



NetEase Included in 2023 Bloomberg Gender-Equality Index

February 1, 2023

- NetEase is receiving this recognition from Bloomberg for a second time.
- Recipients were selected based on their progress across five pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

HANGZHOU, China, Feb. 1, 2023 /PRNewswire/ -- NetEase, Inc. (NASDAQ: NTES and HKEX: 9999, "NetEase" or the "Company"), one of China's leading internet and online game services providers, today announced that it has been named as a member of the 2023 Bloomberg Gender-Equality Index (GEI). This reference index measures gender equality across five pillars, including leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

NetEase is one of the five companies from the Chinese mainland to earn this distinction, marking the second time it has received the recognition since 2020.

The 2023 Gender-Equality Index comprises 484 global companies with a combined market capitalization of US\$16 trillion. Headquartered across more than 45 countries and regions, member companies represent a variety of sectors, including financial, technology, and utilities, which continue to have the highest company representation in the index from 2022.

"We are honored to be recognized again by the Bloomberg GEI for our commitment to gender equality, and to be included in the company of some of the most respected and highly diversified companies around the world," said William Ding, founder and CEO of NetEase. "We remain committed to continuing the work of advancing equality, diversity and inclusion and building a company where people are treated with the respect and dignity they deserve. An inclusive workplace fuels creativity, innovation and development and this honor motivates us to push forward."

Currently, a significant portion of NetEase's management positions are held by women. Females comprise 40% of NetEase's board of directors, higher than the 30% threshold advocated globally in the ESG community. In addition, with over 30,000 global employees, 37% of NetEase employees are female.

"Congratulations to the companies that are included in the 2023 GEI," said Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club. "We continue to see an increase in both interest and membership globally, reflecting a shared goal of transparency in gender-related metrics." For more information on Bloomberg's sustainable finance solutions, including the GEI, please visit: <https://www.bloomberg.com/professional/sustainable-finance/>.

About NetEase, Inc.

As a leading internet technology company based in China, NetEase, Inc. (NASDAQ: NTES and HKEX: 9999, "NetEase") provides premium online services centered around content creation. With extensive offerings across its expanding gaming ecosystem, the Company develops and operates some of China's most popular and longest running mobile and PC games. Powered by industry-leading in-house R&D capabilities in China and globally, NetEase creates superior gaming experiences, inspires players, and passionately delivers value for its thriving community worldwide. By infusing play with culture and education with technology, NetEase transforms gaming into a meaningful vehicle to build a more entertaining and enlightened world.

Beyond games, NetEase service offerings include its majority-controlled subsidiaries *Youdao* (NYSE: DAO), China's leading technology-focused intelligent learning company, and *Cloud Music* (HKEX: 9899), China's leading online music content community, as well as *Yanxuan*, NetEase's private label consumer lifestyle brand.

NetEase's ESG initiatives are among the best in the global media and entertainment industry, earning it a distinction as one of the S&P Global Industry Movers and an "A" rating from MSCI. For more information, please visit: <http://ir.netease.com/>.

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Forward Looking Statements

This announcement contains statements of a forward-looking nature. These statements are made under the "safe harbor" provisions of the U.S. Private Securities Litigation Reform Act of 1995. You can identify these forward-looking statements by terminology such as "will," "expects," "anticipates," "future," "intends," "plans," "believes," "estimates" and similar statements. In addition, statements that are not historical facts, including statements about NetEase's strategies and business plans, its expectations regarding the growth of its business and its revenue and the quotations from management in this announcement are or contain forward-looking statements. NetEase may also make forward-looking statements in its periodic reports to the U.S. Securities and Exchange Commission (the "SEC"), in announcements made on the website of The Stock Exchange of Hong Kong

Limited (the "Hong Kong Stock Exchange"), in press releases and other written materials and in oral statements made by its officers, directors or employees to third parties. Further information regarding these and other risks is included in NetEase's filings with the SEC and announcements on the website of the Hong Kong Stock Exchange. NetEase does not undertake any obligation to update this forward-looking information, except as required under the applicable law.

Investor Enquiries:

Margaret Shi
NetEase, Inc.

ir@service.netease.com

Tel: (+86) 571-8985-3378

Twitter: https://twitter.com/NetEase_Global

Media Enquiries:

Zhang Mengqi
NetEase, Inc.

globalpr@service.netease.com

Tel: (+86) 571-8985-2668

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