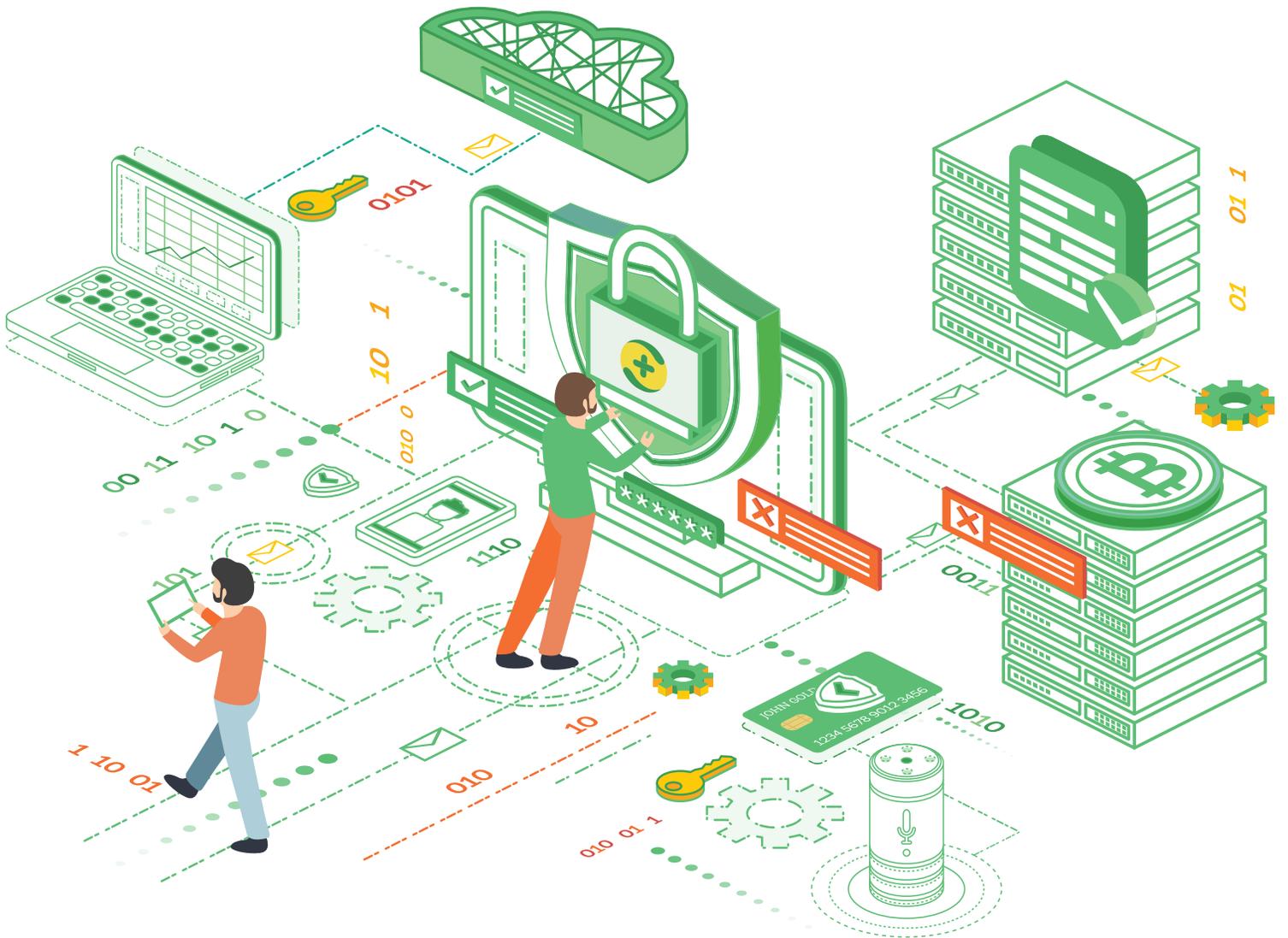




# 2022 Environmental, Social and Governance Report

360 Security Technology Inc.



# 2022 Environmental, Social and Governance Report

360 Security Technology Inc.

## About the Report

In 2022, the social responsibility report of 360 Security Technology Inc. was officially renamed the Environmental, Social and Governance (ESG) Report, disclosing the Company's work and achievements in ESG in 2022.

We guarantee the authenticity, objectivity and timeliness of the information in this report, and hope to strengthen communication with stakeholders by releasing the ESG report, work together, share win-win results, and continuously promote the sustainable development of the enterprise.

### Report Scope

Scope of organization: 360 Security Technology Inc. and its subsidiaries  
Time range: from January 1, 2022 to December 31, 2022. To improve the completeness of the report, some data are beyond the above range.  
Release cycle: This report is an annual report, released once a year

### Report Data Interpretation

The data used in this report come from the Company and officially published documents and reports. The financial data in this report are presented in RMB as the local currency of accounts. Any other will be specially stated.

### Report Preparation Standards

This report refers to the Sustainable Development Reporting Standards issued by Global Reporting Initiative (GRI), Guidelines for the Preparation of Chinese Corporate Social Responsibility Reports (CASS ESG 5.0) issued by the Chinese Academy of Social Sciences, and is aligned with the United Nations Sustainable Development Goals (SDGs).

### Report Title Description

For the convenience of expression, in the report, 360 Security Technology Inc. (referred to as "360", "Company", or "We").  
The subsidiaries involved in the report include:  
"360 Technology" means "360 Security Technology Inc."  
"Qihoo 360" means "Qihoo 360 Technology Co. Ltd"

### Report Language

This report is available in simplified Chinese and English. In case of any discrepancy, the simplified Chinese version shall prevail.

### Report Release Method

The electronic version of the report is available for download on the company's website at <https://www.360.cn/> and the Exchange website.

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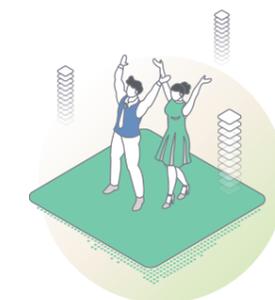
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## President Address



### To facilitate the construction of digital China with the mission of "going up to the mountains and down to the sea to help small and micro enterprises"

China has become a pioneer in digital civilization and a global leader in digital security. As advanced cyber threats continue to intensify and spread in the digital era, digital security is increasingly attracting attention as an important fundamental and systematic guarantee for economic operation and social governance.

I believe that businesses should also have three views as people do. 360's three views are "future view, world view and view of overall situation". As cyber warfare has become the mainstream confrontation between big powers, 360, rooted in its own country, has developed a high-level ability to serve the country in the process of serving users for nearly 20 years. It has established a series of digital security capability system and methodology with "seeing" as the core, which has basically solved the problem of "unseen" cyber attacks from other countries and broken the advantage of "one-way transparency" from the West. Up to now, 360 has independently captured 51 overseas state-level hacker organizations (APT) that launched attacks on China, capturing nearly 4,000 attacks, accounting for 98% of all attacks captured by the domestic industry, which is also far ahead in the world. 360 is formulating Chinese solutions in the era of digital security in terms of model exploration and practice.

Founder of 360 Group:  
Zhou Hongyi

360 benefits from the times and also conforms to the times. In the past 20 years, 360 has continuously upgraded and improved its strategy from toC to toN and then to toB. In recent years, 360 has established a new strategic layout of "going up to the mountain and down to the sea to help small and micro enterprises", committed to becoming an indomitable company.

Going up to the mountain means going up to the high mountain of science and technology. I always believe that technology companies should serve the country through science and technology, support the country in breaking through the bottlenecks of digital space, and become guardians of an Internet leader. Great power comes with great responsibility. We need to constantly seize opportunities and improve ourselves by going up to the high mountain of science and technology to enhance our scientific and technological innovation capabilities and respond to national strategies. Among domestic technology companies, 360's independent R&D investment has been at the forefront. Compared with the top ten listed cybersecurity enterprises in China, the total investment in research and development in 360 is equal to the sum of the other nine. 360 has become the digital security enterprise with the largest number of patents.

Going down to the sea means going down to a digital blue ocean. It requires us to give full play to our profound accumulation, take root in the digital battlefield, and use our scientific and technological capabilities to empower all industries and become builders of digital China. At present, the 360 digital security operation service system has been implemented in more than 20 large and medium-sized cities across the country, covering four municipalities directly under the Central Government and some provincial capital cities, serving most of the top customers and more than 10,000 government and enterprise customers.

Digital transformation is the key to helping micro,

small and medium-sized businesses. Through innovative service modes, 360 creates SaaS-based service ecosystem and becomes the promoter of digital common prosperity for micro, small and medium-sized enterprises. Just as in the past, 360 provided free antivirus services to provide basic security for the general public. Now, 360 aims to provide basic security assurance for micro, small and medium-sized enterprises, promote the development of the real economy, and provide free security for the new era. In 2022, 360 launched the Enterprise Security Cloud, which successfully helped 1 million micro, small and medium-sized enterprises complete their digital transformation within one year. It was recognized by the Ministry of Industry and Information Technology and selected as the "National Public Service Demonstration Platform for Small and Medium-sized Enterprises" in 2022.

On this basis, 360 launched a SaaS store to create a digital SaaS ecosystem for small and medium-sized enterprises. At the 2023 strategic conference, 360, together with the China Association of Small and Medium Enterprises, several industrial social organizations and dozens of digital enterprises, launched the Digital Development Alliance for Small and Medium Enterprises, gathered ecological forces to build a digital service platform for small and medium-sized enterprises to further help micro, small and medium-sized enterprises achieve digital common prosperity and bridge the digital divide.

In the future, under the leadership of the CPC and the government, 360 will continue to practice new development concepts, strive to be a model student of private science and technology enterprises in the new era, adhere to the principle of serving the country through science and technology, and adhere to the mission of "going up to the mountain and down to the sea to help small and micro enterprises", contribute to an Internet power and digital China!

## Overview

2022 is the year when the 14th Five-Year Plan is fully implemented and the new development pattern is fully laid out. Faced with a complex cybersecurity environment, 360, as an Internet and security service provider, relies on its practice and accumulation in the cybersecurity field over the past 20 years to build a new-era cybersecurity capability framework system to deal with new threats in the network by implementing a risk-oriented philosophy, taking "360 Security Brain" and security infrastructure as the underlying architecture, security operation method, practical verification mechanism, security interoperability standards and security expert team as operational elements, and is committed to building a firm barrier for national digital security and providing strong support for the construction of an Internet leader.

### Together towards the future, practicing sustainable development

In 2022, we deeply realized that Environment, Social and Governance (ESG) is the cornerstone of sustainable enterprise development. Therefore, we continued to deepen the concept of sustainable development and formally renamed our social responsibility report to Environmental, Social and Governance (ESG) Report. We conducted communications with stakeholders and analysis of substantive ESG issues, and fully disclosed 360 sustainability actions and achievements to all stakeholders.

### Implementing digital security and contributing to digital China

In 2022, we continued to implement the general guideline of "going up to the mountain and down to the sea to help small and micro enterprises", adhered to the core business model of "Internet + security", took "seeing" as the core security concept, condensed the industry's unique advanced security threat countermeasures, proposed the "1+4" digital security framework model, strengthened R&D investment in "bottle-neck" technology breakthroughs, and continuously exported security capabilities to nations, governments, cities, enterprises and individuals.

### Improving corporate governance and operating in accordance with the law and regulations

In 2022, we adhered to the principles of business ethics and integrity, stuck to the overall leadership of the Party, carried out comprehensive internal control and management, stepped up efforts to fight fraud and corruption, constantly improved the IPR protection mechanism, and deeply promoted the management of investor relations.

### Highlighting user first and improving supply chain management

In 2022, we made privacy and data security the highest priority for our users, ensuring that they were fully protected and respected, and improved service quality in time based on user feedback to ensure the improvement of customer satisfaction. For the supply chain, we clarified our sunshine procurement policy and supplier management regulations, strengthened close communication and collaboration with suppliers, and built a responsible and sustainable supply chain.

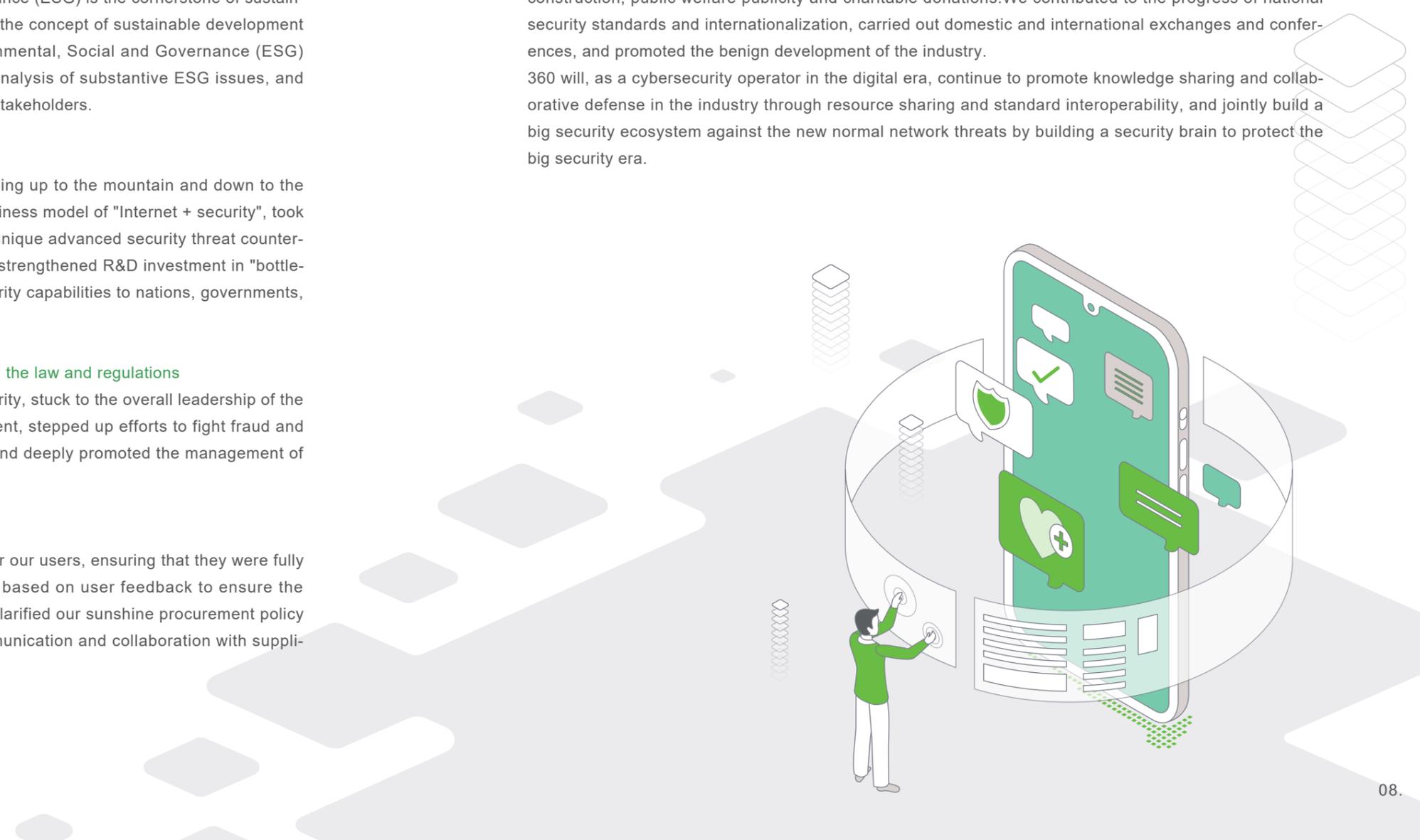
### Strengthening green operation and reducing environmental impact

In 2022, we promoted the concept of energy conservation and environmental protection in our operations, implemented rational utilization of resources, improved energy efficiency, reduced emissions, emphasized green operation of data centers, improved energy efficiency levels of data centers, and actively responded to the national "carbon peaking and carbon neutrality" goals.

### Interpreting social responsibility and exploring harmonious and win-win situations

In 2022, we focused on employment rights, providing a good working environment and health protection for our employees, and focusing on their career development and quality of work. We were committed to love (grains of sand can be grouped together to form a pagoda by love), actively carrying out platform construction, public welfare publicity and charitable donations. We contributed to the progress of national security standards and internationalization, carried out domestic and international exchanges and conferences, and promoted the benign development of the industry.

360 will, as a cybersecurity operator in the digital era, continue to promote knowledge sharing and collaborative defense in the industry through resource sharing and standard interoperability, and jointly build a big security ecosystem against the new normal network threats by building a security brain to protect the big security era.



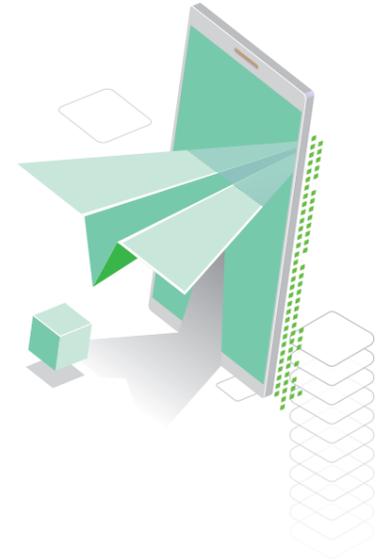
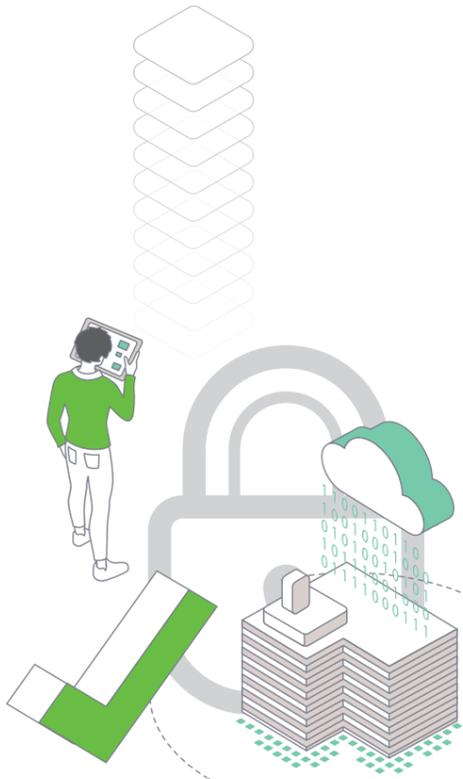
## About 360

360 Security Technology Inc. is a leading enterprise in the fields of cyber security and Internet industry in China, as well as a pioneer of free Internet security. It has developed a massive lineup of security products and applications such as 360 Security Guard, 360 Mobile Guard and 360 Security Browser, and has served a wide range of users in the field of cyber security. After nearly two decades of continuous development, the Company has established a new generation of security capability system with 360 Security Brain centered on 360 Security Brain to help the state, cities, industries and enterprises to enhance the ability to collaboratively defend against high-end network threats and to protect the great security in the digital age.

