

ATOUR LIFESTYLE HOLDINGS LIMITED

(the “Company”)

Equity and Diversity Policy

Purpose of the Policy

In order to build a fair, open and inclusive work environment that respects differences, and fully inspires all employees' creativity and sense of belonging, Atour Group (hereinafter referred to as "Atour" or "the Company") adheres to the core concept of "diversity, equality, and inclusion", resolutely opposes any form of discrimination and harassment, ensures that every employee can work and grow in a safe and equal environment, and promotes win-win relationship between individual value and the company's development.

Scope of Application

This policy shall apply to all current employees, probationary employees, interns, dispatched employees, outsourced employees, rehired retirees of the Company and shall cover all business scenarios of the suppliers, service providers, employees and other external affiliates conducting business cooperation with the Company.

Core Principles

1. Respect and Equality

No form of differential treatment, biased decision-making, or unfair restrictions shall occur in any career-related process—including recruitment, compensation and benefits, training and development, promotion and transfer, performance evaluation, work assignments, and separation management—based on race, color, ethnicity, nationality, religion, belief, gender, gender identity, sexual orientation, age, marital status, pregnancy, disability, veteran status, genetic information, or any other characteristic protected by law.

2. Diversity and inclusion

Respect individual differences and diverse backgrounds, encourage the exchange and integration of different views, cultures and experiences, and do not exclude or belittle the uniqueness of any group. In Atour, we encourage employees to contribute their value as their authentic selves. Through diversified talent allocation, we ensure that those who are capable have their rightful place.

3. Non-Discrimination and Non-Harassment

Any form of discrimination, harassment (including verbal, behavioral and visual harassment),

workplace violence and retaliation on the basis of difference are strictly prohibited. We request all employees to treat each other with respect and collaboration, and to create a safe and positive work atmosphere.

4. Reasonable Accommodation

For special groups such as employees with disabilities and pregnant employees, in light of the needs of the post and personal conditions, provide necessary and reasonable work facilitation support, eliminate barriers to work caused by personal conditions, and support them to give full play to their abilities.

Mechanisms and Guarantees

1. Guaranteeing Fair Opportunities

1) Recruitment and Promotion

The Company recruits through multiple channels (network, recommendation, agency, etc.) and follows strict procedures to ensure a fair process. In talent screening, the morality, potential and match with the post of the candidate are important indicators for employment. It is prohibited to set differential standards on the basis of sex, age, ethnicity and other characteristics.

In addition, we has set up a comprehensive internal development and promotion path, provided employees with vocational training, promotion training and other development resources, and gave priority to internal competition.

2) Support and Facilitation

With respect to employees with disabilities, pregnant employees and other special groups, reasonable convenience (such as renovation of office facilities, flexible adjustment of working hours, guarantee for maternity leave, etc.) shall be provided based on position demands and personal conditions to ensure that their rights to participate in work equally and enjoy career development opportunities will not be affected.

2. Creating a Safe Working Environment

1) Prohibit Any Discriminatory or Harassing Behavior, Including But Not Limited to:

- **Discriminatory Speech:** It is prohibited to make insulting or derogatory remarks or jokes on the basis of personal characteristics (such as race, colour, nationality, religion, disability, etc.); to deliberately mock another person by imitating their speech habits or physical characteristics.
- **Workplace Violence:** physical conflict, threats, intimidation, malicious exclusion, isolation (such as refusal to cooperate, not inviting to work meetings, and shielding from work communication group) and other behaviors are prohibited.
- **Verbal Harassment:** prohibiting the expression of unwanted sexual hints, provocative comments (such as comments on other people's figure, appearance, or dressing with sexual

undertones); or the telling of pornographic jokes, or the spreading of vulgar or pornographic topics.

- **Harassment by Behavior:** it is prohibited to engage in any unwelcome physical contact (such as touches, hugs, kisses, slaps on the sensitive part of others' body without any reason), or forcibly require others to accompany a person on a business trip, dinner, or entertainment with sexual cues.
- **Visual and Information Harassment:** it is prohibited to post or display pornographic pictures, videos or written materials in workplaces; to send pornographic contents, ambiguous messages or harassing expression packages via e-mail, WeChat, work group or other channels; or to give others gifts with sexual implications.

2) Feedback and Disposition.

- Employee may provide feedback and report violations of this Policy at the following email address: jbyx@yaduo.com.
- The investigation process will be kept confidential. The privacy of the complainant and the person being reported against is protected. Retaliation is strictly prohibited. Verified acts of discrimination, harassment or violence will be dealt with according to the relevant policies of the Company. Where any violation of law is involved, the case will be referred to the judicial authorities.

3. Supervision and Correction

- The person in charge of a department shall actively practice the requirements of the policy in his department, promptly identify and stop relevant acts of discrimination, harassment or injustice, and cooperate with the Company in carrying out investigation and correction.
- All employees shall comply with the provisions of this Policy, respect the differences of others, and actively participate in the building of diverse and inclusive culture. In the event of discovering violations of regulations, employees shall promptly dissuade such acts or report such acts to jbyx@yaduo.com, and may not participate in or condone such violations.
- For any act in violation of this Policy, the Company will, based on the facts of violation, the seriousness of the circumstance and the scope of impact, impose corresponding penalties. The penalties include but are not limited to warning, demotion, suspension from duty, deduction of performance bonus, termination of labor contract, etc. In serious cases, where any violation of law is involved, the case will be referred to the judicial authorities.

Supplementary Provisions

This Policy comes into effect on the date of its promulgation. The Company has the right to amend this Policy as required by updates of laws and regulations and as required by business development, and the amended Policy will be notified to all employees by internal announcement.

Matters not covered herein not mentioned herein shall be in compliance with relevant laws and regulations of the State, as well as other internal rules of the Company.