

iDreamSky Technology Holdings Limited

创梦天地科技控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 1119)

Employee Diversity Policy

1. General Principles

iDreamSky Technology Holdings Limited (the "**Company**", together with its subsidiaries and its comprehensive affiliated entities in the People's Republic of China from time to time, collectively referred to as the "**Group**") attaches great importance to employee diversity. This Employee Diversity Policy (the "**Policy**") is formulated to build an equal, diverse, inclusive and vibrant working environment, enabling all employees to feel a sense of belonging, respect and recognition. This Policy applies to all employees of the Group.

2. Principles of Employee Diversity

Diversity is one of the core values of the Group. The Company respects the individual diversity of each employee, including but not limited to race, colour, gender, religion, nationality, sexual orientation or other legally protected identities. Employee diversity shall adhere to the principles of legality and compliance, equality and inclusiveness, and equal pay for equal work.

3. Specific Practice Areas

- 1) Recruitment and Selection: In the recruitment process, we adhere to the principles of fairness and impartiality, and do not discriminate against candidates on the basis of race, colour, gender, religion, nationality, sexual orientation or other legally protected identities. We widely attract outstanding talents from diverse backgrounds to enrich the team's knowledge structure and innovative perspectives.
- 2) Training and Development: We provide employees with diverse training and development opportunities to support their growth in career paths. Regardless of their backgrounds, all employees have equal opportunities to participate in programs such as professional skills training and management capability enhancement.

- 3) **Remuneration and Benefits:** We establish a fair and reasonable remuneration system to ensure that remuneration levels are based on job value, individual ability and performance rather than personal background factors. Meanwhile, we provide diverse benefit plans to meet the needs of different employees.
- 4) **Career Development and Promotion:** We provide employees with equal opportunities for career development and promotion, with ability and performance as the main evaluation criteria. We encourage employees from diverse backgrounds to achieve their career goals within the Group and build a diverse talent pipeline.
- 5) **Gender Equality and Empowerment:** We actively promote gender empowerment, gender equality and gender diversity among employees, eliminate gender bias, support female employees to play an important role in various fields such as the gaming industry, and promote the construction of a gender-balanced working environment.

4. Monitoring and Reporting

This Policy will be reviewed and revised from time to time to ensure that it adapts to the Group's development needs, industry dynamics and relevant regulatory requirements, maintaining its effectiveness and forward-looking nature. The senior management of the Company is responsible for monitoring the progress of integrating employee diversity principles into the workplace, corporate culture, development strategies and business operations. They will regularly assess the effectiveness of the Policy's implementation, and may propose revisions to the Policy to the board of directors of the Company (the “**Board**”) based on actual circumstances. Revisions will be implemented upon approval by the Board to ensure that the diversity policy is aligned with the Group's overall strategy.

5. Disclosure and Publication

This policy is published on the Company's website.

This Policy was adopted by a resolution of the Board on 28 August 2025 and shall take effect from 28 August 2025.