360 is mainly engaged in the research and development of Internet security technology as well as the design, development and operation of cyber security products. Underpinned by its extensive Internet product user base, 360 conducts businesses such as Internet advertising and services, Internet value-added services and intelligent hardware, and applies the core security

capabilities accumulated by these businesses to the fields of government and enterprise security and urban security. From toC to toN and then to toB, 360 gives full play to its technological advantages, makes plans for "going up to the mountain and down to the sea to help small and micro enterprises", and provides a full range of solutions for the construction of digital economy, government and society.

360 has world-class vulnerability mining and offensive and defensive confrontation capabilities. It has accumulated massive network-wide security big data and nearly 10,000 original technologies and core technology invention patents, creating a new generation of cyber security capability system with "security brain" as the core. 360 is committed to becoming a cyber security operator in the new era with national-level technology capability, data scale and planning capability. 360 has found 51 overseas APT organizations such as CIA, OceanLotus, HangOver and Infy in total. With the capability of "identifying" the cyber-attacks and threats, 360 protects the national cyber security at the first defense line and safeguards the cyberspace security.



**Country First**

**Industry Pioneer**

**Independent R&D**

**Lead-edge Technology**

**Digital Security Leader**  
360 is the largest digital security enterprise in China, the world's leading cyber security service provider, and the only company in the digital security industry listed in Forbes Top 100 Chinese Digital Economy.

**Guardian of National Security**  
It has been engaged in security for 18 years, is the first to usher in the era of free antivirus, and has become a model changer and leader in the cyber security industry. In 2017, the Company was based in the National Engineering Research Center for Big Data Collaborative Security Technology, which is the only national laboratory constructed by private enterprises in 2017, was renamed "NERCBDS" in 2021 and has been included in the sequence list of national engineering research centers.

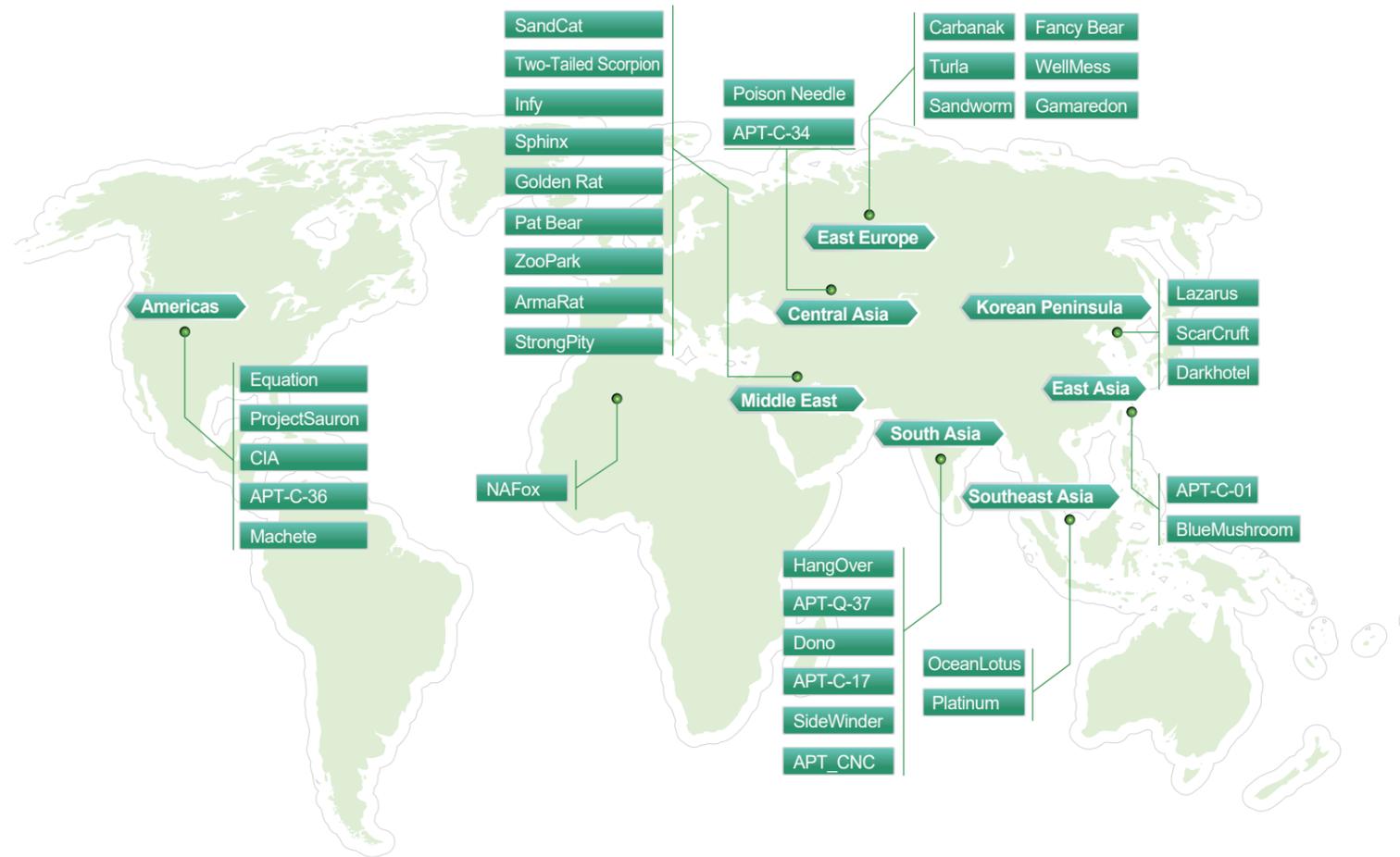
**National Cyberspace Defender**  
360 has found a total of 51 overseas APT organizations, and has captured the U.S. CIA/NSA's network penetration attacks on China for more than ten years, breaking the "single transparency" advantage of Western cyber powers and defending cyberspace sovereignty.

**Digital China Builder**  
As the only digital security case, 360 is included into the book dedicated to the National Day, "Building a Manufacturing Power".

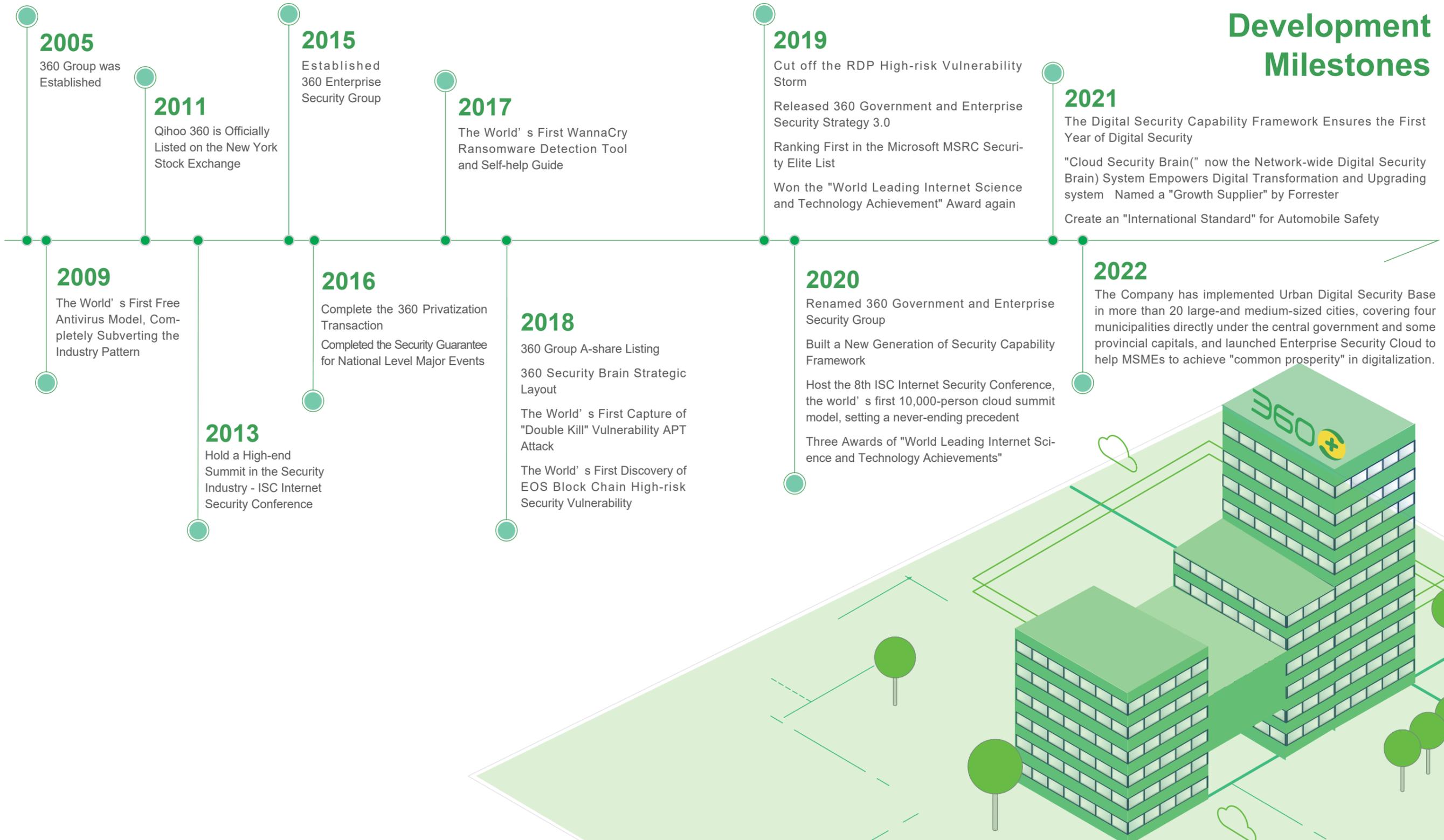
**Market value of RMB100 billion +**

**First echelon of cyber security enterprise market in China**

**R&D investment of RMB3.3 billion +**  
R&D investment close to the annual income of domestic security vendors  
Employing 60% of China's top network professionals



# 360 Development Milestones



# Annual Honors

In 2022, 360 transformed into a digital security company, exploring China's solutions for digital security. 360 climbs high mountains and engages in blue ocean to help SMEs, practice social responsibility, demonstrate corporate responsibility, and be a "responsible and accountable" company.

**Going up to the mountain**

360 climbs the mountain of science and technology, and develops key and core technology to protect national strategic security. 360 has invested a total of RMB25 billion to help the country solve the bottlenecks of "invisible" attacks and become a national strategic scientific and technological force.

**Helping SMEs**

360 empowers the digital transformation of MSMEs, and provides the basic security capability of serving the country to MSMEs free of charge through the SaaS mode, bridging the digital divide and realizing digital common prosperity.

- Top of the List of the World's Most Powerful Artificial Intelligence
- Top 1 Digital Cybersecurity for Chinese Government and Enterprises
- Exclusive Report and Disclosure of U.S. NSA Top Cyber Attack Weapon
- IoT Demonstration Project of Ministry of Industry and Information Technology (360 Attack and Defense Platform)
- Annual Award of China National Vulnerability Database of Information Security
- Top 500 National Science and Technology Innovation
- Exclusive Report and Disclosure of U.S. FoxAcid Cyber Attack Weapon
- Science and Technology Award for Outstanding Contribution (360 Security Brain)
- Shortlisted in Forrester Report (the only domestic company continuously shortlisted)
- Presented at the Global Black Hat Conference (for nine consecutive years)
- Cybersecurity Technical Support Unit of Beijing Internet Information Office
- Exclusive Report and Disclosure of U.S. NSA Cyber Attack on NTU
- First Members of Ad Hoc Working Group on Cyber Security of Satellite Internet
- World's Leading Scientific and Technological Achievements on Internet (three consecutive years)
- Security Brand Influence Award of the Year
- Model Case of Ministry of Industry and Information Technology (Tianjin Smart City Digital Security Research Institute)
- China's "Digital Model" for 2022 released by Xinhuanet
- "Outstanding Security Product of the Year" in Golden Hat Award Host by RoarTalk
- Outstanding Practice Case of Data Security of the Year (360 Enterprise Security Cloud)

- Beijing Industrial Internet Innovation Application Scenario Case (360 Enterprise Security Cloud)
- "National SME Public Service Demonstration Platform" (360 Enterprise Security Cloud) of Ministry of Industry and Information Technology

**Going down to the sea**

Engagement in the blue ocean of the digital industry. The Company is willing to play a supporting role, actively committed to the blue ocean of industrial digitalization, serving the digital transformation of governments, cities and traditional industries, and helping the development of the real economy.

**Public welfare**

Every good deed counts. 360 practices social responsibility and demonstrates its corporate accountability through different ways of practice such as donation, public welfare promotion, technology empowerment and helping SMEs achieve common prosperity.

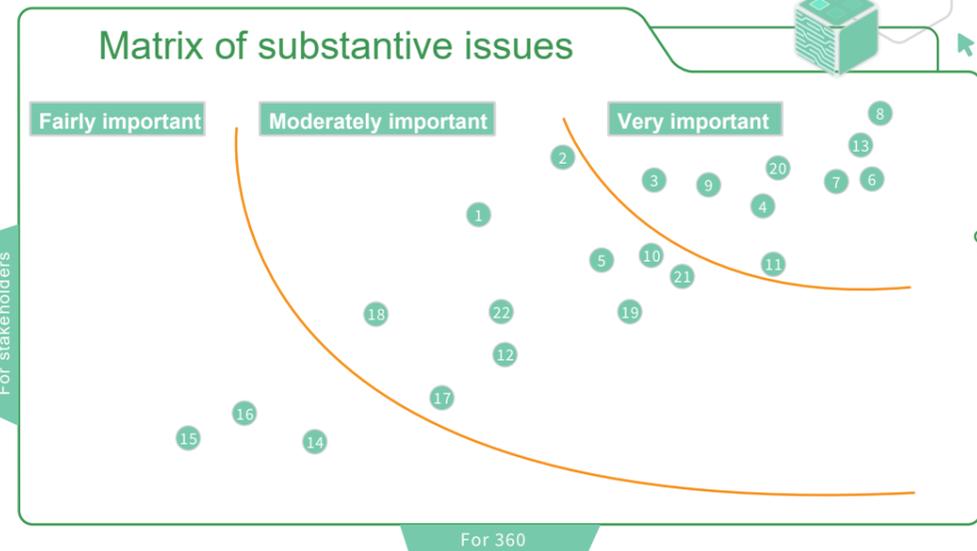
- Outstanding Case of IPv6 Scale Deployment and Application (360 Mobile Product)
- Highest Certification Standard for Software Password Module (360 Security Browser)
- List of Artificial Intelligence Industry Innovation Tasks of Ministry of Industry and Information Technology
- List of Shanghai Metaverse Top 20
- China Excellent Management Company (for three consecutive years)
- Top 500 Chinese Brands
- Forbes Top 100 Chinese Digital Economy
- China Automotive Intelligent Innovation Technology Award Top 100 Private Enterprises in Beijing
- Benchmark Supplier in Four Innovation Fields of Digital Security (the only one in China)
- Top 500 Private Enterprises in R&D and Patents (both listed)
- Science and Technology Innovation Member of China Electricity Council
- Top 10 Value Companies of 2022
- Top 500 New Economy Companies in China
- "Innovation Achievement Award" of China International Digital Economy Expo (360 Enterprise Security Cloud)
- Beijing SRDI Enterprise
- Best Digital Security Company of the Year
- Benchmarking Case (360 Enterprise Security Cloud) of China Enterprise-level SaaS Industry Research Report 2022
- Beijing Top 100 Enterprises of 2022 (also shortlisted in four major lists)
- Metaverse Breakthrough Application of the Year (N World)
- Top 100 Leading Enterprises in Information Technology Application Innovation Industry
- "People's Craftsmanship Product Award" (360 Enterprise Security Cloud) of People's Daily Online
- Most Powerful Brand of the Year 2022

- "China's Internet Industry Self-discipline Contribution and Public Welfare" Award
- "Most Socially Responsible Enterprise of the Year" Award

# ESG Management

## Analysis of substantive issue

Based on national macro policy guidance, domestic and international social responsibility standards research, industry benchmarking, and stakeholder communication, 360 took the initiative to distribute the "Questionnaire on Substantive Issues of 2022 ESG Report of 360" to identify key sustainable development issues in conjunction with corporate strategy and business management. Based on national macro policy guidance, domestic and international social responsibility standards research, industry benchmarking, and stakeholder communication, 360 took the initiative to distribute the "Questionnaire on Substantive Issues of 2022 ESG Report of 360" to identify key sustainable development issues in conjunction with corporate strategy and business management. In 2022, the Company ranked the importance of ESG substantive issues by the "importance to 360" and "importance to stakeholders". The information obtained from this process helps 360 to develop ESG macro goals, specific goals, information disclosure and ongoing communication with stakeholders.



Identifier	Topic	Identifier	Topic
1	System and institutional guarantee	12	Technical cooperation and exchange
2	Social responsibility (ESG) management	13	Response to information emergencies
3	Transparency and risk management	14	Low-carbon operation
4	Business ethics and anti-corruption	15	Operational pollution discharge
5	Investor relations management	16	Energy conservation technology development
6	Compliance operation	17	Responsible procurement management
7	Innovation technology and intellectual property protection	18	Public welfare undertakings
8	Data security and privacy protection	19	Construction of social cybersecurity
9	Digital transformation	20	Development of talents
10	Platform quality	21	Remuneration and benefits of employees
11	Customer service management	22	Occupational health and safety

## Communications with stakeholders

360 maintains active and efficient communication with each stakeholder to fully understand the expectations and demands of each stakeholder and respond to them in a timely manner. Additionally, 360 strives to meet the expectations of the stakeholders in practice, continuously enriches the channels and vehicles for communication with stakeholders, and works hand in hand with each stakeholder for common development.

