

Trip.com Group Occupational Health and Safety Policy

Chapter 1 General Provisions

Article 1 Trip.com Group (hereinafter referred to as "the Group" or "we") places a high priority on the health and safety of our employees. This policy is designed to effectively safeguard the health and safety of our employees at work and continuously enhance our occupational health and safety management and performance. This policy is based on global labor laws and occupational health and safety systems, including the Labor Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Treatment of Infectious Diseases, the Measures for the Supervision and Administration of Employers' Occupational Health Surveillance, the Tourism Law of the People's Republic of China, the Environmental Protection Law of the People's Republic of China, and the Constitution of the World Health Organization. We implement this policy in line with the new ISO 45001 Occupational Health and Safety Management System standards to create a safe, healthy, and harmonious work environment. This policy applies to all employees of Trip.com Group and our subsidiaries, including management, the Board of Directors, full-time employees, part-time employees, interns, as well as our partners and suppliers.

Chapter 2 Code of Conduct

Article 2 The Group strictly complies with all applicable occupational health and safety laws and regulations, national or regional standards and requirements, and collective agreements on occupational health and safety in the locations where we operate. The Group strives to create a safe, healthy, and trustworthy working environment for employees and partners.

Article 3 The Group is committed to continuously minimizing the environmental impact of our business operations, including reducing carbon dioxide and waste emissions, improving energy and water resource utilization, and increasing the use of sustainable energy in an effort to achieve carbon neutrality. Additionally, we responsibly protect affected natural resources and biodiversity, mitigating the impact of our production, business activities, products, services, and other related activities on the environment and people's lives.

Article 4 The Group regularly conducts risk assessments to identify potential occupational health and safety risks, prioritizes the identified risks, and implements targeted optimizations and

improvements. Regular internal audits and ad-hoc training are conducted to reduce the impact of ethical risks on employees. Every Group employee, at all times and places, is responsible for ensuring safety, quality, and environmental protection and encouraging others to do the same. This is also a basic condition for the Group's employment of employees. The Group has established emergency plans, regularly reviews them, and conducts emergency drills to ensure a swift response and minimize impacts in the event of an accident.

Article 5 The Group has established a comprehensive occupational disease prevention responsibility system to strengthen the management of occupational disease prevention. We conduct investigations on work-related injuries, health problems, diseases, and accidents, and take relevant measures based on the investigation results to improve the level of occupational disease prevention and ensure the physical and mental health of employees. The Group has launched the Chengli Good Doctor platform, providing employees with free medical consultation services, and the Heart Station platform, offering psychological consultation services through internal and third-party psychological counseling teams.

Article 6 The Group regularly conducts employee surveys and discussions, encourages employees to participate in the Group's health and safety management, listens to their suggestions, and continuously improves the Group's health and safety management.

Article 7 The Group integrates occupational health and safety management into every aspect of its business operations, clearly defining the safety responsibilities of managers and employees at all levels. We develop effective action plans, set measurable and trackable health and safety goals, and regularly monitor and review progress to ensure continuous improvement of the Group's health and safety management system and performance.

Article 8 The Group regularly holds safety knowledge competitions and emergency drills, like annual fire evacuation drills, to boost employees' safety awareness and risk response abilities.

Article 9 The Group encourages stakeholders to report any non-compliance or unsafe behavior, hazards, near-miss incidents, and safety events related to occupational health and safety. Investigations are conducted according to the Group's management procedures to determine appropriate responses and accountability.

Article 10 The Group encourages employees to participate in the establishment, communication, and implementation of the occupational health and safety system, consults and discusses

occupational health and safety-related work with employee representatives, builds an open and inclusive communication culture, and offers health and safety training for employees and stakeholders to enhance awareness of safe operations.

Chapter 3 Supplementary Provisions

Article 11 The Group's occupational health system is managed by the Group's Compliance Committee, which is overseen by the Group's non-executive directors. The Audit Committee conducts an annual audit and regularly reviews the performance of occupational health and safety management to ensure it aligns with the Group's strategy. The Group offers the following compliance reporting channels:

Reporting hotline: 8621-54261440

Reporting email: jubao@trip.com

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

Article 12 This policy has been reviewed and approved by the ESG Committee. The ESG Committee regularly reports the implementation status of this policy to the Board of Directors, providing recommendations for their decisions and oversight. This policy is effective from the date of its issuance.