
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 expect and encourage our employees, partners and other stakeholders to work with us to promote the protection of human rights. We promise to:

1. Eliminate the use of child labor 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, 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, etc.;
5. Respect freedom of association and employees’ rights to join, form or not join trade unions in accordance with the law;

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.