories and automatic system task assignment, improving operational efficiency and the ability to detect problematic products, while reducing the risks of human intervention and labor costs. |

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Content Governance

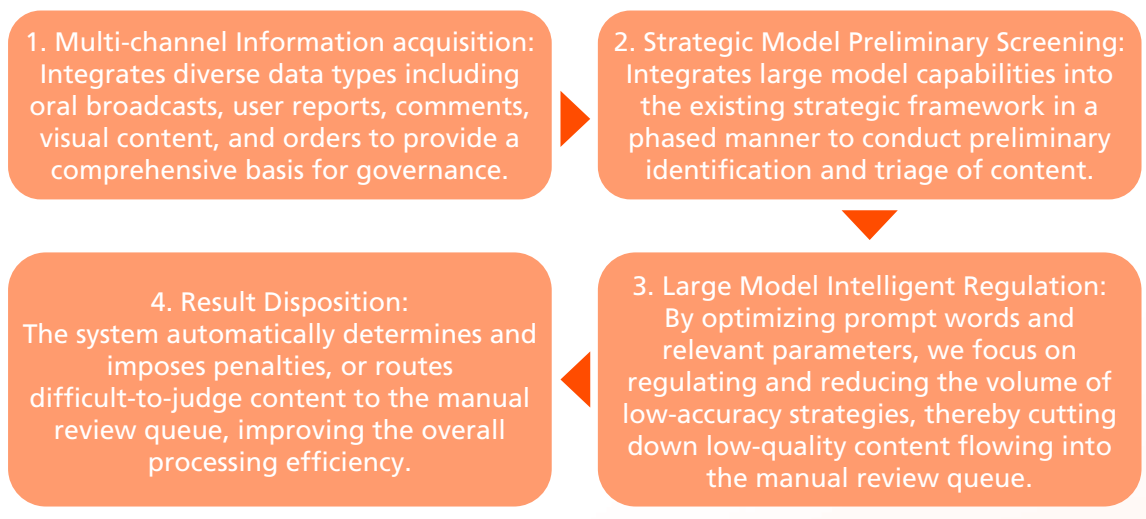
| | |
|---------------------------------|--|
| Governance Mechanism | We regulate and govern non-compliant practices including fraudulent marketing, false advertising, and the use of false promises to drive traffic, and strictly control e-commerce marketing risks. |
| Key Initiatives for 2025 | <ul style="list-style-type: none">• Special Governance on False Advertising<ul style="list-style-type: none">○ Released interpretations of false advertising rules and educational videos through multiple channels including the Kuaishou E-commerce Rule Center Official Account, Kuaishou Merchant Community Official Account and Merchant Community to help merchants understand the rules, operate in compliance, and foster a standardized content-driven shopping ecosystem;○ For merchants with low violation frequency, non-malicious violations, we offered rectification opportunities and guide them to replace penalties with rule learning through examinations and actual compliant operations, helping them understand the rules and reduce violation frequencies.• Special Governance on Counterfeit Goods<ul style="list-style-type: none">○ Strengthened brand qualification control on the platform, conducted more stringent reviews of merchants' brand qualifications, and continued to advance brand qualification verification;○ Improved the platform's counterfeit goods handling rules, refined disposal scenarios and penalty intensities, and continued to publish public notices on merchants subject to counterfeit goods disposal. |

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AI-Enabled Governance of E-Commerce Content

Kuaishou leverages its large model for intelligent governance links to upgrade the full-scenario content governance system. This model enables precise regulation of typical non-compliant practices such as false advertising and non-compliant marketing, effectively optimizing the accuracy of the review link while maintaining a high recall rate. As of December 31, 2025, this intelligent governance link has reduced the volume of manual reviews by 20% cumulatively, significantly enhancing the automation and intelligence of the platform’s governance capabilities.

Content Governance Process of the Large Model:



Merchandise After-Sales Service

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| Governance Mechanism | <ul style="list-style-type: none"> We have formulated the <i>Rules for the Administration of After-Sales Services of Kuaishou Shop</i>, which clearly standardizes the refund process, service validity period and dispute resolution mechanism. Detailed guidelines have been established for diverse scenarios including product returns and exchanges, repairs, instant refunds for undelivered orders and flash returns, with a commitment to providing high-quality after-sales protection and ensuring comprehensive protection of users’ rights and interests. |
| Key Initiatives for 2025 | <ul style="list-style-type: none"> We launched the no product return mechanism for “Excellent After-Sales Service”. For quality issue scenarios, we shift from platform intervention to guiding merchants to proactively provide after-sales service; meanwhile, excellent service merchants are exempted from part of the product return assessment. We have launched a new automated order retention tool, which integrates three core advantages: efficient user reach, precise identification and profit protection. Leveraging fully automated processes and risk filtering technology, it optimizes the user experience while significantly reducing the refund rate and expanding merchants’ profit margins. |

Environmental, Social and Governance Report

E-commerce Exit

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|---------------------------------|---|
| Governance Mechanism | <ul style="list-style-type: none">Targeting the affiliated entities of merchants deemed substandard by Kuaishou, we have established an access interception mechanism for affiliated entities of substandard merchants to prevent such entities from re-entering the platform by rebranding themselves under new identities, which would otherwise compromise consumers' shopping experience. |
| Key Initiatives for 2025 | <ul style="list-style-type: none">We have removed merchants who seriously breached their performance obligations. |

Merchant Support System

For merchants who have violated the rules due to occasional mistakes, we provide a designated grace period for self-inspection and rectification of violations: penalties corresponding to the violations may be mitigated or exempted upon the completion of rectification tasks within the specified time, so as to minimize the impact on their normal business operations. In view of the compliance pain points in the product release link, we launched AI automatic repair and pre-interception reminder functions, cumulatively preventing over 2.67 million products from being removed and recovering more than RMB38 million in GMV for merchants.

Furthermore, we actively strengthen merchants' compliance awareness through educational initiatives and training programs. In 2025, we strengthened the operation of the official "Kuaishou E-commerce Rules Center" account, releasing 27 issues of content across three columns: "Rules Insight Series", "New Rules Bulletin" and "Q&A Session". The content focuses on rule advocacy, education and troubleshooting, and is precisely delivered to merchants with annual penalty records via targeted promotional placements. For key rules, we created "MixCards" for efficient learning and distributed them to relevant merchants, and updated rule explanation videos on the penalty notice page for intuitive understanding by non-compliant merchants.

Advertising Content Review Mechanism

Kuaishou adheres to a responsible marketing philosophy, strictly complying with all applicable national and regional laws and regulations, such as the *E-Commerce Law of the People's Republic of China*, the *Advertising Law of the People's Republic of China* and the *Trademark Law of the People's Republic of China*. We have established internal policies, including the *Kuaishou Commercial Marketing Content Management Policy*, which explicitly prohibits the promotion of certain businesses and activities. In 2025, we have updated our commercial risk control policies a total of 116 times, covering core policies such as the moderation standards for feed stream materials on Magnet Engine, client onboarding review criteria, brand qualification verification standards and commercial live streaming content moderation rules, thus continuously improving our advertising content review mechanism.

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Prior to Delivery

Strictly Uphold the Daily Prescribed Bottom Line for Access

Prior to advertising delivery, we have strictly defined the scope of businesses prohibited from promotion. For bottom-line safety-related content, we resolutely prohibit related materials. For content outside the bottom-line safety scope, we exercise stringent control over the false advertising, thus ensuring a positive value alignment of advertising content from the source.



During Delivery

Multi-dimensional Verification and Experience Optimization

Kuaishou conducts precision verification during advertising delivery. We first complete full-scale preliminary reviews with large models, then conduct multiple rounds of recall and rechecks via advanced models and manual sampling to filter non-compliant content in depth. We have also established a key protection mechanism for minors to screen out inappropriate advertising content. We continuously optimize the advertising user experience by iterating platform governance rules and upgrading identification and monitoring models, and carry out refined governance of false advertising and objectionable content. This has led to a 2.5% drop in negative feedback and a 12% effective reduction in quality-related return rates, greatly improving users' in-platform transaction experience.



After Delivery

Graded Disposal and Closed-Loop Management

After advertising delivery, Kuaishou has established a robust inspection mechanism that deeply integrates manual review with an AI inspection system. The AI system can rapidly screen for routine risks, identify complex scenarios and effectively crack down on evolving fraud chains; manual review, by leveraging its inherent strengths, conducts more refined judgments for sophisticated and multi-dimensional scenarios, ensuring comprehensive governance with no blind spots.

We have built a commercial intelligent risk control system based on large AI models, achieving full coverage of all types of risk scenarios.

Under human-AI collaboration, Kuaishou's inspection system:

Daily Removal of Harmful Information

Over 60 million items

Comprehensive Interception Capability

Increased by 30%

For non-compliant advertisers, the system imposes graded penalties based on their violation severity and material non-compliance density. Measures include, but not limited to, warnings, content blocking, margin deduction and even permanent removal from the platform. Through a full-link monitoring and severe punishment mechanism, we continuously purify the advertising ecosystem and safeguard a high-quality business environment for the platform.

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Kuaishou Magnetic Smart Investment

“Magnetic Smart Investment” is a professional advertising platform launched by Kuaishou, deeply integrating multi-scenario advertising capabilities such as information feeds, search, splash ads, and livestreaming, and leveraging AI algorithms to achieve automated campaign optimization. The platform provides multi-touchpoint delivery tools to help advertisers achieve efficient conversions, including:

Automated Rule Tool: Allows users to quickly adjust ad configurations through simple settings

Ad Diagnosis Tool: Assists in pinpointing delivery issues throughout the ad lifecycle and optimizing performance

One-Click Cleanup: Enables instant pausing or deletion of low-quality ads, effectively saving budgets and improving ad quality

These tools not only assist us in more effectively monitoring content during in-delivery and postdelivery inspections, but also empower advertisers to easily manage and rectify non-compliant ads, enhancing compliance efficiency at the source and jointly maintaining a healthy business ecosystem.



Advertising Support System

Kuaishou launched “Magnetic Academy” as a one-stop platform for marketing sharing, learning exchange, and training certification. Through the official platform “Magnetic Learning,” it provides multi-faceted empowerment services to accelerate knowledge dissemination and create marketing value. The platform’s core functions include: marketing knowledge sharing, helping users master best practices; a learning exchange platform for users to share experiences and strategies; and professional training certification to enhance practitioners’ professional skills. The Kuaishou Marketing Certification has formed a complete system encompassing capability assessment, course learning, exam certification, and professional enhancement. This not only helps advertisers advance their careers but also provides enterprises with a comprehensive solution for nurturing professional marketing talent.

3.6.4 Customer Service Assurance

Kuaishou adheres to a service-oriented philosophy of “transparent communication and direct resolution”, systematically improving the auditory experience of customer service interactions and the perceived effectiveness of solutions. While optimizing user experience, we solidify the overall service operations foundation. We established and optimized 13 internal systems, including the *User Service Center Hotline Transfer Handling Process*, ensuring service standards keep pace with the times. Specifically, we added the “Employee Dialect Support Process”, leveraging voice recognition models to clarify collaboration standards in cases of dialect communication barriers and avoid misunderstandings. In 2025, 18 Chinese dialects are supported, ensuring timely and effective resolution of user issues.

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We transformed self-service from a static model to a personalized approach based on user profiles and multi-interface data, combined with AI to predict issues, aiming to resolve inquiries directly on the customer service homepage. When users click “Contact Customer Service,” the system synchronizes acquired information to the intelligent customer service, directly triggering relevant processes to avoid repetitive descriptions and cumbersome selections. This effectively reduces user time consumption and significantly improves service efficiency.

We employ the “Sentinel” monitoring system to dynamically detect industry issues affecting user experience and actively provide feedback to prevent governance blind spots. In 2025, we focused on 2 major updates: expanding the monitoring scope to achieve more comprehensive content coverage and refining high-value issues to establish a meaningful feedback mechanism. By concentrating on high-value issue feedback, we further optimize service assurance and quality control.

Intelligent Customer Service Scenario Optimization

In 2025, we actively leveraged cutting-edge large model technologies to deeply empower user experience optimization and operational efficiency improvement. For identifying and pinpointing product function anomalies in user feedback, we introduced a large model-assisted mining mechanism, significantly compressing issue identification time and achieving “minute-level” priority responses, markedly accelerating issue discovery and feedback in a closed-loop. Additionally, large models can break through traditional mining blind spots, independently identifying potential issues and supplementing manual screening deficiencies, enhancing identification comprehensiveness. We also rigorously reviewed intelligent customer service response scripts to eliminate biases, strictly prohibiting inappropriate evaluations of users’ professions or identities, ensuring professional and fair service.

