



Brief Introduction to Baidu Internal Recommendation Management Standards

Thirteen Edition Effective date: November 1, 2022

In order to encourage employees to give internal recommendations, standardize the management process and improve recruitment efficiency, Baidu has formulated the "Baidu Internal Recommendation Management Standards". The policy includes the internal recommendation process of Social Recruitment, the internal recommendation process of Campus Recruitment, the internal recommendation process of intern recruitment, and the internal recommendation reward rules and other norms.

This policy encourages employees to recommend external candidates by setting internal recommendation rewards, including but not limited to supplementing and updating external talent information and recommending talents to join, so as to enrich the company's talent pool and provide support in gathering more outstanding talents.

This policy applies to the recruitment of all employees of Baidu, including social recruiters, fresh graduates and interns. This policy applies to all Baidu employees.