

First article: "China's Workers Are Protesting Tech's Deadly '996' Overtime Culture. Alibaba's Jack Ma Says He Requires It."

- "To be able to work 996 is a huge bliss," China's richest man said. "If you want to join Alibaba, you need to be prepared to work 12 hours a day, otherwise why even bother joining."
- China's tech industry is littered with tales of programmers and startup founders dying unexpectedly due to long hours and grueling stress.
- Programmers in China protested their labor conditions on the online code-sharing community Github in March under the banner 996.ICU, a topic that quickly became the site's most popular, with more than 211,000 stars.

Second article: "The Rumored Roots Of Alibaba's Results: The '996' Work Culture"

- Jack Ma: "we don't lack people saying 'correct' things in the world today, what we lack is truthful words that make people think," he wrote, as reported in Fortune."
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- Alibaba is one of the most successful cases of a platform company. Its market cap is closing in on U.S. \$500 billion.
- According to a Reuters estimate, revenue per employee runs at RMB 528 thousand for Alibaba compared to the industry standard of RMB 29 million. That's close to a 60x differential.

Third article: "Former Huawei employee speaks out on Shenzhen's '996' culture as Chinese city enforces paid leave"

- "I had no time for recreation. Basically all I did was keep working mindlessly," Mr Zeng, who left the company more than three years ago, told the ABC"
- "Chinese employees who have worked up to 10 years with the same company are usually entitled to five days of annual leave, although they also have 11 days of paid public holiday leave."
- The 996 work culture was first majorly called out in 2019 by some Chinese programmers who regularly worked overtime and up to 72 hours a week in Shenzhen's technology hub.
- Mr Zeng said every Huawei employee was asked to sign a contract known as a "struggle agreement", stating they "accept overtime work voluntarily without claiming overtime pay, and forgo paid annual leave".

Fourth article: "Microsoft and GitHub Workers Take a Stand Against Grueling, Inhumane '996' Culture in China"

- Microsoft and Github workers today released an open letter, making plain their intention to "stand in solidarity with tech workers in China" and resist potential attempts by the Chinese government to pressure Microsoft into censoring 996.icu
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