Customer Service Quality Control

We established a rigorous performance evaluation system to ensure service quality, with metrics covering key efficiency data such as call pickup rates and issue resolution duration. Through dual internal and external performance reviews, combining internal audit scoring and external customer satisfaction evaluations, we conducted comprehensive assessments of employee performance. Customer service personnel underwent monthly comprehensive evaluations, including objective data on efficiency and quality, as well as quality inspections by managers based on call recordings or text service records, ensuring meticulous attention to service details.

In talent development, we implement specialized training plans for different target groups, covering new employees, in-service staff, high-potential employees, and frontline managers. Through diverse and targeted course content, we comprehensively enhance the team’s professional competence and conduct in customer service, ensuring service quality at the source and providing users with more efficient and professional support experiences.

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| Trainees | Training Category | Training Frequency | Average Training Duration |
|--|---|---------------------|---------------------------------|
| New Employees | New employee orientation <ul style="list-style-type: none"> Understanding business knowledge content of the Company | 1.3 times per month | 16.8 days in-person training |
| Existing Employees (including full-time and part-time employees, new employees and dispatched labor) | Business improvement training <ul style="list-style-type: none"> Skill backup/position transfer training based on business needs Major event training | 1.5 times per month | 3 hours per month on average |
| Employees with High Potential/Frontline Manager | Management promotion training <ul style="list-style-type: none"> Developing highly targeted training systems | 6.2 times per month | 11.5 hours per month on average |
| | Distilling best practices <ul style="list-style-type: none"> Practical application of large models Management experience sharing | 1.3 times per month | 1.3 hours per month on average |

Satisfaction Surveys

We conduct annual customer satisfaction surveys and meticulously review the results to enhance service quality. In 2025, to avoid disturbing users, we replaced sampling phone callbacks with instant post-service surveys to obtain more timely and comprehensive feedback. Annual surveys covered over 7.2 million users, with manual satisfaction via hotline channels reaching 94.5%.

3.7 Public Welfare and Charity Initiatives

Kuaishou actively fulfills social responsibility and deepens its engagement in public welfare. We design diverse charitable projects to demonstrate care through action and organize employees to support disadvantaged groups in communities, widely promoting public welfare concepts and striving for synergistic development with society.

Public Welfare Promotion

Kuaishou leverages its platform influence to promote public welfare awareness. In 2025, in collaboration with mainstream media such as CCTV.com and People's Daily, we deeply uncovered grassroots acts of kindness within key projects, including "Future Enlightenment Classroom, Happy Lecture Hall and ICH Learning Academy" in rural to conveying positive values. Activities covered diverse topics such as education, culture, women's and children's protection, effectively connecting with societal empathy while simultaneously enhancing brand trust and mainstream influence.

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2025 Kuaishou Public Welfare Actions and Promotion Achievements

| | | |
|---|---|---|
| <p>approximately RMB75.29 million</p> <p>Total donation of public welfare projects</p> | <p>28,648 hours</p> <p>Total time invested in public welfare projects</p> | <p>Impressions 500 million+ Interactions 2 million+</p> <p>Annual cumulative dissemination of public welfare promotion content</p> |
| <p>Total videos 11+ million Cumulative views 13.4+ billion</p> <p>Environmental-related keywords under the topics with # published on the Kuaishou</p> | | <p>Total videos 440,000+ Cumulative views 800+ million</p> <p>Gender equity-related keywords under the topics with # published on the Kuaishou</p> |

| Public Welfare Project | External Recognition |
|--|---|
| Future Enlightenment Classroom | 2025 CCF China Computer Federation Technology Public Welfare Case 2025 “Golden Key — China Actions for SDGs” Outstanding Solution |
| ICH Learning Academy | 2025 Beijing Online Audiovisual Social Responsibility Outstanding Case 2025 People’s Corporate Social Responsibility Action Case “Convergence of Light” China Philanthropist Outstanding Case Award |
| Happy Lecture Hall | 2025 “Silver Economy” Annual Influential Brand |
| Kuaishou Public Welfare Promotional Video “Starting from One Screen” | Selected for the “Digital Love Without Borders” Digital Public Welfare Story Collection and Broadcasting Campaign |

Rural Revitalization

Against the backdrop of the country’s continuous efforts to advance rural revitalization, promote coordinated regional development, and enhance the digital literacy and skills of the entire population, digital technology is becoming a vital force in driving industrial development and boosting employment and income. Kuaishou Public Welfare actively responds to national calls, launching the “Happy Lecture Hall” project in 2023, dedicated to enhancing nationwide digital literacy and skills. Leveraging Kuaishou’s platform technological and resource advantages, the project provides professional training centered on “short video + livestreaming” for rural streamers, new farmers, silver-age groups, and grassroots workers. By empowering trainees to master digital tools and convert traffic into actual income, it effectively drives rural industry efficiency and farmer income growth. As of December 31, 2025, the project has reached 50 counties and cities nationwide, established shared livestreaming rooms in 8 provinces including Shandong and Guizhou, and cumulatively trained nearly 2 million people online and offline, injecting strong digital vitality into comprehensive rural revitalization.

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Heritage of Intangible Cultural Heritage

Protecting intangible cultural heritage is not only key to continuing the nation's historical lineage but also vital to showcasing cultural deposits and building a culturally strong nation. The "ICH Learning Academy" project initiated by the Kuaishou Public Welfare Foundation is dedicated to supporting inheritors in remote areas facing livelihood difficulties. In the digital era, new media and AI have become core forces driving the widespread dissemination and sustainable preservation of traditional craftsmanship.

The project assists inheritors in gaining attention through diverse channels such as organizing ICH activities in schools and communities and conducting copyright collaborations. Simultaneously, it provides training for inheritors on teaching techniques, short video production, and account operation, enabling them to skillfully use digital tools to showcase unique value of ICH, comprehensively enhancing their overall capabilities, and promoting the modernization and sustainable development of craftsmanship. Leveraging platform advantages, the visibility and influence of ICH have significantly increased, infusing new vitality into craftsmanship preservation. In 2025, the project has effectively supported over 100 inheritors, with teaching coverage extending to 200 rural schools and communities, it is expected to benefit over 60,000 people.



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AI-empowered Education

AI technology is an inevitable trend leading the future. As a leading content community and social platform in China, guiding the next generation to master technological tools and cultivate their ability to use technology correctly and ethically is our social responsibility. To this end, the Kuaishou Public Welfare Foundation launched the “Future Enlightenment Classroom” project, committed to empowering education with technology. Through multiple approaches such as donating digital classrooms, developing cutting-edge courses, conducting teacher training, and organizing technology study tours, we open the door to the world of technology for minors in remote areas, helping them broaden their horizons, unleash potential, and actively embrace the digital era.

As of December 31, 2025, the project has built 40 digital classrooms, organized 6 technology study summer camps, and over 40 “Technology Festival” interest activities. Additionally, the project has served over 14,000 rural students, cumulatively benefiting 500,000 people, covering 8 provinces and regions. We continue to deepen digital education efforts, ensuring the dividends of technological development can cross regions, illuminating the future for more children.



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Minor Protection Initiative

Since 2023, the Kuaishou Public Welfare Foundation, in collaboration with the China Youth Development Foundation, Beijing Chaoyue Social Work Service Center, Capital Normal University, and other partners, launched the “Starry Plan”. This initiative focuses on vulnerable minors, including those who have suffered abuse, lack proper guardianship, or exhibit behavioral deviations. The program advances professional development, service delivery, and systemic capacity-building to promote specialized, standardized, and systematic minor protection services.

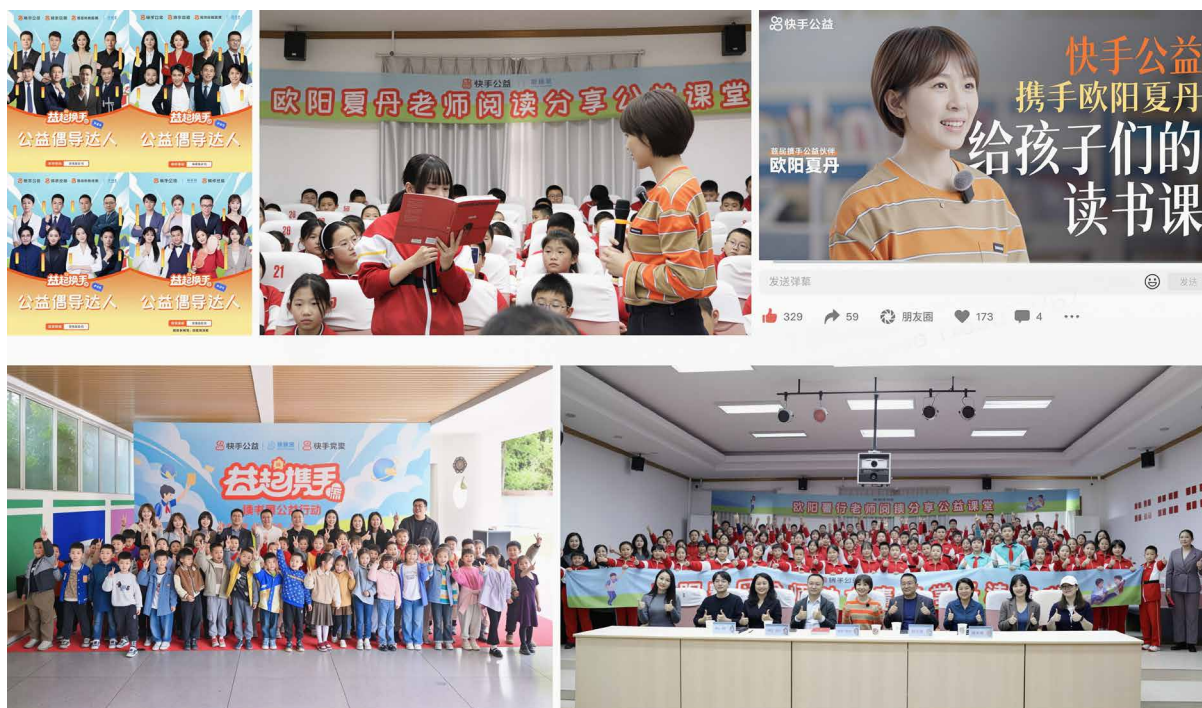
In 2025, the project conducted a series of online and offline training programs for social workers and volunteers nationwide in the field of minor protection. The online sessions reached 31 provinces, autonomous regions, and municipalities directly under the central government, serving 3,000 practitioners and volunteers with a cumulative total of 20,200 training attendances. By December 2025, the Starry Plan had delivered 45 training sessions across 32 provinces, autonomous regions, and municipalities directly under the central government, covering 67,588 participants and benefiting over 60,000 minors. Additionally, the project supported the renovation and construction of the Beijing Juvenile Observation and Protection Base, continuously improving the service environment for minors in difficult circumstances.



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Rural Education Charity Program

During the 2025 World Book Day, Kuaishou Public Welfare, in collaboration with One Foundation, launched the “Join Hands for Good” reading season public welfare campaign, donating tens of thousands of high-quality books to 15 rural schools in 7 provinces and cities including Beijing, Sichuan, and Guizhou, and simultaneously conducting reading-sharing sessions. Through diverse formats such as “public welfare classes, influencer co-reading, thematic videos,” the campaign helps rural children broaden their horizons and build confidence. The activity sparked widespread social resonance, with related topics achieving over 260 million views across platforms and attracting participation from 34 celebrities and knowledge influencers. This initiative was reported by multiple media outlets including People’s Daily Online and China National Radio Online, successfully creating a highlight case of “reading x public welfare” linkage with rural education, reflecting Kuaishou’s responsibility in leveraging platform advantages to empower rural education revitalization.



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Volunteer Public Welfare Actions

In November 2025, the Kuaishou Public Welfare Foundation, together with the Kuaishou Party Committee, Kuaishou Culture, and employee volunteers, conducted an “Image Co-creation Experience Class” in Fangshan County, Shanxi. This activity originated from the image collection campaign “A Letter from ‘Wasai’” launched on China Charity Day for that year. From over 200 employee submissions, 40 works were selected and compiled into the picture book *The World Beyond the Mountains*, gifted to students in Shanxi and Wasai town, Qinghai.

During the activity, 10 employee volunteers personally traveled to Shanxi, guiding rural children to explore broad horizons through image story sharing and KLING AI interactive experiences. This action not only demonstrated the public welfare enthusiasm of Kuaishou employees but also combined corporate technological strengths with the power of imagery, injecting warmth and creativity into rural education and practicing corporate social responsibility.



