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KANZHUN LIMITED
看準科技有限公司

(A company controlled through weighted voting rights and incorporated in the Cayman Islands with limited liability)

(Stock Code: 2076)

(Nasdaq Stock Ticker: BZ)

VOLUNTARY ANNOUNCEMENT
PURCHASE OF SHARES ON MARKET
PURSUANT TO POST-IPO SHARE SCHEME

Reference is made to the Post-IPO Share Scheme (the "**Scheme**") of KANZHUN LIMITED (the "**Company**") conditionally approved and adopted on December 14, 2022, which took effect upon the listing of the class A ordinary shares of the Company (the "**Class A Ordinary Shares**") on the Main Board of The Stock Exchange of Hong Kong Limited on December 22, 2022. The trustee of the Scheme (the "**Trustee**") had purchased a total of 499,856 Class A Ordinary Shares (in the form of 249,928 American Depository Shares) from the open market to hold on trust for the Eligible Participants (as defined in the Scheme) on December 12, 2025, pursuant to the terms and conditions of the Scheme, funded by the Company's internal resources. Details of the Class A Ordinary Shares purchased and held by the Trustee on trust are as follows:

Date of purchase:	December 12, 2025
Total number of Class A Ordinary Shares purchased:	499,856
Percentage of the Class A Ordinary Shares purchased to the total number of issued and outstanding shares of the Company as at December 12, 2025:	Approximately 0.05%
Average consideration (excluding all the relevant expenses) per Class A Ordinary Share purchased:	US$9.99
Balance of Class A Ordinary Shares held by the Trustee immediately after the purchase:	31,303,644

The Company will from time to time review and determine at its absolute discretion such number of Class A Ordinary Shares to be awarded to the Eligible Participants as it may deem appropriate.

By Order of the Board
KANZHUN LIMITED
Mr. Peng Zhao
Founder, Chairman and Chief Executive Officer

Hong Kong, December 15, 2025

As of the date of this announcement, the board of directors of the Company comprises Mr. Peng Zhao, Mr. Xu Chen, Mr. Tao Zhang, Ms. Xiehua Wang and Ms. Yang Mu as the executive directors, Mr. Haiyang Yu as the non-executive director, Mr. Yonggang Sun, Mr. Yan Li and Ms. Hongyu Liu as the independent non-executive directors.