



# 2024

**360 Security Technology Inc.**  
Environmental, Social and Governance (ESG) Report

# REPORT PREFACE

## About the Report

This is the third Environmental, Social and Governance (ESG) Report released by 360 Security Technology Inc. This Report has been prepared in accordance with the principles of impartiality, standardized reporting, transparency, and completeness, and provides details on 360 Security's ESG actions and performance in 2024.

## Reporting Guidelines

This report has been prepared in accordance with the following guidelines:

- Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting Trial Version (herein after referred to as the “Guidelines” )
- Guidelines No. 4 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies—Preparation of Sustainability Reports

Additionally, the report also references the following frameworks:

- China Corporate Sustainability Reporting Guide (CASS-ESG 6.0)
- GRI Standards 2021
- UN Sustainable Development Goals (SDGs)
- SASB Standards
- IFRS S1—General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2—Climate-related Disclosure

## Reporting Period

This report covers the fiscal year 2024 (January 1, 2024 to December 31, 2024). To establish benchmarks and ensure comprehensiveness, certain information may pertain to dates or periods outside the specified reporting period.

## Reporting Scope

This Report presents the performance of 360 Security Technology Inc. and all its subsidiaries. Unless otherwise specified, the reporting scope of this Report aligns with 360 Security’s consolidated financial statements.

## Data Sources

This Report has been prepared based on information from official sources of 360 Security. We have implemented appropriate procedures to ensure that the Report does not contain any false or misleading representations and that the information presented herein is accurate and complete. All data in the report are rounded results, and any individual discrepancies are due to the effects of rounding differences.

## Report Release Method

This Report is available for download in electronic format from the website of the Shanghai Stock Exchange (SSE) (<http://www.sse.com.cn>).



## Message from the Chairman

—— “Focusing on AI and security while accelerating the development of new quality productive forces”

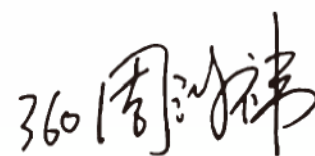


As AI technologies continue to evolve rapidly, Chinese large-model enterprises have demonstrated remarkable innovation capabilities on the global stage. Top-tier home-grown large AI models like DeepSeek are nearing GPT-4o in terms of overall performance. In fact, they have outperformed GPT-4o in Chinese language processing and specific niche applications. Notably, they outperform in Chinese language understanding and specific vertical application scenarios. The “slow thinking” approach to complex reasoning has emerged as a new frontier in AI development. On the cost side, the significant reduction in deployment and API access costs has lowered the threshold for developers, stimulating enthusiasm for AI application development and accelerating the widespread adoption of large models.

This year's *Government Work Report* outlines the Chinese government's commitment to advancing the “AI Plus” initiative, supporting the widespread adoption of large AI models, and strategically deploying computing power and data infrastructure. These efforts aim to accelerate the comprehensive development of the AI industry and promote its deep integration across various sectors.

The rapid advancement of domestically developed large AI models presents both significant opportunities and novel security challenges that existing cybersecurity tools are ill-equipped to address. These challenges primarily manifest three key areas: the base model, the knowledge base, and the intelligent agent. Base models are susceptible to hallucinations, potentially generating inaccurate information, especially in sensitive domains like policy, law, and business. Knowledge bases without adequate security safeguards are vulnerable to the leakage of core data assets. Compromised intelligent agents can trigger cascading failures across interconnected systems, potentially even damaging physical infrastructure damage.

360集团创始人：周鸿祎



360 has consistently aligned its mission with advancing China's national digital transformation agenda. In this reporting period, we implemented a dual-track “AI+Security” development strategy, empowering industrial digitalization with large models to drive the evolution from digitalization to intelligentization, and upholding the security foundation of the digital economy through the concept of Security-as-a-Service (SECaaS). We reshaped our Internet on PC and digital security businesses with AI. Key to this transformation was the 360 Smart Brain, a general-purpose large cognitive AI model that was developed by our team and boasts hundreds of billions of parameters. We also launched enterprise-level AI solutions and various industry or domain-specific large AI models to drive digital transformation and upgrading of industries. To date, 360's large-model solutions have supported the training, deployment, and delivery of nearly 20 vertical models across diverse industries. We have launched innovative products like Nano AI Search, 360 AI Office, and 360 Security Large Model based on the model-controlling-model concept.

Guided by our mission to “make the world safer and better,” 360 Security has deeply embedded ESG principles into both our corporate strategy and day-to-day operations. As a global leader in AI-powered digital security, we place user value at the core of our operations and uphold regulatory compliance as a foundational principle. While safeguarding digital ecosystems, we remain committed to fulfilling our corporate social responsibilities.

### Environmental responsibility: Driving green development through technology

Actively responding to China's “Dual Carbon Goals” (carbon peaking by 2030 and carbon neutrality by 2060), we have been driving green development through technology. In 2024, by greening data center operations and adopting smarter energy management solutions, our direct greenhouse gas (GHG) emissions dropped 39.66% year-over-year. Our data centers in Beijing and Zhengzhou reported industry-leading Power Usage Effectiveness (PUE) values. Additionally, our rooftop solar power and rainwater reuse systems played a significant role in reducing resource consumption.

### Social responsibility: Safeguarding the digital ecosystem

We remain committed to safeguarding the digital ecosystem through robust security capabilities. In 2024, 360 Security intercepted more than 1,300 APT attacks targeting China. Our 360 Security Large Model and 360 Security Cloud, a Software-as-a-Service (SaaS) product, have benefited multiple small and medium-sized enterprises (SMEs). Our vulnerability mining and network security services have been recognized with three honors from the China National Vulnerability Database of Information Security (CNNVD). We provide customers with full life cycle service support, and as the first Chinese company to obtain certification for our AI management system, we are committed to continued enhancement of our management capabilities in the AI field.

### Corporate Governance: Driving Sustainable Growth Through Compliance

To ensure high-quality and long-term development, we are proactively strengthening our corporate governance system. This includes implementing robust checks and balances and transparent decision-making decision-making and execution processes, enhancing internal control and risk management systems, and establishing a robust mechanism to prevent misconduct.

Moving ahead, 360 Security remains steadfast in supporting China's Dual Carbon Goals, and harness the power of AI technology to enhance security solutions and drive green transformation. We will also collaborate closely with our industrial chain partners to foster a secure digital ecosystem.

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# 01

## About 360 Security —

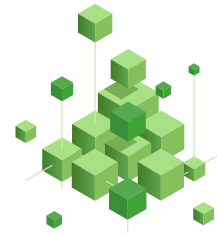
CORPORATE PROFILE  
CORPORATE CULTURE  
BUSINESS SEGMENTS  
2024 HIGHLIGHTS  
REWARDS AND HONORS





## Corporate profile

360 Security, founded in 2005, is committed to empowering users with free cybersecurity solutions. The Company has established itself as a global leader in AI-powered digital security solutions.



## Corporate culture

360 Security's  
Corporate Culture

- Mission Make the world safer and better
- Core Values User-first mindset, mission-driven approach, innovation, open collaboration, and integrity
- Vision Provide innovative solutions for a safer world

## Business segments

### Internet services



Our Internet business leverages high-performing traffic channels to drive online revenue through Internet advertising and services, and value-added service like e-commerce and online games. By efficiently connecting businesses with consumers, we effectively monetize web traffic.

#### Internet-based Commercial Services:

These services primarily generate revenue by displaying advertising within our computer software products like 360 Nano AI Search, 360 Search, 360 Browser, 360 Safeguard, and 360 Software Manager.



#### Internet-based AI Products:

Building on the basic functionalities of our existing software, we generate membership subscription revenue by offering premium services tailored to specific user needs. Our product portfolio primarily comprises 360 AI Office, 360 Browser, 360 Safeguard, and a wide range of specialized applications addressing tasks such as input, scanning, translation, and document management.



## Digital security

Through its '360 Security Cloud, the company has cloudified its national service capabilities, making them accessible to cities and enterprises. By promoting the SECaaS concept, 360 is driving transformation in the cybersecurity industry and supporting the digital transformation of nations, cities, industries, and enterprises. Meanwhile, guided by the concept of model-controlling-model, the company has integrated large models with cybersecurity, combining model technology, methodologies, web-wide data, and expert knowledge to launch the 360 Security Large Model. This initiative aims to democratize the benefits of large-scale AI while driving transformative advancements in cybersecurity productivity.