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4. EMPLOYEES' DEVELOPMENT AND CARE

Kuaishou is committed to fostering synergistic growth between employees and the Company by building a comprehensive employee development system centered around career progression, physical and mental well-being, and diversity and inclusion. The Group steadfastly upholds the protection of employees' equal rights and interests, creating a fair and equitable workplace environment. We have established a diversified training system to facilitate employee growth and broaden career development paths. We place a high priority on employee health and safety, comprehensively developing secure and comfortable workspaces, with the goal of achieving mutual growth for employees and the enterprise.

4.1 Rights and Interests of Employees

Kuaishou regards its employees as the most valuable asset in the Company's development. We are dedicated to respecting and safeguarding the rights and interests of all employees and adhering to responsible labor standards. We actively cultivate a workplace culture characterized by fairness, diversity, and inclusion, establish smooth communication channels, listen to employee needs, treat employees with respect and care, and jointly build a harmonious and equal workplace relationship.

We attach great importance to safeguarding the rights and interests of employees, striving to build a just and supportive working environment. We provide comprehensive social security in accordance with the law, fully respect employees' perspectives and right to freedom of expression, and prioritize employees' right to life and health. Kuaishou maintains zero tolerance for any form of human trafficking, forced labor, child labor, workplace harassment and discrimination, and sets standard daily working hours, fully safeguarding the legitimate rights and interests of every employee.

4.1.1 Rights and Interests of Employees and Labor Practices

Kuaishou complies with and upholds internationally recognized labor standards in all its global operational locations, strictly prohibiting any form of forced labor and child labor. We not only explicitly prohibit such practices in accordance with the *Provisions on the Prohibition of Child Labor* and relevant conventions of the International Labor Organization (ILO), but also deepen labor rights protection into systematic actions encompassing employment practices, occupational health and safety, and supply chain management. This public commitment is embedded within comprehensive management systems such as the *Kuaishou Employees Handbook and the Outsourcing Personnel Management Regulations*, applicable to all business units, all employees, and outsourced personnel of the Group globally, ensuring comprehensive coverage and consistency.

During the labor contract establishment process, Kuaishou adheres to the principle of equal negotiation, strictly enforces statutory minimum working age requirements to prohibit the employment of underage workers, clearly sets minimum age thresholds for full-time and internship positions, and adopts a zero-tolerance stance towards any form of forced labor.

We advocate for employees to jointly comply with basic codes of conduct, working together to build an equal, healthy, and safe working environment. Should any instance of child labor or forced labor be discovered, Kuaishou will implement complete closed-loop management measures, including joint departmental investigation, corrective and preventive actions, and reporting for disciplinary action, requiring all relevant departments to cooperate actively to thoroughly eliminate practices that violate labor rights.

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During the Reporting Period, Kuaishou did not experience any illegal incidents involving child labor or forced labor, and social insurance coverage for full-time employees reached 100%.

4.1.2 Fostering Diversity and Inclusion

To achieve the common growth of individuals and the Group, Kuaishou focuses on creating a diverse, inclusive, and mutually respectful working environment. We are committed to upholding the dignity and equal rights of every employee, opposing discrimination and harassment, and establishing clear handling and corrective measures. Our aim is to provide continuous support to each employee, driving the achievement of shared goals for individuals and the enterprise.

Diversity Policy and Management

Kuaishou consistently upholds the principle of equal employment, placing high importance on the fair treatment of female employees. We have set 6 workforce diversity targets:



1. Regarding diversity of management-level employees, the Company continuously cultivates and builds a pipeline of potential successors, focusing on fairly increasing the proportion of female managers.



2. As of December 31, 2024, female employees accounted for 44.0% of the Group's full-time employees. We will strive to maintain this proportion and aim to achieve gender balance as a long-term goal.



3. The Company will continue to establish or maintain certain workplaces in areas with concentrated minority populations to facilitate the employment of minority employees and is committed to supporting their fair employment within the Company.



4. In future workplace site selection and planning, we consistently consider the accessible environment an important factor. We have already made substantial progress in existing workplaces, continuously creating a friendly and inclusive workspace for employees.



5. The Company consistently upholds fair and just recruitment and promotion policies, is committed to eradicating all forms of discrimination and injustice, and strives to achieve the principle of equal pay for equal work (including the principle of equal pay for male and female employees).

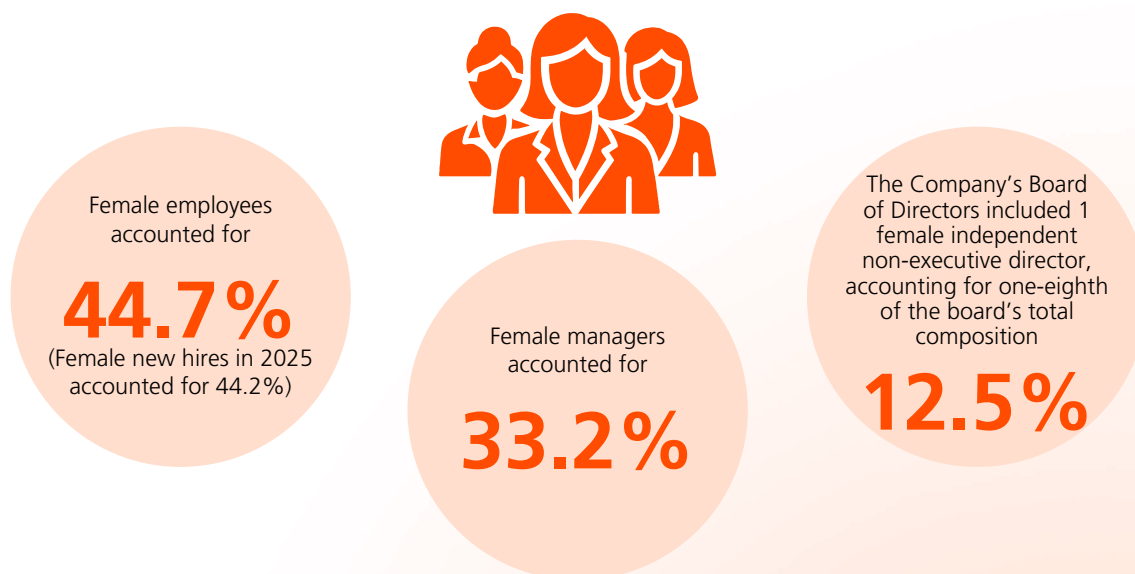


6. The Company implements annual promotion and training for employees on the concepts of Diversity, Equity and Inclusion (DEI).

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Kuaishou has systematically integrated the concept of diversity and inclusion into enterprise management and daily operations. Through internal systems such as the *Employee Diversity Policy*, we are dedicated to providing an inclusive and supportive work environment for employees and cultivating a work atmosphere that respects individual differences and values diverse backgrounds, knowledge, and experience. Based on a series of diversity dimensions, including but not limited to employees' gender, gender identity, age, sexual orientation, marital status, family situation, physical or mental disabilities, race, ethnicity, nationality and/or religious beliefs, we commit to providing equal opportunities throughout the entire employment lifecycle of recruitment, training, compensation, and promotion to meet the diverse needs of employees at different career and life stages.

We champion values of diversity, equity, and inclusion. Any inappropriate behavior such as unequal treatment, discrimination, harassment, insult, defamation, dishonesty, or inaction is considered a violation of professional ethics and the Company's cultural values. For such behaviors, we provide feedback channels and ensure strict protection of the informant's information. To uphold this commitment, the Company has explicitly incorporated anti-discrimination and anti-harassment provisions into the *Health Occupational Site Regulation System*, providing clear management regulations prohibiting discrimination, harassment, defamation, and slander, comprehensively safeguarding employees' rights to fair opportunities and personal dignity. We are committed to eliminating such violations in both professional and personal settings.



Highlights of Kuaishou's Workplace Gender Equity Performance in 2025

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At our content review center in Xiangxi, Hunan Province, we actively recruit and develop local ethnic minority employees. This not only injects new vitality into regional economic development by creating more local employment opportunities but also effectively promotes team diversity and inclusivity.



Highlights of Kuaishou's Workplace Diversity Performance in 2025

Diversity and Inclusion Training

Kuaishou systematically promotes DEI concepts to all employees through regular training sessions. The content covers key topics such as opposing workplace discrimination, harassment, and violence, while also regularly sharing inclusive practices to continuously deepen employees' awareness and understanding of DEI. In 2025, the Company conducted DEI-themed training for all employees, actively advocating for a diverse and inclusive workplace culture. Simultaneously, Kuaishou is dedicated to supporting the career advancement of female employees by offering a wide range of professional skills training programs to help them reach their full potential, and consistently monitoring the proportion of female trainers. Furthermore, during the promotion evaluation process, gender bias is minimized to ensure fairness and equity in assessments to the greatest extent possible.

Diversity Support Initiatives

Kuaishou consistently respects employees' diverse backgrounds and, on this basis, commits to providing equal development opportunities and comprehensive support for all employees. To systematically implement diversity initiatives, we have implemented the following specific care and support programs, covering five areas of recruitment and employment, training and promotion, physical and mental health, care and welfare, workplace environment, communication channels and cultural values maintenance. These initiatives continuously optimize the employee experience and fulfill our commitment to diversity and inclusion.

Environmental, Social and Governance Report

Kuaishou's Female Employee Care Initiatives

| | |
|---|--|
| Training and Promotion | <p>Kuaishou is dedicated to supporting the career advancement of female employees by offering a wide range of professional skills training programs to help them reach their full potential. In 2025, female trainers accounted for 36.2% of all trainers at Kuaishou. During the promotion evaluation process, gender bias is minimized to ensure fairness and equity. In 2025, women represented 33.2% of managerial roles, and 35.5% of newly promoted managers.</p> |
| Physical and Mental Health | <p>We implement multiple measures to assist female employees in enhancing their personal physical and mental health while pursuing career growth. The Company provides professional fitness facilities and equipment, and complimentary psychological counseling services, helping them approach various challenges in the workplace and daily lives with a healthier and more positive mindset.</p> |
| Care and Welfare | <p>We emphasize comprehensive care for female employees:</p> <ul style="list-style-type: none">• Establishing nursing rooms to provide convenience for working mothers;• In addition to statutory requirements, granting extra maternity bonuses and supplemental medical maternity coverage to female employees who give birth;• Providing childcare facilities and corresponding subsidies;• Offering one week of paid parental leave, available to both female and male employees, to support parents in sharing family responsibilities and promote work-life balance;• Providing annual health check-up services;• Organizing themed care activities during Women's Day and thoughtfully preparing celebratory gifts for every female employee, demonstrating our care and support for female employees. |
| Workplace Environment and Communication Channels | <p>Kuaishou is committed to fostering an equal, inclusive, and healthy workplace environment, ensuring gender equity and delivering an exceptional workplace experience for female employees. We have established multi-dimensional communication channels to actively listen to the voices of female employees and reduce communication barriers.</p> |

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International Women’s Day: Let’s “Prosper” Together

To celebrate International Women’s Day, the Kuaishou labor union, under the theme “Let’s ‘Prosper Together,’” collaborated with departments including Administration, Human Resources, and Corporate Social Responsibility and adopted a cross-departmental collaborative model to jointly plan and implement a series of themed care activities. By integrating internal and external resources and coordinating activity planning and execution, 11 themed courses and exchange events were held simultaneously on March 8. This effectively consolidated internal resources, and amplified the reach and employee engagement of the activities, not only conveying holiday blessings and care to employees but also creating a warm and harmonious organizational atmosphere.



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4.2 Talent Recruitment and Retention

4.2.1 Talent Recruitment

Kuaishou strictly adheres to the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and other applicable labor laws and regulations in its operating countries or regions. We have established comprehensive management systems such as the *Kuaishou Employees Handbook* and the *Outsourcing Personnel Management Regulations*. We continuously improve our recruitment system. We formulated policies such as the *Interviewer Management Specification*, the *Headhunter Supplier Management Specification*, the *Internal Referral Management System for Social Recruitment*, the *Background Investigation Management System*, and various overseas employment regulations, to establish a comprehensive recruitment and employment mechanism for our human resources system. In 2025, we optimized the *"Running Water Program" Management System*, the *Internal Referral Incentive Details for Social Recruitment*, and the *Job Posting Specification*, comprehensively enhancing the quality of recruitment management and talent hiring.

