

Kuaishou Human Rights Policy

Kuaishou has established this Policy to formally articulate the Company's commitment to human rights protection and to institute a systematic human rights due diligence framework. This Policy is grounded in the following authoritative international standards: the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the International Covenant on Economic, Social and Cultural Rights, and the United Nations Sustainable Development Goals (UN SDGs).

This Policy applies to Kuaishou, its subsidiaries, and its consolidated affiliated entities (collectively, the "Group" or "Kuaishou" or "the Company"). Kuaishou requires the Company, its suppliers and business partners to comply with the relevant principles set forth in this Policy and encourages them to establish comparable policies or frameworks of their own.

I. Employee Rights

Fair Employment and Anti-Discrimination. Kuaishou firmly opposes all forms of discrimination and prohibits discriminatory treatment on the basis of race, ethnicity, nationality, place of origin, skin color, religious belief, health status, disability, gender (including transgender identity), age, marital and childbearing status, educational background, sexual orientation, or any other characteristic protected by law. The principle of equality applies throughout the entirety of the employment lifecycle, including recruitment, training, promotion, compensation and benefits, and separation.

Other proscribed conduct includes: behavior that undermines workplace culture (including harassment, insult, defamation, dishonesty, and passive nonfeasance), conduct that violates cultural values (including breaches of professional ethics or the Company's cultural values, as well as other actions that contravene Company policies and standards), and behavior that violates laws and regulations, offends public order and good morals or ethical standards, or is not generally accepted by the public.

Kuaishou is committed to providing a dignified working environment for every employee—including part-time staff, outsourced personnel, and interns—and adheres to the principle of equal pay for equal work. The Company continuously monitors and

works to narrow the gender pay gap. It integrates the principles of diversity, equity, and inclusion (DEI) into its corporate culture, has established a standalone Employee Diversity Policy in furtherance of this commitment, and has set diversity-related targets.

Where discriminatory conduct, harassment, or other violations are substantiated, the Company shall take appropriate corrective measures and disciplinary action—including, but not limited to, verbal warnings, written warnings, and termination of the employment contract—and shall protect the lawful rights and interests of whistleblowers and victims in accordance with the law. Any form of retaliation is strictly prohibited.

Prohibition of Forced Labor and Child Labor. Kuaishou strictly prohibits all forms of forced labor, including debt bondage, contract fraud, and all forms of labor exploitation. The use of child labor is prohibited, and the Company strictly observes the minimum working age requirements prescribed by law. In the event that any instance of child labor is discovered, the Company shall immediately terminate the relevant employment relationship and shall provide the affected minor with necessary referral, educational, or transitional placement support in accordance with applicable laws and regulations. The Company has zero tolerance for corporal punishment, threats of violence, or any other form of physical or psychological abuse, and prohibits engagement in any activities related to human trafficking.

Compensation and Working Hours. Kuaishou complies with all applicable employment-related laws and regulations and provides employees with competitive compensation and personalized benefits programs. The Company adjusts compensation and benefits with due consideration of business performance, market conditions, local cost-of-living indices, and other relevant factors, and makes social insurance contributions and provides statutory benefits in accordance with applicable laws and regulations. The Company respects employees' need for work-life balance, permits flexible work arrangements where appropriate, provides a safe workplace environment, and is attentive to employees' physical and mental well-being. It also offers employees a diverse range of training and retraining opportunities to help mitigate the negative impacts brought about by industrial transformation or climate change. Also, employee care programs are in place to enable employees to realize their full potential.

Labor Unions and Employee Communication. Kuaishou maintains a labor union, which, in accordance with the law, organizes employee participation in democratic elections, democratic consultation, democratic decision-making, democratic management, and democratic oversight through employee representative congresses

and other mechanisms. The union engages in equal consultation with the employer on behalf of employees and enters into collective contracts in accordance with the law. All employees, irrespective of ethnicity, race, gender, occupation, religious belief, or educational background, have the right to join and organize labor unions in accordance with the law.

Kuaishou values employee feedback and encourages open communication, having established diverse employee communication channels as well as grievance and rights protection mechanisms. The Company conducts periodic employee surveys to gauge employee identification with and expectations of the Company, and uses the results to inform the development of policies and improvement initiatives. It has also established various communication channels—including internal town hall meetings—and delivers training to employees on grievance mechanisms and rights protection procedures.

Occupational Health and Safety. Kuaishou is committed to providing a safe and healthy workplace for all employees and complies with applicable occupational safety and health laws, regulations, and international standards. The Company conducts periodic occupational safety risk identification and inspections, provides employees with necessary labor protection, and implements effective occupational hazard control measures. It has established robust emergency management protocols and conducts regular emergency drills, and periodically reports to management on occupational health and safety objectives, policies, and key developments.

