

Occupational Health and Safety Policy

I. Background and Objectives

Kuaishou Technology (together with its subsidiaries and consolidated affiliated entities, hereinafter referred to as "Kuaishou" or the "Company") is committed to the continuous improvement of its occupational health and safety management standards and performance. This Policy articulates Kuaishou's commitments and responsibilities with respect to safeguarding employees' occupational health rights and interests and providing a safe working environment, and affirms that Kuaishou shall strictly comply with all applicable national, regional, and local laws, regulations, and rules governing occupational health and safety.

II. Scope of Application

This Policy applies to all employees of Kuaishou, including part-time employees and labour dispatch.

III. Commitments and Responsibilities

1. The Company is committed to developing and continuously enhancing its occupational health and safety management system and to steadily improving its occupational health and safety management performance.
2. The Company shall provide the necessary human, financial, and material resources for the establishment of the occupational health and safety management system, and shall continuously improve said system and elevate occupational health and safety performance.
3. The Company shall establish clear priorities and specific action plans, and shall conduct ongoing workplace safety risk identification and hazard screening. Any identified hazards shall be promptly remediated to provide employees with a safe and healthy working environment.
4. The Company shall, in accordance with applicable regulations, provide employees with job-appropriate personal protective equipment and shall implement effective management measures to address occupational hazards.
5. The Company shall actively carry out safety communication, education, and training programs to continuously enhance employees' safety awareness and to strengthen their capacity for accident prevention and emergency response.

6. The Company shall periodically review its occupational health and safety management measures, conduct timely assessments of its occupational health and safety performance, and pursue continuous improvement.
 7. In the event of any occupational health and safety incident or emergency, the Company shall take prompt measures in accordance with its emergency response protocols and shall handle the situation in an appropriate manner.
 8. The Company shall actively solicit and incorporate reasonable input and suggestions from employees (including part-time employees and labor dispatch), and shall promote the full participation of employees throughout all relevant processes.
 9. The Company shall establish quantifiable health and safety objectives (such as coverage rate of employee safety training and frequency of onsite inspections) encompassing key performance indicators across multiple dimensions—including incident control, emergency preparedness enhancement, and fire safety improvement—and shall drive the effective implementation of all objectives through systematic tracking and dynamic management.
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IV. Supplementary Provisions

The Company shall periodically review this Policy and shall revise it as and when necessary. This Policy was first publicly disclosed to stakeholders in January 2022 and was revised in September 2026.