Recruitment Process and Channels

Kuaishou adheres to the core principles of "fairness, openness, and competition," and implements a strategy of "Precise Selection and Strong Branding" to continuously expand diverse talent acquisition channels. The Company ensures a seamless application process by refining the campus recruitment system, building a comprehensive employer media matrix, and expanding third-party online channels, while fully mobilizing employees' enthusiasm for internal referrals. Furthermore, we precisely attract high-quality technical talent by leveraging initiatives such as graduate student forums, university-enterprise collaborations, exclusive KOL technical sharing, and college social practice programs, continuously boosting appeal in the technical field, and identifying and nurturing outstanding technical leaders. Kuaishou has established partnerships with top-tier domestic and international institutions such as Tsinghua University and Peking University, cumulatively conducting over a hundred university-enterprise collaborations to shape a globally recognized technical talent brand. In 2025, the Company continued to innovate in employment models, extending multiple business operations to second-and third-tier cities through market outreach and deepened university-enterprise collaborations, effectively assisting more youth employment. Simultaneously, Kuaishou focuses on building a "youth-friendly" employer brand image, continuously broadening recruitment brand channels, refreshing brand core values, and engaging in new interactive formats such as live-streamed recruitment aligned with industry trends.

The Interviewer Management Specification requires interviewers to refrain from making any inappropriate remarks about candidates. Following interviews, we distribute interview feedback questionnaires for candidates to promptly address complaints. Interviewers found non-compliant would face penalties such as disqualification or mandatory retraining on interview conduct, ensuring candidates receive fair and transparent interview opportunities.

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Intelligent Recruitment Process

Kuaishou has systematically integrated AI into its recruitment and employment workflows to enhance hiring efficiency and talent matching accuracy. The intelligent recruitment system and talent database allow us to leverage and redeploy historical candidate data effectively. This foundation supports a scientific and efficient talent selection framework, which optimizes our internal and external talent ecosystems, and deepens our understanding of market trends, thereby delivering a more professional experience for candidates. The system utilizes intelligent search and matching capabilities, employing semantic recognition and skill matching to align job requirements with candidate profiles. This streamlines the initial resume screening process and proactively recommends qualified candidates to interviewers, significantly reducing the time-to-fill for critical roles.

Regarding AI Interactive Applications, we implemented “Radish Interview”, our self-developed AI-powered interview tool, to provide technical support for interview evaluations. Simultaneously, the intelligent Q&A robot integrated into our campus recruitment official website now covers over 90% of routine inquiry scenarios. It provides instant responses to common questions regarding job responsibilities and interview procedures, while also delivering personalized position recommendations based on candidates’ academic backgrounds and internship experiences. During the peak 2025 autumn recruitment period, we achieved 24/7 real-time responsiveness, thereby enhancing both the recruitment team’s efficiency and the candidate experience. With these technological initiatives, Kuaishou has effectively advanced the intelligence of our recruitment process, contributing to improved hiring efficiency, optimized talent matching quality, and strengthened the Group’s responsiveness and appeal within the talent market.

When applying AI technology as auxiliary tools, we have established strict AI governance rules that prohibit algorithms from utilizing sensitive attributes such as gender, age, or location as decision-making factors. With these being done, we managed to ensure recruitment fairness from the outset. During the model training phase, we completely remove such biasing labels. Following the system’s launch, we conduct quarterly sampling audits of AI screening outcomes to continuously monitor and correct potential hidden biases, thereby maintaining effective oversight of AI applications.

In 2025, Kuaishou has earned widespread external recognition, including annual awards from numerous institutions. This achievement stems from its proactive efforts in employer branding, organizational talent management, campus brand development, and AI technology adoption.

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Kuaishou's Awards in Recruitment in 2025

| Hosts/Organizers | | Awards/Recognition |
|------------------|-------------|--|
| 1 | LinkedIn | 2025 Global Talent Magnet Employer ¹ |
| 2 | 36Kr | 2025 Top 50 Employers with "Workplace Advantage" ² |
| 3 | BOSS Zhipin | Ark of Champions, Most Talent-Centric Employer Award ³ |
| 4 | Maimai | Maimai "Worthy" Employer of the Year ⁴ |
| 5 | Liepin | Liepin Extraordinary Employer ⁵ |
| 6 | Nowcoder | Most Preferred Tech Talent Employer ⁶ |
| 7 | Intern Monk | Favorite Employer of 2025 ⁷ |
| 8 | OfferShow | Star Employer List ⁸ AI/Key & Core Technology List |
| 9 | Zhaopin | Top Employer of the Year 2025 ⁹ |
| 10 | CIWEI | 2025 Most Influential Youth-Friendly Employer Brand ¹⁰ |



4.2.2 Talent Attraction and Welfare

Kuaishou is dedicated to building a fair, comprehensive, and market-competitive compensation and welfare system. Guided by various policies and regulations, including the *Kuaishou Employees Handbook*, the *Vocational Holiday Management System*, and the *Kuaishou Rent Subsidy Management Policy*, we safeguard employees' statutory rights and interests while further enhancing our support framework through diversified welfare offerings, providing backing for employees' daily work and lives. Concurrently, we utilize diverse compensation incentive tools and scenarios to offer competitive remuneration, effectively motivating employee performance. We have implemented an equity incentive plan for employees. As of December 31, 2025, approximately 30% to 40% of Kuaishou's employees were entitled to equity incentives.

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Kuaishou's Employee Compensation System and Incentive Mechanism

| Category | Initiatives |
|-------------------------------------|---|
| Employee Compensation System | We design compensation and benefits packages that match the characteristics of different roles, ensuring both reasonableness and market competitiveness. These packages are reviewed annually, with corresponding salary adjustments granted to outstanding employees to reflect their contributions and growth. |
| Employee Incentive Mechanism | <p><u>Short-term incentives</u>: We offer the annual performance bonus, and provide various short-term cash incentives based on the operating results of each business;</p> <p><u>Long-term incentives</u>: Employees in key positions and outstanding performers are granted equity as an incentive and recognition.</p> |

In 2025, Kuaishou further enhanced its employee welfare system, refining welfare offerings across 4 core modules: Kuaishou Insurance, Kuaishou Health, Kuaishou Life, Kuaishou Growth, to provide continuous care and support for employees.

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Kuaishou's Employee Welfare System

| Kuaishou Insurance | Kuaishou Health | Kuaishou Life | Kuaishou Growth |
|--|--|---|--|
| <ul style="list-style-type: none"> • Business travel insurance • Accident insurance • Term life insurance • Serious illness insurance • Million-coverage medical insurance • Supplementary medical insurance (covering employees and their children) • Maternity reimbursement for female employees; • Provide employees with a variety of personal insurance products covering themselves, spouses, children, and parents (including spouses' parents). Employees can purchase these products at their own expense according to their own needs | <ul style="list-style-type: none"> • Annual physical examinations (covering employees, their parents and parents-in-law) • Discussion of examination results and online consultations with exclusive doctors • Priority medical access • SOS international emergency rescue support • Psychological support program • Mindfulness workshop courses • Health cabin • Massage services • Routine health checkups • Health promotion activities • Monthly health journals • Health lectures • "Tie Chang (nickname for Kuaishou's "Lao Tie" community culture) Workplace Exercises" follow-along videos • Fitness rooms • Team sports activities | <ul style="list-style-type: none"> • Flexible working hours • Work-from-home mechanism • Dining: Staff cafeteria, online food ordering, pantry and convenience store; • Housing: Housing allowance and public rental housing ballot • Lifestyle: Corporate car-hailing services, Kuaishou commuting bus and parking-space ballot • Services: Hair salon, baby care room, laundry services, wellness room (including massage services), nearby dining and shopping discounts, fitness room, etc. • Holidays: Paid annual leave welfare annual leave, exclusive Spring Festival leave, statutory annual leave, childcare leave, paternity leave, family leave for employees to care for parents in need, marriage and compassionate leave, maternity leave and fully-paid sick leave; • Gifts: Maternity gifts, wedding gifts, etc. | <ul style="list-style-type: none"> • Hybrid online & offline learning and growth platforms • Diverse training brands • Company-wide, career-spanning training that delivers tailored empowerment to distinct employee populations |

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4.3 Employee Communication

Kuaishou places a high value on hearing from every employee. We have developed an employee communication framework supported by the labor union and diverse channels, ensuring that all feedback and concerns receive prompt attention and follow-up. We respect and protect employees' right to freedom of association, actively support labor union activities, and follow its leadership in facilitating a wide range of employee events to enrich workplace life, strengthen team cohesion, and cultivate a harmonious, fair, and participatory work environment.

Leadership by the Labor Union

The labor union of Kuaishou Group in Beijing is dedicated to serving employees. By addressing the varied needs of our internet industry workforce, it continuously innovates in service delivery, expands support channels, and streamlines processes. On the policy front, we have established and refined over 10 institutional documents, including the *Kuaishou Employees Handbook*, creating a robust framework for protecting employee rights and delivering benefits, while also providing clear avenues for employees to voice their needs. Operationally, the labor union fosters cross-departmental collaboration to build a structured, long-term, and multi-level support system. By enhancing a coordinated "four-party" working model, we have established a service ecosystem known for its broad reach, operational efficiency, and distinct value, consistently improving both union service delivery and employee satisfaction. In 2025, the labor union of Kuaishou Group in Beijing successfully convened an employee representative meeting. Following extensive consultation and a formal vote, we reviewed and approved four key management policies, including the *Kuaishou Employee Information Security Code*, the *Kuaishou Safety Violation Handling Management Regulations*, the *Policy on the Personal Information Protection Compliance Audit*, and the *Kuaishou Employee Personal Information Protection Standards*. These were officially promulgated via a company-wide email. This process not only refined specific governance rules but also tangibly strengthened the Group's institutional capacity for effective employee dialog, democratic participation, and responsive action.

The labor union of Kuaishou regularly designs and organizes a wide range of activities. Fueled by robust collective interactions and cultural exchanges, these activities nurture collaboration among employees and strengthen emotional connections, in turn deepening their understanding of and alignment with the corporate culture while bolstering a collective sense of belonging and organizational identity.

Multiple Channels

We are actively expanding employee communication channels by providing platforms for human resources inquiries, consultations, access to daily HR services, and both internal and external social networks. Employees can also engage in direct dialogs with management through tea gatherings, departmental meetings, and internal forums, allowing them to promptly voice opinions and suggestions. If employees encounter unfair practices or contentious issues at work, they are encouraged to report them truthfully to their supervisors or the human resources department. We commit to conducting thorough investigations and addressing every complaint, report, and related piece of information. In addition, we have launched the "Healthy Workplace" channel, advocating for all employees to collectively foster a fair and trustworthy work environment. We have established a complaint channel for behaviors that violate workplace conduct standards, such as unequal treatment, discrimination, harassment, and actions that do not align with the "Kuaishou Spirit" or public order and morals. We strictly protect the information of those who provide feedback.

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Regular Surveys

Kuaishou conducts an annual, company-wide organizational capability survey to continuously monitor and enhance the employee experience. Designed to capture a multi-dimensional view of employee sentiment, the survey measures key indicators such as job satisfaction, cultural atmosphere, information communication, and organization and management. We employ internally developed survey tools and platforms to design anonymous questionnaires focused on core organizational topics, rigorously safeguarding personal data while gathering candid feedback from employee. We share survey findings and subsequent improvement measures with employees to encourage ongoing feedback, aiming to jointly drive the organization to form a positive cycle of continuous evolution.

In 2025, we further refined survey data analytics methods and platform capabilities, and beyond the standardized enterprise-wide survey, equipped individual departments with more tailored survey tools, resulting in over 94% employee participation in the annual initiative and the accumulation of over 400,000 words of open-ended feedback. Survey findings reveal that employee engagement and satisfaction have risen markedly, fueled by our targeted improvement initiatives. Supported by the Company's steady business growth and innovative AI technology adoption, employees' confidence in the Company's development prospects has been reinforced. Meanwhile, diversified cultural celebrations and holiday events have effectively strengthened organizational cohesion and employees' sense of belonging. Across all organizational levels, ongoing optimizations to information dissemination and meeting mechanisms have significantly boosted internal communication transparency and efficiency. Going forward, we will leverage survey insights to drive ongoing improvements and collaborate with all team members to foster sustained organizational advancement.

Meanwhile, Kuaishou conducts an HR employee service survey annually to continuously track employee service satisfaction.

2025 Organizational Capability Survey

Employee participation rate reached

94%

Open-ended feedback exceeded

400,000 words

2025 HR Employee Service Survey

Annual comprehensive eNPS reached

89.5%

A scoring increase of

5.2%

Among them, the "public rental housing business" had the highest scoring increase of

14.1%


Highlights of Kuaishou's 2025 Internal Survey

Employee Activities

Kuaishou adheres to a people-oriented philosophy, actively curating and delivering a diverse range of employees' recreational, sports and holiday programs, thereby enriching their leisure time and fostering a relaxed, pleasant workplace environment.