Stakeholder	Expectations and demands	Communication channels and methods
Government and regulatory agencies	Compliance with laws and regulations Promoting economic growth Serving the national strategy Fighting corruption	Legal and compliant operation Actively paying taxes according to the law Responding to the national strategy Information disclosure
Shareholders and investment institutions	Corporate governance Value retaining and increment Public disclosure of information Compliance with business ethics	Holding the general meetings of shareholders Continuously improving the level of operation and management Issuing annual reports on a regular basis Media communication Internal communications and emails Information released by official website and official account Online and offline communications of investors
User Customer	Responsible marketing Platform R&D Privacy information security Service level	Customer visits and surveys Service for quality users Enhancing R&D capabilities Improving product quality Customer satisfaction management Contents published on official website and social media
Supplier Industry Partner	Fair competition Promoting industrial development Responsible procurement	Performing with sincerity and honesty Active participation in various industry activities Open and transparent bidding and procurement information Construction of responsible supply chain

# Topic: Seeing

## - Contributing to the construction of digital China with digital security

The popularity and development of digitalization have profound impacts on the way of life and work of human beings. Digital technology has been widely used in human production and life, but it also brings unprecedented challenges to digital security. In addition to traditional computer and cyber security issues, human beings are also faced with security issues in emerging technology fields, such as big data security, artificial intelligence security, and IOT security. The application scenarios in the fields of the digital economy, digital government, and digital society also bring more complex security challenges to digital security.

As a leader in cybersecurity, 360 is deeply aware that data security has become the core task of information security. The "invisible" dangers such as email phishing, website malicious code, SQL injection, APT attack, algorithm attack and Trojan horse attacks are everywhere. To this end, 360, based on the security concept with "seeing" as the core, condensed the industry's unique advanced security threat countering practices, proposed "1 + 4" digital security framework model, to help the planning and construction of digital security system for cities, governments, and enterprises, build 5 major security capabilities like "knowing the real situation, perceiving risks, seeing threats, handling attacks, and enhancing capability", and to develop a complete capability to address complex threats to digital security.

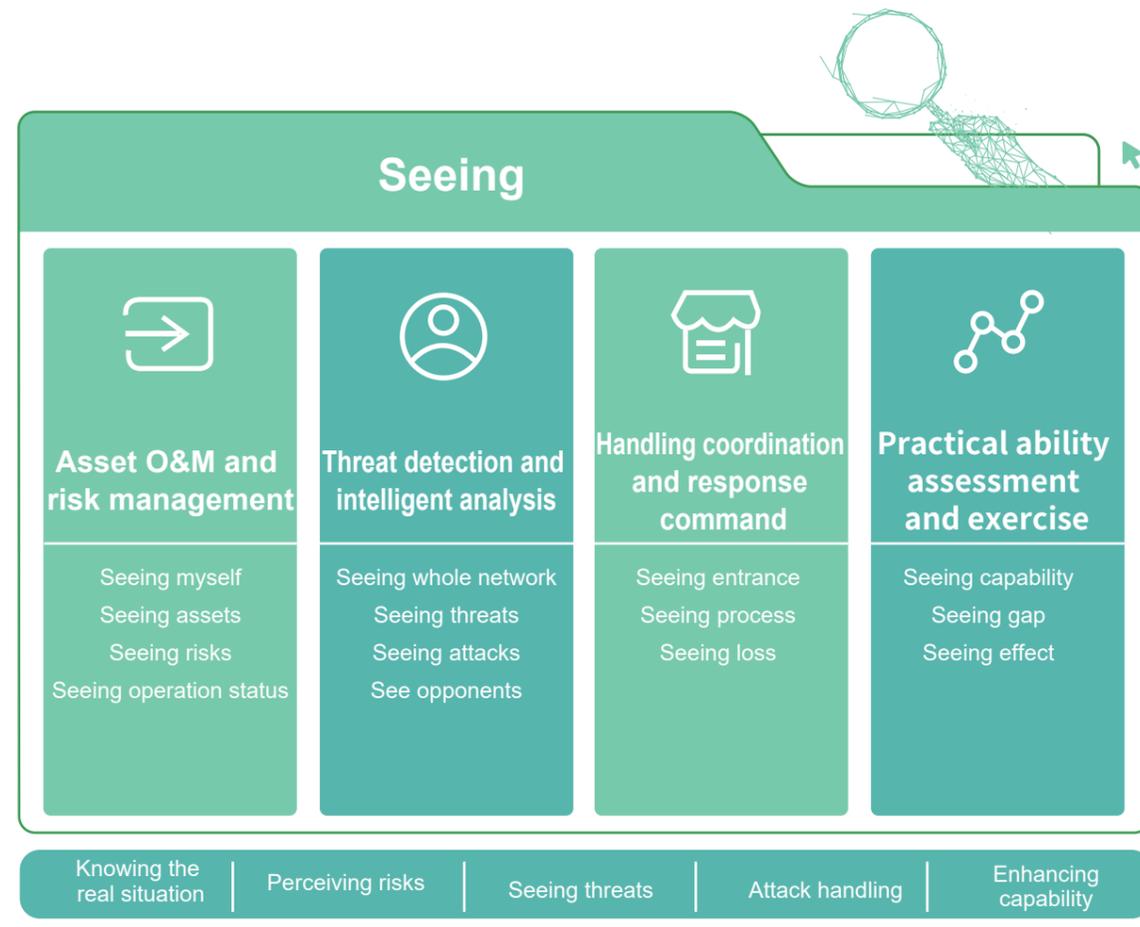


Fig.: 360 Digital Security Framework Model: "1 core, 4 pillars, 5 capabilities"

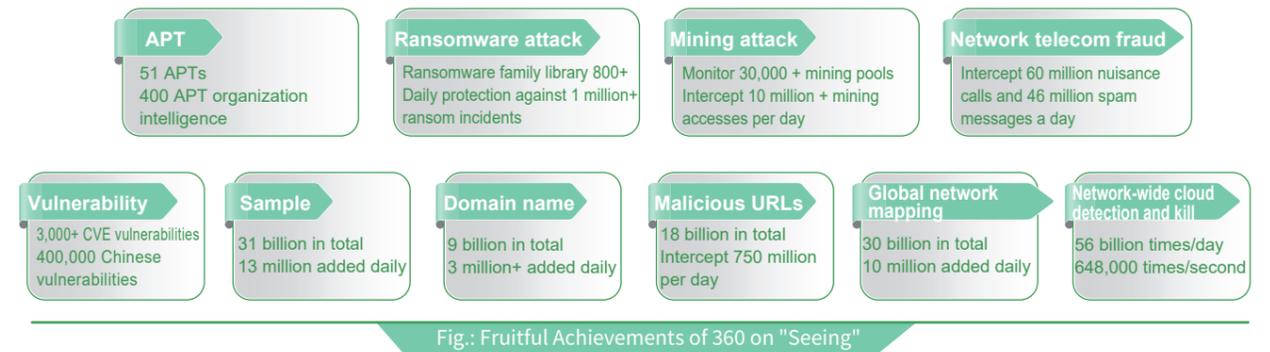
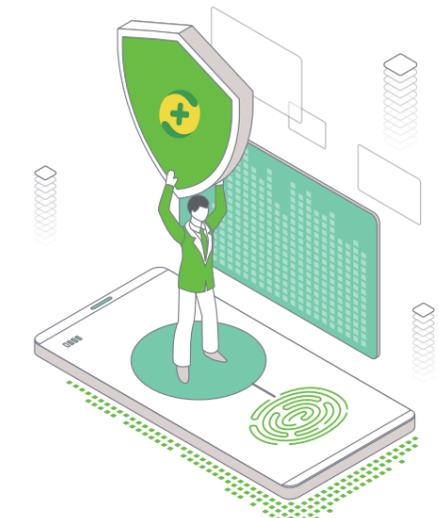


Fig.: Fruitful Achievements of 360 on "Seeing"

### Foundation of 360's "Seeing" capability

Combining its own advantages, 360 has embarked on a unique path to see the situation of the whole network and built a set of security operation service system with "seeing" as the core.

- 1 Terminal**  
Real-time perception of network-wide security events through 1.5 billion terminals
- 2 Cloud**  
World's first cloud-native security company to analyze security data in the cloud
- 3 Security big data**  
Any network attack with a total scale of 2EB can be seen
- 4 Big data technology**  
First ultra-large-scale secure data storage, processing and retrieval technology
- 5 AI analysis technology**  
Automatic and intelligent discovery of attack clues in a large number of samples
- 6 Data middle office**  
Real-time processing of ultra-large-scale data and concurrent processing of billions of terminals
- 7 Network-wide vision**  
Establishing a global vision to see the global and network-wide security situation
- 8 Historical dimension**  
Complete record of history backtesting and correlation of network-wide security big data attack clues
- 9 Secure sample library**  
World's largest secure sample library with a total of 31 billion samples
- 10 APT gene pool attack and defense knowledge base**  
Mastering sample genes and APT attack techniques and tactics, and identifying unknown attacks
- 11 Attack and defense confrontation**  
Real-time detection, tracking, blocking and cleaning on 1 billion terminals
- 12 Expert team**  
2,000+ security specialists, the strongest white hat army in the Eastern Hemisphere
- 13 Vulnerability capability**  
Cumulative mining 3,000+ CVE vulnerabilities, ranking first in China and leading in the world
- 14 Operation system**  
People + technology + tools + data + platform, sustainable and secure operation ability
- 15 Service capability**  
Providing security services in the Internet SaaS model, serving 1.5 billion users in 10 years
- 16 Business model**  
Supporting the Internet with security, and feeding security with the Internet

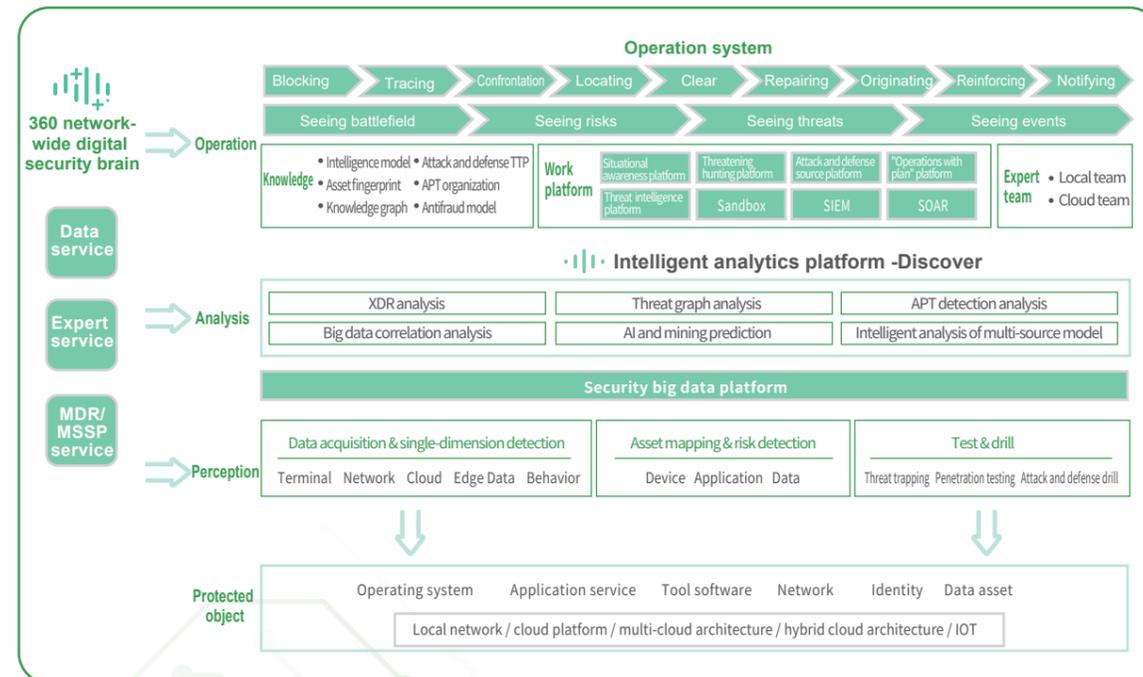


# 360 Security Brain

With nearly 20 years of experience in cybersecurity, 360 has realized that traditional cybersecurity products can no longer solve the security challenges in the digital era. Only by combining "cloud" and "localization", "construction" and "operation", can the Company solve the problems of data security and cloud security in the era of digital security. The Company launched the distributed intelligent security system "360 Security Brain", which has five core capabilities of threat perception, inference and traceability, attack warning, decision aid and self-learning and can play an important role in protecting the cybersecurity of critical infrastructure, society, cities and individuals. The Company grows together with the domestic cybersecurity industry and makes joint efforts to improve the comprehensive network defense capability.

## Construction of security operation system

Based on the output of cloud security capability XaaS, 360 has built an integrated cloud-local digital security protection and operation system. At this stage, it has covered most of the major customers and served more than 10,000 government and enterprise customers, including 90% of central ministries and commissions, 80% of central SOEs, 95% of large financial institutions and three major communication operators.



## Urban digital security base

360 actively carries out the construction of urban digital security base in a bid to implement the capability to serve hundreds of millions of individual users and national security in cities, help cities build digital security bases, and create a set of city-level security operation system of "perceiving risks, seeing threats and defending against attacks".



### 1 localization company

360 has invested in capabilities such as experts, big data, and technology to build a localized operating company with the city to play a leading role in helping the city to build a highland of talent gathering and innovation.

### 1 city security brain

360 has established a city network map mapping system, vulnerability risk scanning and detection system, security data collection system, big data analysis system and security operation system to form a centralized security hub.

### 1 city digital security operation center

360 establish a security expert operation team to continuously monitor the security situation round the clock, discover, block, track, locate and notify security incidents, and provide decision support and technical support to city leadership and regulatory authorities.

### City anti-fraud cloud

360 built an Internet anti-fraud platform to provide accurate anti-fraud data for public security, finance and operators and provide anti-fraud early warning and risk interception services for citizens to create a "fraud-free city".

### Enterprise Security Cloud

360 provides turn-key security services for enterprises through cloud services, solving the problem of "no money, no talent, no technology, no effect, and no guarantee" for digital security of SMEs.

The Company set up a "3+2" factory to explore a new model of urban digital security:

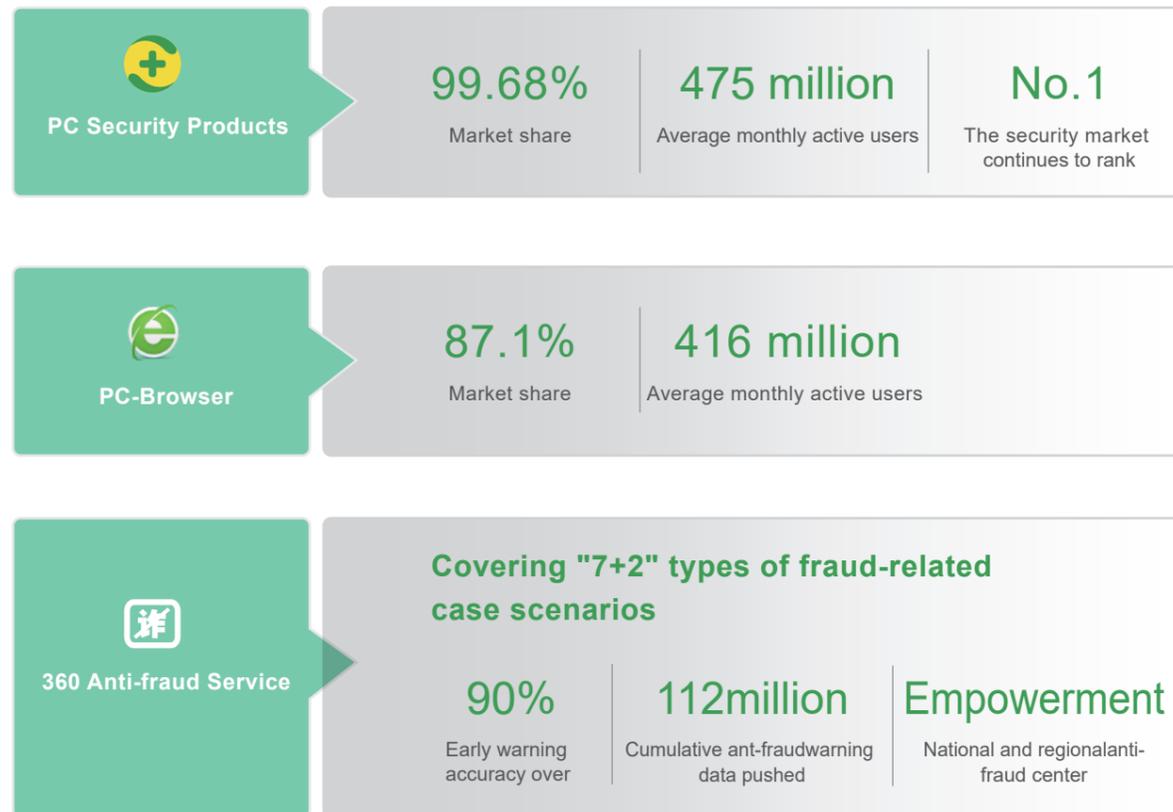
Focus on the digital security of MSMEs

360 actively provides SaaS-based one-stop security cloud services for MSMEs to help them with their digital transformation. On March 1, 2022, 360 Enterprise Security Cloud was officially unveiled, empowering MSMEs with national-level security capabilities and providing free, all-around digital security management services for MSMEs restricted by capital, technology and talent. The platform has been highly welcomed by various industries, adopted by many governments, enterprises, education institutions and other units, and deployed in key supply chain enterprises in many provinces in China.



Attaching importance to personal cybersecurity protection

360 provides free security to secure millions of consumers and improve the level of national cybersecurity.



As of December 31, 2022

## 360 Security Capability Test and Verification Platform

360 actively responds to the national strategy of digital security development. It has built a digital security research foundation and comprehensive experimental platform according to the relevant guidelines and recommendations of China's digital security higher education, and built a "one platform, multiple systems, strong capabilities" digital security capability test and verification platform for scientific research and teaching, to provide a full range of digital security research test and drill services for the education field based on data security, AI security, IoT security, security of information technology application innovation, and supply chain security. Meanwhile, the Company supports the overall design, open innovation, capability verification and continuous development of digital security for typical scenarios such as industrial Internet, digital city and information technology application innovation.



