

## DEFINITIONS

*In this document, unless the context otherwise requires, the following terms shall have the following meanings. Certain technical terms are explained in the section headed “Glossary of Technical Terms”.*

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| “2020 Share Incentive Plan” or the “Share Incentive Plan” | the 2020 global share plan our Company adopted in September 2020, which was amended and restated in May 2021, as amended from time to time, the principal terms of which are set out in “Statutory and General Information—D. Share Incentive Plan” in Appendix IV  |
| “Accountant’s Report”                                     | the audited consolidated financial statements of our Company for the Track Record Period, as included in Appendix I   |
| “ADS(s)”  | American Depositary Shares, each representing two Class A Ordinary Shares   |
| “affiliate(s)”  | with respect to any specified person, any other person, directly or indirectly, controlling or controlled by or under direct or indirect common control with such specified person  |
| “AFRC”  | Accounting and Financial Reporting Council  |
| “AGM”   | the annual general meeting of the Company to be convened on [●], 2022, before the [REDACTED]  |
| “Articles” or “Articles of Association”                   | the fifteenth amended and restated articles of association of the Company to be conditionally adopted by special resolutions of the shareholders of the Company at the AGM, which will take effect upon [REDACTED] and a summary of which is set out in “Summary of the constitution of the Company and Cayman Company Law” in Appendix III |
| “associate(s)”  | has the meaning ascribed to it under the Listing Rules  |
| “Beijing Glory Wolf”                                      | Beijing Glory Wolf Co., Ltd. (北京歌利沃夫企業管理有限公司), a limited liability company established under the laws of the PRC on May 7, 2014   |
| “Beijing Huapin Borui”                                    | Beijing Huapin Borui Network Technology Co., Ltd. (北京華品博睿網絡技術有限公司), a limited liability company established under the laws of the PRC on December 25, 2013  |

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## DEFINITIONS

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| "Board"                                   | the board of Directors  |
| "business day"                            | any day (other than a Saturday, Sunday or public holiday in Hong Kong) on which banks in Hong Kong are generally open for normal banking business |
| "BVI"                                     | the British Virgin Islands  |
| "CAC"                                     | The Cyberspace Administration of China (國家互聯網信息辦公室)   |
|   | [REDACTED]  |
| "Cayman Companies Act" or "Companies Act" | the Companies Act (As Revised) of the Cayman Islands, as amended or supplemented from time to time  |

[REDACTED]

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## DEFINITIONS

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| “Class A Ordinary Shares”                                       | class A ordinary shares in the share capital of the Company with a par value of US\$0.0001 each, conferring a holder of a Class A Ordinary Share one vote per share on any resolution tabled at the Company’s general meetings   |
| “Class B Ordinary Shares”                                       | class B ordinary shares of the share capital of the Company with a par value of US\$0.0001 each, conferring weighted voting rights in the Company such that a holder of a Class B Ordinary Share is entitled to ten votes per Share on any resolution tabled at the Company’s general meeting, save for resolutions with respect to any Reserved Matters, in which case they shall be entitled to one vote per Share |
| “Companies Ordinance”   | Companies Ordinance (Chapter 622 of the Laws of Hong Kong), as amended, supplemented or otherwise modified from time to time   |
| “Companies (Winding Up and Miscellaneous Provisions) Ordinance” | Companies (Winding Up and Miscellaneous Provisions) Ordinance (Chapter 32 of the Laws of Hong Kong), as amended, supplemented or otherwise modified from time to time  |
| “Company”, “our Company”, or “the Company”                      | KANZHUN LIMITED, a company with limited liability incorporated in the Cayman Islands on January 16, 2014   |
| “connected person(s)”   | has the meaning ascribed to it under the Listing Rules   |
| “connected transaction(s)”                                      | has the meaning ascribed to it under the Listing Rules   |
| “Consolidated Affiliated Entity(ies)”                           | entities of which we are the primary beneficiary through the Contractual Arrangements, namely the VIE and its subsidiaries, details of which are set out in the section headed “History, Development and Corporate Structure”  |