SECURITY PRODUCT PANORAMA	Security Large Model	Network Infrastructure Security	Asset and Vulnerability Management	Xinchuang (Indigenous IT Adaptation)
	360 Security Large Model	360 Security Firewall System 360 Internet Behavior Audit System 360 Network Intrusion Prevention System (IPS) 360 Advanced Persistent Threat (APT) Warning System 360 File Threat Analysis System 360 DNS Security Monitoring System 360 DNS Security Gateway System 360 DNS Threat Analysis Platform 360 O&M Security Management System 360 Information Isolation and Exchange System	360 Cyber Space Mapping System 360 Unified Information Asset Security Management Platform 360 Asset Vulnerability Scanning Platform 360 Asset and Vulnerability Detection Management System	360 Log Collection and Analysis System Local Security Brain 360 Secure Browser 360 Enterprise Secure Browser 360 Advanced Persistent Threat (APT) Warning System 360 File Threat Analysis System 360 Asset and Vulnerability Detection Management System 360 Connected Cloud Access Platform 360 Website Cloud Monitoring System 360 Antivirus System 360 Endpoint Protection System 360 Endpoint Security Management System 360 Host Monitoring and Audit System
	Data Security	Security Brain	Website Security	Cloud Security
	360 Data Security Management Platform 360 Static Data Desensitization System 360 Database Firewall System 360 Database Audit System 360 Database Encryption System (Access Control) 360 Data Security Supervision and Inspection Toolkit 360 API Security Gateway System 360 Database Operation and Maintenance Security Gateway System	Local Security Brain 360 Security Analysis and Response Platform 360 Log Collection and Analysis System 360 Attack Resistance Evaluation System	360 Web Application Firewall (WAF) 360 Website Cloud Protection System 360 Website Cloud Monitoring System	360 Yunzhen Cloud Security Management Platform 360 Vulnerability Crowdsourcing Testing Service Platform 360 Connected Cloud Access Platform
	Endpoint Security	Security Education and Talent Development	Connected Vehicle Security	SaaS Services
	360 Enterprise Secure Browser 360 Enterprise Secure Browser (SaaS) 360 (Cloud) Host Security Protection System 360 Win7 Shield Host Hardening System 360 Antivirus System 360 Enterprise Security Cloud 360 Endpoint Protection System 360 Security Cloud – Home Edition 360 Security Cloud – Education Edition 360 Endpoint Security Management System 360 Endpoint Application Security Access Control System 360 Host Monitoring and Audit System	ISC Security Course Education & Training Platform 360 Cyber Attack and Defense Training Platform 360 Cyber Attack and Defense Competition Platform 360 Cyber Attack and Defense Training Platform 360 Next-Generation Real-World Cyber Attack and Defense Range Platform 360 Next-Generation Real-World Cyber Attack and Defense Range Platform(SaaS)	360 Connected Vehicle Security Monitoring Platform 360 Connected Vehicle Security Testing Platform	360 Security Cloud ISC Security Course Education and Training Platform 360 Cyber Space Mapping System 360 Enterprise Secure Browser (SaaS) 360 Vulnerability Cloud Crowdsourced Testing Platform (SaaS) 360 Vulnerability Intelligence Platform 360 Next-Gen Real Network Cyber Range Platform (SaaS) 360 DNS Security Monitoring System 360 Connected Cloud Access Platform 360 Website Cloud Protection System 360 Website Cloud Monitoring System 360 Security Cloud – Home Edition 360 Security Cloud – Education Edition
	Threat Intelligence			
	360 Vulnerability Cloud Crowdsourced 360 Vulnerability Cloud Crowdsourced/TIP			

## Smart hardware

Guided by the vision of Smart Security, we create intelligent hardware products and cloud solutions powered by large AI models. The product line of our smart security hardware business includes smart cameras, doorbell cameras, dashboard cameras. The company is strategically transitioning its business focus from a hardware sales model to one that integrates both hardware and cloud services. While hardware remains the primary driver for user acquisition, our value-added services, such as cloud services, play a key role in driving revenue growth.





# Milestones

In 2024, 360 Security will continue to pursue the dual-track strategy centered on AI and security. We will leverage our core technological strengths in AI and digital security to help China become a modern digital powerhouse and foster new quality productive forces.

We are committed to harnessing the power of AI to transform our business segments. User feedback on our AI-powered Internet products, including N Search and 360 AI Office, has been overwhelmingly positive. We've also made significant strides in upgrading our large AI models. For example, we have enhanced the foundational capabilities of our proprietary 360 Smart Brain, a general-purpose large AI model with hundreds of billions of parameters. We have also launched enterprise-level AI solutions and various industry-specific large AI models to drive digital transformation of industries. To date, we have completed the training and deployment of nearly 20 industry-specific large AI models.

We leverage our advanced threat detection capabilities to safeguard national networks and detect advanced persistent threats (APTs) originating from overseas, reaffirming our commitment to digital security. We have a long-standing commitment to delivering effective solutions and practical guidance to government and enterprise clients, empowering them to address a wide range of network threats through our cloud-based, service-oriented offerings. Guided by our model-controlling-model concept, we have developed 360 Security Large Model. Customers who purchase any of our standard products receive complimentary access to its core capabilities. This initiative underscores our commitment to democratizing large AI models and fostering new quality productive forces in cybersecurity.



## AI

### 360 Security launched Nano AI Search, advancing the frontiers of search engine technology

To better serve Internet users nationwide, 360 Security introduced N Search, an innovative AI-powered search engine. This multimodal platform goes beyond traditional functionality of search engines by integrating search, learning, writing, and content creation into one seamless workflow.

N Search supports a variety of input methods, including text, voice, image, and video queries, reflecting its commitment to simplicity and efficiency. By accurately interpreting user intent, N Search eliminates the need to sift through irrelevant results, providing users with precise, targeted information right away. N Search supports a variety of input methods, including text, voice, image, and video queries, reflecting its commitment to simplicity and efficiency. By accurately interpreting user intent, N Search eliminates the need to sift through irrelevant results, providing users with precise, targeted information right away. Based on user queries and uploaded documents, this product can generate diverse content, including talk shows, pingshu, podcast scripts, and unique digital avatars. It can also create videos from user-provided descriptions and images. This capability transforms the search engine from a simple tool into a versatile creative platform. Turning the concept of "search as creation" into reality.

On the technical front, N Search is built upon 360 Security's pioneering Collaboration-of-Experts (CoE) architecture. By combining intent recognition with task routing models, it intelligently coordinates over 50 large models from 16 domestic providers — such as DeepSeek, Doubao, and Tongyi Qianwen. This enables the delivery of highly intelligent and personalized search results, offering users a significantly enhanced experience.

N Search recently launched a "Knowledge Base" feature that empowers users to efficiently organize, store, and leverage individual knowledge or collective knowledge of a team. This feature supports a wide range of file formats, including documents (Word, Excel, PowerPoint, PDF, etc.), images (JPEG, PNG, etc.), audio and video files (MP3, MP4, etc.), source code (Python, Java, etc.), and web pages, enabling seamless integration of diverse information types into a single platform. Furthermore, N Search can leverage integrated large language models (LLMs) to analyze and annotate files within the Knowledge Base and convert them into easily readable text. This enables users to quickly locate the information they need through keyword searches, even within non-text files such as images or audio, thereby significantly enhancing productivity and learning efficiency.

Since its launch, N Search has demonstrated sustained user growth. According to the March 2025 rankings released by the official account "AI Product Rankings" (aicpb.com), the web-based version of N Search ranked among the world's top three AI search engines. On the mobile side, as of March 31, 2025, the Nano AI Search app recorded over 19 million monthly active users (MAU).

### Through multiple updates, the core functionality of 360 Smart Brain has been continuously improved

On March 29, 2023, we launched 360 Smart Brain 1.0, our first internally developed general-purpose AI model with 100 billion parameters. Since then, we have released several upgraded versions of the model. In October 2024, we released 360gpt2-pro, which demonstrated significant performance improvements in key tasks such as mathematical problem-solving and various complex logical reasoning. In December 2024, we unveiled 360zhinao2-o1, our latest reasoning-focused update. This version uses tree search algorithms to construct thought chains and incorporates a reflection mechanism, trained through reinforcement learning to enable self-reflection and self-correction.

In *Chinese Large AI Model Benchmark Evaluation Annual Report 2024*, SuperCLUE, a leading AI model evaluation organization in China, awarded a gold medal to 360zhinao2-o1, recognizing it as one of the first-tier cohort of domestic large models. The report highlights the model's exceptional capabilities and competitiveness in deep reasoning, computation, logical inference, and agent-specific tasks.

### 360 Security established 360 Digital Intelligence Group to lead its expansion into the digital and intelligent transformation

In the first half of 2024, 360 Security established 360 AI Group. This subsidiary develops and operates a comprehensive suite of AI solutions for businesses and government agencies, including large AI models, knowledge and information services, digital collaboration platforms, and bespoke AI applications. 360 AI Group's mission is to provide clients with comprehensive, secure, and reliable support as they navigate their digital transformation. It focuses on the unique needs of traditional industries, leveraging the power of AI to drive cost reductions and efficiency gains. By empowering these industries to enhance quality and efficiency, 360 AI Group aims to establish a new high-quality development model. To date, the company has served numerous large and medium-sized enterprises. Our AI solutions for government and enterprise clients are built on a structured framework comprising five layers and two supporting components.

The five layers are:

- (1) Computing Infrastructure Layer: This foundational layer provides the essential infrastructure and core capabilities required for an organization's AI ecosystem. It supports subsequent model and application development.
- (2) Knowledge and Information Layer: This layer focuses on leveraging data to build a knowledge system to facilitate knowledge accumulation, sharing, and utilization.
- (3) AI Model Layer: This layer involves developing specialized models tailored to various scenarios.
- (4) AI Tool Layer: This layer offers standardized and business-specific tools, laying the groundwork for effective execution of tool calls by intelligent agents.
- (5) AI Intelligent Agent/Application Layer: This layer achieves task automation through the deployment of digital employees.