Fig.: 360 Security Capability Test and Verification Platform

Fitting the national context  
Helping with practice  
Cybersecurity

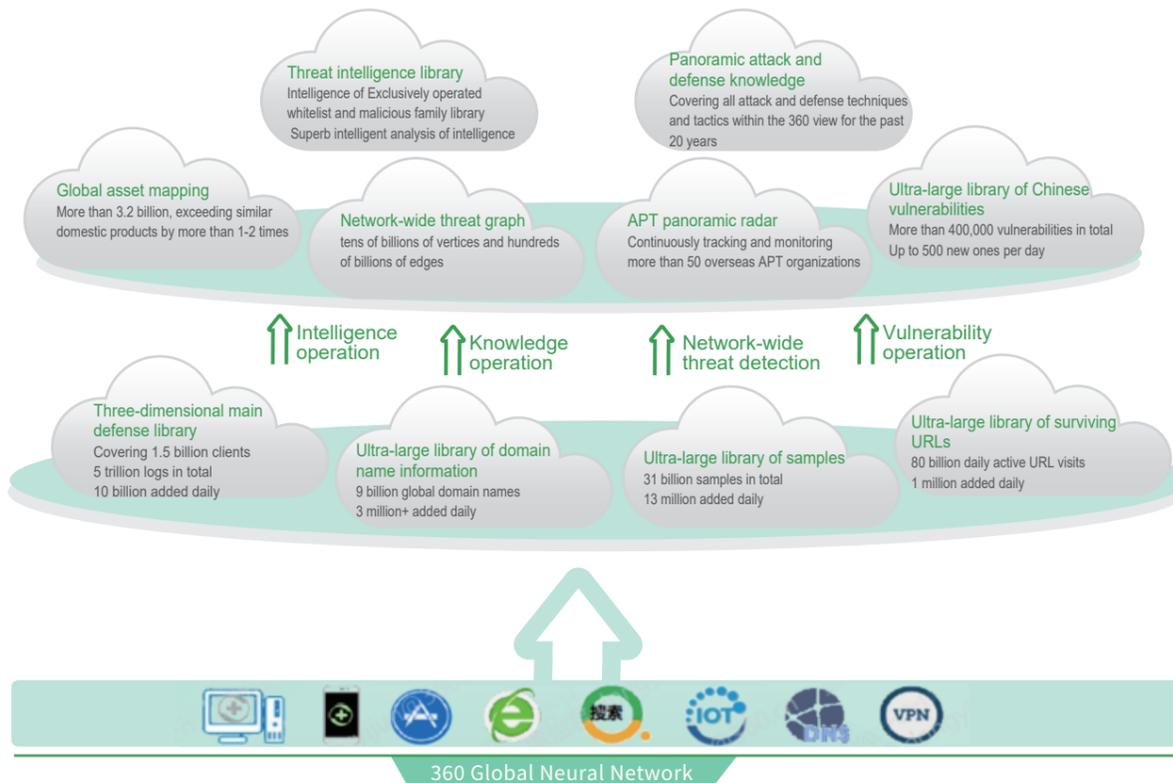
360 digital security capability test and verification platform provides digital security teaching and research support, covering such scenarios as information technology application innovation, big data, artificial intelligence, IoT, and industrial Internet. The platform realizes consistent network architecture, risk equivalence, and virtual-real interconnection by establishing a scenario-twin environment. It provides a practical environment for China's digital security talent training and cybersecurity research innovation by rendering research tools and practical knowledge base suitable for the domestic education system. Thereby, it solves the problems of lack of environment and practical difficulties in the process of cybersecurity scientific research, helps China's practical cybersecurity technology innovation, and supports the transformation of theoretical achievements into practical applications.

Practical attack and defense  
Technical support  
Security protection

The platform establishes a security attack panorama, dividing network attacks into 14 tactics, 614 techniques and multiple attack processes. As the only domestic network security company with over 15 years of experience in attack and defense, the Company has superb attack and defense capabilities to provide users with more robust cybersecurity. Based on the perspective of attackers, the platform forms a security maturity assessment model and establishes a closed-loop security protection to improve security skills.

Neural network  
Full bearing  
Basic support

The platform has a comprehensive and powerful database and 360 Global Neural Network provides a reliable basic support for it.



### Construction of an industrial Internet security laboratory in a university in Henan

According to the actual situation of the use scenario, management structure and business type of the university, 360 provides a customized scientific research platform for industrial Internet attack scenarios to support the laboratory's scientific research and teaching activities for industrial Internet security attack and defense.



#### Project background

To support the construction of an industrial Internet security laboratory in a university in Henan

#### Service description

Provide a scientific research platform for industrial Internet attack scenarios to support the laboratory's scientific research and teaching activities for industrial Internet security attack and defense, including:

- Industrial asset scanning and mapping
- Industrial Internet network simulation feature
- Industrial asset vulnerability matching feature
- Built-in knowledge base for industrial Internet attacks
- Demonstration function for industrial Internet attack link construction
- Display feature of comprehensive analysis on industrial Internet security risks

#### Construction effect

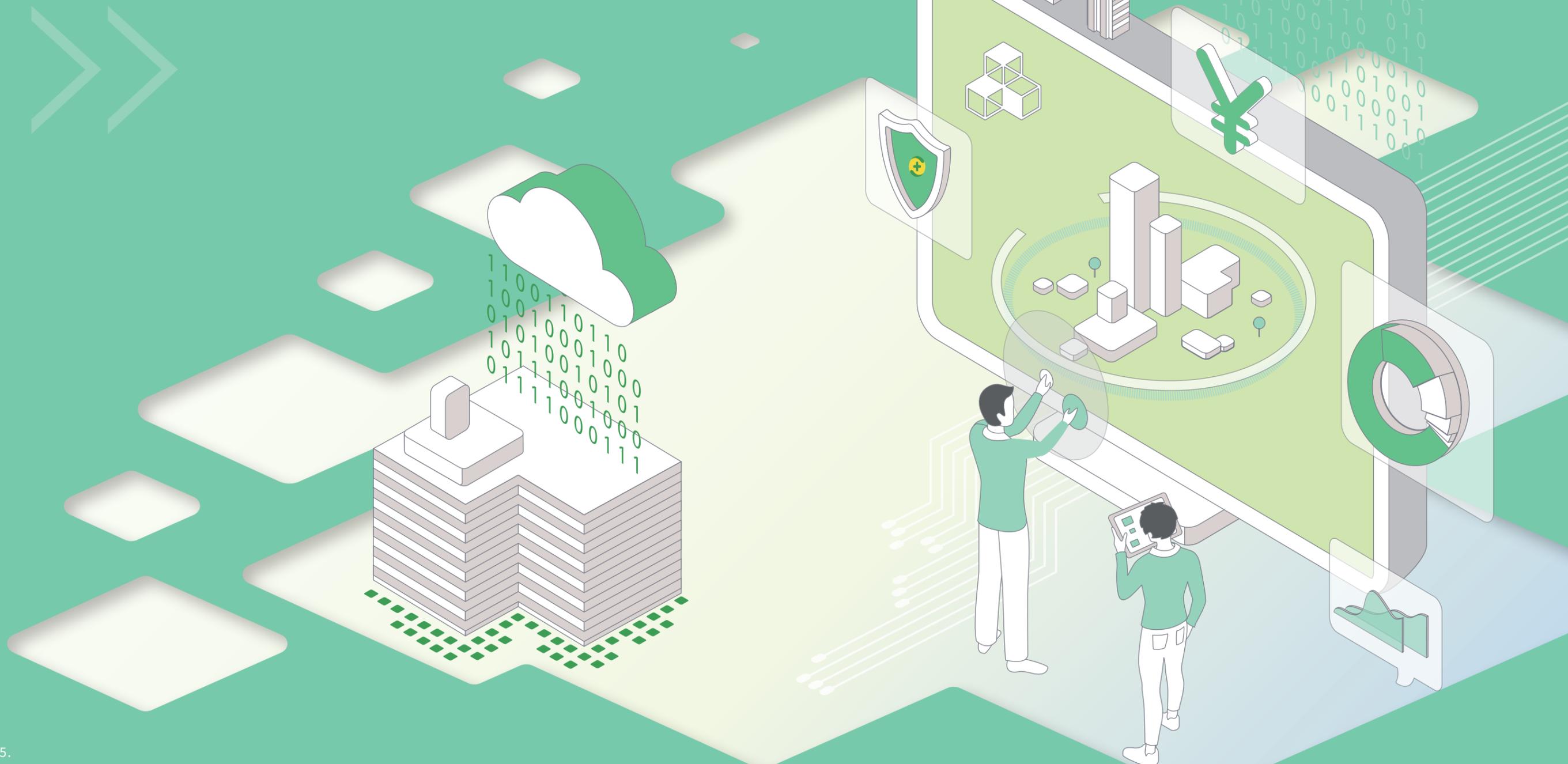
After passing the university's acceptance review, the laboratory is now serving the university's teaching. Based on the platform, the two sides discussed the construction of an industrial Internet range combining virtual and real reality.

Contribution to the Sustainable Development Goals (SDGs):



# Chapter I Responsible Acts and Sound Governance

360 continuously improves the corporate governance mechanism, operates in compliance with laws and regulations, abides by business ethics, fighting corruption, strengthens investor relations management, enhances intellectual property protection, and strives to improve the corporate governance.

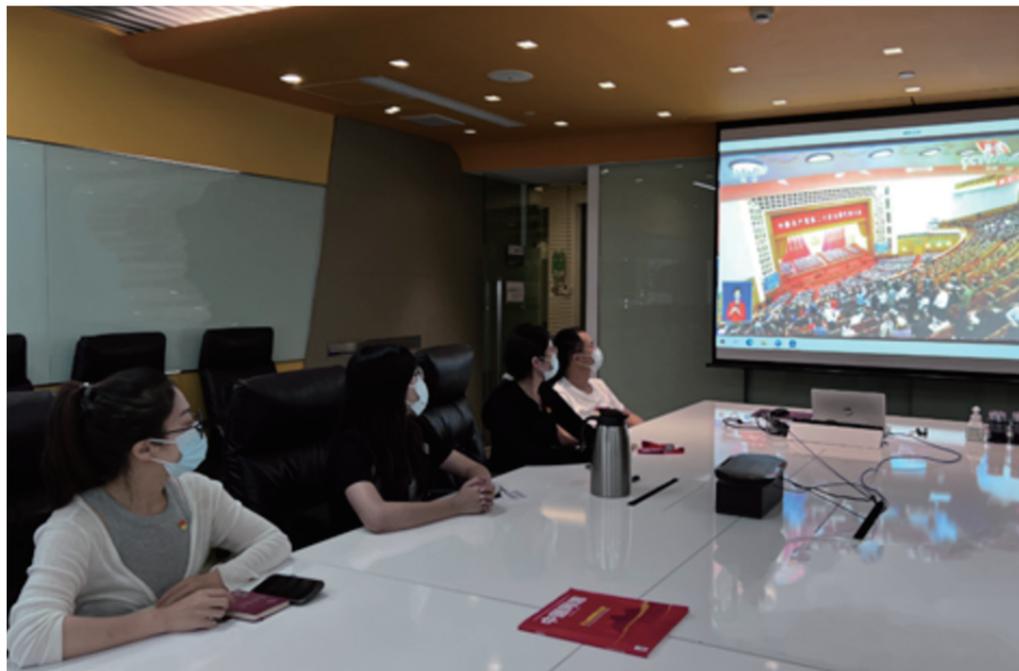




### [Responsibility Topic] Welcome to the 20th National Congress

The 20th National Congress of the Communist Party of China is a historic meeting held at a critical moment when China is embarking on a new journey of building a socialist modernized country in an all-around way and marching towards the goal of the second century. To fully study the spirit of the conference, 360 Party Committee organized all employees to watch the opening ceremony online, and organized some Party Committee backbones to watch on the spot and listen to the report delivered by General Secretary Xi Jinping to the conference on behalf of the 19th Central Committee.

"The report of the 20th National Congress of the Communist Party of China features profound thoughts and forward-looking ideas. As a business person, I am deeply excited and encouraged." Mr. Zhou Hongyi, Chairman and General Manager of 360, said that he clearly remembers that when the report mentioned the construction of a modern industrial system, it underscored that "it is necessary to speed up the construction of a network power and a digital China", which not only provided directional guidance for 360, but also strengthened 360's confidence in developing as a digital security enterprise.



360 Party Committee organizes employees to watch the opening ceremony

### Legal and compliant operation

360 strictly abides by the Company Law, Securities Law, Code of Corporate Governance of Listed Companies, Rules Governing the Listing of Stocks on the Shanghai Stock Exchange and other relevant laws and regulations and securities regulatory rules, constantly improves the corporate governance structure, and establishes a governance structure composed of shareholders' meeting, board of directors, board of supervisors and management, forming an operation and management structure with clear rights and responsibilities, scientific decision-making and standardized operation, and effectively protecting the legitimate rights and interests of the company and all shareholders.

#### General meeting of shareholders

The Company strictly abides by laws and regulations and the Rules of Procedure of the General Meeting of Shareholders, regulates the holding, convening, and voting procedures of the General Meeting of Shareholders, and ensures that all shareholders, especially small and medium shareholders, enjoy equal status and fully exercise their rights. In 2022, the Company held two shareholders' meetings.

#### Board of Directors

360 strictly abides by laws and regulations, as well as the Rules of Procedure of the Board of Directors and the Working Rules of Independent Directors, and regulates the holding, convening, and voting procedures of the shareholders' meeting under the leadership of the shareholders' meeting. In 2022, the Board of Directors held six meetings. All the members of the Board of Directors complied with the rules and regulations, attended the board meetings and the shareholders' meetings, and performed their duties with an attitude of being responsible to the Company, shareholders, and investors.

Meanwhile, the Company continued to build a diversified Board of Directors. By the end of 2022

Board of Directors of the Company  
7 members

Independent directors  
3 persons

Female director  
1 person

The Board of Directors has Strategy Committee, Nomination and Remuneration Committee, and Audit Committee, which respectively formulate the Working Rules of Strategy Committee, Working Rules of Nomination and Remuneration Committee, and Working Rules of Audit Committee to regulate the work of each Committee.

#### Board of Supervisors

360 strictly abides by laws and regulations, as well as the Company's Rules of Procedure of the Board of Supervisors and other relevant provisions to elect members of the Board of Supervisors. The Board of Supervisors performs its duties in accordance with relevant regulations, supervises the Company's operation, financial situation, and the legal compliance of the Company's directors and senior executives in performing their duties, and safeguards the legitimate rights and interests of the Company and shareholders. In 2022, the Board of Supervisors held 6 meetings.

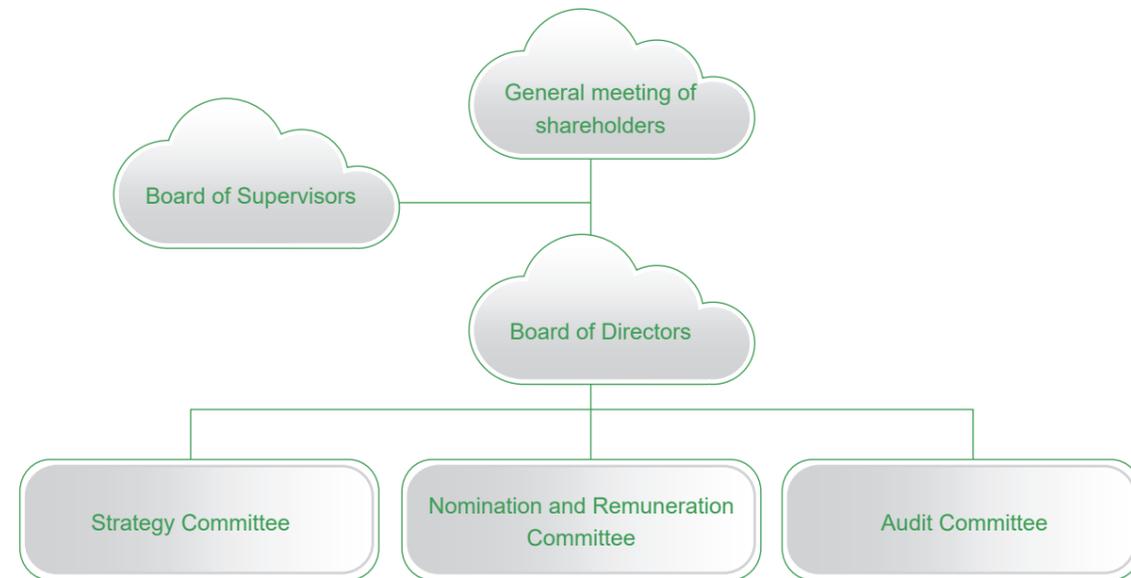


Fig.: Organizational Structure of 360

### Comprehensive internal control management

#### Deepen internal control audit

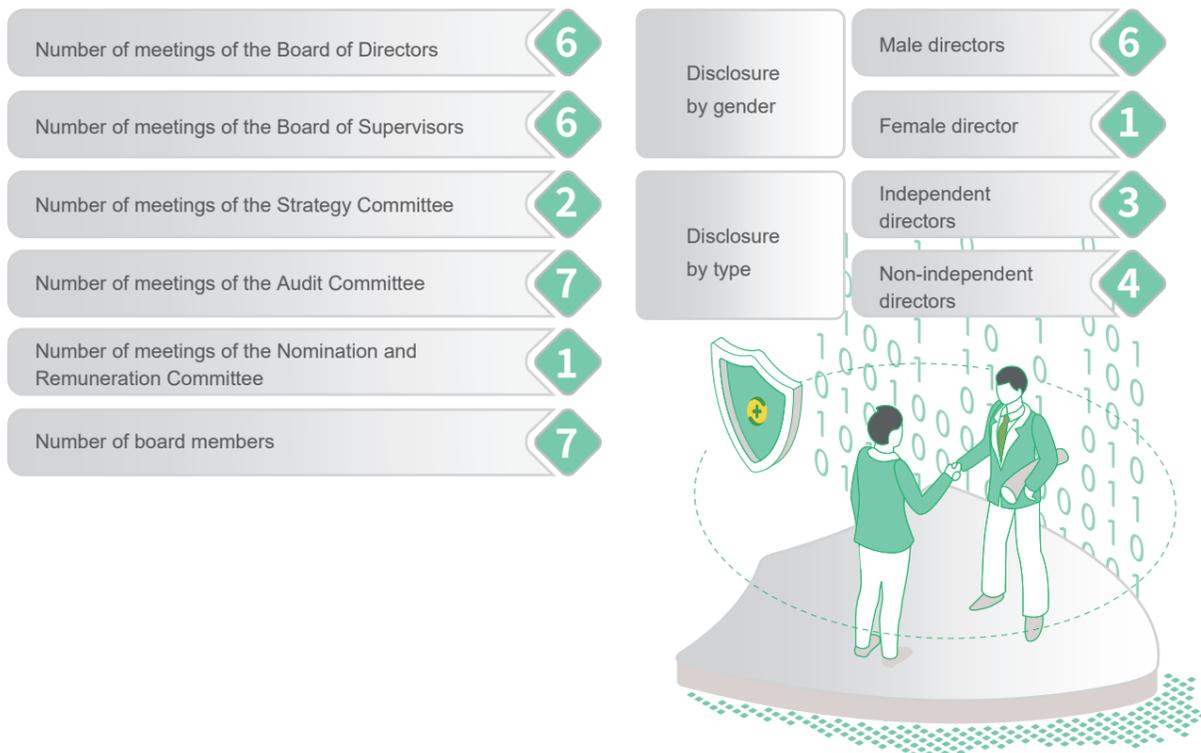
360 strictly abides by the Guidelines of the Shanghai Stock Exchange for the Internal Control of Listed Companies, Basic Standards for Internal Control of Enterprises and other systems and regulations, establishes an internal audit system with clear rights and responsibilities and rigorous organization, strengthens the supervision and inspection of the implementation of internal control, and formulates the Internal Audit System to conduct comprehensive internal audit work for various departments and business lines.