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| “Contractual Arrangement(s)” | the series of contractual arrangements entered into among the WFOE, the VIE and the Registered Shareholders (as applicable), as detailed in the section headed “Contractual Arrangements”   |
| “Controlling Shareholder(s)” | has the meaning ascribed to it under the Listing Rules and unless the context otherwise requires, refers to Mr. Zhao and the intermediary company through which Mr. Zhao has an interest in the Company, namely, TECHWOLF LIMITED, as further detailed in the section headed “Relationship with the Controlling Shareholders” |
| “CSRC”                       | the China Securities Regulatory Commission (中國證券監督管理委員會)  |
| “Depositary”                 | Citibank, N.A., the depositary of the Company’s ADS program   |
| “Director(s)”                | the director(s) of our Company  |
| “Extreme Conditions”         | extreme conditions caused by a super typhoon as announced by the Government of Hong Kong  |
| “GAAP”                       | generally accepted accounting principles  |

[REDACTED]

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| “Governmental Authority” | any governmental, regulatory, or administrative commission, board, body, authority, or agency, or any stock exchange, self-regulatory organisation, or other non-governmental regulatory authority, or any court, judicial body, tribunal, or arbitrator, in each case whether national, central, federal, provincial, state, regional, municipal, local, domestic, foreign, or supranational |
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[REDACTED]

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## DEFINITIONS

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“Group”, “our Group”,  
“the Group”, “we”, “us”,  
or “our”

the Company, its subsidiaries and the Consolidated Affiliated Entities from time to time, and where the context requires, in respect of the period prior to our Company becoming the holding company of its present subsidiaries, such subsidiaries as if they were subsidiaries of our Company at the relevant time

“HK” or “Hong Kong”

the Hong Kong Special Administrative Region of the People’s Republic of China

[REDACTED]

“Hong Kong dollars” or  
“HK dollars” or “HK\$”

Hong Kong dollars, the lawful currency of Hong Kong

[REDACTED]

“Hong Kong Takeovers Code” or  
“Takeovers Code”

Code on Takeovers and Mergers and Share Buy-backs issued by the SFC, as amended, supplemented or otherwise modified from time to time

[REDACTED]

## DEFINITIONS

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[REDACTED]

|                                |  |
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| “IFRS”                         | International Financial Reporting Standards, as issued from time to time by the International Accounting Standards Board                                   |
| “Independent Third Party(ies)” | any entity or person who is not a connected person of our Company or an associate of such person within the meaning ascribed to it under the Listing Rules |

[REDACTED]

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## DEFINITIONS

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[REDACTED]

“Joint Sponsors” Morgan Stanley Asia Limited and Goldman Sachs (Asia) L.L.C.

“Latest Practicable Date” [October 2], 2022, being the latest practicable date for ascertaining certain information in this document before its publication

“Laws” all laws, statutes, legislation, ordinances, rules, regulations, guidelines, opinions, notices, circulars, orders, judgments, decrees, or rulings of any Governmental Authority (including, without limitation, the Stock Exchange and the SFC) of all relevant jurisdictions

[REDACTED]

“Listing Committee” the Listing Committee of the Stock Exchange

[REDACTED]

“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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| “Main Board”                                   | the stock exchange (excluding the option market) operated by the Stock Exchange which is independent from and operates in parallel with the Growth Enterprise Market of the Stock Exchange   |
| “MCT”  | the Ministry of Culture and Tourism of the PRC (中華人民共和國文化和旅遊部) (formerly known as the Ministry of Culture of the PRC (中華人民共和國文化部))   |
| “Memorandum” or<br>“Memorandum of Association” | the fifteenth amended and restated memorandum of association of the Company to be conditionally adopted by special resolutions of the shareholders of the Company at the AGM, which will take effect upon [REDACTED], a summary of which is set out in “Summary of the constitution of the Company and Cayman Company Law” in Appendix III |
| “MIIT”   | the Ministry of Industry and Information Technology of the PRC (中華人民共和國工業和信息化部) (formerly known as the Ministry of Information Industry)   |
| “MOF”  | the Ministry of Finance of the PRC (中華人民共和國財政部)  |
| “MOFCOM”                                       | the Ministry of Commerce of the PRC (中華人民共和國商務部)   |
| “MOHRSS”                                       | the Ministry of Human Resources and Social Security of the PRC (中華人民共和國人力資源和社會保障部)   |
| “MPS”  | the Ministry of Public Security of the PRC (中華人民共和國公安部)  |
| “Mr. Zhao” or “Founder”                        | Mr. Peng Zhao, an executive director and the Chief Executive Officer of our Company and the founder of our Group, the WVR Beneficiary and our Controlling Shareholder  |
| “Nasdaq”                                       | The Nasdaq Global Select Market  |
| “NDRC”   | National Development and Reform Commission of the PRC (中華人民共和國國家發展和改革委員會)  |

