
Tongcheng Travel Holdings Limited
Statement on Human Rights

Human resources are the most valuable resource of Tongcheng Travel Holdings Limited (“**Tongcheng Travel**”). They serve as the cornerstone of our business development. Furthermore, we are convinced that only respecting and protecting human rights can sustain the development of an enterprise. We follow the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work as well as the laws and regulations of places where we operate, and encourage our employees, suppliers, partners and other stakeholders to work with us to promote human rights protection.

We promise to:

1. Eliminate the use of child labor and human trafficking in any form;
2. Prohibit forced labor in any form, and devote ourselves to the realization of employee rights and interests and sound development of the enterprise;
3. Eliminate any form of human rights violation including workplace violence, sexual harassment, abuse and other related conducts; Protect the employees, especially the female employees, from unfair treatment and retaliation, and strive to provide the employees with a comfortable, safe and healthy working environment;
4. Eliminate any form of employment discrimination; Adhere to the employment principles of “openness, equality, competition, and merit”, and strictly stand against discrimination with regard to race, ethnicity, skin color, gender, age, family background, social class, religious belief, physical fitness, political stance, nationality to ensure equal pay;
5. Create an equal and diverse corporate culture and value; Provide all employees with training on discrimination and harassment in the workplace; Help employees understand the definition of discrimination and harassment, response measures, reporting process; Effectively eliminate discrimination and harassment and other violations;
6. Respect the freedom of association and employees’ rights to join, form or not join trade unions and whether to sign a collective agreement in accordance with the law;
7. Prohibit any violations such as discrimination or harassment, and adopt a zero-tolerance attitude towards discrimination and harassment; Anyone who finds a violation or suspected violation (including all company employees, customers and suppliers, etc.) can report it in real name or anonymously through the relevant channels; We will seriously deal with and investigate all reported violations, and take targeted corrective measures according to the seriousness of the reported cases, including but not limited to: verbal or written warnings, demotion or reduction in salary, dismissal, legal action.

Contact information of the Discipline Inspection and Supervision Committee:

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WeCom: Disciplinary Inspection and Supervision Committee;

Environmental, Social and Governance Committee of the Board of Directors:

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This Statement is managed, monitored and reviewed by the ESG and Data Security Committee. This Statement applies to Tongcheng Travel Holdings Limited and any of its subsidiaries and consolidated affiliated entities.