To improve management efficiency, the Company adopts ERP system software to realize automatic data collection, processing, summary, and analysis.

360 also employs an OA system to complete business handling, official document circulation, and employee performance appraisal, and evaluation.

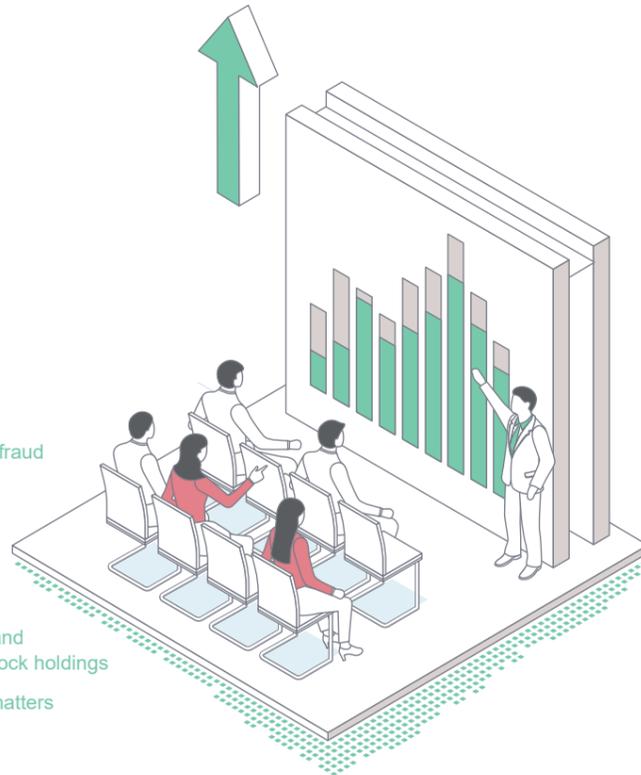
Meanwhile, 360 adopts video conference equipment for cross-regional cooperation and communication, and has set up an enterprise internal control information platform based on process management.

#### Quantitative Information of Corporate Governance in 2022



In 2022, the Company conducted 23 compliance training for directors and more than 50 compliance training for employees, including but not limited to

- Insider information maintenance
- Basic knowledge training
- Investor relations management
- Prevention and identification of financial fraud
- Investment merger and acquisition supervision and transaction tax analysis
- Equity incentive matters
- ESG matters
- Key points of increasing stock holdings and management of institutions increasing stock holdings
- Corporate governance and refinancing matters



Strengthen risk management and control

360 pays attention to risk management, strengthens the construction of risk control mechanisms, constructs a risk management system covering the whole process of risk identification, analysis, evaluation, monitoring, and control, establishes a risk management process covering all businesses and departments, evaluates the risks of all businesses according to the process, formulates control measures for all operational risks in time, establishes early warning mechanism for important risks, establishes emergency plans for major risks, and ensures the stable operation of the Company through the whole process control.

To improve the level of risk management, the Company issued relevant risk systems, covering the basic structure and content of the Company's management and internal control system.

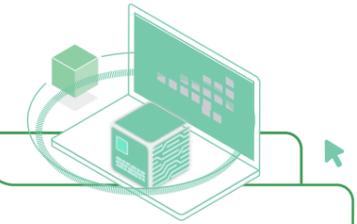
360 has regulated the work flow of the risk management department, and facilitated communication, coordination, and inspection among departments.

The Company attaches great importance to risk awareness publicity, and improves the risk management awareness and level of all employees through regular training and case sharing.



Business ethics and anti-corruption

360 actively promotes the construction of a business ethics system, continuously improves business ethics, and builds the core values of the integrity of the Company. The Company builds a sound anti-fraud system to clarify fraud and consequences of violations and standard behavior internally, and to create an honest business environment externally.



Anti-fraud and anti-corruption management

360 strictly follows relevant laws and regulations, formulates Anti-Fraud Management Regulations, and clarifies the three major anti-fraud principles of the Company. The Company has set up an Ethics Committee as the only full-time department authorized to investigate fraud to ensure sustained and healthy business development. Meanwhile, the Company promulgated the Regulations on Gift Acceptance and Handling, provide clear guidelines for all employees to accept gift handling in the course of business interactions.



Three principles of anti-fraud

1 Zero tolerance principle

2 Anti-fraud principle

3 ABC accountability principle



Informant protection

To create a fair competition and sunny business environment, the Company formulated the Regulations on the Protection and Reward of Informants, encouraging all employees and business partners of 360 to actively participate in the integrity construction and supervision of the Company.



Anti-fraud propaganda

360 independently develops an online learning platform for anti-fraud system publicity and training, which includes system reading, learning videos, Q&A after class, etc., so that employees can complete online learning independently and certification certificates will be issued to employees who have completed training courses. At the same time, the Company uses diversified online and offline forms, including cartoons, posters, videos, and training, to conduct publicity during key festivals, thus continuously creating a cultural atmosphere of integrity. To make the publicity of integrity culture more vivid, the Company designed the publicity image and made peripheral gifts, and enhanced the linkage with employees through varied activities.



Fig.: 2022 Commercial Business Line Anti-Fraud Training

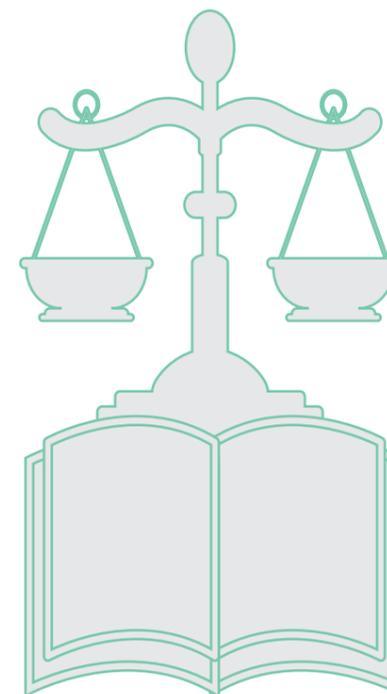


Fig.: Anti-corruption Poster



### Investor relations management

360 has always taken safeguarding the legitimate rights and interests of investors as its responsibility, and adopted effective safeguard measures to ensure that investors get reasonable returns. The Company will fully understand the expectations and requirements of investors and shareholders, strictly abide by the Investor Relations Management System, conduct regular interviews and exchanges with relevant investors, timely disclose the Company's operating conditions and business progress, and form an effective interaction and communication mechanism to ensure the correctness and effectiveness of the Company's decision-making. The Company has paid full attention to and listened to the opinions and suggestions of small and medium-sized shareholders and foreign shareholders, and implemented reasonable content to safeguard the legitimate rights and interests of small and medium-sized

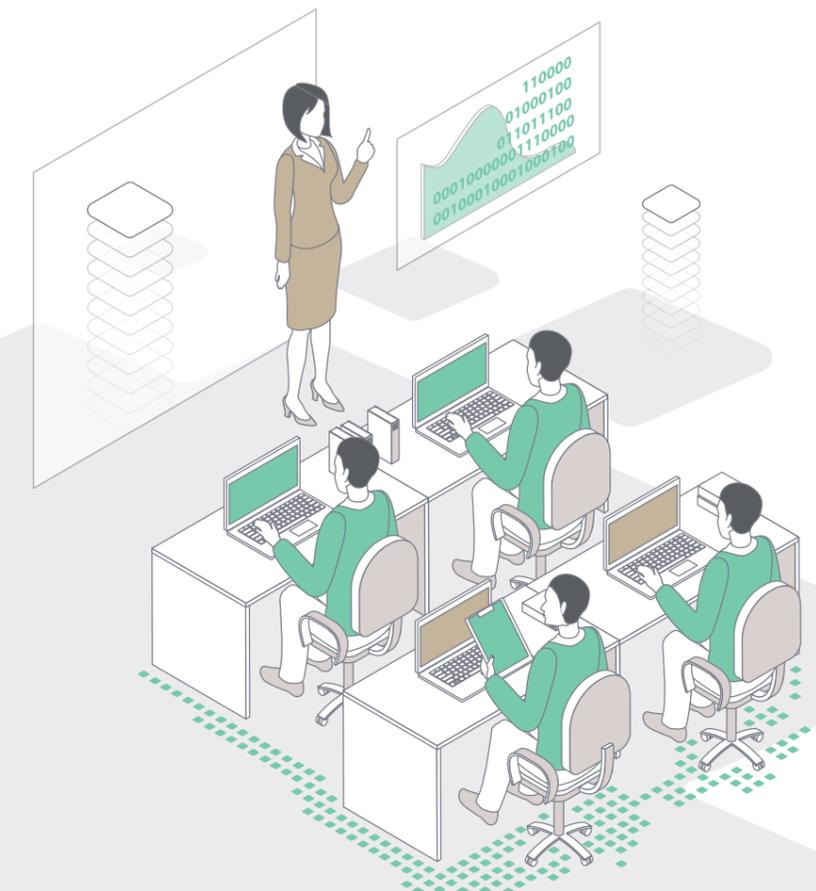
### Basic principles of investor relations management of 360:

- Principle of compliance**: The Company carries out investor relations management on the basis of fulfilling the obligation of information disclosure according to law, and complies with laws, regulations, rules and normative documents, industry norms and self-discipline rules, internal rules and regulations of the Company, and ethics and codes of conduct generally observed by the industry.
- Principle of equality**: In its investor relations management activities, the Company treats all investors equally, and in particular, creates opportunities and provides convenience for small and medium-sized investors to participate in activities.
- Principle of initiative**: The Company actively carries out investor relations management activities, listens to investors' opinions and suggestions, and responds to investors' demands in a timely manner.
- Principle of honesty and trustworthiness**: In investor relations management activities, the Company pays attention to honesty, sticks to the bottom line, standardizes operations, and takes responsibility to create a healthy and good market ecology.

The Secretary of the Board of Directors is responsible for investor relations management, and the Securities Department is the main functional department, which holds investor symposiums, on-site visits, and other activities from time to time. At the same time, the Company collects and answers investors' inquiries, complaints, and suggestions through the investor relations column set up on the website and the "e-interactive" platform of the Shanghai Stock Exchange, and timely releases and updates relevant information on investor relations management.

### Quantitative information on investor relations in 2022

Information disclosure	Periodic reports	4
	Temporary announcement	68
	Information on the Internet	65
Number of disclosure reports		137



Contribution to the Sustainable Development Goals (SDGs):



## Chapter II Safety First and All-around Protection

360 always adheres to the service concept of "customer first", fully guarantees user privacy and data security, and is committed to providing users with high-quality products and services, while extending sustainable development to the supply chain to create a sustainable development environment for users and suppliers.



## Data security and privacy protection

360 refines the safety management of the whole life cycle of data generation, storage, use, transmission, destruction, and collection of the company and platform, clarifies the data storage regulations, ensures that the security configuration of servers, databases, and related IT infrastructures storing data meets the baseline requirements of the Company's security configuration, and reinforces the security configuration based on the results of security risk assessment.

The Company stipulates that in the data usage scenario, when confidential data is used for development and testing, desensitization should be carried out first. For data transmission, network security areas should be divided, network security equipment such as firewalls should be deployed at the boundaries of security domains, and servers that store and process sensitive data should be isolated.

Through the implementation of data classification and classification, account authority management, data security technology construction, log audit analysis ability improvement, data leakage prevention ability improvement, and other measures, the Company's data security technology ability will be continuously improved.



## Protect user privacy

Faced with the increasing number of personal information leakage incidents, privacy security has become the focus of users' concerns. 360 always puts the protection of user privacy in the first place, and ensures user information security through the following measures:



### Internal restraint mechanism of the company

By setting up the posts of Chief Privacy Officer and Privacy Specialist of each product, the Company builds a top-down privacy management organization system to coordinate and supervise the privacy management of the Company.

### External oversight

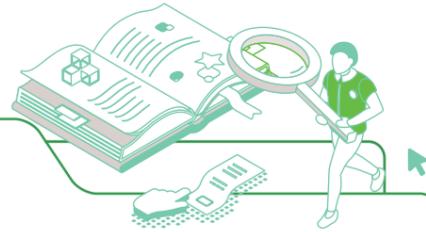
China Information Technology Security Evaluation Center (CNITSEC) is the most authoritative national institution for source code hosting and testing in China. The Company will entrust the source code of its products to CNITSEC for hosting and testing, and accept user supervision.

### Principles of acts

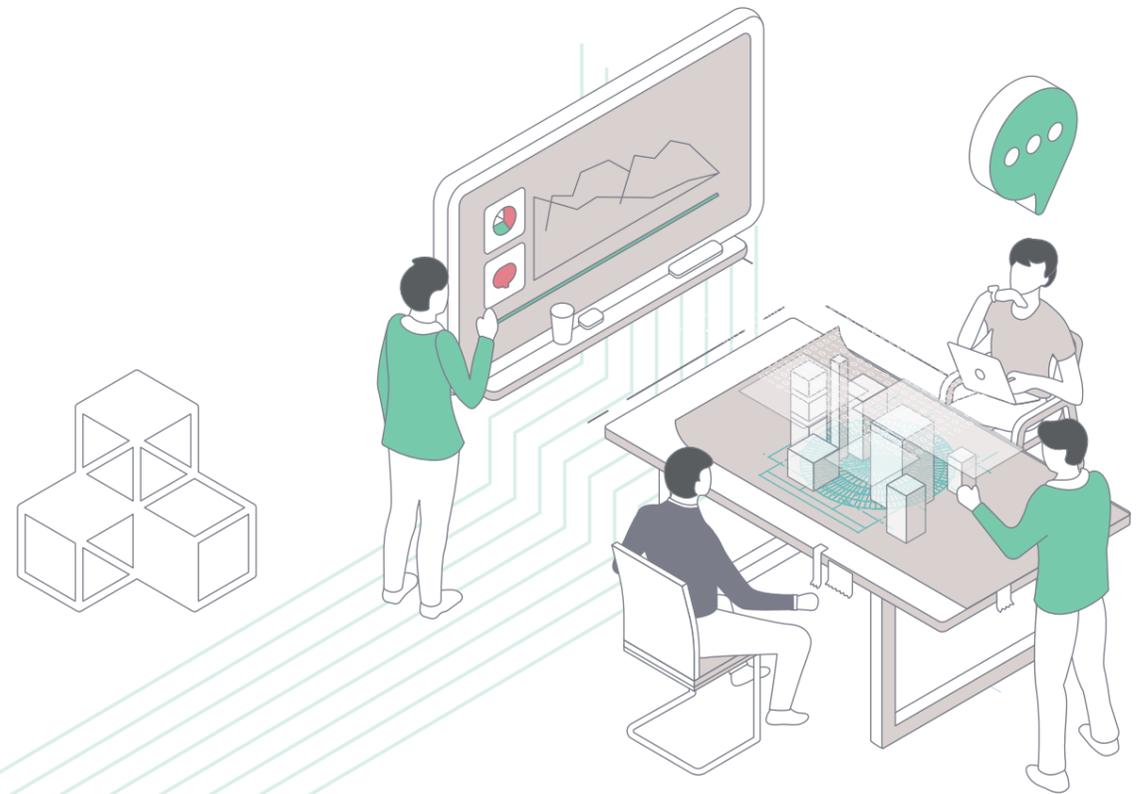
The Company follows the principle of clear code transmission or HTTPS secure transmission to ensure that users can supervise at any time, and that the information uploaded through the Internet will not involve any personal privacy information of users.

### White paper

The Company issued the White Paper on 360 User Privacy Protection, which clarified the technical principles of user privacy protection in the working process of various products and functions, and ensured that users could clearly understand all the operations.



In accordance with the Personal Information Protection Law of the People's Republic of China, the Measures for the Determination of the Collection and Use of Personal Information by Apps in Violation of Laws and Regulations and other relevant laws and regulations, 360 Security Emergency Response Center issued the Privacy Vulnerability Handling Standard V1.0, which includes the scope of application, vulnerability standards and rewards, scoring restrictions, submission methods, etc., to help developers identify privacy vulnerabilities and repair them to avoid unnecessary losses. At the same time, 360 launched the online privacy vulnerability handling standard service function on the APP download page, which is convenient for developers to understand the process solution after privacy vulnerability.



Enhance employee awareness

360 attaches great importance to cultivating employees' awareness of data and privacy. In 2022, the Company carried out a variety of data security-related activities, including staff training, internal attack, and defense drills, telecommuting security awareness publicity, security office awareness cartoons and Q&A activities, and network security weekly offline activities.

These activities cover data security law, personal information protection law, anti-phishing tips, office security awareness, and other aspects, aiming at improving employees' data security awareness and skills.

In particular, employee data security training activities can make employees understand data security laws and regulations, master telecommuting security precautions, etc., which is of great significance for ensuring the data security of the Company and employees.





Publicity of Data Privacy Security Awareness in 2022 12 publicities through WeChat official account and 8 through e-mail to all employees



Fig.: 360 Employees Actively Participate in Data Information Security Publicity Activities

### 好东西 一起“分享”

**01** 方法论课程

项目例  
2022年  
360XX项目  
保障客户

**02** 第N个正经群 (39)

这个内容不错

于贤多

这是啥?