The two supporting components are:

- (1) Unified AI Client Interface: This provides a centralized workspace accessible to all employees of the enterprise client.
- (2) AI Security: We ensure the secure operation of our AI applications across their entire lifecycle.

### By leveraging AI to redefine our Internet product suite, we doubled our membership subscription revenue

During the reporting period, we launched 360 AI Office, a membership-based subscription product designed for office scenarios. The product integrates over 200 office-related benefits, including image processing, writing assistance, document editing, audio and video editing, presentation creation, and translation. It aims to provide one-stop AI-powered office and marketing solutions across diverse industries and use cases.

In 2024, leveraging the capabilities of our large AI models, we revamped our entire suite of Internet applications. By updating user benefits, expanding our AI product categories, and strengthening marketing operations, the company drove rapid user growth for its internet products, with its user base exceeding 6 million by year-end.



## Security Field

### By detecting and defending against APT attacks, 360 Security has strengthened the foundation for digital security

Over the past decade, we have steadily strengthened China's national-level cybersecurity defenses. To date, we have identified 57 APT groups, representing 98% of all such entities discovered within the country, including state-sponsored hacking organizations such as the U.S. Central Intelligence Agency (CIA) and National Security Agency (NSA). These groups have been involved in prolonged, covert cyber operations targeting critical infrastructure, scientific research institutions, and government agencies across China.

In response to a foreign cyberattack targeting Northwestern Polytechnical University, CVERC and our company quickly assembled a joint technical team to conduct a thorough investigation. Together, we successfully reconstructed a comprehensive picture of the incident, detailing its technical characteristics, attack methods, intrusion paths, and source. The resulting report served to challenge the U.S.'s advantage in cyber operations directed at China.

During the 2025 Asian Winter Games, major event information systems and critical information infrastructure in Heilongjiang Province were hit by a large number of foreign cyberattacks. Leveraging our advanced cybersecurity data analytics capabilities and our in-house, security-focused large AI model, we quickly traced the origin of these attacks. The investigation attributed the attacks to the U.S. National Security Agency (NSA) and linked the operation to three specific operatives and two American universities.

Furthermore, in 2024, we published *Global Advanced Persistent Threat Report 2024*, providing in-depth analysis of active APTs. We also intercepted over 1,300 APT attacks targeting China's 14 critical sectors such as government, education, research, defense, and transportation. These attacks posed a serious risk to national security. 360 Security is dedicated to providing government and businesses with effective solutions and best practices to combat challenges and threats in today's dynamic digital security landscape shaped by the evolving political climate and international relations

### With 'visibility' as the core, 360 Security is leading the industry's efforts to develop a 'China solution' for digital security

The company leverages cloud computing, big data, and AI technologies to deliver security services through an internet-based model, pioneering the world's first cloud-based threat detection and elimination technology. Through serving C-end users, we have accumulated leading global-scale safety big data, developed the capability to monitor global and network-wide security landscapes, and established a comprehensive cloud-based operational service system. This initiative has provided a groundbreaking "China Solution" for digital security, addressing the nation's critical challenge of "detecting" advanced threats—a long-standing bottleneck in the field.

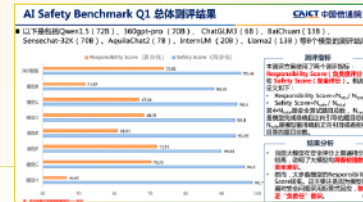
### Built on the model-controlling-model concept, 360 Security Large Model is leading the AI security sector

In March 2024, 360 Security launched 360 Security Large Model 3.0, designed to emulate the way the human brain processes information. Drawing on rich datasets, expert insights, and high-performance computing, the model ensures accurate security detection while achieving in-depth threat discovery. 360 Security Large Model has been successfully deployed in real-world scenarios, including Advanced Persistent Threat (APT) attack mitigation, ransomware interception, protection against vulnerabilities, and attack-defense drills. Recognized for its technological strengths and innovation, this model has garnered significant industry recognition, receiving certifications and awards from authoritative organizations such as IDC and CCID Consulting.

This model has been integrated into 360 Security's entire security product portfolio, driving continual enhancements in performance and functionality. In 2024, 360 Security Large Model was successfully tested and deployed in real-world settings for over 50 major clients in the government, energy, finance, and education sectors, and in the public cloud environments of more than 500 SMEs.



# Rewards and honors



CAICT revealed the results of its first AI safety benchmark test of Q1 2024, and 360 Security's proprietary general-purpose AI model, 360 Smart Brain, ranked first in overall performance

Awarding Organization: China Academy of Information and Communications Technology (CAICT)

Co-leading organizations of the National Large AI Model Benchmark Testing Group

Awarding Organization: Key Laboratory of Standards and Applications for New Generation Artificial Intelligence, Ministry of Industry and Information Technology (MIIT)



Recognized as "Outstanding Contributor to Malicious Domain Name Takedown"

Awarding Organization: China Cybersecurity Threat Governance Alliance (CCTGA)

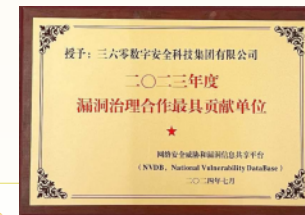
Recognized as "Outstanding Member Organization"

Awarding Organization: Anti Network-Virus Alliance of China (ANVA)



The Annual Award for Outstanding Contribution to Vulnerability Control, the Award for Outstanding Contribution to Phase 2 Vulnerability Control, the Annual Award for Outstanding Technical Support, the Core Technological Support Award, the Excellent Vulnerability Management Award, and the Award for Outstanding Contribution to Phase I Vulnerability Control 2024, etc.

Awarding Organization: China National Vulnerability Database of Information Security (CNNVD)



Recognized as "Most Contributive Unit to Vulnerability Governance Cooperation" and "Top Contribution Unit to Vulnerability Reporting"

Recognized as "Three-star Technical Support Unit" by the General-Purpose Internet Product Vulnerability Database

Awarding Organization: National Vulnerability Database (NVD)



Recognized as "Outstanding Contribution for Information Submission" and "Special Collaboration Contribution Unit"

Awarding Organization: China National Vulnerability Database (CNVD)

Designated as "Class-A Cybersecurity Emergency Service Support Unit" and "Cybersecurity Emergency Service Support Unit"

Awarding Organization: National Computer network Emergency Response Technical Team (CNCERT)



the Cybersecurity Capability Certificate for Security-focused Large AI Models a key contributor to the development of Capability Requirements and Assessment

Awarding Organization: Artificial Intelligence Industry Alliance (AIIA)



# Rewards and honors



**Digital Government Innovation Best Practice**  
Awarding Organization: China Information Industry Association



**Became a member of the Data Security High-Quality Enterprise Cultivation Working Group**  
Awarding Organization: China Electronics Standardization Institute



**Zhou Hongyi, founder of 360 Security, was elected as the first chairman of the World Internet Conference's Specialized Committee on Artificial Intelligence.**  
Awarding Organization: World Internet Conference

排名	企业名称
1	北京奇虎科技有限公司
2	北京国双科技有限公司
3	北京智芯微电子科技有限公司
4	天地融科技股份有限公司
5	慧之安信息技术股份有限公司
6	掌阅科技股份有限公司
7	云知声智能科技股份有限公司
8	北京云边科技股份有限公司
9	煤炭科学研究院有限公司
10	北京声智科技有限公司

**Ranked No. 1 among Beijing-based "Specialized, Sophisticated, Distinctive and Innovative" enterprises by the number of invention patents**  
Awarding Organization: Beijing Bureau of economy and information technology



**360 Smart Life received the CPS Most Promising Enterprise Award**  
Awarding Organization: Shenzhen Security and Protection Industry Association and Organizing Committee of China Public Security Expo (CPSE)



**Recognized as one of the Top 100 Digital Security Companies in Innovation Capability and one of the Top 10 Innovators of the Year in the Digital Security Field at ISC.AI 2024**  
Awarding Organization: Internet Security Conference (ISC.AI)



**Became a member organization of the first council of the Hong Kong China Network Security Association (HKCNSA)**  
Awarding Organization: HKCNSA



**Ranked No.2 on the 2024 list of Beijing's Top 100 Most Innovative Private Enterprises, based on scientific and technological innovation capabilities**  
Awarding Organization: Beijing Municipal Federation of Industry and Commerce



**360 Security Large Model was recognized as one of the Top Ten Best Examples of Innovation-driven Development in China's Internet Sector (2024) and one of the Most Innovative AI Applications of the Year**  
Awarding Organization: CyberSecurity Association of China

# 02

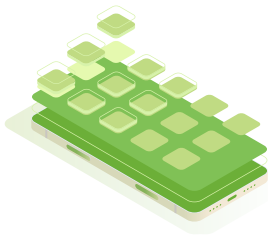
## Materiality Assessment

DOUBLE MATERIALITY ASSESSMENT  
DUE DILIGENCE AND STAKEHOLDER ENGAGEMENT  
MATERIALITY ASSESSMENT RESULTS





# Double materiality assessment


To identify key ESG issues for this report, we conducted a dual materiality analysis in accordance with the *Guidelines*, referring to the material analysis principles, methods, and processes outlined in the ISSB Standards, the GRI Standards, and other relevant disclosure frameworks. We established a rigorous process for issue identification and materiality assessment and evaluated each ESG factor from both financial and impact perspectives. This approach enabled us to determine the most significant issues for our company and assess their actual and potential impacts on our operations.