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2025 Kuaishou Diversified Employee Activities

| | |
|---|--|
| <p>“Yo-Yo • Employee Club Support Plan” Activity</p> | <p>To systematically support employees’ diverse interests and stimulate organizational vitality, the Labor Union launched Employee Club Support Plan. Through an optimized management structure and collaboration with the Club Federation, 12 clubs were successfully formed in the first phase. Concurrently, a dedicated fund management and reimbursement mechanism was established to provide substantive resource support, systematically cultivate employees’ diverse interests, and promote the sustainable development of corporate culture.</p> |
| <p>Kuaishou Employee Book House</p> | <p>To systematically address employees’ reading needs and optimize knowledge acquisition, the Labor Union created a convenient and efficient employee reading service system by collaborating with administrative, IT, and other departments to deploy 3 smart book cabinets across 2 Beijing campuses and upgrade accompanying reading spaces. These provide nearly 1,500 high-quality books covering various fields. Through integrated employee card access and online notifications, a 24/7 “Pocket Library” was established, leveraging intelligent technologies to streamline the borrowing experience, fulfill employees’ reading demands, and build a comprehensive cultural service system.</p> |
| <p>KBA2025 Kuaishou Basketball Tournament</p> | <p>From July 2 to 4, 2025, Kuaishou successfully hosted its inaugural employee basketball tournament. Over the three-day event, 10 teams from different business lines competed fiercely through 24 exciting matches, from the playoffs to the finals. All participants demonstrated tremendous effort and enthusiasm on the court, fully showcasing team vitality and competitive spirit.</p>  |

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Kuaishou 2025 Mid-Autumn Festival Activity

On September 26, 2025, Kuaishou hosted a Mid-Autumn Festival celebration themed “Cherish the Moment, Share Happiness Together”. The event innovatively integrated the “My Own Swordsman” IP, creating an immersive, company-wide “Shared Happiness” experience that seamlessly blended online and offline engagement. Our goal was to ensure every employee, regardless of location, deeply feel the sense of belonging and warmth of being “One Happy Family”.



4.4 Cultivating Talent

Kuaishou places strong emphasis on talent development, providing employees with systematic growth support. We have established a diversified training system covering professional skills and management expertise, complemented by comprehensive performance evaluations and fair promotion mechanisms. This holistic approach fully supports employees in realizing their personal value and fostering mutual growth.

Kuaishou's Training System

To standardize and enhance the efficiency of employee training, Kuaishou has developed a comprehensive training system, including the *Career Development System of Kuaishou*, the *Kuaishou Course Management System*, the *Kuaishou Training Operation Management System*, and the *Kuaishou Assignment Training Management Rules*.

To support employee growth, Kuaishou has developed a robust training platform with diverse channels, forming a comprehensive learning ecosystem that integrates both depth and breadth. This provides diversified training support tailored to various employee categories across different career stages.

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Training Methods

- Kuai LEARNING (online learning platform)
- Kuai TEACH (instructor team, massive course database, relevant systems and SOP)
- Kuai MENTOR (coaching)



Type of Training

- Kuai LEAD (leadership)
- Kuai TECH (professional skills)
- Kuai TALK (openness)
- Kuai UP (general skills)
- Kuai START (new employees)

Diversified Training Methods:

Kuai LEARNING

Kuai TEACH

Kuai MENTOR

- Establishes “Kuaishou Middle School”, an online training platform designed to efficiently integrate high-quality resources and improve training effectiveness.
- The courses offered on Kuaishou Middle School cover a wide range of topics, including technology development, product operations, management skills, general skills, onboarding essentials, and interest-based knowledge, ensuring 100% coverage of all employees (including full-time and part-time employees, new employees, dispatched labor and interns).
- As of December 31, 2025, Kuaishou Middle School has provided a total of 4,767 courses.
- Establishes industry-academia exchange platforms and collaborates with external specialized technical communities, relevant publishers, and internet media channels to significantly enhance the professional expertise and industry perspectives of our production and research staff.
- The Labor Union provides crucial support for employee development, offering training and development channels through union-organized initiatives.
- Building an IP-based activity system: We successfully establish the “Kuaishou Technology Salon” brand. In collaboration with internal channels, Kuaishou Middle School and Kuaishou Culture, three sessions were planned and executed, focusing on technical strengths such as recommendation algorithms, AI + big front-end and cross-platform development. The events attracted over 120,000 participants online and offline.

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| Comprehensive Training Categories | |
|---|--|
| <p>Kuai LEAD x Kuai TALK x Kuai UP:</p> <p>Leadership Training</p> | <p><u>Tiered Development Programs:</u></p> <ul style="list-style-type: none"> Specialized programs for technical leaders/frontline leaders, directors and general managers “New Wings Initiative” (for newly appointed leaders) Focus on core talents/key talents/high-potential employees within various business departments <p><u>Development Models:</u></p> <ul style="list-style-type: none"> Combination of online learning, offline learning, and business-integrated growth companionship projects Integration of long-term development and short-term practical application Company-wide coordination + business line customization (10+ specialized programs) |
| <p>Kuai TECH x Kuai TALK x Kuai UP:</p> <p>Professional Talent Training</p> | <p><u>Technology Talent Development:</u></p> <ul style="list-style-type: none"> Deep cultivation in 7 major technical fields Strengthening of technical management capabilities Internal and external expert exchange mechanisms <p><u>Product, Operations, Sales Talent Development:</u></p> <ul style="list-style-type: none"> Expansion of professional depth and breadth Introduction of and collaboration with industry experts Practical problem-solving orientation <p><u>High-Potential Acceleration Program:</u></p> <ul style="list-style-type: none"> Integration of on-the-job practice, mentoring, and course learning <p><u>Certification Support:</u></p> <ul style="list-style-type: none"> The Labor Union organized the “Employee Innovation and Patent Application Promotion” initiative, identifying 300 eligible employees and awarding each RMB3,000 in funding support. Additionally, it partnered with the Science City Federation of Trade Unions to deliver on-site services directly to the workplace, including convenient access to patent registration and account opening. The Company organized training courses for professional qualifications such as Data Security Engineer and PIA¹⁹ Personal Information Protection, to help employees earn certifications, elevate team professional standards, and cultivate a culture of continuous learning. |

¹⁹ PIA refers to the Personal Information Protection Impact Assessment.

Environmental, Social and Governance Report

Comprehensive Training Categories

| | |
|--|---|
| Kuai START x Kuai TALK x Kuai UP: | “3+1” campus recruitment training system: |
| New Employee Training | <ul style="list-style-type: none">• Company level: initiatives such as live streaming experiences, short video competitions, knowledge inheritance, user engagement activities and business challenges are organized to align with business objectives; general competency courses are offered to facilitate a smooth transition into the workplace;• Channel level: a business overview is provided, emphasizing practical experience and hands-on learning• Department level: a phased, modular, and long-term training approach is adopted, focusing on project-based learning |
| | Institutional support: |
| | <ul style="list-style-type: none">• <i>Campus-recruited Employees Growth Handbook</i>• Continuous iteration of the <i>Mentor Coaching Guide</i> |
| | Mentor Support: |
| | <ul style="list-style-type: none">• One-on-one mentor coaching• Mentor-mentee activities to strengthen connections• Enhancement of mentor capabilities and motivations |

Furthermore, in addition to the diverse training programs mentioned above, in professional qualification support, the Company reviews its pool of professional talent annually. Employees in relevant positions are permitted and supported in pursuing qualifications such as the Certified Public Accountant designation. The Company provides full coverage of expenses, including examination fees, training costs and textbook fees, thereby fostering employees’ career development and professional advancement.

Employee AI Empowerment Training

With the deepening application of AI technology, the Company conducted a series of seminars, case studies, and hands-on workshops throughout 2025, focusing on key topics including AI ethics, data privacy protection, model security, and content compliance. These initiatives targeted technology R&D, product operations, and relevant management teams, aiming to enhance employee awareness of potential AI risks and ensure that technological innovation adheres to safety standards and value-based requirements.

In 2025, Kuaishou implemented a comprehensive three-pronged approach encompassing “course learning, case base, and competitive practice” to foster an organizational culture of “learning AI and applying AI”, thereby driving business innovation and operational efficiency.

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AI Courses System

Over 100 AI large-model courses are offered to all employees, including more than 20 specialized courses tailored for campus-recruited employees that cover each stage of their first year, thereby strengthening foundational AI skills of all employees.



AI Case Library

Over 200 practical application cases from various business departments have been collected and documented, creating an internal knowledge base that facilitates cross-team learning and best-practice sharing.



AI Application Challenge

Kuashou hosted the “Kuaishou All-Staff AI Application Challenge,” attracting over 3,000 participants. A total of 163 individuals in 12 teams received awards, developing 42 solutions for real business scenarios and accumulating 168 verified AI business application practices.



2025 Kuaishou All-Staff AI Application Challenge



2025 Kuaishou AI Empowerment Training

In the fourth quarter of 2025, Kuaishou launched an internal AI capability-building initiative for all employees: the Kuaishou All-in AI Application Challenge. With dual tracks of “AI Innovation Exploration” and “AI Application Cases”, participants engaged in practical applications across over 40 real business scenarios. Through a diverse evaluation system, every idea was given practical consideration.

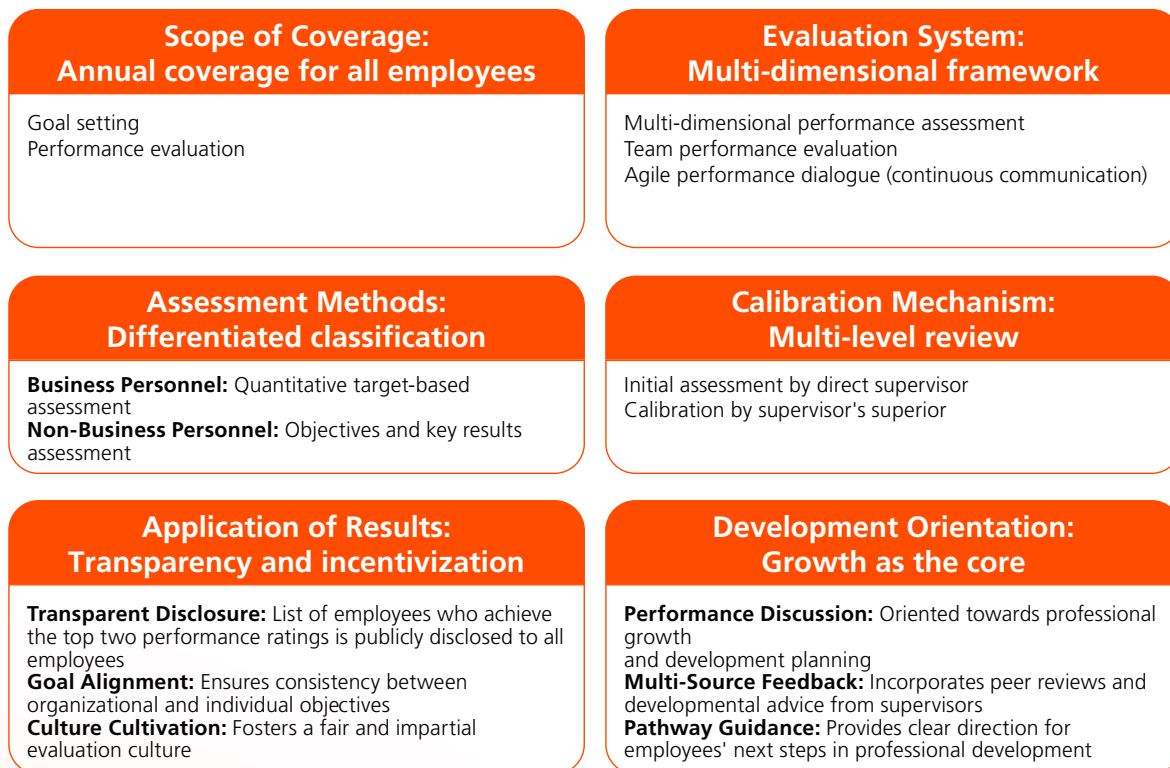
The competition fully ignited Kuaishou employees’ enthusiasm and initiative to focus on, participate in and co-build AI, attracting over 1,300 participations from 13 major departments and more than 10,000 viewers, thereby truly integrating AI into the fabric of the organization. Furthermore, the competition yielded 42 promising solutions for real business scenarios and accumulated 168 validated AI practices, directly facilitating problem-solving and the dissemination of experiences, while continuously promoting the reuse and amplification of successful experiences within the organization.

Kuaishou Talent Performance Evaluation

While advancing employee training initiatives, Kuaishou adheres to a talent development philosophy centered on professional competence and performance achievements. We simultaneously implement a rigorous and scientific system for talent selection, evaluation and cultivation and optimize performance assessment mechanisms to accurately quantify employees’ contributions and career growth. Annually, Kuaishou conducts goal setting and performance evaluations covering all employees, comprehensively assessing individual contributions, collaborative impact, and development potential through diverse, objective methods, thereby providing clear and reliable criteria for talent development and promotion.