我们公司培训的

厉害啊, 老铁

**03** 原来项目被他们招标的关键是因为这个, 明年看我们怎么拿下。

**04 懵懵小贴士**

懵懵提醒您

- 禁止在未经授权的情况下将公司内部的培训资料、会议中使用的PPT等内部信息以任何形式提供给公司外部人员。
- 禁止将公司内部信息、文档、资料、代码私自发布到外部公共平台。
- 员工间禁止使用推推、邮箱软件以外的即时通讯软件进行工作相关的信息沟通和文件传输。

闯关7月懵懵life答题500分即可参与抽奖获取礼品

懵懵信息安全意识游戏: <https://exam.sec.corp.qihoo.net/>

信息安全服务平台: [sec.corp.qihoo.net](http://sec.corp.qihoo.net)

360信息安全中心

Fig.: 360 Safety Awareness Comic Publicity

### 攻防演练 安全意识科普

NOTICE 注意事项

**网络钓鱼** 点击学习

可能出现的网络钓鱼类型:

- 邮件钓鱼
- 网页钓鱼
- 微信钓鱼
- 二维码钓鱼
- 客服平台钓鱼
- 公共WiFi钓鱼

**弱口令** 点击学习

不安全的密码类型:

- 简单数字组合
- 特殊含义组合
- 顺序字符组合
- 泄露过的密码
- 临近字符组合

**不良办公习惯** 点击学习

- 离开工位时不锁屏
- 不安装360终端安全管理系统
- 随意使用不明来源的U盘等移动存储介质
- 为了方便记忆将账号密码记录在浏览器、第三方平台中, 或将账号借给他人使用

如遇可疑情况, 请联系 ////////////////

[g-sec-fankui@360.com](mailto:g-sec-fankui@360.com)

Fig.: 360 Tips for Attack and Defense Exercises - Safety Awareness Science Popularization

### 网络安全周

[信息安全中心十五周年]

360星球内部出现了紧急安全事故, 请守卫360星球的安全 在任务卡上收集印章, 即可兑换礼品, 集齐所有章可抽奖

信息安全 人人有责

09.26 - 09.27

B座食堂 A座一层报告厅

360信息安全中心 360蓝盾

守卫安全地点

Fig.: In 2022, poster of Cyber Security Week of 360



### Intellectual property protection

360 carries out open innovation around user needs, attaches importance to cutting-edge security technology research, and strengthens R&D investment. For many years, the Company has been one of the enterprises with the largest number of patents in the field of digital security in the world.

Meanwhile, the Company has won many honorary awards for innovation, including:



By the end of 2022



### Protection of its intellectual property rights

As an innovator, rule follower, contributor, and practitioner in the field of intellectual property rights, 360 attaches importance to the protection of its intellectual property rights, and promulgates intellectual property management regulations, including 360 Intellectual Property Management Measures, 360 Group Patent Application Management Measures, 360 Group Trademark Management Measures, Open Source Software Compliance Guidelines, etc., to regulate the protection of intellectual property rights within the Company. The Company has set up an intellectual property team to manage and maintain its intellectual property rights in a targeted manner. Through a strong infringement monitoring system and process, it discovered and cracked down on infringement of the Company's patent rights, trademark rights, and other infringements, and protected the Company's key technologies and core brands.

As the vice president unit of the Patent Protection Association of China, the senior group member unit of the China Intellectual Property Society, the director unit of the China Trademark Association, and the vice president unit of the Beijing Intellectual Property Protection Association, 360 actively participates in soliciting opinions and discussing the revision of patent and trademark laws and regulations in China, and devotes itself to promoting the innovation of the industry and the country and improving the intellectual property environment through its practice.



### Protect the intellectual property rights of others

360 attaches importance to its intellectual property rights, pays attention to, respects, and protects other people's intellectual property rights, establishes scientific and reasonable intellectual property values within the company, enhances employees' awareness of respecting and protecting intellectual property rights, actively fulfills the corporate social responsibility of the platform, and addresses violations of other people's intellectual property rights in the business platform. 360 establishes a strong intellectual property risk early warning mechanism, ensures that employees respect other people's intellectual property rights through systems and processes, incorporates intellectual property risk management control points into various processes of product establishment, listing, and delisting, and strictly ensures that the Company's operation and R&D activities are carried out without infringing other people's intellectual property rights.

According to the differences between products and intellectual property forms, the Company has established a comprehensive infringement complaint handling mechanism for copyright complaints, patent complaints, and trademark complaints, and formulated different handling guidelines to standardize the case handling process, examine the legality and relevance of intellectual property rights, and protect the legitimate rights and interests of obligees. At the same time, the Company takes measures such as notifying, deleting, shielding, or breaking the chain of infringing content, and timely delivers the processing results to the obligee. In 2022, 360 launched the intellectual property protection platform, disseminated relevant policies and information, and opened a unified infringement complaint portal to help users improve their knowledge and ability to safeguard their rights and interests.





### Improvement of user service

360 regards customer service as the lifeline of the Company, and deeply realizes the key role of customer service in the development of the Company, which is also a vital link in the sustainable development of the Company. The Company has always been committed to providing industry-leading user service. By providing high-quality services, 360 maintains the reputation of the Company based on honesty, integrity, and ethical behavior, and constantly explores and optimize service models to improve the quality and efficiency of the platform.

The Company not only provides efficient and comprehensive product solutions, but also pays more attention to providing users with personalized and diversified service experiences. The Company has established a safety emergency response team service system, which is composed of a group of experienced, skilled, and friendly professionals, who can quickly respond to users' needs and provide users with high-quality and personalized solutions.



### Responsible supply chain

360 has been committed to building a responsible supply chain. The Company formulates relevant systems, clarifies procurement policies and supplier management regulations, and ensures that the Company's supply chain is responsible and sustainable. At the same time, the Company establishes a supplier evaluation system to evaluate suppliers' environment, society, and corporate governance to ensure that they meet the Company's responsible standards and requirements.

In addition, the Company attaches great importance to close communication and cooperation among suppliers. Through regular audits, on-site visits, and continuous communication, the Company establishes good relations with suppliers, encourages suppliers to actively implement sustainable development plans, and supports their performance in social responsibility.

360 is convinced that the establishment of a responsible supply chain can better meet the needs of users and have a positive impact on society and the environment. Therefore, the Company will continue to strive to build a continuous improvement and continuous improvement of the supply chain, and actively promote the ESG performance of suppliers to ensure the long-term and stable development of our business.

### Customer satisfaction

360 believes that high-quality customer service can not only bring excellent experience to users, but also enhance user stickiness and loyalty and promote the sustainable development of the company in the market. The Company firmly believes in the concept of customer first, conducts multi-channel user satisfaction surveys, actively listens to user feedback, constantly improves products, and services, and continuously improves user satisfaction.



	Unit	Data for 2022
User service management		97
Customer satisfaction	%	100
User complaint handling rate	%	

Contribution to the Sustainable Development Goals (SDGs):



# Chapter III People-oriented and High-quality Development

360 always adheres to the people-oriented talent concept, resolutely safeguards the legitimate rights and interests of employees, cares for their occupational health, strives to create a fair and harmonious working environment, implements employee welfare and care, helps employees develop themselves, pays attention to personnel training, and helps the company to develop with high quality and sustainable development.





### Protect the Rights of Employees

In strict accordance with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and other relevant laws and regulations, it is strictly forbidden to employ child labor, forced labor, restrict employees' freedom and other acts, and it is strictly forbidden to discriminate in any form on the grounds of race, gender, religion, age, and social origin. At the same time, the Company formulates a whole-process employment system during recruitment, probation period, and resignation, regulates all recruitment behaviors, and requires all employees to fully know and consciously abide by the Company's recruitment system, process, assessment, and resignation-related matters, and strive to create a fair, just, open and harmonious working environment for employees.

360 pays attention to the democratic management of employees. 360 is committed to establishing a harmonious corporate culture, strengthening democratic communication, and actively responding to employees' demands. 360 also establishes employee representative meetings and committees, regularly organizes employee exchange meetings, conducts employee surveys and other mechanisms, and sets up anonymous feedback mechanisms and employee suggestion boxes to provide employees with a channel to express their opinions and suggestions freely. By doing so, 360 better understands employees' needs and takes timely measures to solve them, improves employees' job satisfaction and loyalty and promotes its sustainable development.



### Talent training and development

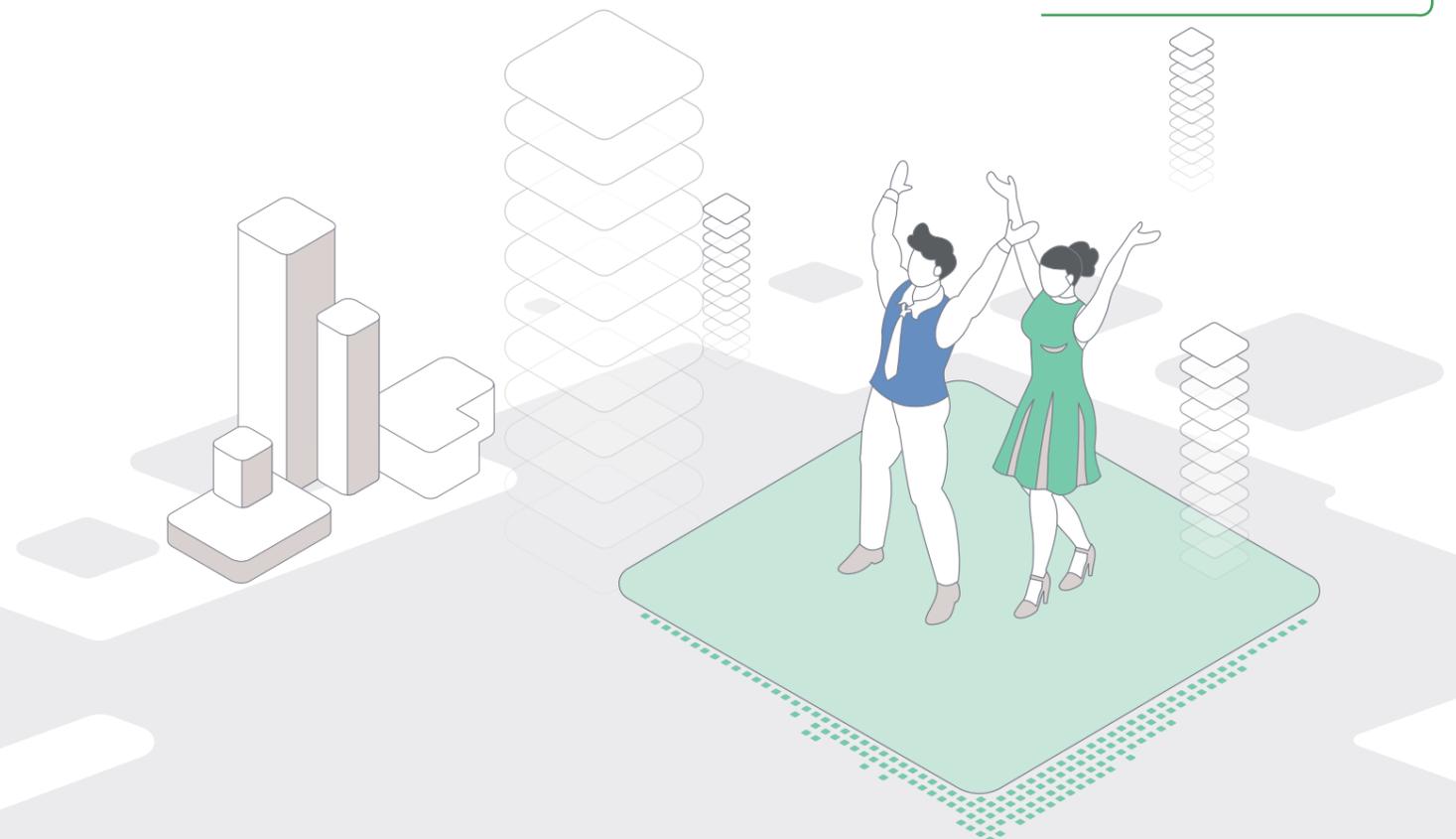
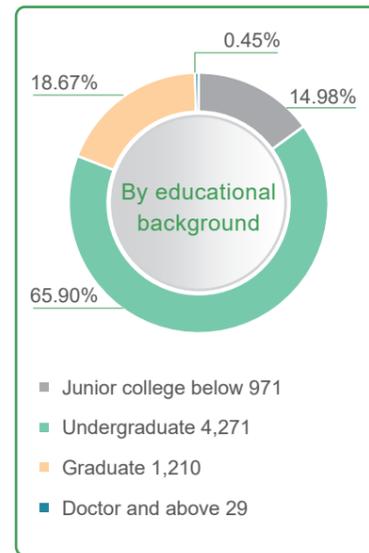
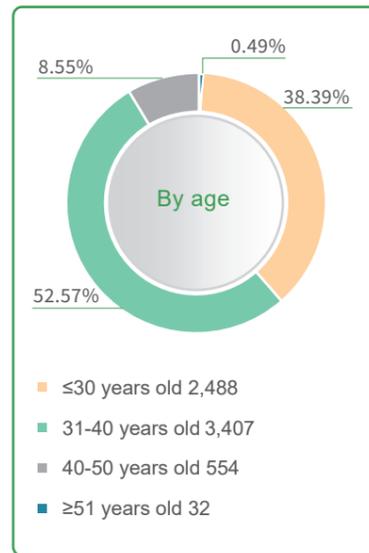
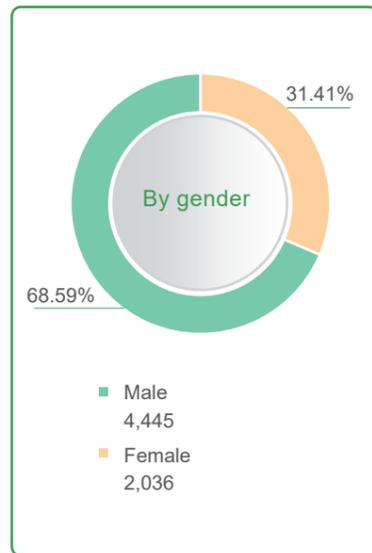
360 regards talent as the core capital of the Company's development. Therefore, 360 constantly improves the channels for improving employees' abilities, actively carries out various training, guides employees to establish the awareness of self-learning and development, and strives to build a talent echelon with streamlined personnel, excellent quality, and reasonable results.

### Create a team of professional talents

360, through continuous efforts, builds a strong talent team and professional management team to continuously promote the development and innovation of the Company. In terms of talent attraction concepts, the Company mainly focuses on optimizing the talent structure and continuously improving the overall personnel ability level. In order to match the recruitment objectives, the Company formulates reasonable talent demand according to the strategic objectives and business characteristics. At the same time, the Company emphasizes the importance of school enrollment, provides customized training and development channels, offers more internal resources, and engages younger talents.



By the end of 2022, 360 had a total of 6,481 employees, including:



Build a career promotion channel

According to the different ways of employees' value contribution, the Company divides the career development channel into management channel and professional channel, among which, the professional channel is divided into different professional sequences based on the differences in ability requirements and work contents.

The Company has 7 first-level sequences, including technology, safety, products, design, marketing, supply chain, and functions

40 second-level sequences and 139 third-level sequences. According to the setting of the development channel, the Company organizes management promotion and professional promotion twice a year.



To stimulate employees' awareness of self-development and improve their skills in practice, 360 takes actual combat as the leading factor and encourages employees to learn and grow continuously in their work. In addition, the Company has established a comprehensive training system, including leadership, professional skills, and general skills training to ensure that employees can develop in an all-around way. The Company encourages and supports the rotation of outstanding employees, promotes the horizontal development of employees, breaks the household registration restriction, and hardens the talent team, and revitalizes talent resources.



The Company established the Division of Learning, Development, and Culture, actively promoted 360 wisdom and culture, and continuously improved the cohesion of the Company by building an all-around and multi-level training system and cultural system, which provided unlimited empowerment for the sustainable development of the Company, and furnished every talent with a sustainable and predictable ability improvement channel.

3 empowerment directions

Leadership

Focus on pain points and follow rules

Common abilities

Professional quality, comprehensive cultivation

Professionalism

Competent position and professional sharing

5 learning projects

Leadership star rank program

Focus on competency and target key groups

Performance improvement

Comply with businesses and quantify the output

Safe planet defense war

Map-based online learning for new employees

Business customization

Problem-oriented, customized development

Growth accelerator

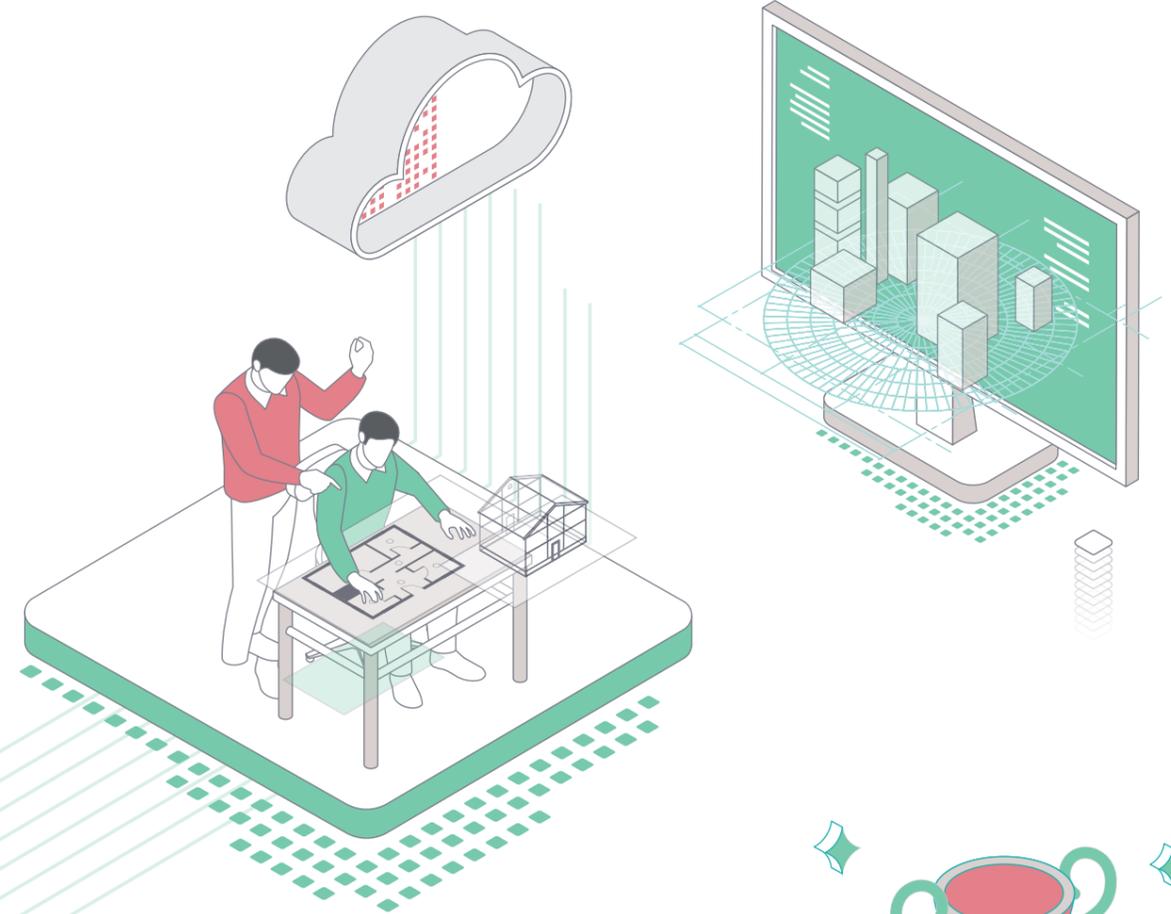
(STP + leadership accelerator + motivator)  
Focus on single-point knowledge and skills, fragmented learning

Fig.: 360 Learning Development Plan

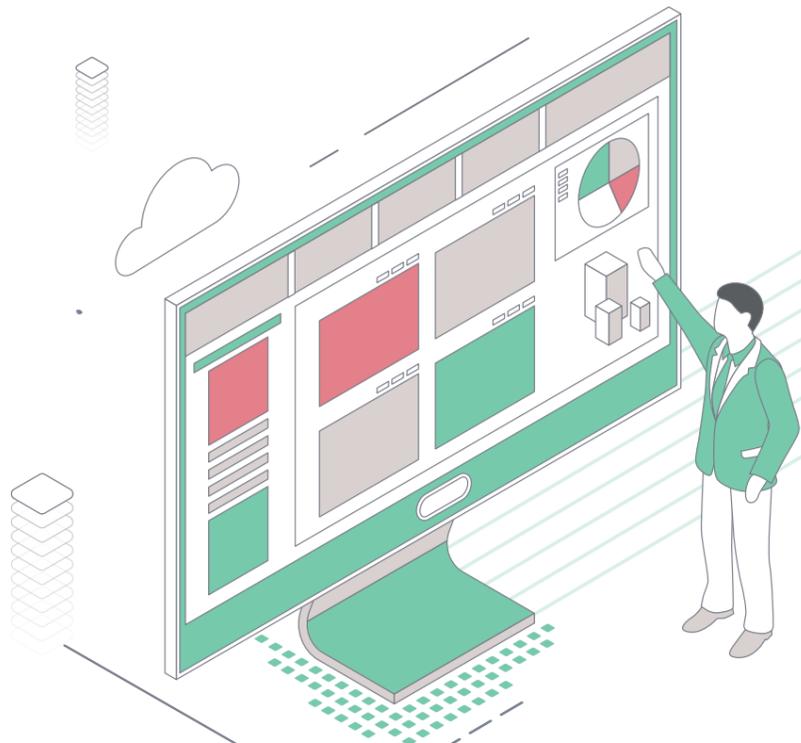


Carry out characteristic training activities

In 2022, 360 vigorously carried out staff training. A total of **222** online and offline training activities were held throughout the year, covering **7,124** employees and nearly **20,000** person-time, with a total training time of **500** hours and a training feedback point of **9.46**. The proportion of internal lecturers accounted for **87.8%**, and the contents reflected the actual business of the Company.



