

KE HOLDINGS INC.

WORKFORCE DIVERSITY POLICY

1 Purpose

The Company (as defined below) values the diversity of its employees and is committed to create an inclusive working environment for its employees to ensure that employees have a balance of skills, experience and diversity of perspectives appropriate to the Company' s business. This policy is intended to promote a fair, just and honest working environment, free from any form of bias or discrimination to ensure that all employees have equal development opportunities and a sense of belonging in the workplace.

2 Scope

The policy applies to KE Holdings Inc., its subsidiaries, and consolidated affiliated entities (hereinafter collectively referred to as the **"Company"**). For the purpose of this policy, the term "employees" refer to full-time employees who have formally signed labor contract with the Company. We encourage our affiliated companies, business partners and suppliers to comply with the policy.

3 Diversity and inclusion

The Company is committed to foster a diverse, inclusive and supportive working environment for its employees (including senior management) to ensure they are treated equally with respect and have equal career and promotion opportunities.

4 Recruitment diversity

- 4.1 The Company is committed to take practical measures to promote recruitment diversity, broaden recruitment channels, and attract outstanding talents from different backgrounds.
- 4.2 During the recruitment and employment process, the Company will endorse the principles of fairness, justice and diversity. All employment-related decisions should be made based on the individual' s ability and qualifications, free from any form of bias or discrimination.
- 4.3 The Company is also committed to providing equal opportunities in recruitment, promotion, compensation and career development. The

Company will treat all employees fairly and uphold the principle of equal pay for equal work, with regular monitoring to ensure this standard is maintained. No employee will receive different treatment on the basis of gender, age, marital status, race, nationality, religious beliefs, sexual orientation, gender identity, disability or pregnancy.

5 Gender diversity and diversity training

- 5.1 The Company will continue to strive to maintain an appropriate proportion of gender diversity in the overall workforce, promote gender balance in management, and promote that different genders are appropriately balanced in the overall workforce (including senior management) to promote diversified decision-making and optimisation of corporate governance.
- 5.2 The Company will organise diversity training from time to time to improve employees' awareness of the Company' s policies on diversity and inclusion, to encourage a multicultural workplace and to promote teamwork.
- 5.3 The corporate governance committee of the board of directors of the Company (the “**Corporate Governance Committee**”) will conduct regular reviews on the diversity of the overall workforce (including senior management), discuss relevant plans and measures for promoting workforce diversity.

6 Review and disclosure

- 6.1 This policy or a summary of this policy will be published in the corporate governance reports in the Company' s annual reports.
- 6.2 The Corporate Governance Committee will review the implementation and effectiveness of this policy (as amended from time to time) regularly and make amendments as applicable to ensure this policy meets the latest regulatory requirements.