

Trip.com Group Equity and Diversity Policy

Human resources are the most important asset of Trip.com Group (hereinafter referred to as "we" or "the Group") and a crucial support for our G2 strategy. We believe that the Group can thrive only by respecting and protecting human rights and fostering a corporate culture of diversity, equity, and inclusion. We are committed to respecting and promoting labor and human rights protection in all aspects of business operations, and avoiding any human rights violations, especially ensuring that the rights of vulnerable individuals and groups (such as the elderly, children, people with disabilities, and international workers) are respected. Additionally, we adhere to the standards of diversity, equity, and inclusion (DEI) throughout the talent selection and employment process, providing equal development opportunities for women and minorities. We strictly comply with applicable laws and regulations wherever we operate globally, and commit to respecting and supporting internationally recognized human rights standards, including but not limited to the International Bill of Human Rights, the Ten Principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Women's Empowerment Principles, and the Children's Rights and Business Principles. We also advocate and expect our partners, suppliers, and other stakeholders to promote human rights protection globally, and to foster diversity, equity, and inclusion. The Group will also provide more collaborative opportunities for partners committed to human rights and DEI development, and will consider incorporating human rights and DEI criteria into supplier selection in the future.

The Board of Directors is the highest governing body on human rights and DEI issues within the Group. The ESG Committee supervises the formulation and implementation of policies and guidelines related to respecting human rights and diversity in the Group and regularly reports major related matters to the Board of Directors. The ESG working group and the Group's HR team are responsible for implementing the human rights and diversity policy, and for assessing and managing related risks.

We are committed to respecting all internationally recognized human rights throughout our operations. We pledge to work with stakeholders to actively identify, assess, prevent, and mitigate human rights risks within our business and value chain. We strive to establish management mechanisms for various human rights issues and actively understand stakeholders' concerns and expectations regarding these issues. .

This policy includes the following requirements and guidelines for protecting human rights:

1. Eradicating child labor, forced labor, and human trafficking;
2. Creating a safe and healthy workplace;
3. Promoting workplace equity and eliminating bias;
4. Preventing any form of workplace violence and sexual harassment;
5. Providing fair and compliant remuneration and benefits;
6. Respecting employees' political rights;
7. Complaints and remedies.

1. Eradicating child labor, forced labor, and human trafficking

The Group strictly enforces labor laws and regulations wherever we operate, prohibiting the use of child labor and forced labor and human trafficking in any form, so that they have better opportunities for growth, including health, physical, psychological, spiritual, moral, and social development.

2. Creating a safe and healthy workplace

The Group provides a safe and healthy work environment and takes effective measures to minimize and prevent potential accidents and health hazards. We continuously improve our occupational health and safety management systems; regularly identify, assess, and reduce potential risks to employees' health and safety; provide adequate protective equipment and measures tailored to different job roles; offer necessary physical examinations and medical insurance; and promptly provide health and safety information, along with regular training.

3. Promoting workplace equity and eliminating bias

The Group prohibits any form of discrimination, harassment, unfair treatment, or retaliation, including corporal punishment, physical or verbal abuse, bullying, and any threats or intimidation. Employees should be treated equally in recruitment, employment, promotion, and dismissal, without discrimination or bias based on gender, age, race, nationality, religion, disability, political affiliation, or sexual orientation. We actively promote awareness of workplace diversity, equity,

and inclusion, providing various forms of training and resources for employees. We encourage teams to recruit diverse employees, including individuals of different genders, religious beliefs, and ethnicities.

4. Preventing any form of workplace violence and sexual harassment

The Group prohibits any form of workplace violence, sexual harassment, abuse, and other human rights violations, protecting all employees, especially women, from unfair treatment and retaliation. We are committed to providing a comfortable, safe, and healthy work environment, offering comprehensive anti-sexual harassment and anti-discrimination reporting and communication platforms.

5. Providing fair and compliant remuneration and benefits

The Group complies with laws and industry regulations regarding working hours, wages, overtime, and benefits. We provide competitive remuneration and benefits for employees and commit to an equal compensation system, ensuring no difference in pay based on gender, religious beliefs, etc.

6. Respecting employees' political rights

In compliance with the laws and regulations of various countries and internal policies, the Group respects employees' political rights, including freedom of association, collective bargaining, and free elections. We respect employees' rights to join, form, or not join labor organizations and are committed to friendly dialogue and collective negotiations with unions or employee representatives.

7. Complaints and remedies

Trip.com Group ensures that employees and relevant parties can file complaints or reports about any human rights violations or breaches of human rights and diversity policies through the reporting platform or risk compliance hotline. Upon receiving a complaint or report, the Group will appoint a dedicated person to investigate. If the violation is confirmed, we will immediately take remedial measures to correct the negative impact and handle it in accordance with relevant

laws and internal policies, administering appropriate punishment to the responsible parties.

Anyone (including all employees, customers, and suppliers) who discovers violations or suspected violations can report them through relevant channels, either anonymously or with their real name.

We will thoroughly investigate all reported violations and take corrective measures based on the severity of the cases, including but not limited to verbal or written warnings, demotions or pay cuts, dismissal, and legal action. For complaints and suggestions related to human rights and DEI, please use the following methods:

Reporting hotline: 8621-54261440

Reporting email: jubao@trip.com

Reporting address: Audit Department, Trip.com Group, 968 Jinzhong Road, Changning District, Shanghai

Trip.com Group's vision is "to pursue the perfect trip for a better world." We have incorporated our human rights and DEI policies into employee training to ensure that all employees fully understand and adhere to the policy terms. We regularly conduct human rights due diligence, thoroughly reviewing the human rights risks at our operating sites and in our business activities, with a focus on protecting the rights of women and children. The scope of human rights due diligence includes the seven risk categories: forced labor, child labor, human trafficking, restriction of freedom of association, restriction of collective bargaining rights, unequal pay, and discrimination and harassment. Based on the results of the due diligence, we will fully identify risk items and promptly implement measures to control and eliminate risks. We clearly communicate our human rights policies and expectations to Trip.com Group subsidiaries through regular training and publicity. We also advocate and encourage our partners, suppliers, and other stakeholders to comply with the principles of this policy and to develop similar policies within their enterprises to jointly promote human rights protection and build a better world.

This policy, reviewed and approved by the Trip.com Group ESG Committee, applies to all Trip.com Group employees (including management, and the Board of Directors, full-time employees, part-time employees). For our partners, suppliers, and other stakeholders, we ensure compliance with standards and requirements consistent with this policy through the "Trip.com Group Supplier Code of Conduct." The ESG Committee regularly reports the implementation

status of this policy to the Board of Directors, providing recommendations for board decisions and oversight. The ESG Committee has full responsibility for the execution, supervision, and regular review of this policy. This policy is effective from the date of its issuance.