Among the 222 training courses, 49 special training such as strategic consensus, goal consensus, team integration, business training, curriculum development, and ability improvement were conducted according to the needs of the Group and business, demonstrating the customized development ability of the Company in training. In response to special circumstances, the company "moved" 73.8% of its training courses online, and added more than 60 video courses to ensure employees' independent learning while at home.



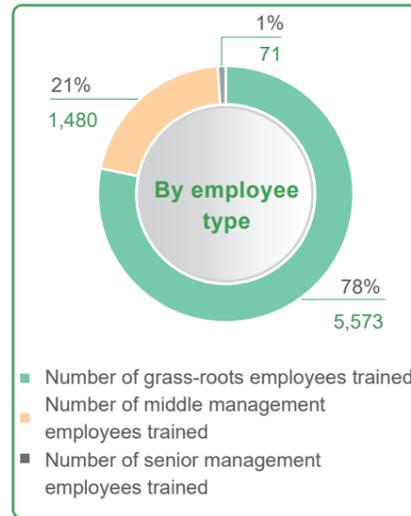
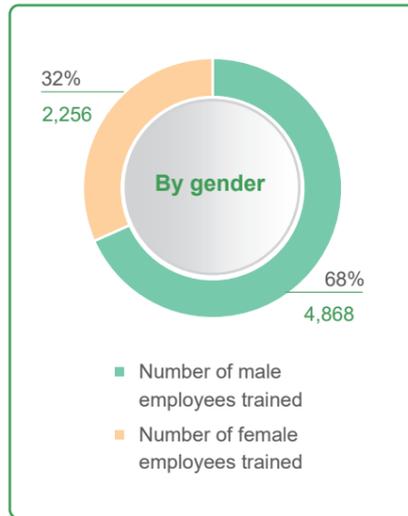
Training highlights and achievements display in 2022

In 2022, the Company focused on business performance improvement and arranged performance improvement projects in the training of management cadres

Through over **100** of after-class tutoring, **75** topics were generated; including **21** with actual business performance output; The technical control passwords for employees have achieved remarkable results and produced **29** topics, including **11** with actual business performance output.



The total number of employees trained was 7,124

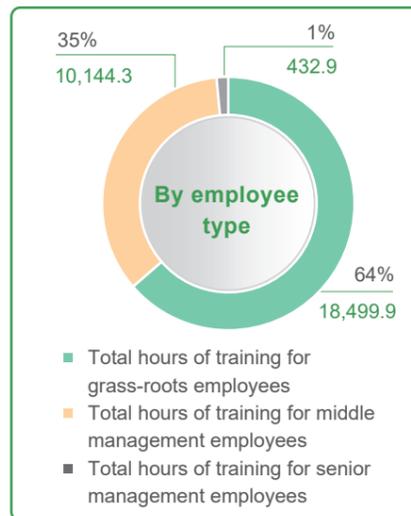
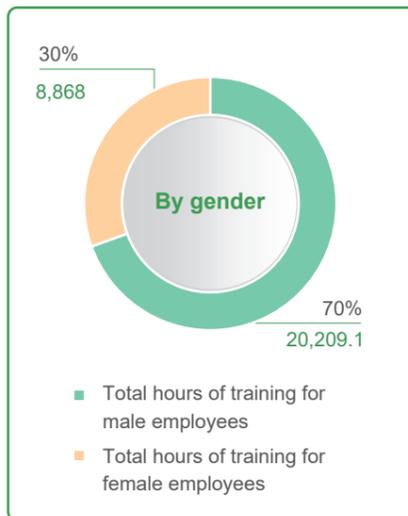


Promote talent growth incentives

360 pays attention to the incentive of talent. 360 follows the law of talent growth. All employees can get promotions, salary increases, new positions, and other opportunities through hard work and improvement in their work according to objective and fair evaluation results. The talent incentive mechanism is designed and implemented around the "three-level relationship of incentives":



Total training time for employees: 29,077.1 hours, and average training time for employees: 4 hours



The Company is performance-oriented and adheres to the core concept of paying for ability, position, and value. Through industry benchmarking and internal analysis, a market-oriented and performance-oriented salary system and a performance-oriented incentive mechanism are established. Through the effective combination of long-term and short-term incentive mechanisms, the core backbone can be encouraged and retained. 360 adopts three ways of distribution by post responsibility, distribution by operating results, and distribution by continuous value creation to ensure that its employees' salaries can be competitive in the industry.

Distribution ways	Main ways	Main manifestation
Distribution by post responsibility	Salary package	Income earned by employees on the basis of fulfilling their daily work responsibilities
Distribution by operating results	Bonus package	Corresponding bonuses received by employees according to the Company's operating performance
Distribution by sustainable value creation	Long-term incentive packages such as equity options	Stock options encourage employees to create long-term value for the Company

### Employee welfare and care

To further strengthen organizational cohesion, create a 360-oriented harmonious atmosphere, and enhance employee well-being, the Company led a number of cultural and caring activities in 2022, and continuously provided better corporate care for employees from organizational temperature, internal communication, and cultural landing. In the future, the Company will continue to uphold the concept of "people-oriented", strengthen cultural construction, create a more harmonious and warm working environment for employees, and promote the sustainable development of the Company.

### Corporate culture publicity

In 2022, in order to promote the Company's mission, vision, and core values and strengthen the technical atmosphere, 360 has successively promoted many activities and publicity, such as value recognition, gold medal individual and team evaluation, technology carnival, and senior award, so as to push the company's strategy and culture to the ground, enhance the company's employees' sense of identity and belonging, and thus enhance organizational efficiency.

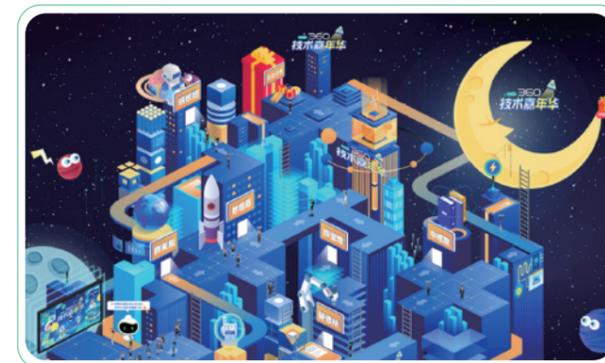


Fig.: 2022 360 Technology Carnival poster



Fig.: 360 Values Badge Awards and Values Story Publicity

### Spread warmth

360 attaches great importance to the care of employees, constantly improves the humanistic care level of enterprises, and creates a happy corporate atmosphere by celebrating Dragon Boat Festival, Mid-Autumn Festival, Spring Festival, and other themed activities based on the Company's corporate culture. At the same time, the Company also provides a number of benefits such as employee care money and team building, and actively creates a warm working environment to improve employee satisfaction.



Fig.: 360 Mid-Autumn Festival Theme Activity Poster



Fig.: 2022 Spring Festival Welfare Package



Fig.: 360 Dragon Boat Festival Theme Activity Poster

### Caring for Employee Health

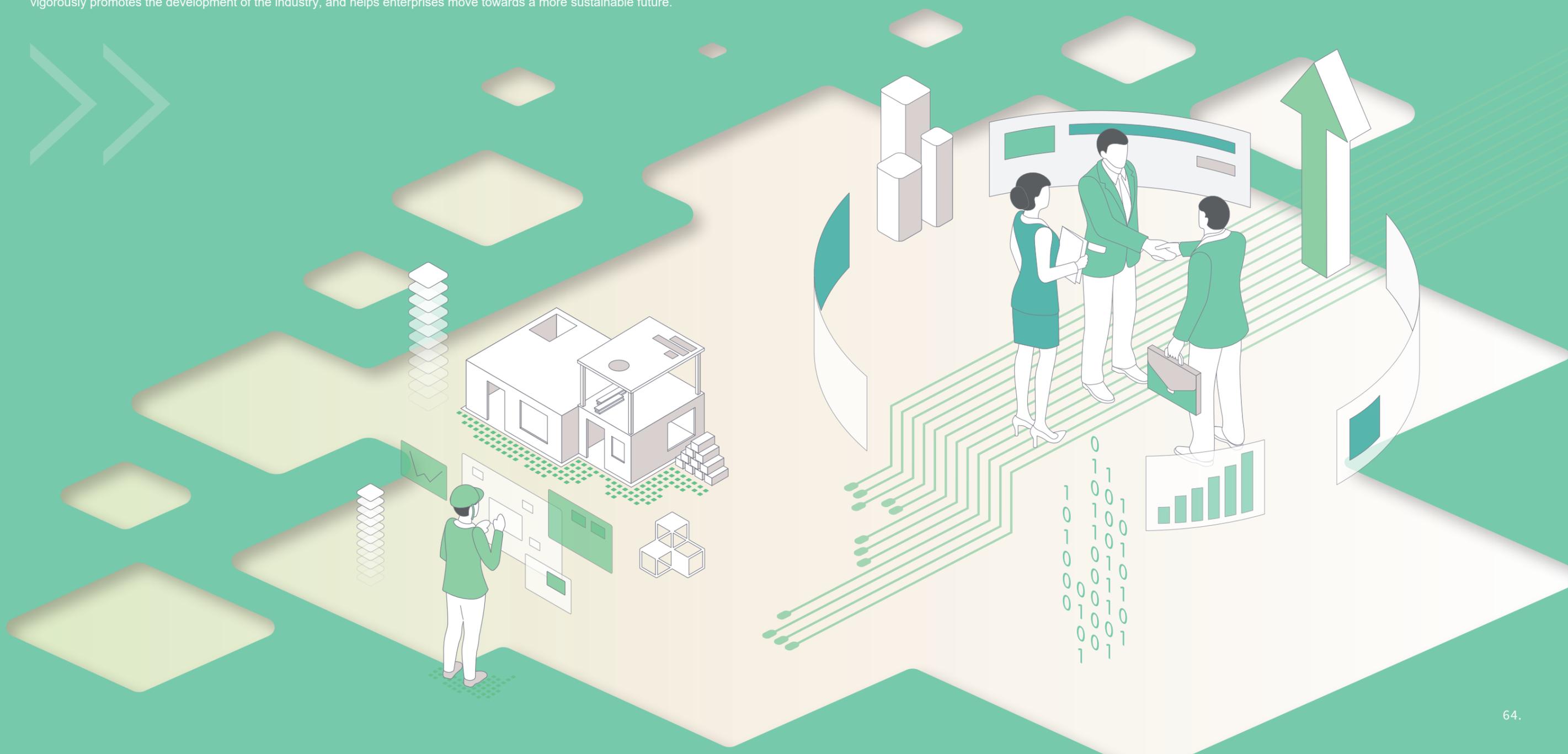
360 believes that employees are valuable assets of the Company, and the health status of employees plays a vital role in the Company's business operation and long-term development. The Company takes a series of measures to protect the occupational health of its employees. First of all, the Company provides a comprehensive health insurance plan, which aims to provide necessary medical care services for employees, and offer health examination and physical examination services for employees to ensure that employees can identify and treat potential health problems in time. Secondly, the Company actively encourages employees to participate in health sports and fitness activities, and the office building is equipped with gyms and other employee activity areas to provide all-around protection for employees' health. Moreover, the Company actively provides employees with mental health support, including psychological counseling services and mental health training, to help employees relieve work stress and anxiety. The Company regularly conducts occupational health knowledge training to help employees improve their occupational health awareness and protection ability. 360 insists on providing all-around protection for employees' occupational health and laying a solid foundation for the Company's sustainable development.

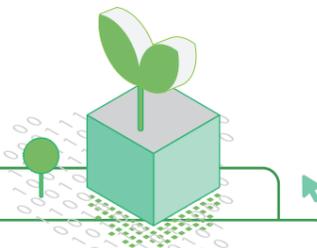


# Chapter IV Mutual Benefit and Win-win Progress to Create a Better Future

While focusing on its own development and growth, 360 sticks to its gratitude for the source of benefit, give back to industry and society, and integrate social and environmental responsibility into its development strategy. 360 fully combines its advantages, attaches importance to green operation and management, actively participates in social welfare, vigorously promotes the development of the industry, and helps enterprises move towards a more sustainable future.

Contribution to the Sustainable Development Goals (SDGs):





### Green Operation Management

360 adheres to the principle of energy conservation and environmental protection, regulates green and low-carbon operation behavior, carries out work related to environmental responsibility, optimizes the level of resource utilization, and promotes harmony between enterprises and the environment. By the end of 2022, 360 and its subsidiaries had strictly complied with various national environmental protection policies in their operations and had not been punished for violations of laws and regulations during the reporting period.

360 actively responds to the call of the state and the Company for energy conservation and emission reduction. According to the office needs of the building and the configuration of equipment and facilities, 360 posts environmental protection publicity signs and carries out technical energy-saving controls to reduce the energy consumption level of the building and save 360's operating costs. Meanwhile, 360 conducts regular energy-saving training and education for energy management personnel to ensure that relevant employees master equipment operation skills and new energy-saving technologies, and encourages them to explore energy-saving opportunities and implement environmental protection work.

Environmental protection	Specific measures
 Energy conservation and consumption reduction	<ul style="list-style-type: none"> <li>Energy-saving air conditioning: 360 building adopts Honeywell's automatic fresh air control system and a professional automatic control system of Daikin split air conditioner. The automatic control system monitors the status of the filter screen and the air control valve in the unit, and the opening time, providing the optimal equipment control method for management personnel, reducing the energy consumption of air conditioning operation while ensuring the stability of the air conditioning equipment</li> <li>Energy-saving lamps: The lighting in the office area of the building is equipped with ABB's automatic lighting control system. It can set the energy-saving mode according to its usage scenario, monitor and adjust the opening zone, switching status and switching time of the lamps to reduce the running cost and reduce the running time and lighting energy consumption at the same time</li> <li>Energy-saving timing control: Timing control is used for equipment and facilities such as water dispensers and water heaters to significantly reduce the energy consumption of equipment</li> </ul>
 Save water resources	<ul style="list-style-type: none"> <li>Water-saving propagation: Post energy-saving signs such as water saving and environmental protection in the office area to enhance employees' awareness of water saving</li> <li>Water-saving sanitation products: use water-saving taps and other sanitary ware to reduce water resource consumption</li> <li>Water-saving operation: use water-saving cleaning equipment and operation methods in daily cleaning</li> </ul>
 Reuse of wastes	<ul style="list-style-type: none"> <li>360 provides waste paper recycling bags in all printing areas, and encourages employees to sort office waste, which are recycled by professional recycling companies and exchanged for office supplies made from renewable resources</li> </ul>

### The essence of corporate social responsibility is to solve problems for society and users.

—Zhou Hongyi, Chairman and CEO of 360 Company



### Commitment to Social Welfare

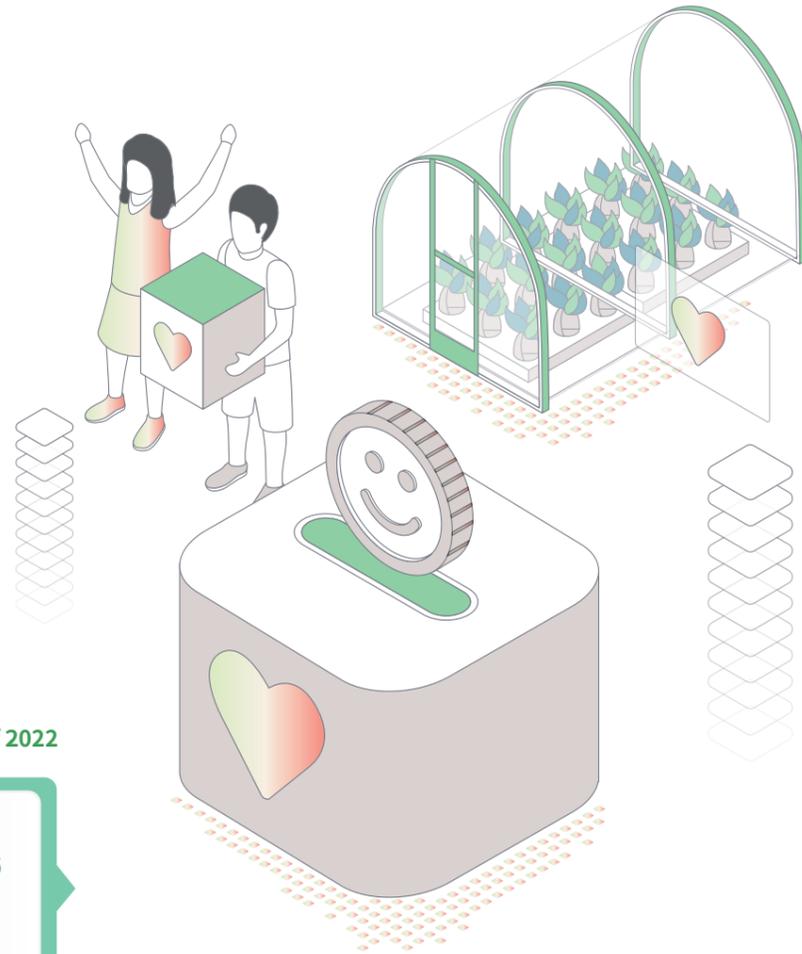
360 is committed to solving social problems. While ensuring its development, 360 actively undertakes social responsibilities. Through various practical ways such as platform construction, public welfare publicity and charitable donation, 360 gives back to society with concrete actions, transmits positive social energy, and becomes an enterprise with warmth and responsibility.

