

Labor Rights Protection Policy

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VNET Group, Inc. (hereinafter referred to as "VNET", "the Group", "we", "us" or "our") adheres to "people-oriented" philosophy, commits to fully respecting and strictly safeguarding the rights and interests of labors, and is dedicated to creating a diverse, equal, open, inclusive, innovative, and efficient working environment, creating value and growing together with all stakeholders.

I. Scope of Application

This policy applies to all employees (including all directors, officers, and employees) of the Group and its subsidiaries and affiliate entity, as well as related third parties (including suppliers, contractors, business partners, etc.) and other potentially stakeholders.

II. Labor Rights Protection Commitments

As a participant of the United Nations Global Compact (UNGC), we adhere to international treaties such as the *Universal Declaration of Human Rights*, *Guiding Principles on Business and Human Rights*, the *Ten Principles of the UN Global Compact* and the *Convention on the Elimination of All Forms of Discrimination against Women*, the International Labor Organization's *Declaration on Fundamental Principles and Rights at Work*, the *Core Labor Standard*, and relevant laws and regulations of the places where we operate.

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.

Diversity, Equality, and Inclusion

- Establish a diverse, open, and inclusive working environment, providing equal employment opportunities. No discrimination based on nationality, region, ethnicity, race, gender, age, cultural beliefs, marital status, etc. during the processes of recruiting, assessing, motivating, and training, and promote the employment of people with disabilities.
- Commit to maintaining a level of wage that is not less than the legal minimum wage standards, adhere to the principle of equal pay for equal work, guarantee the fairness and rationality of employee compensation management without interference from gender or other factors. Commit to appropriately eliminating the pay gap between female and male employees so that all employees are equally treated in terms of career development, promotion, and remuneration.
- Regularly supervise diversity performance by the senior management. Launch initiatives and training to advocate for diversity and promote gender

equality, continuously enhancing diversity, equality, and inclusion performance.

Discrimination and Harassment

- Oppose acts of discrimination and harassment in all forms (both sexual and non-sexual harassment), and do not tolerate any verbal or physical harassment, work interference, or creating a discordant, dishonest, or unfriendly work environment. Do not tolerate any illegal discrimination or harassment based on nationality, region, ethnicity, race, gender, age, cultural beliefs, marital status, or other factors.
- Conduct anti-discrimination and anti-harassment training for employees to enhance their professional ethics, self-protection, and rights protection awareness.

Freedom of Expression, Freedom of Association, and Collective Bargaining

- Respect and support employees' legal rights to freedom of expression, freedom of association, and collective bargaining. Encourage employees to freely express their views and share opinions, respect their right to join, form, or not join labor unions or other social organizations according to local laws, engage in collective bargaining with employee representatives and sign collective bargaining documents, such as collective bargaining agreements and special agreements on the protection of female employees.

Health and Safety

- Committed to providing a healthy and safe workplace by strictly complying with applicable health and safety regulations. For more contents related to health and safety, please refer to the *Occupational Health and Safety Policy*.

III. Risk Identification and Management

In view of the above issues, we identify potential labor rights risks and vulnerable groups (including employees, women, children, contractor, local communities, etc.) in our own operations and value chain or other activities related to our business. We analyze and assess the impact of the risks by adopting some of measures such as risk identification and evaluation tools, stakeholder surveys, on-site inspections, and supplier evaluations.

We have formulated and implemented specific risk prevention, mitigation, or remediation measures, such as establishing management systems, building diverse communication channels, signing relevant rights protection agreements, and organizing drills and thematic trainings. We ensure that the measures taken are effectively implemented through risk tracking.

IV. Grievance and Remediation Procedures

We adopt a zero-tolerance attitude for all violations of labor rights including child labor, forced labor and human trafficking, discrimination and harassment (both sexual and

non-sexual harassment). Once a violation is discovered, the Group will immediately take serious actions against those responsible for the work based on the severity of the circumstances and report the cases to the local labor security administration. Employees involved in harassment or improper behavior will face a series of penalties, including but not limited to informal warnings up to termination of employment.

We have established formal grievance and remediation procedures. Any person (including all employees, suppliers, contractors, business partners, and other potentially stakeholders) can communicate, report, and file a grievance regarding the violations of labor rights and other human rights-related issues through multiple channels such as reporting emails and hotlines, anonymously or with their real name. Employees are also permitted to communicate with, report and file a grievance to the Trade Union Committee, human resources departments, etc. For any grievance requiring investigation, we will immediately initiate the investigation procedures, report the investigation process and results directly to the management team and the Board of Directors.

V. Supplementary Provisions

The release and implementation of this policy is reviewed and approved by the Board of Directors. The Group will review this policy periodically, and revise it as necessary.

Matters not covered herein shall be implemented in accordance with the relevant laws, regulations, and the provisions and guidelines issued by the respective stock exchanges. VNET reserves the right of final interpretation.