

## **Employee Rights Statement of Trip.com Group**

Trip.com Group (hereinafter referred to as the “Company”) follows the principle of “Building a Better World through Pursuing Perfect Journeys”. It endeavors to improve the lives of the communities and inhabitants it serves, commits itself to the sustainable development of the tourism industry, and promises to become a more socially responsible leader in the industry. Human resources are the Company’s most cherished resources and the cornerstone of its business development.

In line with the principle that “All human beings are born free and equal in dignity and rights.” proclaimed in the Universal Declaration of Human Rights, the Company firmly believes that only by respecting and safeguarding human rights and respecting gender equality can businesses thrive. In accordance with the basic human rights of all people as specified in the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the United Nations’ Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women, the United Nations Declaration on Human Rights Defenders, and the Convention on the Rights of Persons with Disabilities, as well as laws and regulations of the location of operation, we expect and encourage all employees, directors and Senior Management of the Company and all of its subsidiaries and branches, as well as all external partners and other stakeholders with whom the Company has a business relationship, to work together with the Company to promote human rights protection.

The Company commits

1. the Company's technologies and products will help to build a better world and improve the health and well-being of people everywhere;
2. the Company calls for respect for the corporate crowd by applying due diligence to identify potential adverse impacts on human rights of business activities and addressing issues from vulnerable groups through regular communication and exploration with employees;
3. to eliminate any form of child labor and human trafficking. The Company commits to eliminate human trafficking as well as forced labor in the supply chain and avoid any form of forced or compulsory labor. It is committed to promoting the achievement of employees' rights and interests as well as the healthy development of the enterprise. Besides, the

Company encourages its partners to practice together;

4. to eliminate any form of workplace violence, sexual harassment, and other human rights violations. As a female-friendly company, we stayed committed to continuously protecting our employees, especially female employees, from unfair treatment and providing them with equal promotion opportunities and equal pay for equal work. In addition, we make efforts to provide our employees with a comfortable, safe, and healthy working environment;
5. to eliminate any form of discrimination in employment. We oppose discrimination on the basis of race, ethnicity, family background, skin color, gender, age, social class, religious beliefs, physical fitness, political position, and nationality to ensure equal pay;
6. to create a corporate culture and values of equality and diversity. We provide all employees with training on discrimination and harassment in the workplace to help them understand the definition of discrimination and harassment, response measures, and the report procedure, in order to effectively avoid violations such as discrimination and harassment;
7. any violation such as discrimination or harassment is strictly prohibited and there is zero tolerance for discrimination and harassment. Anyone (including all employees of the Company, customers, and suppliers) who discovers a violation or suspected violation can report it to the Audit Department, either in real name or anonymously. The Company will seriously handle and investigate all reported violations and, depending on the seriousness of the reported case, take targeted corrective measures, including but not limited to verbal or written warnings, demotion or salary reduction, dismissal, and taking legal measures;
8. As a global group that calls for the rule of law, the Company respects applicable national/regional laws and advocates global norms;
9. to care for vulnerable groups, to conduct business on a non-discriminatory basis, and to take action to ensure that vulnerable groups can better exercise their rights, such as race, color, ethnicity, gender, language, religion, political or other opinion, national or social origin, property, birth or other status (e.g., disability), age, marital and family status, gender, sexual orientation, gender identity or expression, health status, place of

residence, economic and social situation or other characteristics, or multiple and intersectional discrimination affecting the exercise of human rights. The Company commits to take action to ensure that vulnerable groups can better exercise their rights.

**Contact details of the Audit Department:**

Hotline for whistle-blowing: 8621-54261440

E-mail for whistle-blowing: [jubao@trip.com](mailto:jubao@trip.com)

Address: “The Audit Department of Trip.com Group”, No. 968 Jinzhong Road,  
Changning District, Shanghai Municipality

E-mail for audit advisory: [shenji@trip.com](mailto:shenji@trip.com)

The Statement is administered, monitored, and inspected by the ESG Committee and is applicable to the Company and all of its subsidiaries and branches.