### Grains of sand can be gathered to form a pagoda by love

In accordance with the vision of "every good deed counts", 360 officially launched the 360 public welfare platform on December 15, 2021 by relying on the digital security technology and the resources exposed on the Internet. The platform, as one of the third batch of information platforms designated by the Ministry of Civil Affairs for charitable organizations to solicit donations on the Internet, involves a variety of public welfare projects such as rural revitalization, medical aid, youth safety education, the protection of women and children, and environmental and ecological protection, facilitating casual public welfare and increasing transparency of public welfare results.



360 expands the channels for the public to express goodwill. Users can visit and donate through various platforms, such as the official website of 360 Public Welfare, the homepage of 360 Navigation, 360 Mobile Guard, 360 Fast News and WeChat platform of 360 Public Welfare. This significantly improves the accessibility of public welfare, widely mobilizes social resources, and builds a safe, efficient and reliable connection bridge between the donors and the recipients.



By the end of 2022

360 public welfare platform had hosted 28 charitable organizations and carried out 36 charity fundraising projects, raising over RMB 700,000

[Case] Youth has me, shining like you

In June 2022, 360 Public Welfare, together with 360 Search, launched a new function of digital public welfare "360 Large Security Public Welfare Office", which launched organ donation for the first time. Users can register as organ donor volunteers and donate to schools at the "Office" for one-stop public welfare, allowing the relay of life to continue in the sun.



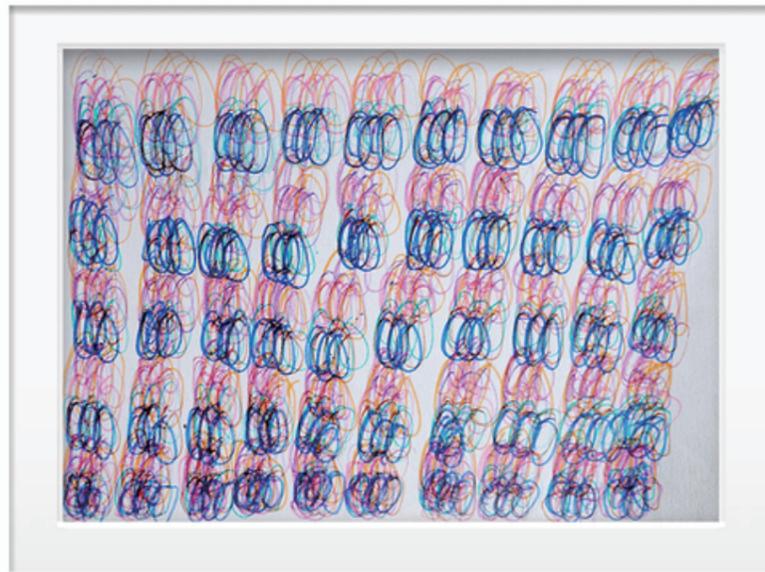
Public welfare

Relying on the advantages of 360's Internet resources and the high-quality PC lock screen pictorial, 360 launched 360 online public welfare pictorial, which has reached hundreds of millions of users and extensively publicized various public welfare projects. 360 Pictorial has cooperated with organizations such as the Internet Society of China, the Mangrove Foundation, the Beijing Association for Science and Technology to organize public welfare activities, reaching hundreds of millions of users and contributing to various fields such as Internet literacy cultivation of young people, scientific quality improvement of the whole people, caring for autistic people, protecting endangered animals, and celebrating national events.



[Pictorial case] Light hope - no longer a lonely star

In May 2022, the Internet Society of China, together with 360 Public Welfare, 360 Pictorial and Jimin Qizhi Rehabilitation Center of Shunyi District, Beijing, held a "Painting Exhibition from the Stars" for autistic people, hoping that autistic people would gain more attention and understanding.360 Pictorial launched nearly 20 paintings created by people with autism in the form of a "computer screensaver", with over 100 million people viewing them online.



来自星星的画展

作品名: 创意圈  
作者: 赵圣业 年龄: 21  
来自北京市顺义区德民启智康复中心

我的世界, 日复一日, 年复一年,  
我需要我的世界五彩斑斓。

[Pictorial case] Special quiz - Building a strong digital security defense

In September 2022, the special quiz activity "Pay attention to digital security, build a strong digital defense" organized by the Beijing-Tianjin-Hebei Public Science Quality Competition and 360 Public Welfare were launched on 360 Pictorial. Through the special award-winning quiz, the activity mobilizes the general public, including five key groups such as teenagers and the elderly, to learn the ability to identify illegal acts such as network rumors, telecommunication fraud, information theft and strengthen the security awareness of personal information and privacy protection, etc. The activity received nearly 300 million views on 360 Pictorial and other products, attracting 172,000 people to participate in the quiz.



[Pictorial case] Special quiz - Building a strong digital security defense

On September 23, 2022, the fifth Chinese Farmers' Harvest Festival, 360 Public Welfare and Farmers' Daily jointly launched the exclusive Harvest Festival pictorial. By clicking on the pictorial of Harvest Festival on 360 Pictorial, netizens can view the "Harvest Picture" online, pay attention to the fresh agricultural products in the "Golden Autumn Consumption Season" and visit the colorful "Festival Activities" around the country.

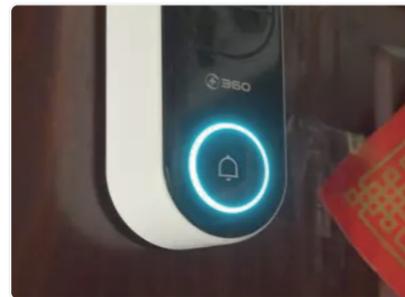


### Donation Reflects Responsibility

While doing a good job in its business, 360 actively fulfills its social responsibility and conducts public welfare donations for emergency disaster relief, safety assistance, and other events, to share worries and solve difficulties for the country and contribute to the people.



[Case1] In early 2022, 360 donated supplies worth more than RMB 4 million to the Hong Kong United Youth Association, demonstrating the concern of private enterprises in the capital for Hong Kong compatriots.



[Case2] 360 Smart Life Group joined hands with Beijing Foundation for Disabled Persons to launch the "200 Smart Doorbell Public Service Activity", by which 360 Smart Life Group donated 360 video doorbells for 200 households that provided all-round protection and care for the disabled, the elderly, pregnant women and other groups that need social attention.



[Case3] In September 2022, 360 Public Welfare and Guanghua Science and Technology Foundation installed 360 droplet cameras in rural families in Jiangxi with the help of the "Childlike Heart Harbor" project. With the power of technology, parents working in cities and children left in rural areas can interact in real time, making technology a "gateway" for family affection.

### Empower Industry Development



### Security Standard Responsibility

360 continues to contribute its long-term accumulated security expertise, actively participated in the progress of national security standards and internationalization, establishes the image of China's security technology leader, and brings into play 360's professional value.

In 2022, 360 led the release of 2 standards, participated in the release of 48 standards, and was developing more than 50 standards. 360 participated in the release of mandatory national standard GB 42250-2022 "Information Security Technology-Security Technical Requirements for Specialized Cybersecurity Products";

T/CCSA 329-2021 | T/CAAAD 001-2021 "Technical Requirements for Application and Security of Internet Advertising Data" was awarded the 2022 Group Standard Application Demonstration Project by the Ministry of Industry and Information Technology. 360 won the 2022 Standard Innovation Organization Award from China Society for the Promotion of Science and Technology Commercialization.

Subject	Name	Participating State
Renmin University of China	Supervision Institution Requirements for Personal Information Protection of Large Internet Enterprises	Participation
Fourth Institute of Electronics, Ministry of Industry and Information Technology	Security Requirements for Handling Sensitive Personal Information	Participation
TAF	Technical Requirements for PC Internet Security Software Interception	Lead
China Academy of Information and Communications Technology	Technical Requirements for Mobile Intelligent Terminal Prevention and Governance of Telecom Network Fraud	Participation
China Academy of Information and Communications Technology	Bad Mobile Application Security (APP) Management Platform Interface Specification	Participation
China Academy of Information and Communications Technology	General Security Detection Specification for Bad Mobile Applications	Participation
Ministry of Industry and Information Technology	Special Action Plan for the Security Governance of Bad Mobile Applications in 2022	Implemented
Office of the Central Cyberspace Affairs Commission, Ministry of Industry and Information Technology, State Administration for Market Regulation	Regulations on the Administration of Internet Pop-up Information Push Services	Released
Ministry of Industry and Information Technology	Further Strengthening the Management of Mobile Internet Applications	Implemented
Ministry of Industry and Information Technology	Guidelines for Reporting and Sharing Data Security Risk Information in the Field of Industry and Information Technology (Trial)	Released
Ministry of Industry and Information Technology	Promoting the Resolution of Using Internet Services with "Secondary Numbers"	Implemented
Development Research Center of the State Administration for Market Regulation	Market Regulation Policy Dynamics	Participation
United Front Work Department	The Project "Outstanding Issues in the Current Development of the Metaverse and Reflections on Regulatory Time"	Participation
Publicity Department	The Project "Metaverse and Ideological Security: Technology, Risk and Regulation"	Participation
Network Coordination Department	New Development and Characteristics of "Information Stations" and Its Enlightenment to China from the Perspective of "Russia-Ukraine Conflict"	Participation
Academy of Social Sciences	Research on Cybersecurity in the Era of the Digital Economy - A Case Study of Typical Cybersecurity Events in Economic and Livelihood Fields from 2021 to 2022	Participation

### Share the Fruits of Development

360 attaches importance to sharing the fruits of development and actively participates in industry activities, exchanges with peer companies on issues such as technological innovation, cybersecurity and industry opportunities. In 2022, 360 participated in a number of domestic and international exchange conferences, such as CEPSI, China Internet Civilization Conference, China International Digital Economic Exposition, World Internet Conference, the 12th Chinese Digital Publishing Exposition, and China Unicom Partnership Conference, to contribute its strength to the development of the industry and create a good external environment for 360's development.



360 participated in hosting the Industrial Security Summit - ISC Internet Security Conference, promoting the healthy development of the industry and calling on business competitors to complement each other for win-win results. In the past ten years, the conference has held 20 international summits, established more than 300 sub-forums, and output more than 2,000 cutting-edge issues in the industry, focusing on security issues in frontier fields such as cyberspace governance, data security, threat intelligence and IoT security. More than 2,000 politicians, industry leaders and cybersecurity experts from more than 30 countries including China, the United States, Russia, Israel and Germany have participated in the conference to discuss the global cybersecurity ecology. In 2022, ISC celebrated its 10th anniversary. With the theme of "Safeguarding Digital Civilization and Creating a New Era of Digital Security", the conference called on the industry to gather strength to build a digital security barrier system for the country and safeguard the development of digital economy.



### Strengthen Exchanges with Associations

By the end of 2022, 360 and its subsidiaries had participated in 11 well-known associations at home and abroad, actively participated in and organized technical exchange activities within the industry, and strengthened exchanges and interactions with relevant enterprises and research institutes at home and abroad, which had been widely recognized by the industry and achieved win-win development in the industry.



Name of Association	Role	Name of Subject
Beijing Artificial Intelligence Industry Alliance	Vice Chairman	Beijing Qihoo Technology Co., Ltd.
Beijing Software Industry Association	Member	Beijing Qihoo Technology Co., Ltd.
Alliance of Industrial Internet	Vice Chairman	360 Security Technology Inc.
Internet Society of China	Vice Chairman	360 Security Technology Inc.
Beijing Network Association	Ordinary Member Unit	Beijing Qihoo Technology Co., Ltd.
Copyright Society of China	Standing Director Unit	360 Security Technology Inc.
China Federation of Internet Societies	Standing Director Unit	360 Security Technology Inc.
Cyber Security Association of China	Vice Chairman Unit	Beijing Qihoo Technology Co., Ltd.
China Netcasting Services Association	Ordinary Member Unit	Wenzhou Xunchi Digital Technology Co., Ltd. Beijing Qihoo Technology Co., Ltd.
Zhejiang Netcasting Association	Standing Director Unit	Wenzhou Xunchi Digital Technology Co., Ltd.
World Internet Conference	Senior Member Unit	Beijing Hongying Information Technology Co., Ltd.



# Global Reporting Initiative GRI Content Index

## GRI 2: General Disclosures 2021

Disclosure	Disclosure Location
2-1 Organizational details	About 360
2-2 Entities included in the organization's sustainability reporting	About 360
2-3 Reporting period, frequency and contact point	About 360
2-4 Restatements of information	About the Report
2-5 External assurance	/
2-6 Activities, value chain and other, business relationships	Responsible Supply Chain
2-7 Employees	People-oriented High-quality Development
2-8 Workers who are not employees	Protect the Rights of Employees
2-9 Governance structure and composition	Legal and Compliant Operation
2-10 Nomination and selection of the highest governance body	Legal and Compliant Operation
2-11 Chair of the highest governance body	Legal and Compliant Operation
2-12 Role of the highest governance body in overseeing the management of impacts	Legal and Compliant Operation
2-13 Delegation of responsibility for managing impacts	Legal and Compliant Operation
2-14 Role of the highest governance body in sustainability reporting	ESG Management
2-15 Conflicts of interest	Legal and Compliant Operation
2-16 Communication of critical concerns	ESG Management
2-17 Collective knowledge of the highest governance body	ESG Management
2-19 Remuneration policies	Talent Training and Development
2-20 Process to determine remuneration	Talent Training and Development
2-22 Statement on sustainable development strategy	ESG Management

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2-28 Membership associations	Empower Industry Development
2-29 Approach to stakeholder engagement	ESG Management

## GRI 3: Material Topics 2021

Disclosure	Disclosure Location
3-1 Process to determine material topics	ESG Management
3-2 List of material topics	ESG Management
3-3 Management of material topics	ESG Management

## GRI 201: Economic Performance 2016

Disclosure	Disclosure Location
201-3 Defined benefit plan obligations and other retirement plans	Employee Welfare and Care

## GRI 203: Indirect Economic Impacts 2016

Disclosure	Disclosure Location
203-1 Infrastructure investments and services supported	Commitment to Social Welfare
203-2 Significant indirect economic impacts	Commitment to Social Welfare

## GRI 205: Anti-corruption 2016

Disclosure	Disclosure Location
205-1 Operations assessed for risks related to corruption	Business Ethics and Anti-Corruption
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Anti-Corruption
205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption

## GRI 302: Energy 2016

Disclosure	Disclosure Location
302-4 Reduction of energy consumption	Green Operation Management

## GRI 401: Employment 2016

Disclosure	Disclosure Location
401-1 New employee hires and employee turnover	Protect the Rights of Employees
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protect the Rights of Employees

## GRI 403: Occupational Health and Safety 2018

Disclosure	Disclosure Location
403-1 Occupational health and safety management system	Caring for Employee Health
403-2 Hazard identification, risk assessment, and incident investigation	Caring for Employee Health
403-3 Occupational health services	Caring for Employee Health
433-4 Worker participation, consultation, and communication on occupational health and safety	Caring for Employee Health
403-5 Worker training on occupational health and safety	Caring for Employee Health
403-6 Promotion of worker health	Caring for Employee Health

## GRI 404: Training and Education 2016

Disclosure	Disclosure Location
404-1 Average hours of training per year per employee	Talent Training and Development
404-2 Programs for upgrading employee skills and transition assistance programs	Talent Training and Development

## GRI 405: Diversity and Equal Opportunity 2016

Disclosure	Disclosure Location
405-1 Diversity of governance bodies and employees	Protect the Rights of Employees

## GRI 413: Local Communities 2016

Disclosure	Disclosure Location
413-1 Operations with local community engagement, impact assessments, and development programs	Commitment to Social Welfare
413-2 Operations with significant actual and potential negative impacts on local communities	Commitment to Social Welfare

## GRI 414: Supplier Social Assessment 2016

Disclosure	Disclosure Location
414-1 New suppliers that were screened using social criteria	Responsible Supply Chain
414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain

## GRI 415: Public Policy 2016

Disclosure	Disclosure Location
415-1 Political contributions	Commitment to Social Welfare

## Reader Feedback Form

Dear reader:

Thank you for taking the time to read this report.

In order to provide you and other stakeholders with more comprehensive, professional and valuable information on environmental, social and governance (ESG) development and to improve the quality of our ESG reports, 360 sincerely invites you to assist in completing the relevant questions in the feedback form. Thank you for your comment.

1. Are you satisfied with the overall impression of this report?

Yes  Normal  No

2. Do you think this report reflects the significant impact of 360 on social responsibility?

Yes  Normal  No

3. Do you think the analysis of the stakeholders identified in this report and their relationship with 360 is accurate and comprehensive?

Yes  Normal  No

4. Do you think the information provided in this report is comprehensive?

Yes  Normal  No

5. Do you think the information provided in this report is readable?

Yes  Normal  No

6. Do you think the overall design of this report is satisfactory?

Yes  Normal  No

Additional comments and suggestions on 360's 2022 Environmental, Social and Governance Report are welcome.

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You may choose to inform us of your valuable comments in the following ways:

Address: Tower A, Building #2, No.6 , Jiuxianqiao Road, Chaoyang District, Beijing, P.R.C.

Zipcode: 100015

Telephone: 010-56821816

Fax: 010-56822789

**2022** Environmental, Social  
and Governance Report  
360 Security Technology Inc.

