

# **Kuaishou's Integrity and Whistleblowing Management Policy**

[Summary]

## **I. General Provisions**

Adhering to the business ethics of integrity, credibility, honesty and self-discipline, Kuaishou is committed to developing an open, transparent, fair, equal, honest and clean ecosystem and has zero tolerance for corruption, bribery, fraud and other immoral acts. If any of the above acts involve suspected crime, it shall be reported to the law enforcement bodies for handling according to laws.

In order to ensure all integrity-related cases reported by our employees and external partners, including but not limited to suppliers, agents and customers, and other third parties, are handled promptly and effectively; to protect the legal interest of the Company and other stakeholders; and to strengthen the cultures of integrity and compliance of the Company, these provisions have been formulated to regulate the management procedures of whistleblowing.

Personal information of the whistleblowers and the report information are strictly confidential. Retaliation against the whistleblowers, witnesses and investigators in any form is strictly prohibited. If any of the above acts involve suspected crime, it shall be reported to the law enforcement bodies for handling according to laws.

## **II. Integrity and Whistleblowing Management and Division of Duties**

The Ethics Committee of Kuaishou is responsible for leading relevant departments to establish and improve the integrity and compliance management system. It is the decision-making body of the Company for the formulation of integrity and compliance management strategies and plans and the handling of major integrity and compliance-related issues. The Ethics Committee shall report the whistleblowing reports to the Audit Committee in an applicable manner, timely and regularly.

## **III. Reporting Channels of Integrity-Related Cases**

To facilitate the receipt of complaints and whistleblowing reports, Kuaishou has set up the following whistleblowing channels for both anonymous and named reports:

1. integrity reporting email address: [lianzheng@kuaishou.com](mailto:lianzheng@kuaishou.com)
2. official reporting website: <https://jubao.kuaishou.com/#/?channel=KSPC>
3. All staff and partners can report to any staff of the Compliance Department directly.

## **IV. Scope of Integrity-related Reports**

All acts participated or involved by Kuaishou or any of its staff that violate fairness, impartiality, integrity, public order and good morals, business ethics, laws and regulations shall be reported as integrity-related cases, which include but not limited to the following situations:

1. Frauds: creating false facts to deceive the Company, such as financial fraud, fictitious performance and false reimbursement;
2. Improper interests: illegally accepting or soliciting property, services or other interests from other parties by taking advantage of the job positions;
3. Embezzlement and misappropriation: embezzling or misappropriating resources of the Company by taking advantage of the job positions;
4. Breaching of confidentiality: violating the information security-related policies and other rules of the Company, leaking or selling any information of the Company that is prohibited from disclosing to external parties;
5. Conflict of interest: violating the conflict of interest rules or engaging in any behaviors in conflict with the interests of the Company;
6. Other acts that violate the corporate policy of Kuaishou or the national laws and regulations.

## **V. Whistleblowers Protection and Relevant Obligations**

1. Relevant personnel shall keep and use the report information properly, and shall not excerpt, reproduce, disseminate, seize or destroy such information without permission.
2. Disclosure of information of the whistleblower and the case shall be strictly prohibited. No original or duplicated copy of the report information shall be presented to the person being reported. Identity of the whistleblower shall not be revealed.
3. Employee who leaks the whistleblower information or retaliate against the whistleblower shall be subject to strict penalty by the Company in accordance with the Employees Manual. If the aforementioned behavior violates laws, the relevant employee shall be handed to the law enforcement bodies for investigations according to laws.
4. If the whistleblower makes a report to deliberately forge false facts, make false accusation in order to create chaos or to interrupt the normal work of the whistleblowing management department, it shall be strictly followed up according to the relevant provisions. If any of the above acts involve suspected crime, such person(s) shall be handed to the law enforcement bodies for investigations according to laws.

5. The above provisions are not applicable if the report is proved to be false, mistaken or inaccurate due to insufficient knowledge of facts.

## **VI. Supplementary Provisions**

1. The Ethics Committee and the Integrity and Compliance Department of Kuaishou shall have the authority for final interpretation of these provisions.

2. The Compliance Department shall review the whistleblowing policy regularly every year and improve and modify these provisions under the guidance of the Ethics Committee and the supervision and advice of the Audit Committee.

Kuaishou Technology