
Tongcheng Travel Holdings Limited
Board Diversity Policy

Chapter I General Provisions

Article 1 This Policy is formulated and enacted in accordance with the provisions of the Corporate Governance Code as contained in Appendix 14 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited in order to ensure the diversity of the board of directors (the “Board of Directors”) of the Company.

Chapter II Statement

Article 2 The Company believes increasing diversity at the Board of Directors level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the composition of the Board of Directors, diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, race, nationality, sexual orientation, professional experience, skills, knowledge and length of service. All appointments of the Board of Directors shall be based on merits, and candidates shall be considered against objective criteria, with due regard for the benefits of diversity of the Board of Directors.

Chapter III Measurable Objectives

Article 3 Selection of candidates shall be based on a range of diversity perspectives, and the ultimate decision shall be based on merits and contributions that the selected candidates can bring to the Board of Directors. The composition of the Board of Directors shall be disclosed in the Corporate Governance Report annually, including the important information such as gender, age, and length of service. The Company will strive to gradually increase the proportion of female directors.

Chapter IV Monitoring and Reporting

Article 4 The Nomination Committee shall report annually in the Corporate Governance Report the composition of the Board of Directors under the diversity perspectives, and monitor the implementation of this Policy.

Article 5 A summary of this Policy, together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives, shall be disclosed in the annual Corporate Governance Report.

Chapter V Supplementary Provisions

Article 6 The Nomination Committee shall review this Policy, as appropriate, to ensure the validity of this Policy. The Nomination Committee shall discuss any revision that may be required, and recommend any such revision to the Board of Directors for consideration and approval.

Article 7 This Policy shall come into effect as of the date of the consideration and approval by the Board of Directors.