

## GLOSSARY OF TECHNICAL TERMS

*This glossary of technical terms contains definitions of certain terms used in this document in connection with our Company and our business. These terms and their definitions may not correspond to standard industry definitions, and may not be directly comparable to similarly titled terms adopted by other companies operating in the same industries as our Company.*

“AI”	artificial intelligence
“blue-collar workers”	people who perform manual or service-related work in the secondary sectors such as manufacturing and construction industry and the tertiary sector such as accommodation and catering industry, and local life service industry
“Boss”	executives or middle-level managers of large enterprises and SME and micro business owners
“Calculated cash billings”	revenues in a given period plus the change in deferred revenue in the same period
“DAU”	the number of verified user accounts, including both job seekers and enterprise users, that logged on to our mobile applications in a given day at least once
“enterprise users”	Bosses and recruiting professionals
“gold-collar workers”	people who perform professional, desk, managerial, or administrative work with an annual salary above RMB250,000
“key accounts”	paid enterprise customers who contributed RMB50,000 or more of revenues to us in a twelve-month period ended on the end of a given period
“MAU”	the number of verified user accounts, including both job seekers and enterprise users, that logged on to our BOSS Zhipin mobile application in a given month at least once
“mid-sized accounts”	paid enterprise customers who contributed between RMB5,000 and RMB50,000 of revenues to us in a twelve-month period ended on the end of a given period
“online recruitment platform”	our mobile applications, mini programs and websites

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“paid enterprise customers”	enterprise users and company accounts from which we recognize revenues for our online recruitment services in a given period
“SME”	small and medium-sized enterprises
“white-collar workers”	people who perform professional, desk, managerial, or administrative work with an annual salary equal or below RMB250,000