# Due diligence and stakeholder engagement

To comprehensively and accurately identify ESG issues, we have identified six primary stakeholder groups: government and regulatory bodies, shareholders and investors, clients and users, employees, suppliers and partners, and communities and media, based on considerations of the specific characteristics of our industry, the realities of our operations, and our business model. We have also established a regular stakeholder engagement mechanism. By proactively gathering stakeholder concerns and feedback through regular/irregular interviews, surveys, targeted communication, and other channels, we aim to create more sustainable and relevant value for our stakeholders.

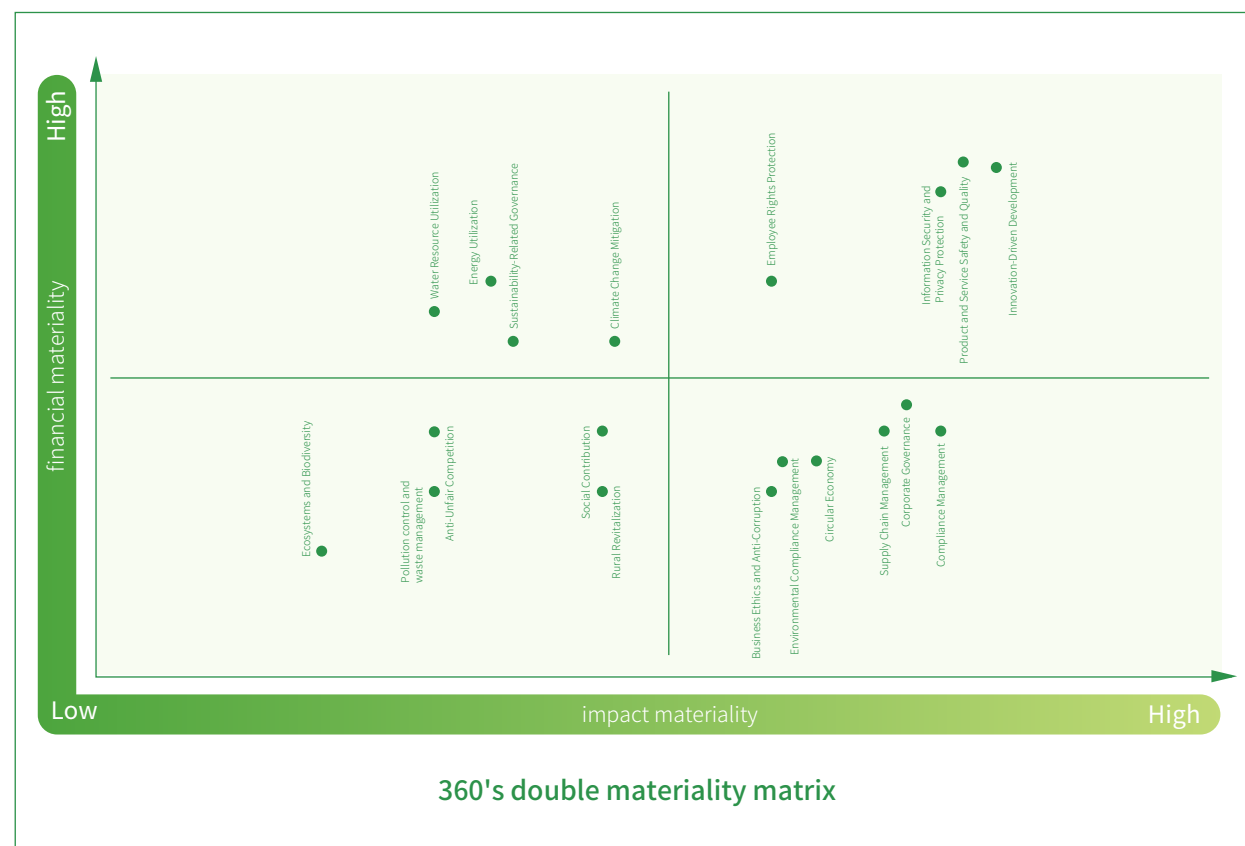
Stakeholders	Concerns	Communication and feedback
 Government and Regulatory Bodies	Compliance with laws and regulations Compliance initiatives Fair competition Climate change response Pollution prevention and control Management of resources Energy efficiency Supply chain security Product and service security Labor rights	Policies and guidelines Regulatory audit Visits Disclosure of information
 Shareholders/Investors	Financial stability Transparency Risk management Innovation	Annual General Meetings Corporate announcements Investor communication

Stakeholders	Concerns	Communication and feedback
 Clients and Users	Quality products and services User experience Data security and privacy protection	User feedback channels Social media engagement Customer satisfaction surveys
 Employees	Recruitment Protection of employee rights Employee training and development Work-life balance	Employee training and communication Employee wellness programs Employee feedback channels Employee satisfaction surveys
 Suppliers and Partners	Fair cooperation Mutual benefits Sustainable supply chain Supplier capacity building	Supplier management Supplier meetings Industry events Technical cooperation
 Communities and Media	Environment protection Social welfare programs Corporate Social Responsibility	Strategic partnerships Media engagement Community engagement



# Materiality assessment results

In 2024, we conducted a thorough review of our ESG issues to ensure their comprehensiveness and alignment with established Guidelines, stakeholder feedback, and our current operations. This review led to the addition and deletion of certain issues. The deleted issues were integrated as indicators within other relevant topics. We also updated the naming of some issues to maintain consistency with the Guidelines; these changes are detailed in this report.



## High Financial and Impact Materiality Topics

(four material topics)

- Product and Service Safety and Quality
- Innovation-Driven Development
- Information Security and Privacy Protection
- Employee Rights Protection

## High Financial Materiality, Low Impact Materiality Topics

(four material topics)

- Climate Change Mitigation
- Energy Utilization
- Water Resource Utilization
- Sustainability-Related Governance

## Low Financial Materiality, High Impact Materiality Topics

(six material topics)

- Compliance Management
- Corporate Governance
- Supply Chain Management
- Circular Economy
- Environmental Compliance Management
- Business Ethics and Anti-Corruption

## Low Financial and Impact Materiality Topics

(five material topics)

- Social Contribution
- Rural Revitalization
- Anti-Unfair Competition
- Pollution control and waste management
- Ecosystems and Biodiversity

## 360 Security Technology Inc 2024 Dual Materiality Topics List





# 03

## ESG Governance Framework

DOUBLE MATERIALITY ASSESSMENT

DUE DILIGENCE AND STAKEHOLDER ENGAGEMENT

MATERIALITY ASSESSMENT RESULTS



# Sustainability governance framework

360 Security places a strong emphasis on building a robust ESG governance system. To ensure effective alignment between our ESG strategy and our operations, we have implemented a top-down, three-tiered governance framework, designed in accordance with the *Guidelines*. This framework comprises the Board of Directors at the highest level of decision-making, senior management overseeing the implementation of the ESG strategy, and various functional departments responsible for the implementation of the ESG strategy.



## Board of Directors

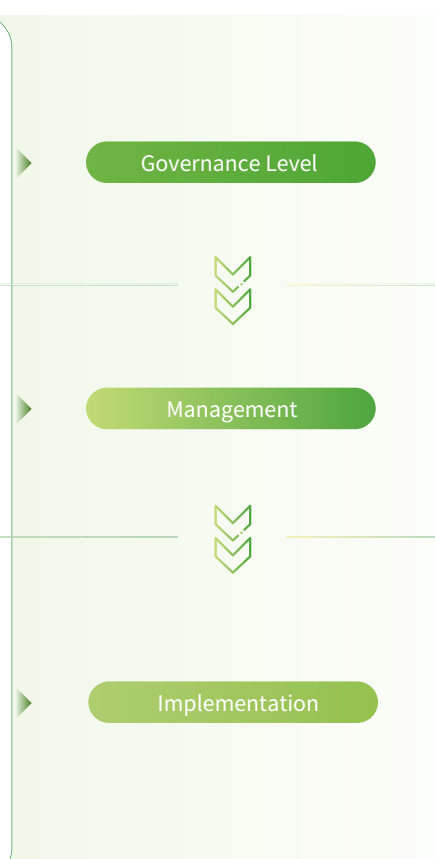
- Reviewing and approving the Company's ESG strategy and goals, to ensure their alignment with the Company's long-term objectives;
- Reviewing and approving the Company's ESG report and the disclosure of material ESG issues;
- Reviewing and approving material ESG issues and associated major risk response plans, etc.

## Senior Management

- Directing and overseeing the implementation of the Company's ESG policy and strategy;
- Reviewing the Company's ESG report and the disclosure of material ESG issues;
- Evaluating material ESG issues and associated major risk response plans, etc.