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Kuaishou Performance Evaluation Mechanism



In 2025, to further refine the evaluation system, we have implemented updates across 3 core dimensions. These enhancements make performance appraisals more scientifically reflective of individual contributions and growth, continuously driving the enhancement of organizational capabilities.

Ensuring Evaluation Stability

- When an employee's supervisor changes during a performance cycle
- Upon supervisor transition, the system automatically solicits feedback from the previous supervisor and requires both supervisors to reach a consensus on the evaluation
- To enhance the continuity and objectivity of the evaluation

Optimizing the Feedback Mechanism

- Subordinate to give upward evaluation to manager
- The feedback questionnaire has been restructured into a "1+N" format: one overarching assessment of overall leadership effectiveness, supplemented by 4 specific questions measuring key managerial processes
- To provide managers with actionable insights for enhancing their leadership impact and team organizational capabilities

Optimizing the Peer Review Mechanism

- For key personnel in strategic product development and applied algorithms
- Through optimizing and streamlining the peer feedback process
- Make performance assessments more critical and comprehensive, thus fostering the long-term development of strategic talent

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Kuaishou Talent Promotion System

Kuaishou actively encouraged internal promotions and emphasized the principles of “financial accountability” and “management accountability” for senior-level managers. To support newly appointed managers, we implemented a probationary period system and provided tailored training for first-time managers. For senior-level managers, we systematically developed a “Management Accountability Index System” to quantify their performance outcomes. From the professional development perspective, we leveraged the channel committee’s management mechanism to optimize job level standards and introduced frequent senior-level involvement in evaluation processes to ensure fairness. Furthermore, we incorporated mechanisms such as performance-based fast-track promotions and exceptional case considerations into the job level advancement system, boosting the motivation of high-performing employees.

To systematically strengthen talent promotion and development mechanisms, Kuaishou has implemented a series of targeted initiatives since 2025, focusing on key talent cohorts. These optimizations specifically address 3 segments: high-performance and high-potential talents, new campus-recruited employees, and managers.

2025 Optimization of Kuaishou’s Employee Promotion Pathways



To ensure the effective implementation of these mechanisms and continuously cultivate a fair and equitable organizational culture, Kuaishou reinforced its governance framework in 2025. This includes heightened communication of zero-tolerance warnings regarding uncivil and unfair conduct during the promotion process, clarified protocols for investigating and disciplining reported violations, and enhanced transparency across the promotion process through public disclosure measures. These concerted efforts are dedicated to fostering an increasingly fair and just organizational culture.

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4.5 Health and Safety of Employees

Kuaishou regards occupational health and safety as a significant responsibility. We have established a comprehensive protection system to fully safeguard the physical and mental well-being of our employees. Kuaishou strictly adheres to laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Fire Control Law of the People's Republic of China*, and other applicable laws and regulations in the jurisdictions where we operate, ensuring employee health and safety while creating a secure and comfortable office environment. We have formulated and implemented the *Kuaishou Technology Occupational Health and Safety Policy*, which covers all Kuaishou employees, including part-time staff. The policy clearly defines our commitment and responsibilities regarding the protection employees' occupational health rights and the provision of a safe working environment, and is dedicated to continuously improving our health and safety management standards and performance.

Meanwhile, the *Health Occupational Site Regulation System* of the Group also applies to suppliers, ensuring that workplace safety and health standards are consistently implemented throughout the value chain. To ensure the ongoing effectiveness and compliance of relevant policies, and to fully respect and safeguard the legal rights and interests of employees, Kuaishou formally consults with the labor union when formulating or updating any occupational health and safety policies, actively listens to and adopts employees' reasonable opinions and suggestions, and ensures their full participation throughout the process. Based on this, the Company systematically identifies key risk areas, establishes clear priorities and specific action plans, and translates its solid commitment to employee health, safety and rights into practice through regular reviews and improvements.

Occupational Safety Management Process

Kuaishou systematically integrates workplace safety and health management into the office environment management system, implementing a clear three-tier management structure for target approval, plan supervision, on-site execution, and periodic assessment, thereby achieving holistic systematic management. On this basis, Kuaishou continuously strengthens workplace safety through ongoing risk identification, hazard management, labor protection, and company-wide safety education. We regularly evaluate occupational health and safety performance, refine contingency mechanisms, and drive the continuous optimization of management measures to protect employee health and safety and achieve corporate sustainable development goals.

In 2025, Kuaishou established annual Environment, Health and Safety (EHS) goals covering multiple dimensions such as safety incident control, environmental quality management, emergency preparedness enhancement, and fire safety improvement. These goals included key performance indicators such as the number of Tier 1 safety incidents, workplace indoor air quality compliance rate, number of emergency drill completions, fire safety awareness campaign participation rate, and the number of fire safety incidents. Systematic tracking and dynamic management were implemented to ensure the effective achievement of these goals. To strengthen the systematization and timeliness of emergency response, the "EHS Incident Management Fast Process" mini-program was designed and launched, establishing real-time reporting and handling mechanisms for various risks, including production safety incidents, food safety-related issues, and environmental pollution incidents. This process not only ensures rapid response and closed-loop management of incidents, but also provides strong data support and execution assurance for the tracking, evaluation, and completion of our corporate goals.

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On this basis, we continuously promoted the nationwide investigation and management of workplace hazards. In 2025, we cumulatively organized and conducted 240 specialized investigation and management actions. Nationwide workplace self-inspections identified and recorded a total of 3,890 hazard items, achieving closed-loop management from investigation and recording to rectification, thereby further safeguarding occupational health.

Kuaishou has established an “On-Duty Commander” program, a well-trained, 24/7 emergency response team dedicated to serving its offices nationwide. Through nearly 600 emergency drills and specialized training sessions conducted across the country, we have provided robust capability support and resource assurance for the workplace health emergency response system. This initiative helps enhance the overall capacity to handle sudden first-aid incidents in the workplace, demonstrating our commitment to building a comprehensive and compassionate first-aid service network.

Medical Insurance

Kuaishou provides supplementary medical insurance and critical illness coverage to all employees, enhancing our health and safety protection system. We arrange regular health check-ups for employees and provide professional interpretation services for medical reports. For employees suffering from serious illnesses or critical diseases, the Company offers priority medical consultation channels and comprehensive support throughout the diagnosis and treatment process.

Key Measures by Kuaishou for Caring for Employees with Serious Illnesses

| | |
|--------------------------------------|---|
| Medical Insurance Guarantee | Provide critical illness insurance, outpatient hospitalization reimbursement and serious illness hospitalization reimbursement. If the reimbursement limit is exceeded, the public insurance amount will be provided as appropriate to bear the reimbursement of excess treatment expenses. |
| Medical Resource Coordination | Based on the situation of seriously ill employees, health management resources would be contacted to provide registration, hospitalization and transfer resources coordination for employees. |
| In-Hospital Visit and Care | The Company’s representative buys flowers, fruits, nutritional supplements, etc. and visits employee at hospital to express team care. |
| Compassion Fund | Provide additional special assistance funds on humanitarian grounds beyond any legal obligations (if applicable) of the Company, to address personal safety emergencies, including sudden illnesses, injuries or death during an employee’s tenure, whether work-related or not. |

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Health and Safety Training

Kuaishou places great importance on employee health and safety training. Within the new employee orientation training system, “Kuaishou Workplace Safety Awareness” is a key mandatory module, complemented by corresponding safety awareness assessments to ensure safety awareness is deeply ingrained in employees’ mindsets.

To further strengthen employees’ health and safety competencies, Kuaishou continues to deepen its “First Aiders” training program. In 2025, we totally organized 19 “First Aiders” training sessions. Over the past 6 years since the launch of the “First Aiders” training program, more than 6,002 employees nationwide have obtained first aid certifications, the national training ratio has reached nearly 10%, leading across the industry, with training covering the workplaces in 21 cities. We offered a total of 113 training sessions, covering all key positions of on-site suppliers. Since the introduction of the First Aiders badge in 2022, a total of 4,608 employees have earned this recognition.

To fortify workplace safety defenses, Kuaishou organized annual fire safety themed activities during the National Fire Protection Month in 2025. We disseminated fire safety knowledge to all employees through comprehensive awareness channels and concurrently conducted practical drills for firefighting, rescue, evacuation, and self-rescue. These drills comprehensively tested the feasibility of fire emergency plans and the team’s emergency response capabilities, effectively enhancing safety awareness and the Company’s overall disaster prevention capacity.



“First Aiders” Training



Fire Safety Publicity Activity

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Safeguarding Physical and Mental Health

Kuaishou highly values the physical and mental health of its employees, committing to systematically preventing various health and safety risks in the workplace and continuously raising all employees' health and safety awareness. Through the establishment of the "Health Cabin" service system, we provide employees with regular services such as health consultations and therapeutic massages. Simultaneously, we have set up an online dedicated doctor channel, allowing employees convenient access to professional guidance. To strengthen emergency support, we have equipped AED²⁰ devices in workplaces nationwide and ensured all office locations are strictly equipped with sufficient first-aid kits based on area and headcount to safeguard employee health and safety. Regarding mental health support, the Company implements the "EAP²¹ Employee Mental Health Assistance Program," providing professional psychological counseling services to employees through a combination of online and offline methods, effectively enhancing their psychological resilience and stress management capability. Furthermore, we focus on employees' daily health maintenance and physical fitness promotion by providing ergonomic office furniture, setting up fitness areas and equipment in all workplaces, regularly organizing fitness classes, and encouraging employees to develop exercise habits, comprehensively safeguarding their physical and mental well-being.

Kuaishou's Employee Health Activities in 2025

Health-themed Activities

In 2025, Kuaishou's "Health Cabin" systematically carried out a variety of activities around employees' comprehensive health needs, including skin testing, scalp health assessments, Sanfutie services, distribution of heatstroke prevention and cooling kits, community doctor workplace visits, Airdoc testing, expert free consultations, health forums, and special lectures. The content covered ten major health themes: shoulder and neck care, retirement planning, health screenings, gastrointestinal regulation, weight management, first aid training, sleep improvement, influenza prevention, eye care, and mosquito prevention. The total number of the annual cumulative participation reached 7,000. This series of activities effectively raised employees' health awareness and improved overall health levels.



²⁰ AED refers to Automated External Defibrillator.

²¹ EAP refers to Employee Assistance Program.

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Mindfulness Workshops

In 2025, Kuaishou continued to build the “Mindfulness” brand activity. Through guidance from professional instructors, mindfulness-based stress reduction workshops were conducted on themes such as emotional regulation, self-acceptance, sleep relaxation, efficiency enhancement, mindful weight loss, and mindful drawing. A total of 17 sessions were held throughout the year, with participation from hundreds of employees, providing systematic stress release and self-adjustment support to help them achieve psychological balance between work and life.



5.25 Mental Health Care Activity

In conjunction with “5.25 Mental Health Care Day,” Kuaishou organized mental health themed promotion activities in May. Through diverse experiences such as brainwave painting, dynamic mind-forest breathing regulation, essential oil mood awakening, self-portraits, wish message walls, and positive energy quote interactions, the activities enhanced employees’ awareness of mental health, conveyed the concept of “cherishing and loving oneself” and increased employee engagement and psychological resilience.



Kuaishou “Da Fu Weng” (大福翁) Welfare Care Activity

In November, Kuaishou launched the “Da Fu Weng” comprehensive welfare experience activity. Through a booth check-in format, the activity systematically introduced Kuaishou’s full-scenario welfare and health care initiatives to employees. The activity included sessions on insurance coverage upgrades, pain relief guidance from rehabilitation experts, on-the-job exercise sessions, and interactive emotional release activities (e.g., bad mood shredder, good mood wishing tree). It attracted over 3,000 participations online and offline, significantly enhancing employees’ perceived value and recognition of the corporate welfare system.



