
**Tongcheng Travel Holdings Limited
Occupational Health and Safety Policy**

Chapter I General Provisions

Article 1 We always put occupational health and safety of our employees as the top priority. In order to effectively protect the health and safety of employees and continuously improve the level and performance of Occupational Health and Safety (hereinafter referred to as “OHS”) management, we thus formulated the Occupational Health and Safety Policy (hereinafter referred to as the “**policy**”). This policy applies to employees (including full-time employees, outsourcing employees, etc.), visitors and products and/or services suppliers of Tongcheng Travel Holdings Limited and any of its subsidiaries.

Chapter II Code of Conduct

Article 2 We strictly comply with all applicable OHS-related laws and regulations, international or local industrial standards and requirements and collective agreements on occupational health and safety, so as to create a safe and healthy working environment for employees, visitors and suppliers;

Article 3 We regularly carry out risk assessment and identify potential occupational health and safety risks; After comparing and prioritizing the identified risks, we implement action plans as well as control measures; We regularly carry out internal inspection to eliminate or reduce the impact of risks;

Article 4 We formulate corresponding emergency plans, regularly review them and carry out emergency drills to ensure rapid response and minimize the impact in case of accidents;

Article 5 We incorporate occupational health and safety management into the management process: We formulate effective action plans and set priorities, as well as establishing quantifiable and traceable OHS-related objectives; We regularly check and follow up the progress towards the objectives to ensure continuous improvement in the company’s OHS management system and performance;

Article 6 We encourage interested parties to report any OHS-related non-compliance or unsafe acts, hidden dangers, near misses and safety incidents, and conduct investigations based on the company’s investigative procedures to determine the response measures and accountability;

Article 7 We encourage employees to participate in the establishment, communication and implementation of occupational health and safety system; We negotiate and discuss OHS-related work with employee representatives, so as to build an open and unified communication culture; We provide OHS-related trainings for employees and other stakeholders to improve the awareness of safe operation.

Chapter III Supplementary Provisions

Article 8 The ESG and Data Security Committee, consisting of the company's management, provides the highest level of oversight over OHS management. It regularly reviews OHS results and performance to ensure that the management system is aligned with the company's strategy.

Article 9 The policy is managed, supervised and inspected by ESG and Data Security Committee. We will review the policy regularly and revise it when necessary.