## ESG Task Force

- Standardizing and normalizing ESG practices and ensuring compliance with approval procedures;
- Preparing ESG-related reports, implementing management directives, collecting and organizing data from various platforms, departments and subsidiaries, and disclosing ESG information to the public;
- Following emerging ESG trends, interpreting relevant legal and regulatory frameworks, aligning ESG practices with the Company's ESG strategy, managing ESG risks and issues, and providing feedback and recommendations, etc.



# Sustainability governance mechanisms

To ensure the standardization and ongoing improvement of our ESG performance, we have established sustainability governance mechanisms and integrated them into our daily operations and decision-making processes. These mechanisms have enabled us to effectively mitigate ESG risks.



Mechanism	Specific Actions
Internal Control Mechanisms	We've established an ESG-related internal control system. On the environmental front, we have established clear rules for energy management, waste treatment, and water resource utilization, with well-defined departmental responsibilities and processes for energy conservation, emissions reduction, and environmental compliance. On the social front, the internal control system addresses employee rights, supply chain management, and product quality and safety, supporting our operational continuity and CSR objectives. On the governance front, we've put into place robust mechanisms for information disclosure, internal audits, and compliance management.
Information Reporting Mechanisms	Management is responsible for regularly reviewing ESG issues based on the ESG Task Force's proposals and reporting the review results to the Board of Directors.
Performance Evaluation Mechanisms	Senior management's performance related to ESG initiatives and key ESG indicators, including talent development, environmental management, data security, occupational health, technological innovation, and major incident management, has been incorporated into our management performance appraisal system.

# ESG capability improvement

During the reporting period, to advance our ESG efforts, promote ESG-related innovation, and enhance the expertise of our personnel, we participated in multiple ESG training sessions and other ESG-related activities organized by the Shanghai Stock Exchange. This included collecting 2024 exemplary ESG practices among listed companies.



# 04

## Environmental Commitment

RESPONSE TO CLIMATE CHANGE

ENVIRONMENTAL COMPLIANCE

POLLUTION CONTROL AND WASTE MANAGEMENT

ENERGY CONSERVATION

WATER CONSERVATION

CIRCULAR ECONOMY

ECOLOGICAL AND BIODIVERSITY CONSERVATION





# Response to climate change



## Climate governance

360 Security is committed to supporting China's Dual Carbon Goals and pursuing a path of green and low-carbon development. We foster a strong sense of social responsibility and environmental awareness within our organization. We've established a climate governance system, with the Board of Directors as the highest authority and the ESG Task Force responsible for executing specific tasks. This system is designed to progressively integrate climate change considerations into our corporate management.


## Climate strategy

### Climate scenario analysis

By combining the climate scenarios outlined in the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC) with an in-depth analysis of industry trends, 360 Security has identified various financial and non-financial risks, as well as potential opportunities, under these scenarios. We have also developed corresponding response strategies to ensure that our operational strategies remain resilient and effective throughout the global climate transition.

Scenario	Reference	Projected Temperature Increase	Scenario Description
High emissions scenario	The IPCC's Shared Socioeconomic Pathways (SSPs) 5-8.5	More than 4°C above pre-industrial levels	This scenario is typically characterized by high emissions, significant developmental inequality, and strong dependence on fossil fuels. In this scenario, physical risks are relatively high, while transition risks are relatively low. As countries fail to introduce or implement effective climate change policies, energy demand and GHG emissions continue to rise, leading to sustained global surface warming and more frequent extreme weather events.
Low emissions scenario	SSPs 1-2.6	Less than 2°C above pre-industrial levels	This scenario envisions a sustainable socioeconomic future with low radiative forcing levels. It is often described as a future pathway that harmonizes the green transition and climate action. In this scenario, transition risks are relatively high, while physical risks are relatively low. This scenario aims to achieve the Paris Agreement's long-term goals of limiting global warming to well below 2°C by the century's end and even below 1.5°C.

## Climate risks and opportunities

Type	Climate Risks	Risk Description	Financial Impact	Level of Impact	Impact Duration	Mitigation Measures
 Physical risks	Acute risks	Extreme weather events caused by climate change, such as heavy rain and extreme heat, may disrupt the daily operations of data centers and the Company, affecting business continuity and operational safety.	Data center disruptions may lead to direct revenue loss and increased operating costs.	Medium	Short-term	<ul style="list-style-type: none"><li>Proactively track extreme weather alerts issued by meteorological departments and create response plans to safeguard data center operations from extreme weather events</li><li>Establish robust environmental risk emergency plans, conduct annual risk assessments and reviews, and carry out regular emergency drills</li></ul>
	Chronic risks	In 2024, China's average temperature was 10.9°C, 1.01°C higher than the historical average (9.89°C), making it the warmest year on record. Rising temperatures will lead to water shortages, straining data centers' cooling systems and necessitating greater water conservation efforts.	Rising temperatures may increase energy and water consumption for cooling purposes, leading to increased operating costs.	Low	Medium-to long-term	<ul style="list-style-type: none"><li>Establish emergency response mechanisms for cooling systems and enhance the efficiency and resilience of data centers' cooling systems</li><li>Regularly inspect municipal water supply systems and maintain an adequate backup water supply</li></ul>
 Transition risks	Policy risks	As China advances towards its carbon neutrality goal, some Chinese provinces and cities have begun including Internet data centers and other similar businesses in carbon emissions trading schemes. For example, Beijing mandates that Internet companies with annual carbon emissions exceeding 5,000 tons (such as VNET Group and Baidu) participate in carbon trading.	360 Security may also be subject to quota regulations, and be required to purchase emission allowances or implement carbon offset projects to compensate for excessive emissions. This will directly increase operating costs.	Low	Medium-to long-term	Promote the green transformation of data centers and energy-intensive business segments (e.g., using liquid cooling technology, purchasing green electricity)
		360 Security is faced with increasing scrutiny from regulators, investors, ESG rating agencies, the public, and other stakeholders concerning our climate-related performance. Failing to meet their expectations could negatively impact our investment and financing opportunities, as well as our overall sustainability performance.	Failure to meet stakeholders' expectations may lead to increased scrutiny, decreased revenue, and a decline in brand market value, and may increase investment and financing costs.	Medium	Medium-to long-term	Establish a normalized stakeholder communication mechanism and improve the quality of disclosure



Type	Climate Risks	Risk Description	Financial Impact	Level of Impact	Impact Duration	Mitigation Measures
 Transition risks	Technological risks	The industries the Company primarily operates in, AI and digital security, are technology-intensive and are expected to be impacted by China's advancement towards its Dual Carbon Goals. This means we could face increased pressure to transition to energy-efficient technologies.	If the Company fails to adapt to technological shifts, our existing technologies could become obsolete, driving up R&D costs and operating expenses.	Medium	Medium-to long-term	<ul style="list-style-type: none"> <li>Promote technological advancement by increasing investment in low-carbon technologies</li> <li>Collaborate with universities and research institutions to accelerate the development and adoption of new technologies</li> </ul>
	Market risks	Growing consumer environmental awareness is driving a shift towards green consumption. Consumers are increasingly favoring low-carbon and energy-efficient products.	If we fail to reduce the carbon footprint of our smart hardware products effectively, consumers may switch to more environmentally friendly alternatives. This will directly affect our revenue.	Medium	Medium-term	Incorporate energy conservation and efficiency as critical considerations in product design and production, and explore the use of renewable and recyclable materials

Type	Climate Risks	Opportunity Description	Financial Impact	Level of Impact	Impact Duration	Mitigation Measures
 Transition opportunities	Technology opportunities	Incentivized by supportive policies, the AI industry is poised for unprecedented growth. 360 Security is positioned to capitalize on this trend by leveraging its AI expertise to promote AI-centered digital transformation.	By providing solutions for the low-carbon digital transformation of the real economy, we anticipate significant growth in operating revenue while contributing to a greener future.	Medium	Medium-to long-term	Provide low-carbon digital transformation solutions for customers

#### Note

The impact duration of different risks and opportunities is classified as

short-term  
**0~1** year

medium-term  
**1~5** years

long-term  
over **5** years

## Management of Climate-Related Impacts, Risks, and Opportunities

360 Security is committed to proactively managing climate-related impacts, risks, and opportunities. We follow a structured cycle of identification, assessment, response, monitoring, and reporting. This systematic and scientific approach enables us to effectively integrate climate considerations into our strategies and operations, allowing us to address challenges and capitalize on opportunities presented by climate change.



## Climate performance indicators and targets

In alignment with China's Dual Carbon Goals and our corporate strategy, 360 Security is committed to peaking our carbon emissions before 2030 and achieving carbon neutrality before 2060.

### Annual GHG emissions

Indicator	2023	2024
Direct emissions (Scope 1) (tCO <sub>2</sub> e)	454.15	274.02
Indirect emissions (Scope 2) (tCO <sub>2</sub> e)	7,252.92	11,490.61
Total emissions (tCO <sub>2</sub> e)	7,707.07	11,764.63
Emissions intensity (tCO <sub>2</sub> e per million yuan in revenue)	0.85	1.48

Notes:

a. Direct emissions (Scope 1) include GHG emissions from the combustion of fuels such as gasoline, diesel, and natural gas. Indirect emissions (Scope 2) include GHG emissions from the consumption of purchased electricity and heating.

b. GHG emissions were calculated in accordance with the applicable regulations of each operating region for our various locations.

c. The emissions from the consumption of purchased electricity were calculated using the national average emission factor provided by the *Notice on the Announcement of the Power Sector's CO2 Emission Factors for 2022*, issued by the Ministry of Ecology and Environment in December 2024.

d. The significant increase in indirect emissions (Scope 2) compared to 2023 is attributed to a change in data reporting scope, specifically the inclusion of data from the Tianjin Entrepreneurship Platform.