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5. APPENDIX

5.1 Environmental Performance Data Table

| Environmental Key Performance Indicators | Unit | 2025 |
|---|--|--------|
| Greenhouse Gas Emissions | | |
| Total greenhouse gas emissions (Scopes 1 and 2)^{22, 23} | ten thousand tCO ₂ e | 35.60 |
| – Emissions (Scope 1) | ten thousand tCO ₂ e | 0.20 |
| – Emissions (Scope 2 location—based) ²⁴ | ten thousand tCO ₂ e | 35.40 |
| – Emissions (Scope 2 market—based) ²⁵ | ten thousand tCO ₂ e | 5.09 |
| Per capita greenhouse gas emissions (Scopes 1 and 2) | tCO ₂ e/person | 13.13 |
| Greenhouse gas emissions (Scopes 3)²⁶ | ten thousand tCO ₂ e | 160.02 |
| – Category 1: Purchased goods and services | ten thousand tCO ₂ e | 3.91 |
| – Category 2: Capital goods | ten thousand tCO ₂ e | 50.36 |
| – Category 3: Fuel and energy—related activities | ten thousand tCO ₂ e | 0.82 |
| – Category 6: Business travel | ten thousand tCO ₂ e | 1.60 |
| – Category 7: Employee commuting | ten thousand tCO ₂ e | 1.01 |
| – Category 8: Upstream leased assets | ten thousand tCO ₂ e | 102.32 |
| Per capita greenhouse gas emissions (Scopes 3) | ten thousand tCO ₂ e/person | 0.01 |

²² Except for emissions (scope 3), the remaining environmental key performance indicators only covered Kuaishou’s self-built data center and all the operational offices.

²³ Greenhouse gas emissions accounting is based on the operational control principle and is a measurable material source category of Scope 1 and Scope 2 greenhouse gas emissions within Kuaishou’s organization and reporting scope in FY2025. Greenhouse gas emissions are calculated in accordance with the Greenhouse Gas Protocol and are presented in carbon dioxide equivalents.

²⁴ The Scope 2 GHG emissions are mainly derived from indirect GHG emissions from purchased electricity and purchased heat consumed in the operation processes of Kuaishou. The location-based method calculates purchased electricity by adopting the average emission intensity of the local power grid, and the calculation methodology is based on the How to Prepare an Environmental, Social and Governance Report — Appendix II: Reporting Guidelines on Environmental Key Performance Indicators issued by the Stock Exchange, of which, the 2025 electricity emission factor adopts the grid emission factor of 0.5306 tCO₂/MWh from the Announcement on the Release of 2023 Electricity CO₂ Emission Factor issued by the Ministry of Ecology and Environment on December 31, 2025.

²⁵ The market-based approach is to quantify the Scope 2 GHG emissions based on the purchased electricity (excluding market-traded non-fossil energy electricity) consumed by Kuaishou in the operation processes, purchased heat and tools among electricity suppliers (such as green energy certificates), and the calculation methodology is based on the How to Prepare an Environmental, Social and Governance Report — Appendix II: Reporting Guidelines on Environmental Key Performance Indicators issued by the Stock Exchange, of which, the 2025 electricity emission factor adopts the grid emission factor of 0.6096 tCO₂/MWh from the Announcement on the Release of 2023 Electricity CO₂ Emission Factor issued by the Ministry of Ecology and Environment on December 31, 2025.

²⁶ We refer to the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011) to identify our Scope 3 greenhouse gas emissions across 15 Scope 3 categories. We identified and disclosed for the first time 6 Scope 3 categories that are relevant to our business, with other categories not included because they are not relevant to our business or the data is not material for quantitative purposes.

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| Environmental Key Performance Indicators | Unit | 2025 |
|--|---------------------|-----------------|
| Energy Consumption | | |
| Total Energy Consumption | MWh | 676,315.31 |
| Direct energy consumption | MWh | 9,148.09 |
| – Natural gas | m ³ | 877,594.00 |
| – Diesel | tonne | 39.93 |
| Indirect energy consumption | MWh | 667,167.23 |
| – Purchased electricity | MWh | 667,167.23 |
| – Purchased heat | GJ | 0 ²⁷ |
| Per capita total energy consumption | MWh/person | 24.94 |
| Water Consumption | | |
| Fresh water consumption | ten thousand tonnes | 18.84 |
| Reclaimed water consumption | ten thousand tonnes | 0.36 |
| Per capita fresh water consumption | tonne/person | 7.08 |
| Waste Water Generation | | |
| Waste water discharge | ten thousand tonnes | 12.94 |
| Per capita waste water discharge | tonne/person | 4.77 |
| Waste Generation | | |
| Hazardous waste | tonne | 30.5 |
| Per capita hazardous waste | kg/person | 1.12 |
| Non-hazardous waste | tonne | 1,488 |
| Per capita non-hazardous waste | kg/person | 54.87 |

²⁷ As air-conditioning has been adopted for heating in 2025, no external heating has been purchased.

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5.2 Social Performance Data Table

| Social Key Performance Indicators | | 2025 |
|--|---|---------------------|
| Employee Headcount | | |
| Total Employee Headcount (person) | | 27,119 |
| By employment type (person) | Full-time | 24,202 |
| | Others ²⁸ | 2,917 |
| Number of full-time employees by gender (person) | Male | 13,376 |
| | Female | 10,826 |
| Number of full-time employees by age group (person) | Under 30 | 14,017 |
| | 30 to 50 | 10,169 |
| | Above 50 | 16 |
| Number of full-time employees by geographical region (person) | Chinese Mainland | 24,075 |
| | Overseas and Hong Kong SAR, Macao SAR and Taiwan regions of China | 127 |
| Number of full-time employees by management level (person) | Management (person) | 1,435 |
| | Non-management (person) | 22,767 |
| Full-time Employee Turnover Rate | | |
| Total Full-time Employee Turnover Rate (%)²⁹ | | 27.4% |
| By gender | Male | 28.8% |
| | Female | 25.8% |
| By age group | Under 30 | 28.8% |
| | 30 to 50 | 25.6% |
| | Above 50 | 6.3% |
| By geographical region | Chinese Mainland | 27.4% |
| | Overseas and Hong Kong SAR, Macao SAR and Taiwan regions of China | 32.3% |
| Work-related Injuries and Fatalities | | |
| Work-related fatalities (person) | | 0 ³⁰ |
| Work-related fatality rate (%) ³¹ | | 0 |
| Lost days due to work injury (day) ³² | | 1,516 ³³ |

²⁸ Other types of employees include the headcounts of employees who are directly managed by the Company, including part-time employees, dispatched labor and interns. The number of such employees is not included in the breakdown of employee data by category.

²⁹ Employee turnover rate = the number of full-time employees leaving the Company in the reporting year/the total number of full-time employees at year end * 100%. The number of employees leaving the Company includes full-time employees leaving the Company (due to voluntary resignations, dismissals or retirement), and does not include full-time employees leaving the Company during their probation period.

³⁰ Kuaishou has not had any work-related fatalities in the past three years (including the Reporting Year).

³¹ Work-related fatality rate = (total number of work-related fatalities/total employee headcount) * 100%.

³² The data is verified by the local official agency for work-related fatalities, as determined by the local Human Resources and Social Security Bureau. Every 8 hours is calculated as one workday.

³³ During 2025, fractures accounted for a relatively high proportion of work-related injury incidents, which required a longer recovery period, resulting in an increase in the data compared with previous years.

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| Social Key Performance Indicators | | 2025 |
|---|--|--------------|
| Employee Training | | |
| Total Investment in Employee Training (in RMB ten thousands) | | 1,562 |
| "Kuaishou Middle School" training results | Total time of training (hours) | 1,155,795 |
| | Total number of participants (person-times) | 764,967 |
| | Number of courses offered (courses) | 4,767 |
| Percentage of employees trained by employee category | Management (%) | 89.4% |
| | Non-management (%) | 95.1% |
| Training hours per capita by employee category | Management (hours) | 55.8 |
| | Non-management (hours) | 47.3 |
| Percentage of employees trained by gender | Male (%) | 94.9% |
| | Female (%) | 94.2% |
| Training hours per capita by gender | Male (hours) | 49.3 |
| | Female (hours) | 45.9 |
| Supply Chain Management | | |
| Total Number of Suppliers (unit) | | 3,506 |
| By geographical region | Chinese Mainland (excluding Hong Kong SAR, Macau SAR and Taiwan regions of China) (unit) | 3,180 |
| | Hong Kong SAR, Macao SAR and Taiwan regions of China (unit) | 79 |
| | Overseas (unit) | 247 |
| Community Investment | | |
| Total donation of public welfare projects (in RMB ten thousands) | | 7,529 |
| Total time invested in public welfare projects (hours) | | 28,648 |

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5.3 Index of ESG Indicators

| Indicators | Disclosure Requirements | Related Sections |
|---|--|--|
| Part C: "Comply or Explain" Provisions | | |
| A1 | <p>Emissions: General Disclosure Information on:</p> <p>(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> | 2.2 Green Operation |
| KPIA1.1 | The types of emissions and respective emissions data. | 2.2.3 Emissions Management |
| KPIA1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 5.1 Environmental Performance Data Table |
| KPIA1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | 5.1 Environmental Performance Data Table |
| KPIA1.5 | Description of emission target(s) set and steps taken to achieve them. | 2.1 Climate Change Response |
| KPIA1.6 | Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. | 2.2.3 Emissions Management |
| A2 | <p>Use of Resources: General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.</p> | 2.2.1 Energy Management 2.2.2 Water Resource Management |
| KPIA2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). | 5.1 Environmental Performance Data Table |
| KPIA2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). | 5.1 Environmental Performance Data Table |
| KPIA2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. | 2.2.1 Energy Management |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|---|---|
| KPIA2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. | 2.2.2 Water Resource Management |
| KPIA2.5 | Total packaging material used for finished products (in tonnes) and, where appropriate, with reference to per unit produced. | Not Applicable ³⁴ |
| A3 | The Environment and Natural Resources: General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources. | 2.2.4 Ecological Protection |
| KPIA3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | 2.2.4 Ecological Protection |
| B1 | Employment: General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. | 4.1.2 Fostering Diversity and Inclusion 4.2 Talent Recruitment and Retention |
| KPIB1.1 | Total workforce by gender, employment type (for example, full-time or part-time), age group and geographical regions. | 5.2 Social Performance Data Table |
| KPIB1.2 | Employee turnover rate by gender, age group and geographical regions. | 5.2 Social Performance Data Table |
| B2 | Health and Safety: General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. | 4.5 Health and Safety of Employees |
| KPIB2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. | 5.2 Social Performance Data Table |
| KPIB2.2 | Lost days due to work injury. | 5.2 Social Performance Data Table |
| KPIB2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | 4.5 Health and Safety of Employees |

³⁴ As a small portion of the Group's e-commerce platform business involved direct operations, but the production, packaging, inventory, transportation and other stages of related products were still essentially carried out by third-party e-commerce merchants, and the Group did not engage in the direct procurement of packaging materials, this indicator was not applicable.

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| Indicators | Disclosure Requirements | Related Sections |
|------------|--|--|
| B3 | <p>Development and Training: General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> | 4.4 Cultivating Talents |
| KPIB3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | 5.2 Social Performance Data Table |
| KPIB3.2 | The average training hours completed per employee by gender and employee category. | 5.2 Social Performance Data Table |
| B4 | <p>Labor Standards: General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced Labor.</p> | 4.1.1 Rights and Interests of Employees and Labor Practices |
| KPIB4.1 | Description of measures to review employment practices to avoid child and forced labor. | 4.1.1 Rights and Interests of Employees and Labor Practices |
| KPIB4.2 | Description of steps taken to eliminate such practices when non-compliance is identified. | 4.1.1 Rights and Interests of Employees and Labor Practices |
| B5 | <p>Supply Chain Management: General Disclosure Policies on managing environmental and social risks of the supply chain.</p> | 1.4 Supply Chain Management |
| KPIB5.1 | Number of suppliers by geographical regions. | 5.2 Social Performance Data Table |
| KPIB5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. | 1.4 Supply Chain Management |
| KPIB5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. | 1.4 Supply Chain Management |
| KPIB5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. | 1.4 Supply Chain Management |
| B6 | <p>Product Responsibility: General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.</p> | 3.2 User Privacy Protection 3.5 Protection of Intellectual Property Rights 3.6 Platform Ecosystem Governance |

Environmental, Social and Governance Report

| Indicators | Disclosure Requirements | Related Sections |
|------------|---|--|
| KPIB6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | Not Applicable ³⁵ |
| KPIB6.2 | Number of products and service related complaints received and how they are dealt with. | 3.6 Platform Ecosystem Governance |
| KPIB6.3 | Description of practices relating to observing and protecting intellectual property rights. | 3.5 Protection of Intellectual Property Rights |
| KPIB6.4 | Description of quality assurance process and recall procedures. | Not Applicable ³⁶ |
| KPIB6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. | 3.2 User Privacy Protection |
| B7 | Anti-corruption: General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. | 1.3 Business Ethics |
| KPIB7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. | 1.3 Business Ethics |
| KPIB7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | 1.3 Business Ethics |
| KPIB7.3 | Description of anti-corruption training provided to directors and staff. | 1.3 Business Ethics |
| B8 | Community Investment: General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. | 3.7 Public Welfare and Charity Initiatives |
| KPIB8.1 | Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). | 3.7 Public Welfare and Charity Initiatives |
| KPIB8.2 | Resources contributed (e.g. money or time) to the focus area. | 5.2 Social Performance Data Table |

³⁵ As a small portion of the Group's e-commerce platform business involved direct operations, but the production, packaging, inventory, transportation and other stages of related products were still essentially carried out by third-party e-commerce merchants, and the Group did not engage in the product sales and transportation activities, this indicator was not applicable.