II. User Rights

User Privacy and Data Protection. Kuaishou regards the protection of users' personal information as a fundamental principle. In accordance with applicable data security and privacy protection laws and regulations, the Company implements reasonable physical, technical, and administrative security measures to safeguard user data.

Content Governance. Kuaishou is committed to creating a healthy and safe internet environment for users within a framework of legal and regulatory compliance, and to protecting users from harmful content, including violence, discrimination, and fraud.

Protection of Minors. Kuaishou places a high priority on the protection of minors' rights and continuously enhances its minor-protection capabilities and technologies.

Algorithmic Fairness and AI Governance. Kuaishou is committed to continuously improving the standard of its AI governance, proactively assessing and addressing AI application risks, mitigating algorithmic bias, and striving to deliver safe, reliable, and

controllable AI products and services, thereby safeguarding users' digital rights and service experience.

III. Suppliers and Business Partners

Kuaishou is committed to building a sustainable and responsible supply chain. The Company incorporates human rights standards into the full lifecycle management of its suppliers. All prospective suppliers are required to sign a Supplier Access Commitment Letter that expressly incorporates human rights provisions, including: prohibition of child labor (compliance with minimum employment age requirements); prohibition of forced labor (no form of compulsory or coerced labor); respect for labor rights (protection of employees' freedom of association, equal treatment, identity protection, paid annual leave, and minimum wage and maximum working hours standards); zero tolerance for discrimination and harassment (zero tolerance for any form of discrimination or harassment based on gender, race, skin color, religion, belief, age, ethnicity, nationality, marital or childbearing status, disability, sexual orientation, and other protected characteristics); occupational health and safety (identification, assessment, and mitigation of health and safety hazards to which workers may be exposed); and compliance with working hours and compensation laws and regulations (strict adherence to working hours and compensation standards prescribed by applicable laws and regulations).

IV. Community Rights

As an integral part of the communities in which it operates, Kuaishou respects all lawful rights of local residents and actively fulfills its corporate social responsibility. The Company promotes digital inclusion by leveraging technological innovation to help vulnerable groups—including those in remote areas, the elderly, and persons with disabilities—share in the benefits of technological advancement. It actively advances rural revitalization through the Kuaishou platform by supporting rural e-commerce and talent development. It actively participates in public welfare initiatives, including disaster relief and assistance for persons with disabilities and the elderly. It also adopts appropriate measures to avoid or mitigate any adverse impacts that the Company's day-to-day operations may have on local communities.

V. Human Rights Due Diligence

To give meaningful effect to its commitment to human rights protection, Kuaishou has established a systematic risk management mechanism encompassing human rights protection, covering four stages: identification, assessment, response, and remediation.

Human Rights Risk Identification and Assessment. Kuaishou endeavors to identify potential human rights risks—including forced labor, child labor, human trafficking, human rights violations, unequal pay for equal work, discrimination, privacy infringement, and algorithmic bias—covering both Company employees and groups vulnerable to harm, including women, minors, ethnic minorities, migrant workers, and persons with disabilities. The Company conducts human rights risk assessments across its business operations, covering both its own operations and its value chain (including key suppliers and business partners). It has established a systematic and periodically conducted human rights risk identification and review mechanism to ensure that the scope of assessment is continuously updated as the business evolves. It conducts human rights due diligence prior to entering into material new business relationships to assess potential long-term risks. The Company also gathers input and feedback from stakeholders through major social media platforms and public accounts to continuously broaden communication channels.

Human Rights Risk Response and Mitigation. With respect to identified risks, Kuaishou shall prioritize safeguard plans for key areas where the greatest opportunity for positive impact exists, periodically assess risk exposure, continuously refine relevant policies and mechanisms, and plans to progressively disclose—in future ESG reports—the scope of coverage and implementation progress of its risk mitigation plans.

Remediation Mechanism. Where incidents involving human rights harm occur, Kuaishou shall endeavor to adopt appropriate remedial measures, conduct thorough investigation and root-cause analysis, and enhance relevant policies and procedures to prevent the recurrence of similar incidents.

VI. Human Rights Grievance Mechanism

Kuaishou welcomes input and suggestions from employees, users, suppliers, and other stakeholders concerning human rights protection policies and practices. Any human rights complaints relating to Kuaishou's business activities may be submitted via the reporting email address: ESG_kuaishou@kuaishou.com. Kuaishou shall promptly investigate complaints in accordance with internal procedures, communicate the outcome to the complainant, maintain the confidentiality of the complainant's identity, and strictly prohibit any form of retaliation.

VII. Policy Review

The ESG Working Group is responsible for reporting relevant progress to the Corporate Governance Committee under the Board of Directors. This Policy shall be reviewed at least annually and shall be revised as and when necessary. Comments and suggestions may be submitted via email to ESG_kuaishou@kuaishou.com.