

Labor Rights Protection Policy

Contents

I. Scope of Application	3
II. Labor Rights Protection Commitments	3
III. Risk Identification and Management	5
IV. Grievance and Remediation Procedures	5
V. Supplementary Provisions	6

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 the Group, its subsidiaries, and all affiliated entities (including all directors, officers, and employees), as well as related third parties (including suppliers, contractors, business partners, etc.) and other potential stakeholders.

II. Labor Rights Protection Commitments

As a participant of the United Nations Global Compact (UNGC), we fully understand and respect 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 Labour Organization's *Declaration on Fundamental Principles and Rights at Work*, the *Core Labor Standard*, and adhere to applicable laws and regulations of the places where we operate.

Child Labor

- Prohibit the employment of child labor in any form. All laborers must meet the legal working age of the country or region 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 means.

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.
- 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, and monitor the gender pay gap. 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.
- Provide employees with training on anti-discrimination, anti-harassment, and other workplace misconduct prevention topics to enhance their professional ethics, self-protection, and rights protection awareness.

Freedom of Expression, Freedom of Association, and Collective Bargaining

- Respect employees' legal rights to freedom of expression, freedom of association, and collective bargaining, including their right to freely express their views, share opinions, and to join, form, or not join labor unions or other social organizations according to applicable laws. Comply with applicable laws and regulations, 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.
- Regularly communicate with employee representatives regarding diversity, occupational health and safety, working conditions, employee benefits, etc. through face-to-face communication, the Labor Union Committee and other channels.
- For mass terminations, set a time limit in accordance with applicable laws and regulations to explain the situation to the labor union or all employees in advance.

Salary and Welfare Guarantee

- In accordance with applicable laws and regulations, when employees provide lawful labor, ensure that their wages after deducting relevant items¹ still meet or exceed the local minimum wage standard to satisfy their basic living needs.

¹ Relevant items include: (1) wages for extended working hours; (2) allowances for special working conditions such as mid-shift, night shift, high temperature, low temperature, underground, and toxic and harmful environments; (3) labor welfare benefits stipulated by laws, regulations and national policies.

- Strive to advocate for a work-life balance, improve work efficiency, strictly control overtime, and avoid overwork due to uneven task distribution. In cases of additional work beyond regular hours, working hours shall be monitored and overtime shall be managed to ensure that the maximum working time does not exceed the limits stipulated by applicable laws and regulations. Employees shall be entitled to compensatory time off or overtime pay to ensure appropriate compensation for overtime work.
- Provide employees with paid annual leave and encourage employees to take leave reasonably. Employees are entitled to their full salary during annual leave. National statutory holidays and rest days are not included in the annual leave.

Health and Safety

- Commit to providing a healthy and safe workplace by complying with applicable health and safety regulations. For more content 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 and analyze 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, and, when necessary, 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.

To address potential risks, we formulate and implement specific risk prevention, mitigation, or remediation measures as needed, 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, we 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 when necessary. Any employee determined to be involved in harassment or improper behavior will face a series of disciplinary actions, including but not limited to informal warnings up to termination of employment.

We have established formal grievance and remediation procedures. Stakeholders (including all employees, suppliers, contractors, business partners, and other potential stakeholders) can communicate, report, and file a grievance regarding labor rights violations 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 Labor Union Committee, human resources departments, etc. For any grievance requiring investigation, we will 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 to interpret the terms of this Policy.