³⁶ As a small portion of the Group's e-commerce platform business involved direct operations, but the production, quality inspection, recycling procedure and other stages of related products were still essentially carried out by third-party e-commerce merchants, and the Group did not engage in the product quality inspection process and product recycling procedures, this indicator was not applicable.

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| Indicators | Disclosure Requirements | Related Sections |
|--|--|---|
| Part D: Climate-related Disclosures | | |
| Governance | <p>19(a) An issuer shall disclose information of the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for overseeing climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:</p> <ul style="list-style-type: none"> (i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities; (ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities; (iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and (iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities, including whether and how related performance metrics are included in remuneration policies. | <p>1.1 ESG Governance 2.1 Climate Change Response — Governance</p> |
| | <p>19(b) An issuer shall disclose the management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:</p> <ul style="list-style-type: none"> (i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and (ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions. | |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|---|--|
| Strategy | <p>20 An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:</p> <ul style="list-style-type: none"> (a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term; (b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk; (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons — short, medium or long term — the effects of each climate-related risk and opportunity could reasonably be expected to occur; and (d) explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making. | <p>2.1 Climate Change Response — Strategy — Climate Risk and Opportunity Assessment</p> |
| | <p>21 An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain. Specifically, the issuer shall disclose:</p> <ul style="list-style-type: none"> (a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain; (b) a description of where in the issuer’s business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets). | |
| | <p>22(a) An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p> <ul style="list-style-type: none"> (i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities; (ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect); (iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and (iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40. | <p>2.1 Climate Change Response — Strategy — Climate Resilience</p> |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|--|---|
| | 22(b) An issuer shall disclose information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a). | 2.1 Climate Change Response — Strategy — Climate Resilience |
| | 23. An issuer shall disclose information about the progress of plans disclosed in each previous Reporting Period in accordance with paragraph 22(a). | |
| | 24(a) An issuer shall disclose following qualitative and quantitative information about: how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the Reporting Period. | 2.1 Climate Change Response — Strategies — Climate Risk and Opportunity Assessment 2.1 Climate Change Response — Strategy — Climate Resilience |
| | 24(b) Information about the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements. | |
| | 25(a) An issuer shall disclose following qualitative and quantitative information about: how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: <ul style="list-style-type: none"> (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy. | |
| | 25(b) An issuer shall disclose following qualitative and quantitative information about: how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities. | |
| | 26(a) An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose its assessment of its climate resilience as at the reporting date, which shall enable an understanding of: <ul style="list-style-type: none"> (i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis; (ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and (iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term. | 2.1 Climate Change Response — Strategy — Climate Resilience |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|--|---|
| | <p>26(b) An issuer shall disclose how and when the climate-related scenario analysis was carried out, including:</p> <ul style="list-style-type: none"> (i) information about the inputs used, including: <ul style="list-style-type: none"> 1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; 2) whether the analysis included a diverse range of climate related scenarios; 3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; 4) whether the issuer used, among its scenarios, a climate related scenario aligned with the latest international agreement on climate change; 5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; 6) time horizons the issuer used in the analysis; 7) what scope of operations the issuer used in the analysis (for example, the operational locations and business units used in the analysis); (ii) the key assumptions the issuer made in the analysis; and (iii) the Reporting Period in which the climate-related scenario analysis was carried out. | <p>2.1 Climate Change Response — Strategy — Climate Resilience</p> |

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| Indicators | Disclosure Requirements | Related Sections |
|---------------------|---|--|
| Risk management | <p>27(a) An issuer shall disclose following information about: the processes and related policies the issuer uses to identify, assess, prioritise and monitor climate-related risks, including following information about:</p> <ul style="list-style-type: none"> (i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); (ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks; (iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria); (iv) whether and how the issuer prioritises climate-related risks relative to other types of risks; (v) how the issuer monitors climate-related risks; and (vi) whether and how the issuer has changed the processes it uses compared with the previous Reporting Period. | 2.1 Climate Change Response — Strategy — Risk Management |
| | <p>27(b) The processes the issuer uses to identify, assess, prioritise and monitor climate-related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities).</p> | |
| | <p>27(c) The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</p> | |
| Metrics and targets | <p>28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO₂ equivalent, classified as:</p> <ul style="list-style-type: none"> (a) Scope 1 greenhouse gas emissions; (b) Scope 2 greenhouse gas emissions; and (c) Scope 3 greenhouse gas emissions. | <p>2.1 Climate Change Response — Strategy — Metrics and Targets</p> <p>2.1 Climate Change Response — Strategy — Governance</p> |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|--|--|
| 29 | <p>An issuer shall:</p> <ul style="list-style-type: none"> (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; (b) disclose the approach it uses to measure its greenhouse gas emissions including: (i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions; (ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (iii) any changes the issuer made to the measurement approach, inputs and assumptions during the Reporting Period and the reasons for those changes; (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). | <p>2.1 Climate Change Response — Strategy — Metrics and Targets 2.1 Climate Change Response — Strategy — Governance</p> |
| 30. | <p>An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.</p> | |
| 31. | <p>An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.</p> | |
| 32. | <p>An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.</p> | |
| 33. | <p>An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.</p> | |
| 34. | <p>An issuer shall disclose:</p> <ul style="list-style-type: none"> (a) an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making. | |
| 35. | <p>An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).</p> | |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|---|--|
| | <p>36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry-based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p> | |
| | <p>37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:</p> <ul style="list-style-type: none"> (a) the metric used to set the target; (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives); (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region); (d) the period over which the target applies; (e) the base period from which progress is measured; (f) milestones or interim targets (if any); (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target. | <p>2.1 Climate Change Response — Strategy — Metrics and Targets 2.1 Climate Change Response — Strategy — Governance</p> |
| | <p>38. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:</p> <ul style="list-style-type: none"> (a) whether the target and the methodology for setting the target has been validated by a third party; (b) the issuer's processes for reviewing the target; (c) the metrics used to monitor progress towards reaching the target; and (d) any revisions to the target and an explanation for those revisions. | <p>We did not conduct any third-party verifications for our set climate-related targets during the Reporting Period.</p> |
| | <p>39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.</p> | |

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| Indicators | Disclosure Requirements | Related Sections |
|------------|---|--|
| | <p>40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:</p> <ul style="list-style-type: none"> (a) which greenhouse gases are covered by the target; (b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; (c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; (d) whether the target was derived using a sectoral decarbonisation approach; and (e) the issuer’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose: (i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits; (ii) which third-party scheme(s) will verify or certify the carbon credits; (iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and (iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset). | <p>2.1 Climate Change Response — Strategy — Metrics and Targets 2.1 Climate Change Response — Strategy — Governance</p> |
| | <p>41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of (i) cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).</p> | |

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5.4 SASB Standard Index

| Topic | Metric | Code | Corresponding Section |
|---|--|--------------|---|
| Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable | TC-IM-130a.1 | 2.2.1 Energy Management 5.1 Environmental Performance Data Table |
| | (1) Total water withdrawn (2) Total water consumed or percentage of each in regions with High or Extremely High Baseline Water Stress | TC-IM-130a.2 | 2.2.2 Water Resource Management 5.1 Environmental Performance Data Table |
| | Discussion of the integration of environmental considerations into strategic planning for data center needs | TC-IM-130a.3 | 2.2 Green Operation |
| Data Privacy & Freedom of Expression | Description of policies and practices relating to targeted advertising and user privacy | TC-IM-220a.1 | 3.2 User Privacy Protection 3.6 Platform Ecosystem Governance |
| Data Security | (1) Number of data breaches; (2) Percentage involving Personally Identifiable Information (PII); (3) Number of users affected | TC-IM-230a.1 | 3.2 User Privacy Protection |
| | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | TC-IM-230a.2 | 3.1 Safeguarding Information Security and Cybersecurity |

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| Topic | Metric | Code | Corresponding Section |
|--|---|--------------|--|
| Employee Recruitment, Inclusion & Performance | Employee participation rate | TC-IM-330a.2 | 4.3 Employee Communication |
| | Percentage of (1) gender and (2) diversity group representation for, including (a) executive management; (b) non-executive management; (c) technical employees; and (d) all other employees | TC-IM-330a.3 | 4.1 Rights and Interests of Employees 5.2 Social Performance Data Table |
| Intellectual Property Protection & Competitive Behavior | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | TC-IM-520a.1 | 1.3 Business Ethics |

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DEFINITIONS

In this report, unless the context otherwise requires the following expressions have the following meanings.

| | |
|---|--|
| "AI" | artificial intelligence |
| "AIGC" | artificial intelligence generated content |
| "Audit Committee" | the audit committee of the Board |
| "Board" or "Board of Directors" | the board of Directors |
| "Company", "Kuaishou" or "we" | Kuaishou Technology (快手科技), an exempted company incorporated in the Cayman Islands with limited liability on February 11, 2014 |
| "Consolidated Affiliated Entities" | the entities we control through the Contractual Arrangements, namely the PRC Holdcos and their respective subsidiaries |
| "Corporate Governance Committee" | the corporate governance committee of the Board |
| "Director(s)" | the director(s) of the Company |
| "GMV" | gross merchandise value, the total value of all orders for products and services placed on, or directed to the Group's partners through, the Group's platform, regardless of whether the order is settled or returned, excluding single transactions of RMB100,000 or greater and any series of transactions from a single buyer totaling RMB1,000,000 or greater in a single day, unless they are settled |
| "Group" | the Company, its subsidiaries and the Consolidated Affiliated Entities, or where the context so requires, in respect of the period before the Company became the holding company of its present subsidiaries, the subsidiaries as if they were the subsidiaries of the Company at the time |
| "Hong Kong" or "HK" | the Hong Kong Special Administrative Region of the PRC |
| "Hong Kong Stock Exchange" or "Stock Exchange" | The Stock Exchange of Hong Kong Limited |
| "KOL(s)" | key opinion leader(s) |
| "Listing Rules" | the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended, supplemented or otherwise modified from time to time) |

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| | |
|---------------------------------------|--|
| “PRC” or “China” | the People’s Republic of China, but for the purposes of this annual report only (unless otherwise indicated) excluding Hong Kong, the Macau Special Administrative Region and Taiwan |
| “Reporting Period” | the year ended December 31, 2025 |
| “RMB” or “Renminbi” | the lawful currency of the PRC |
| “senior management” | any person referred to as senior management in the corporate communication of the Company, or any other publications on the websites of the Stock Exchange or the Company |
| “Shareholder(s)” | holder(s) of the Shares |
| “Share(s)” | the Class A Shares and Class B Shares in the capital of the Company, as the context so requires |
| “subsidiary” or “subsidiaries” | has the meaning ascribed to it under the Companies Ordinance |

Notes:

1. Certain amounts and percentage figures included in this report have been subject to rounding. Accordingly, figures shown as totals in certain tables may not be an arithmetic aggregation of the figures preceding them. Any discrepancies in any table or chart between the total shown and the sum of the amounts listed are due to rounding.
2. This report is printed in both Chinese and English languages. Should there be any discrepancy between the English language and the Chinese language, the English language shall prevail.
3. Certain statements included in this report, other than statements of historical fact, are forward-looking statements. Forward-looking statements generally can be identified by the use of forward-looking terminology such as “may”, “might”, “can”, “could”, “will”, “would”, “anticipate”, “believe”, “continue”, “estimate”, “expect”, “forecast”, “intend”, “plan”, “seek”, or “timetable”. These forward-looking statements, which are subject to risks, uncertainties, and assumptions, may include our business outlook, estimates of financial performance, forecast business plans, growth strategies and projections of anticipated trends in our industry. These forward-looking statements are based on information currently available to the Group and are stated herein on the basis of the outlook at the time of this annual report. They are based on certain expectations, assumptions and premises, many of which are subjective or beyond our control. These forward-looking statements may prove to be incorrect and may not be realized in future. Underlying these forward-looking statements are a large number of risks and uncertainties. In light of the risks and uncertainties, the inclusion of forward-looking statements in this annual report should not be regarded as representations by the Board or the Company that the plans and objectives will be achieved, and investors should not place undue reliance on such statements. Except as required by law, we are not obligated, and we undertake no obligation, to release publicly any revisions to these forward-looking statements that might reflect events or circumstance occurring after the date of this annual report or those that might reflect the occurrence of unanticipated events.