## Emissions reduction measures

To achieve our emissions reduction and energy conservation targets, we focus on strengthening energy management, promoting the green transformation of our data centers, actively adopting clean energy sources, and encouraging employees to adopt green and low-carbon office practices.

### Energy conservation

- Turning off the lights, office equipment, and air conditioning when the office or meeting room is not in use
- We optimize the operation of our air conditioning systems through a science-based approach that involves proactive operation planning and early warning systems. Our real-time temperature monitoring systems allow for precise control of the air conditioning systems within our buildings. For example, during the spring months from March to May, we leverage natural ventilation by opening windows to maintain comfortable indoor temperatures and minimize the use of our Variable Refrigerant Volume (VRV) air conditioners.
- We reduce elevator energy consumption by implementing skip-stop operations and encouraging employees to use the stairs for short trips (seven floors or fewer), especially during peak hours.
- We promote green travel by prioritizing the use of new energy vehicles for company affairs and providing charging stations.



### Water conservation

- Employees are welcome to use their own water cups
- Water-saving bubbler faucets are adopted
- Water-saving signs are posted



### Reducing the Use of Consumables

- Paperless office is promoted
- “Green recycling stations” are set up for waste paper
- Purchase and use of office supplies are rationalized
- We have developed *Low-Value Consumables Management Measures* to extend the service life of office equipment and to increase routine maintenance.



### Low-carbon transformation of data centers

- To improve energy efficiency and reduce carbon emissions, we implement strategies such as re-using natural cold sources across varying temperature levels (e.g., first for higher-temperature cooling and then for lower-temperature needs) and dynamically adjusting control strategies.
- In terms of data usage, the 360 DIGITECH Data Center adopts dynamic scaling technology for the business servers, so as to redistribute the computing resources at the daily level, allowing more resources to be used at the peak of business and less resources to be used at the valley of business, thus avoiding resource waste.
- We have phased out outdated, self-built server rooms, replacing legacy equipment with high-efficiency, energy-saving alternatives. Older server rooms with high Power Usage Effectiveness (PUE) value have been decommissioned in favor of leased Internet Data Centers (IDCs) with significantly lower PUE.

# Environmental compliance

## Environmental management system

Committed to supporting China's Dual Carbon Goals, 360 Security strictly adheres to all relevant environmental laws and regulations, including the *Environmental Protection Law of the People's Republic of China*. We continuously enhance our environmental management practices, increase environmental publicity, education and staff training, raise employees' awareness of environmental protection and actively promote environmental stewardship.

In 2024

our total investment in environmental protection initiatives was

1.1058million RMB

## Environmental risk assessment and response

360 Security is committed to ensuring a safe and environmentally responsible operation, evidenced by our strict compliance with all relevant laws and regulations, including the *Emergency Response Law of the People's Republic of China* and the *Measures for Environmental Emergency Response Management*. We maintain comprehensive emergency response plans, which clearly outline responsibilities and procedures across all organizational levels. This preparedness enables us to effectively manage and minimize the impact of any environmental incident. In addition, we conduct regular environmental risk assessments and investigations to minimize potential environmental damage.

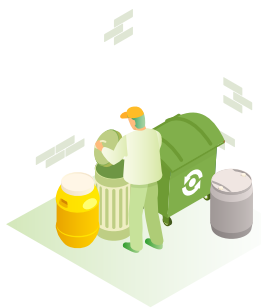
### Case Fire safety emergency drill




During the 2024 Fire Safety Awareness Month, 360 Security conducted a comprehensive fire safety emergency drill across multiple departments to enhance employee safety awareness and reinforce critical fire emergency response skills. This drill included training on fire prevention, initial fire suppression, and evacuation procedures, providing employees with practical experience in emergency response and further strengthening their safety preparedness. Approximately 40 employees participated in this drill.



# Pollution control and waste management

360 Security operates in non-traditional, low-pollution industries, and our primary environmental impact stems from wastewater, waste gas, and solid waste. We rigorously apply the 3R principles (Reduce, Reuse, and Recycle) to minimize waste generation and ensure full compliance with all applicable waste treatment and discharge regulations.



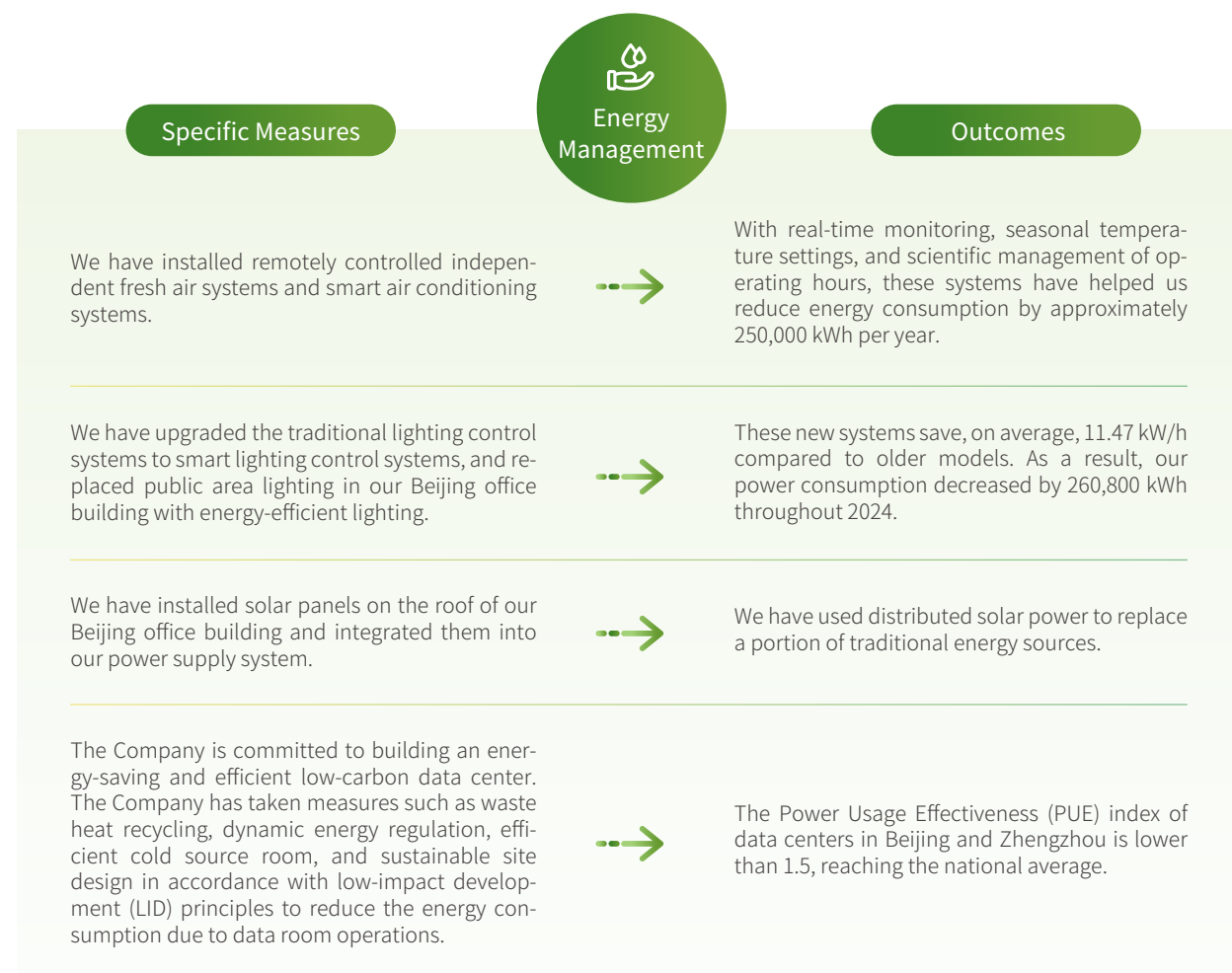
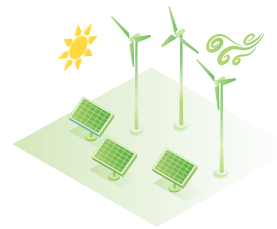
Type of Waste	Source(s)	Control and Treatment Measures
 Waste gas	Kitchen fumes	<p>The kitchen fumes are treated by UV photo-oxidation equipment and electrostatic filters. In order to realize the accurate management and control of the kitchen fumes, we reserve an online monitoring interface for the fume exhaust flue, so as to effectively monitor and control the fume exhaust in real-time in the future.</p> <p>Return air filters in fresh air handling units have been upgraded to ensure filtration efficiency and indoor air quality.</p>
 Wastewater	Domestic sewage	<p>Kitchen wastewater is pre-treated through a sedimentation tank to remove large particles of pollutants and suspended matters, then introduced into an oil-water isolation device to separate the oil in the wastewater, and then discharged to the outdoor grease separation tank, which is cleaned up once a month.</p> <p>The domestic sewage of the building is discharged to the municipal sewage treatment plant for secondary utilization.</p>
 Solid waste	Mostly non-hazardous waste, with a small portion of hazardous waste	<p>We ensure that all kinds of solid wastes meet the national disposal standards. The rate of harmless treatment reaches 100%, and there are no incidents of environmental pollution or damage.</p> <p>According to the Regulations of Beijing Municipality on the Management of Domestic Waste, the Company carries out garbage classification in its operation sites in Beijing. It uses four types of garbage bins with clear signs to ensure that garbage classification reaches the standard while strengthening the employees' awareness of garbage sorting.</p> <p>Hazardous waste generated by our operations is minimal, mainly comprising watch and microphone batteries. We use a system of classified waste bins for centralized collection, and then transfer the materials to licensed hazardous waste treatment firms for environmentally responsible disposal.</p>

