

# Supplier Code of Conduct

VNET Group, Inc. (hereinafter referred to as "VNET", "the Group", "we", "us" or "our") selects suppliers with integrity and reliability, and gives priority to those who practice social and environmental sustainability in their business operations. VNET requires the Code of Conduct outlined below as the minimum requirements comply by our suppliers.

### **Legal and Regulatory Compliance**

- Suppliers must comply with all applicable laws and regulations of China and the applicable countries and regions when conducting their business operations.

### **Bribery, Corruption, and Conflict of Interest**

- Suppliers shall establish policies, codes of conduct, and procedures in place to avoid all forms of bribery, corruption, and fraud, and ensure their strict enforcement.
- Suppliers shall refrain from interacting with any VNET employee who has a conflict of interest or potential conflict of interest that may affect the ability of those employees to achieve the best interests of VNET. In the case of a possible conflict of interest, such as when a supplier's employees or immediate family members work for VNET, the supplier shall provide timely feedback or disclosure to ensure fair cooperation before entering into any business relationship.

### **Environmental Protection**

- Suppliers shall comply with all applicable laws and regulations on environmental protection where their operations are located, including but not limited to laws and regulations governing the management of hazardous substances, emissions of air pollutants, water discharge, and waste treatment, as well as laws and regulations and client requirements concerning the prohibition or restriction of specific substances in use in manufacturing or product design.
- Suppliers shall implement appropriate systems and management in place to assess and mitigate the environmental impacts of their operations, and actively improving their performance with respect to carbon emissions, energy use, water use and waste management.
- VNET encourages suppliers to obtain environmental management system certification, such as ISO 14001.

### **Child Labor**

- Prohibit any form of employment of child labor. All labors must meet the legal working age of the country where they are employed.

### **Forced Labor and Human Trafficking**

- Prohibit support or engagement in any form of forced labor or human trafficking through threat, use of force, fraud, or other coercive mean.

### **Compensation and Working Hours**

- Suppliers shall sign employment contracts with all employees that comply with local laws and regulations.

- Suppliers shall comply with the applicable laws and regulations on working hours, overtime work, and wage standards.
- Suppliers shall respect the employees' right to rest, each employee's weekly working hours shall not exceed the maximum working hours stipulated by local laws and regulations for all working hours, and shall pay overtime wages in accordance with applicable laws and regulations if overtime work is required.
- Compensation paid to employees by suppliers shall comply with all applicable laws, including laws governing minimum wages, overtime wages, and statutory benefits.

**Discrimination and Harassment**

- Suppliers shall oppose acts of discrimination and harassment in all forms (both sexual and non-sexual harassment), shall not tolerate any verbal or physical harassment, work interference, or creating a discordant, dishonest, or unfriendly work environment, and shall not tolerate any illegal discrimination or harassment based on nationality, region, ethnicity, race, gender, age, cultural beliefs, marital status, or other factors.

**Freedom of Expression, Freedom of Association, and Collective Bargaining**

- Suppliers shall respect and support employees' legal rights to freedom of expression, freedom of association, and collective bargaining.

**Occupational Health and Safety**

- Suppliers shall establish occupational health and safety policies and clearly outline operational procedures to protect the health, safety, and well-being of employees, contractors, visitors, and others affected by the suppliers' activities.
- Suppliers shall provide employees with training on safety and relevant codes of practice to ensure the safety of themselves and other employees.
- Under applicable circumstances, suppliers shall ensure suitable working conditions and acceptable living conditions for site employees.
- VNET encourages suppliers to obtain occupational health and safety management system certification such as ISO 45001.

**Communication and Grievance**

- Suppliers shall have in place communications mechanisms and grievance procedures that allow employees to raise concerns and complaints with management.

**Data Security and Privacy Protection**

- Suppliers shall comply with applicable data security and privacy protection laws and regulations in the countries and regions where their respective business operations are located.
- Suppliers shall receive timely training on data security or privacy protection from VNET and cooperate with relevant compliance reviews or assessments.

**Intellectual Property Protection**

- Suppliers shall respect and protect intellectual property rights, comply with applicable laws and regulations for the protection of intellectual property rights, and shall not infringe intellectual property rights.

**Suppliers and Subcontractors**

- VNET encourages suppliers to develop their own supplier code of conduct that meets the respective requirements and advocate sustainable development of the value chain.

**Sustainable Development**

- VNET encourages suppliers to establish and implement sustainability/ Environmental, Social and Governance (ESG) management systems and develop corresponding management goals.
- VNET encourages suppliers to disclose sustainability reports or ESG reports periodically.

**Auditing and Inspections**

- VNET will timely request suppliers to provide relevant documents necessary to demonstrate compliance with this Code of Conduct, and to conduct audit and monitoring activities.

*Our company has read the aforementioned content and voluntarily agrees to abide by the principles states above.*

*Supplier or partner signature/seal: \_\_\_\_\_*

*Date: \_\_\_\_\_*