

## Sustainability at Trip.com Group

Trip.com Group's commitment to 'pursuing the perfect trip for a better world', helps focus the group's efforts on improving the communities and lives of the people we serve, and is why Trip.com group committed to being a more responsible, sustainable industry leader.

Trip.com Group's sustainability vision covers all corners of the travel industry, focusing on sustainable travel, workplace and operation.

Three pivotal strategies define Trip.com Group's approach to sustainability and help support the business's green tourism goals:

- **Low-carbon and sustainable pathways:** Trip.com Group focuses on initiatives like advocating low-carbon travel options, setting industry standards for decarbonisation, and actively working towards Green Tourism goals. Notably, the Group has joined the Science Based Targets initiative, aligning with global efforts to reduce carbon emissions.
- **Sustainable social responsibility:** Trip.com Group prides itself on being a family-friendly company that champions gender inclusivity, and has been recognised with the UN Women's Empowerment Award. The company empowers women in the workplace, with 43% in mid-level and VP-level roles. Trip.com Group has also launched a RMB 1 billion childcare subsidy scheme to support employees with children.
- **Transparent management and governance:** The company is dedicated to advancing sustainable mechanisms that ensure transparent management, forming an integral part of its responsible workplace governance.

In support of its Green Tourism Goals launched last year, Trip.com Group is making great strides in promoting sustainable travel options across its various business lines, including flights, car rental, and corporate travel. More than 16 million individuals have opted for the company's low-carbon products, indicating a preference for sustainable travel choices.

"We have always adhered to the vision of 'pursuing the perfect trip for a better world' and will work with our users and partners to further reduce carbon emissions in a more holistic and systematic manner. We still have a long way to go and much more to do." said Jane Sun, Chief Executive Officer of Trip.com Group.