Indicator	2023	2024
Hazardous Waste	0.05 tons	0.02 tons
Non-hazardous Waste	180 tons	178 tons



# Energy conservation

360 Security is committed to full compliance with all relevant energy regulations, including the *Energy Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*. To that end, we continuously refine our energy management structure and policies and enhance the monitoring and evaluation of energy consumption, leading to significant reductions in our overall energy consumption.



Smart building management system (BMS)



Solar panels



Indicator	2023	2024
Diesel consumption	0.43 tons	0.35 tons
Gasoline consumption	6.69 tons	7.29 tons
Natural gas consumption	200,000 standard cubic meters	115,822 standard cubic meters
Power consumption	12,623.97 MWh	21,297.92 MWh
Thermal energy consumption	520.52 GJ	546.54 GJ
Total energy consumption	1,845.72 tons of coal equivalent (TCE)	2,802.21 tons of coal equivalent (TCE)
Total energy intensity	0.20 TCE per million yuan of revenue	0.35 TCE per million yuan of revenue

Note: The substantial increase in electricity consumption and overall energy consumption compared to 2023 is attributed to a change in data reporting scope, specifically the inclusion of data from the Tianjin Entrepreneurship Platform.

## Case Upgrading to energy-efficient equipment

In 2024, we have implemented targeted equipment upgrades to further reduce energy consumption, focusing on replacing outdated, high-energy devices. Specifically, we upgraded fume purifiers from **5 kWh** and **1 kWh** units to more efficient **3.9 kWh** and **0.65 kWh** models, respectively. We also upgraded air conditioning units in elevator cars with models from **1 kWh** to **0.8 kWh**. These upgrades resulted in a measurable reduction in our total energy consumption, contributing significantly to our energy conservation and emissions reduction targets.

## Case Promoting energy digitalization

We are actively promoting energy digitalization to improve our energy management system. This involves creating an environment/energy management platform that automatically measures, collects, and monitors energy data in real-time from our energy-intensive equipment.





# Water conservation

Committed to responsible water management, 360 Security strictly adheres to the *Water Law of the People's Republic of China*, the *National Water Conservation Action Plan*, and other relevant laws and regulations. Through broad-reaching water conservation awareness programs and the implementation of various conservation measures, we have effectively controlled our total water consumption and significantly reduced our water consumption intensity in the past year.



## Case Water conservation measures

In 2024, we implemented several water conservation measures, including renovating pantry and restroom sinks with energy-saving, multi-functional bubbler faucets.

We also increased the frequency and expanded the scope of inspections for aging equipment and replaced **15** restroom foot-operated valve systems (including **159** spare parts) to prevent water waste.

### during the reporting period

our reported equipment failure rate decreased compared to the previous year

**33%** approximately

## Case “Sponge city” construction

Our data centers have adopted low-impact technical measures such as “sponge city” construction, roof greening, rainwater recycling facilities, and permeable pavement to control runoff pollution, alleviate waterlogging, rationally utilize rainwater resources, and improve the water environment, so that the annual total runoff control rate in the site reaches **70%**, and the annual runoff pollution control rate reaches **50%**.

Indicator	2023	2024
Total water consumption	80,852 tons	120,793 tons
Water intensity	8.93 tons per million yuan of revenue	15.20 tons per million yuan of revenue

Note: The substantial increase in water consumption compared to 2023 is attributed to a change in data reporting scope, specifically the inclusion of data from the Tianjin Entrepreneurship Platform.

# Circular economy

360 Security is committed to the principles of the circular economy and adheres to all relevant regulations, including the *Circular Economy Promotion Law*, *Green Packaging Evaluation Measures and Criteria*, and the *Guidelines for Accelerating the Establishment of a Green Production and Consumption Legal and Policy Framework*. Our future efforts on this front will focus on maximizing resource utilization, minimizing waste, and becoming a resource-efficient and environmentally responsible organization.



We're committed to circular economy principles, embedding them into our product design and daily operations. This commitment manifests in several ways: we prioritize recyclable materials and modular designs to extend product lifecycles; we recycle end-of-life electronics and office equipment, and prolong the service life of our servers through upgrades and refurbishments; to minimize e-waste, we make decommissioned computers and electronics to our employees for purchase; we also actively reuse functional replaced items, such as lights and batteries, in less demanding applications, and diligently recycle office paper and packaging materials.

## Outcomes of circular economy

Indicator	Unit(s)	2024
Volume of recycled materials	kilogram	1,000

Note: The data presented herein includes the quantities of recycled cardboard and reused printing paper.

# Ecological and biodiversity conservation

As 360 Security expands, we are committed to integrating ecological conservation into our business growth strategy. We leverage digital technology to monitor dynamic changes in natural resources, promote sustainable resource use, and safeguard ecological integrity and stability. Furthermore, we actively use online platforms to raise public awareness of ecological and biodiversity conservation and engage communities in protecting our planet’s ecological well-being.



Beyond species diversity, our biodiversity efforts also prioritize the protection and sustainable use of genetic resources. To minimize our products’ environmental footprint, we conduct comprehensive life cycle assessments of our products’ environmental impact and drive the development of more environmentally sustainable products.

# 05

## Social Commitment

EMPLOYEES

SAFETY AND QUALITY OF PRODUCTS AND SERVICES

DATA SECURITY AND CUSTOMER PRIVACY

INNOVATION AS A GROWTH DRIVER

ETHICS IN SCIENCE AND TECHNOLOGY

MUTUALLY BENEFICIAL PARTNERSHIPS

RURAL REVITALIZATION

SOCIAL CONTRIBUTION



# Employees

## Recruitment

### Recruitment compliance



During the reporting period

covered by labor contracts

100%

no incidents of child labor, forced labor, or discrimination

360 Security is committed to full compliance with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Prohibition of Child Labor*, and other laws and regulations related to labor and employment. We continuously improve our human resources management system to ensure equal employment opportunities for all. We strictly prohibit the use of child labor and forced labor, and maintain a zero-tolerance policy towards discrimination based on gender, age, nationality, ethnicity, or any other characteristics.

### Talent recruitment

360 Security is committed to fair and standardized hiring practices. We continuously optimize our employee recruitment process, upholding the principles of fairness, impartiality, and openness. To attract a diverse pool of talents, we utilize a variety of recruitment channels, including online platforms, campus recruitment, on-site events, headhunting, university partnerships, and internal referrals. By broadening our talent acquisition efforts, we secure the interdisciplinary talents crucial for our business development and long-term growth.



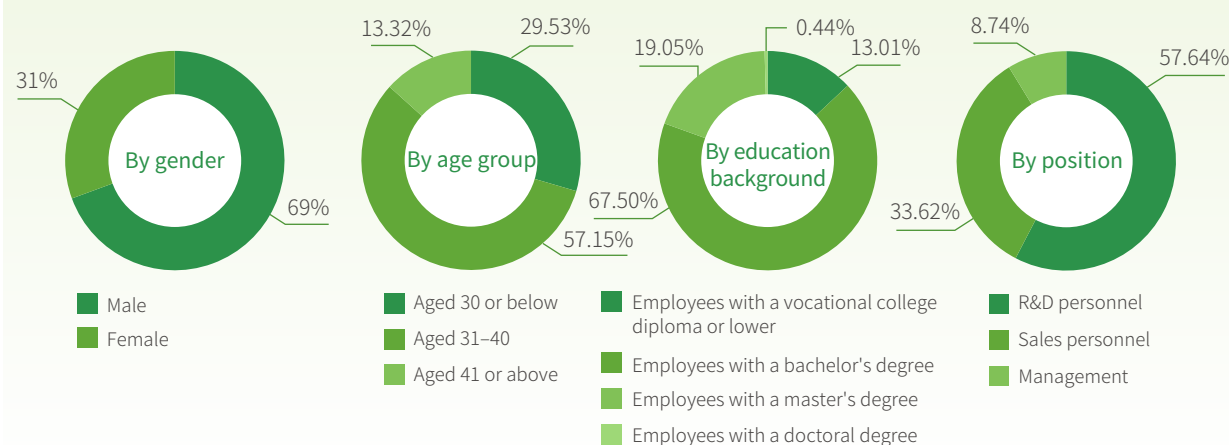
■ Campus/Public Recruitment Posters

### Workplace diversity

Diversity and inclusiveness are crucial factors in building a company's talent pool. 360 Security is committed to creating a diverse and inclusive workplace that transcends gender, age, nationality, and race, providing every individual with equal development opportunities and ample room for professional growth.

