

ATOUR LIFESTYLE HOLDINGS LIMITED

(the “Company”)

Statement of Employee Rights and Interests

Purpose of the Policy

To systematically articulate Atour Group (hereinafter referred to as "Atour" or "The Company")'s respect for and commitment to safeguarding the fundamental rights and interests of all employees, and to clarify The Company's steadfast commitment to building a harmonious, trusting, and warm employment relationship, this statement and policy are hereby established. This document summarizes and elevates the rights and interests of employees as outlined in The Company's Employee Handbook and related regulations. Its purpose is to ensure every employee clearly understands their entitled rights and the policy basis thereof, and to work together with The Company to maintain an equal, fair, and transparent work environment.

Declaration of Core Rights and Interests

Atour affirms that every employee enjoys the following core rights and interests, which are safeguarded through specific management policies and operational procedures:

Right to Equal Employment and Development

Employees enjoy equal opportunities in all employment-related aspects, including recruitment, compensation and benefits, training and development, promotion, and transfers, and shall not face discrimination based on personal characteristics unrelated to job competency.

The Company implements fair, just, and transparent recruitment and competitive mechanisms, adhering to the principle of "enabling everyone to realize their potential and putting talent to its best use." Internal channels such as the "Atour Journey" provide employees with priority opportunities for promotion and development.

Right to Fair Compensation and Benefits

Employees have the right to receive fair compensation commensurate with the value of their position, individual capability, and performance contribution, and to receive statutory and company-provided benefits in a timely manner.

The Company formulates and implements compensation strategies aligned with its development goals, where performance is the primary basis for determining compensation levels and adjustments. Wages are paid fully and on time. The Company contributes to social insurance and housing provident fund in accordance with the law, and provides various types of leave and benefits.

Right to Rest and Leave

Employees have the right to rest and take leave in accordance with the law to safeguard their physical and mental health and achieve work-life balance.

The Company implements various working hour systems, including standard working hours, and regulates overtime management. Employees can enjoy various types of statutory leave, including annual leave, paid sick leave, marriage leave, maternity leave, paternity leave, parental leave, bereavement leave, etc.

Right to Safety and Health Protection

Employees have the right to work in a safe, healthy, and harassment-free environment.

The Company has established strict fire safety and information security regulations. Any form of harassment, bullying, or other inappropriate behavior is strictly prohibited in the workplace. The Company contributes to work-related injury insurance in accordance with the law to protect the rights and interests of employees injured on the job.

Right to Personal Dignity and Privacy

The personal dignity and privacy of employees are respected and protected. The Company promotes a culture of "respect, honesty, and equality." The Company manages employees' personal information confidentially, and compensation information is treated as personal confidential data and strictly protected.

Right to Information, Participation, and Appeal

Employees have the right to be informed about company policies, to make work-related

suggestions, and to appeal through formal channels if they believe their rights and interests have been infringed, ensuring a fair handling process.

The Company encourages constructive feedback through channels such as "Like/Comment." Clear procedures for complaints and suggestions are established, along with impartial investigation and review mechanisms to safeguard employees' right to appeal.

Right to Respect and Warm Treatment

Employees have the right to work in an organization filled with humanistic care, experiencing sincerity and support among colleagues and warmth within teams.

The Company's cultural code requires managers to care for employees, provide support, and reject oppression, advocating a work atmosphere of direct, face-to-face, and frank communication.

Responsibilities and Commitments

The Group's management assumes leadership responsibility for the implementation of this policy and the execution of related company regulations.

The Organization and Talent Center is the primary department responsible for employee relations and rights protection, handling policy interpretation, consultation, and related procedure facilitation.

Every manager is responsible for practicing The Company culture within their scope of duties, respecting and safeguarding the legitimate rights and interests of their team members.

While enjoying the aforementioned rights, each employee also commits to fulfilling their obligations under the employment contract, complying with all company rules and regulations, and jointly safeguarding the healthy development of Atour.

Policy Revision

This policy will be revised as appropriate in accordance with updates to relevant company policies and national laws and regulations.