

# ATOUR LIFESTYLE HOLDINGS LIMITED

(the “Company”)

## Suppliers’ Code of Conduct

### Purpose of the Policy

To establish a compliant, fair, and mutually beneficial cooperation ecosystem, clarify the behavioral boundaries and compliance obligations of suppliers throughout the cooperation cycle, and promote the sustainable development of the supply chain, Atour Group (hereinafter referred to as "Atour" or "the Company") formulates this Code in accordance with applicable laws and regulations, general standards, and internal management requirements.

This Code aims to establish clear and unified standards of conduct and value orientation for suppliers, promoting compliance, standardization, and sustainable development within the supply chain ecosystem. By defining core requirements for suppliers regarding labor rights, health and safety, environmental protection, business ethics, product quality, and other areas, it guides suppliers to operate with integrity, compliance, and responsibility, ensuring their practices align with the laws and regulations of their respective countries/regions, general standards, and Atour Group's relevant policies.

### Scope of Application

This Code applies to all parties (including but not limited to suppliers, subcontractors, agents, distributors, service providers, raw material suppliers, and other cooperating entities, collectively referred to as "Suppliers") that directly or indirectly provide products, services, technical support, or related supporting services to Atour Group and its affiliates (hereinafter referred to as "the Company"). By signing a cooperation agreement with the Company, accepting a purchase order, participating in a project, or actually providing products/services, a Supplier is deemed to have fully acknowledged, understood all terms and related requirements of this Code, and committed to strict compliance.

### Code Content

Atour advocates that all Suppliers conduct business in an ethical manner. In all business activities related to Atour, Suppliers must comply with relevant laws and regulations and commit to adhering to the following principles:

#### 1. Labor Rights and Protections

- 1) **Prohibition of Forced Labor:** Refrain from any form of forced labor, including but not limited to: humiliating, physically punishing, assaulting, or detaining workers, or

compelling labor through violence, threats, or illegal restriction of personal freedom.

- 2) **Prohibition of Employment Discrimination:** Do not discriminate against employees based on legally protected characteristics such as gender, race, skin color, religion, age, origin, educational background, marital status, pregnancy status, disability, sexual orientation, nationality, political opinion, trade union membership, or social background.
- 3) **Health and Safety:** Suppliers shall implement various measures to prevent risks and promote health, providing employees with necessary protections that meet occupational health and safety standards, thereby reducing risks and impacts on their health and safety.

## 2. Business Ethics and Compliant Operations

- 1) **Anti-Corruption and Anti-Bribery:** Shall not engage in any corrupt or bribery practices, whether directly or through third parties (e.g., agents, intermediaries, partners, etc.). This includes, but is not limited to: offering, promising, or providing improper benefits such as cash, gifts, entertainment, rebates, travel accommodations, etc., to Company employees, government officials, or other relevant parties. If a Company employee or a third party solicits improper benefits, the Supplier shall refuse and promptly report the matter to the Company's Compliance Department.
- 2) **Anti-Monopoly and Anti-Unfair Competition:** Shall not engage in any activities suspected of monopolization or hindering fair competition, including but not limited to: defaming competitors, misappropriating trade secret, colluding with competitors on pricing, manipulating bids, exchanging competitively sensitive information (such as costs, quotation strategies, etc.), or agreeing to divide the market.
- 3) **Disclosure and Avoidance of Conflicts of Interest:** Suppliers shall avoid situations that may create conflicts of interest affecting the impartiality of decisions with the Company. If any of the following situations arise, they must be promptly disclosed to the Company:
  - a) A close familial or other social relationship exists between an employee of the Supplier (or their family member) and a Company employee with decision-making authority or influence;
  - b) Any form of interest or financial transaction (e.g., joint investment, loans) exists between an employee of the Supplier (or their family member) and a Company employee (or their family member);
  - c) A Company employee (or their family member) holds a position in the Supplier's company or its affiliates;
  - d) A Company employee (or their family member) holds shares in the Supplier's company or its affiliates.
- 4) **Data Security and Privacy:** Suppliers shall properly protect personal information obtained during cooperation. For information already acquired, appropriate security measures such as encrypted storage and access controls shall be implemented to prevent leakage, alteration, or unauthorized use.
- 5) **Trade Secrets and Intellectual Property:** When handling the Company's confidential information, Suppliers shall abide by the confidentiality terms agreed upon between both parties and take appropriate measures to protect such information from improper disclosure, theft, or misuse. Suppliers shall ensure their daily operations do not infringe upon others' trade secrets or intellectual property rights and shall take appropriate measures to ensure business related to the Company does not infringe upon anyone's

intellectual property rights or secret information.

### **3. Quality and Safety**

- 1) **Product or Service Quality:** Suppliers commit that their provided products or services comply with national/industry standards, technical requirements, and safety specifications, and will not cause personal injury due to product/service quality issues. Furthermore, they shall actively respond to quality audits or investigation requests from the Company or relevant parties, promptly provide necessary documents and data support, and swiftly take corrective actions for issues identified during audits
- 2) **Sub-Supplier Management:** Suppliers commit to conducting necessary assessments of their sub-suppliers and will urge and inspect them using requirements no less stringent than those in this Code, jointly promoting the sustainable development of the supply chain system.

### **4. Oversight and Feedback**

- 1) **Monitoring and Verification:** The Company reserves the right to monitor and inspect Suppliers' compliance with this Code through means such as on-site audits, document reviews, and third-party assessments. Suppliers shall cooperate fully and promptly rectify any identified issues.
- 2) **Reporting and Feedback:** The Company has established a compliance reporting email ([jbyx@yaduo.com](mailto:jbyx@yaduo.com)). Suppliers can use this channel to report violations or provide feedback.

### **Supplementary Provisions**

This Code takes effect upon issuance and constitutes an integral part of the cooperation agreement between both parties, having the same legal effect as the agreement.

The Company reserves the right to revise this Code based on updates to laws and regulations or business development needs. Matters not covered herein shall be handled in accordance with relevant laws and regulations and the terms of the agreement between the Company and the Supplier.