

Occupational Health and Safety Policy

Contents

I. Scope of Application	3
II. Occupational Health and Safety Commitment	3
III. Supplementary Provisions	4

VNET Group, Inc. (hereinafter referred to as "VNET", "the Group", "we", "us" or "our") highly value occupational health and safety. Guided by the principle of "people-oriented, safety first, prevention foremost, and comprehensive management", we are committed to continuously improving our occupational health and safety management capabilities and performance, providing a safe, healthy, and trustworthy working environment.

I. Scope of Application

This policy applies to all employees (including all directors, officers, and employees) of the Group and its subsidiaries and affiliated entities and all contractors (collectively referred to as "workers"). We encourage our suppliers, business partners, and other stakeholders to comply with this policy.

II. Occupational Health and Safety Commitment

- Strictly comply with the relevant international and industry standards related to occupational health and safety, laws and regulations of the locations of operation, Occupational Health and Safety Management Systems (ISO 45001), and other occupational health and safety requirements.
- Set up a sound work safety management system, formulate rules and regulations related to occupational health and safety, establish and implement a work safety responsibility system.
- Ensure workers at applicable levels and functions and their representatives are consulted and participate in issues that may affect their occupational health and safety. Continuously optimize health and safety-related management by listening to workers' advice regarding occupational health and safety.
- Establish quantitative targets related to occupational health and safety, regularly monitor and disclose related performance, and continuously improve to achieve comprehensive occupational health and safety performance management.
- Regularly conduct hazard identification and risk assessment work, determine the priority of occupational health and safety risks, and formulate risk mitigation action plans based on the prioritization of risks.
- Build a sound emergency management system, develop preventive measures and emergency response plans for possible emergencies, strengthen the preparation, review and drills of emergency plans, construction of emergency work, and implement supplies and equipment to improve emergency management capabilities.
- Establish an incident reporting mechanism related to occupational health and safety, clarify the classification of incidents and the process of incident reporting, investigation, handling, and summarization to take effective measures promptly in case of an incident to reduce losses and impacts.
- Continuously strengthen and optimize the occupational health and safety management system to ensure its appropriateness and effectiveness to constantly reduce occupational health and safety risks and improve occupational health and safety management performance.

- Ensure workers have appropriate skills, resources, and knowledge by providing education, training, facilities, and equipment related to occupational health and safety to reduce the likelihood of injury incidents.

III. 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.