## DEFINITIONS

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| “NPC”  | National People’s Congress of the PRC (全國人民代表大會)            |
| “NRTA” | the National Radio and Television Administration (國家廣播電視總局) |

[REDACTED]

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| “PBOC”              | People’s Bank of China                           |
| “PRC Legal Adviser” | Tian Yuan Law Firm, our legal adviser on PRC law |

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## DEFINITIONS

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| “QIB”                     | a qualified institutional buyer within the meaning of Rule 144A  |
| “Registered Shareholders” | the registered shareholders of the VIE, more particularly set out in the section headed “Contractual Arrangements”   |
| “Regulation S”            | Regulation S under the U.S. Securities Act   |
| “Reserved Matters”        | those matters resolutions with respect to which each Share is entitled to one vote at general meetings of the Company pursuant to the Articles of Association, being: (i) any amendment to the Memorandum or Articles, including the variation of the rights attached to any class of shares, (ii) the appointment, election or removal of any independent non-executive Director, (iii) the appointment or removal of the Company’s auditors, and (iv) the voluntary liquidation or winding-up of the Company |
| “RMB” or “Renminbi”       | Renminbi, the lawful currency of China   |
| “Rule 144A”               | Rule 144A under the U.S. Securities Act  |
| “SAFE”                    | the State Administration of Foreign Exchange of the PRC (中華人民共和國國家外匯管理局)   |
| “SAIC”                    | the State Administration of Industry and Commerce of the PRC (中華人民共和國國家工商行政管理總局), which has now been merged into the SAMR  |
| “SAMR”                    | the State Administration for Market Regulation of the PRC (中華人民共和國國家市場監督管理總局)  |

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## DEFINITIONS

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| “SAPPRFT”                                      | the State Administration of Press, Publication, Radio, Film and Television (國家新聞出版廣電總局), which has now been renamed as the NRTA           |
| “SASAC”  | the State-owned Assets Supervision and Administration Commission of the State Council of the PRC (中華人民共和國國務院國有資產監督管理委員會)                  |
| “SCNPC”  | the Standing Committee of the National People’s Congress (全國人民代表大會常務委員會)  |
| “SFC”  | Securities and Futures Commission of Hong Kong  |
| “SFO” or “Securities and Futures Ordinance”    | Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong), as amended, supplemented or otherwise modified from time to time |
| “Share(s)”                                     | the Class A Ordinary Shares and Class B Ordinary Shares in the share capital of the Company, as the context so requires                   |
| “Shareholder(s)”                               | holder(s) of our Share(s)   |
| “STA”  | State Taxation Administration of the PRC (中華人民共和國國家稅務總局)  |
|  | [REDACTED]  |
| “State Council”                                | State Council of the PRC (中華人民共和國國務院)   |
| “Stock Exchange” or “Hong Kong Stock Exchange” | The Stock Exchange of Hong Kong Limited   |
| “subsidiary” or “subsidiaries”                 | has the meaning ascribed to it in section 15 of the Companies Ordinance   |
| “substantial shareholder(s)”                   | has the meaning ascribed to it in the Listing Rules   |
| “Track Record Period”                          | the three years ended December 31, 2019, 2020 and 2021 and the six months ended June 30, 2022   |

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| “U.S. GAAP”           | accounting principles generally accepted in the United States of America                               |
| “U.S. SEC”            | the Securities and Exchange Commission of the United States  |
| “U.S. Securities Act” | United States Securities Act of 1933, as amended, and the rules and regulations promulgated thereunder |

[REDACTED]

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|---|--|
| “United States”, “U.S.” or “US”               | United States of America, its territories, its possessions and all areas subject to its jurisdiction |
| “US dollars”, “U.S. dollars”, “US\$” or “USD” | United States dollars, the lawful currency of the United States                                      |
| “VAT”   | value-added tax  |
| “VIE”   | Beijing Huapin Borui   |
| “weighted voting right”                       | has the meaning ascribed to it in the Listing Rules  |
| “WFOE”  | Beijing Glory Wolf   |

[REDACTED]

|                   |  |
|-------------------|--|
| “WVR Beneficiary” | has the meaning ascribed to it under the Listing Rules and unless the context otherwise requires, refers to Mr. Zhao, being the holder of the Class B Ordinary Shares, entitling to weighted voting rights, details of which are set out in the section headed “Share Capital” |
| “WVR Structure”   | has the meaning ascribed to it in the Listing Rules  |
| “%”               | per cent   |