

Whistleblower Protection Policy

I. General Provisions

The Atour Group (hereinafter referred to as the "Company") adheres to the core values of "Maintain a righteous mind, follow the right path" and is committed to building a clean, diligent, and compliant corporate ecosystem. To support this commitment, the Company has established an Ethics Committee, which is responsible for supervising the implementation of this Policy. The Company integrates ethical standards into every aspect of its business operations and ensures the integrity of its commercial conduct through institutionalized management. In order to strengthen the protection of whistleblowers and encourage employees, suppliers, business partners, and other stakeholders to report acts of corruption, bribery, embezzlement, and other illegal activities that harm the Company's interests, and to consolidate the construction of the Company's integrity and anti-corruption culture system, this Policy is specially formulated.

In case of any conflict between this Policy and applicable laws, regulations, or industry standards, the strictest requirements shall prevail.

II. Purpose

1. To encourage internal and external personnel to report any known acts of fraud, corruption, or immorality, including but not limited to:

- Dishonest, immoral, abnormal, or illegal acts
- Any acts of bribery and corruption
- Acts of leaking Company's confidential information
- Other acts that damage the Company's interests

2. To establish an anti-retaliation mechanism and strictly maintain the confidentiality of all whistleblowers and the information they provide, including but not limited to employees, suppliers, business partners, customers, or the general public of the

Company.

III. Reporting Channels

To encourage all stakeholders to provide feedback on events that violate business ethics, we have made our reporting channels public. Any whistleblower may report in their real name through the Integrity Department Mailbox.

Integrity Department Mailbox: jbyx@yaduo.com

IV. Whistleblower Reporting and Protection

1. Integrity Reporting

Whistleblowers should report in good faith and provide information that is as honest and accurate as possible, even if it may later be proven incorrect. The Company reserves the right to take disciplinary action against anyone who makes false or malicious reports. Internal employees who make knowingly false or reckless statements or disclosures may be subject to disciplinary action, including termination and other legal proceedings.

2. Confidentiality

The Company ensures that all reports are handled with strict confidentiality. The personal information of whistleblowers and all data provided are strictly protected. The reporting and investigation process is strictly controlled to prevent information leakage. Personnel who breach confidentiality will be dealt with severely.

3. No Retaliation

The Company encourages whistleblowers to report potential violations without fear of

retaliation and plans to thoroughly investigate all good-faith reports. The Company will not tolerate any form of retaliation for reporting or complaints, including but not limited to harassment, demotion, termination, disciplinary action, suspension, threats, or any other discriminatory or retaliatory actions against whistleblowers, even if the report is not substantiated in subsequent investigations.

V. Whistleblower Rewards

The Company will provide appropriate rewards to internal and external personnel who make real-name report, including but not limited to cash rewards or other incentives.

After the Ethics Committee has deliberated and determined the reported matters, and on the premise of terminating the labor contract with the reported person:

1. If the whistleblower cooperates with the investigation and provides direct and effective evidence that is confirmed to be true, the whistleblower shall be eligible for a reward. The amount and form of such reward shall be determined at the sole discretion of the Ethics Committee.
2. If the whistleblower helps the Company avoid significant losses, or if the interests maintained by the Company are difficult to quantify in monetary terms, the Company will assess the whistleblower's contribution based on the effectiveness of the information provided, the nature of the case, its severity, and other factors to determine the reward amount.
3. If the whistleblower is a participant in the disciplinary event, after determining the penalty level according to the "Atour Sunshine Code of Conduct," the main participants may have their penalty reduced by one level based on the "reporting circumstances," but no reward will be given; for followers, penalties may be waived and rewards given.
4. In cases where multiple independent whistleblowers have contributed to the same investigation, the first or the most contributory whistleblower will be rewarded. For

joint reports, the reward will be distributed to all participants.

5. Reward payments will be made directly to the whistleblower by the Atour Group based on the reward plan approved by the Ethics Committee, ensuring the confidentiality of the whistleblower reward.

VI. Other

This Rule shall take effect from the date of promulgation.