

Commitment to Equality and Diversity

Sina Group (hereinafter referred to as the "Company") has always been committed to building an equal and diverse workplace. It aims to encourage friendliness and innovation in work, show respect to each employee, and create a supportive and inspiring working environment, thus achieving the common goal of individuals and the enterprise. We firmly believe that the commitment to and action on equality and diversity constitute one of the key factors contributing to the Company's success.

In response to the Sustainable Development Goals of the United Nations as well as the *Convention concerning Discrimination in Respect of Employment and Occupation* and the *Declaration on Fundamental Principles and Rights at Work* of the International Labour Organization, the Company commits to equality and diversity, which mainly includes the follows:

Equality means that the Company provides fair and equitable procedures and processes from candidate interviews to all relevant matters after employment. The Company promises to provide fair, just and rational work plans for employees, and makes decisions on employment, salary, training opportunities, promotion, termination of labor relations and other labor-related matters regardless of employees' race, social class, religious belief, disability, gender, sexual orientation, age, marital status, pregnancy, trade union membership or political affiliation. The Company has established a complete set of talent management systems that cover training, promotion, salary, welfare and job transfer. All the Company's decisions on talent are based on employees' work achievements, development interests, quality and expertise, and conform to relevant national laws and regulations.

Diversity means that the Company accepts and respects the differences of employees and creates an environment encouraging each employee's participation and contribution. The Company has always recognized employees of different ages, races, nationalities, disabilities and religious beliefs, and helped them work together to accomplish work goals, having enriched the value we create. We firmly believe that diversity enhances the openness and communication within the Company, and promotes innovation and collaboration.

The Company practices equality and diversity through the following measures:

- Improve the diversity governance system, and assign the ESG Committee to supervise the Company's diversity performance.
- Develop a diversity policy and establish a common understanding of equality and diversity across the workforce through publicity of and training on this policy.
- Incorporate diversity indicators and objectives in recruitment, and make continuous efforts to cultivate a diversified workforce.
- Provide employees with material welfare, and accelerate the establishment of an equal and diversified work system.

During daily management, we also advocate diversified cultural values, emphasize respect, equality and inclusion, and recognize employees of different backgrounds and experiences. We continue to support the collaboration among people of different backgrounds and culture, and are impartial to all employees.

--The Company has been recruiting disabled employees on an equal basis for a long time. We will continue to ensure that 1% of new employees of the Company every year are disabled. The Company provides convenience for these disabled employees in their daily work, such as giving priority to them in arranging the Company's shuttle bus according to their needs, and allowing those serving as content monitoring assistants to work at home.

--The Company has been long recruiting ethnic minority employees on an equal basis. The Company will continue to recruit ethnic minority employees and guarantee that new ethnic minority employees occupy about 5% of all new employees each year. In addition, the canteen of the Company opens Muslim stalls for some ethnic minority employees. We also provide them with the Eid holiday.