During the reporting period

- Number of employees **5,975**, including 9 foreign employees
- Percentage of female managers **19.30%**
- Percentage of employees with disabilities **1.02%**, percentage of employees from ethnic minority groups **5.40%**



# Employee remuneration and benefits

## Remuneration system



Following the remuneration principle of being “fair internally and competitive externally,” 360 Security establishes its remuneration philosophy is based on a three-dimensional model that considers position value, KPI, and long-term incentives. We use a scientific job evaluation system to ensure internal equity, determining salary structures and ranges based on position value and career development opportunities. Individual remuneration is then determined based on factors such as performance, contributions, skills, and experience.

We conduct annual salary reviews, dynamically adjusting remuneration based on company performance, market conditions, individual performance, and cost of living. Employees have access to established feedback channels, including discussions with supervisors and a formal appeal process, to address any concerns regarding performance evaluations or remuneration.

To attract and retain top talents and align their interests with the Company's long-term sustainable growth, we have developed a medium- to long-term incentive plan for our core management team. This plan directly links their remuneration to the achievement of the Company's strategic goals and performance targets.



## Welfare system

360 Security provides all employees with labor contracts with full social insurance coverage (five social insurances and one housing fund) in accordance with relevant laws and regulations. In addition to these legally mandated benefits, we offer supplementary benefits designed to attract and retain top talents and further enhance employee satisfaction.

During the reporting period

we employee social insurance coverage maintained

100%



### Commercial Insurance

The Company provides all employees with supplementary commercial insurance coverage, including personal accident insurance, critical illness insurance, supplementary medical insurance covering outpatient, emergency, and inpatient services, supplementary insurance for pregnancy leave, and medical insurance for children's outpatient, emergency, and inpatient services.



### Health Checkup

The Company provides free annual health checkups for all employees to ensure their well-being.



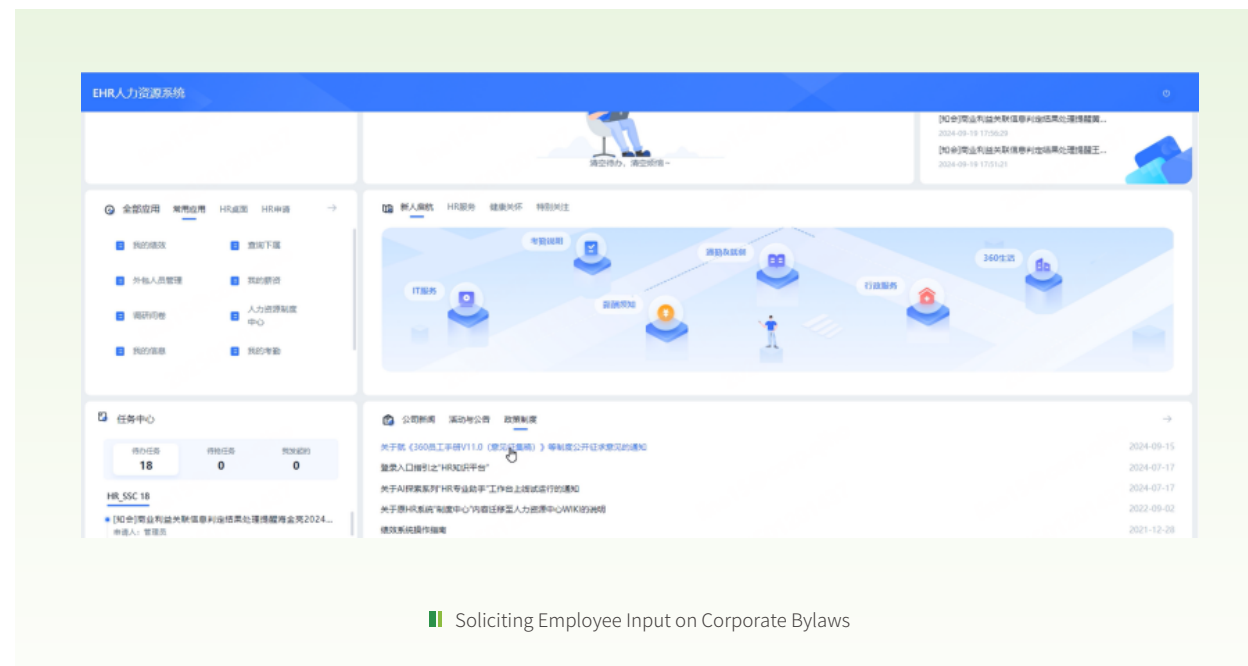
### Subsidized Meals

Our employee cafeterias offer a diverse range of cuisines, catering to the varied tastes and dietary needs of our workforce.

## Workplace democracy

### Open communication

We are dedicated to fostering a democratic workplace. In accordance with the *Trade Union Law of the People's Republic of China* and the *Workplace Democracy Regulations*, we have established a participative management system. This system, which includes employee representative assemblies, employee meetings, suggestion boxes, and satisfaction surveys, guarantees employees' rights to information, participation, expression, and oversight. By empowering our employees, we cultivate a harmonious corporate culture and improve our overall effectiveness.



■ Soliciting Employee Input on Corporate Bylaws

### Employee appeal

We are committed to fostering a fair and transparent workplace where all employees have equal opportunities. To ensure every voice is heard, we encourage open and proactive communication throughout the organization. We have established multiple channels for reporting and resolving workplace concerns, including email. If an employee is dissatisfied with the resolution provided by their functional department, they may request a review by emailing the CEO.

### Labor disputes

To ensure prompt, lawful, and appropriate handling of labor disputes, 360 Security has formulated a *Labor Dispute Mediation Policy* in alignment with the *Regulations of the People's Republic of China on the Handling of Labor Disputes Involving Companies and the Rules and Procedures for Labor Dispute Mediation Committees in Companies*. We have also formed a dedicated labor dispute mediation committee to proactively prevent labor disputes and resolve them at their earliest stages.

### Employee satisfaction

We actively solicit employee feedback through satisfaction surveys, utilizing questionnaires, interviews, and other methods to gain valuable insights into their needs and concerns. These insights inform our management strategies, allowing us to address concerns promptly and improve overall employee satisfaction, fostering mutual growth for the Company and its employees.

#### During the reporting period

we conducted a company-wide employee satisfaction survey, which yielded an average satisfaction

**9.71** score (out of 10)

The employee turnover rate was

**5.2%**

Change from Previous Year

decrease **2.4** percentage points



■ Employee Satisfaction Surveys on IT, HR, and Administrative Support



## Employee care and support

360 Security recognizes the importance of employee well-being and is dedicated to creating a supportive workplace. In 2024, the Company further promoted the construction of the “staff home”. In the process of employee service, it understood the pressure of employees in life and work, cared for special groups, especially enhanced the psychological care for female employees, and truly realized “timely response and assistance to the needs of employees”.

During the reporting period

provide support for  
over employees with  
special needs

invested

**500** persons

**299,000** RMB

### Team-building Fee

In order to strengthen team communication, enhance employees’ feelings, and promote organizational coordination, the Company provides a unified standard team building fee for each team, with which the teams can plan and organize activities that are conducive to team cohesion. The budget is calculated based on the team’s headcount at the end of each month.

### Caring Gift

Employees who are newly married, have a child, are hospitalized, or their immediate family members have passed away can apply for and receive the Company’s caring gift money.

### Holiday Care

Every year, the Company prepares special surprises for employees for the Dragon Boat Festival, the Mid-Autumn Festival and the Spring Festival.

### Employee Activity

The Company regularly organizes a variety of engaging employee activities.

### Seniority Award

Every year, the Company awards specially customized commemorative gifts to colleagues who meet the seniority standards. Currently, the Seniority Award is divided into five-year and ten-year awards, which is a recognition of and encouragement for the hard work of veteran employees who have performed their duties for a long time.



360 Security's Super AI Programmers' Day

## Employee training and development

### Employee training

The Company attaches great importance to the development and cultivation of talents, constantly improves the internal training mechanism, and provides employees with different types, forms and levels of training according to the requirements of professional development to help employees grow and promote enterprise development.



#### Leadership

We are committed to developing strong management capabilities through our continuously optimized Star Up Certification and advanced courses. These programs provide a robust assessment framework that informs promotion decisions. In 2024, we delivered 68 customized training sessions, including 13 tailored workshops, to support our strategic priorities and tackle operational challenges.



#### Professionalism

We are committed to continuous improvement and fostering a culture of knowledge sharing through initiatives like Tech Talk. These efforts, combined with customized programs such as the Professional Skills Development Bootcamp and the Part-time Lecturer Certification Program, have effectively strengthened the professional skills of our teams.



#### General Ability

Beyond our monthly new employee onboarding, we comprehensively train employees in AI for office productivity and innovation through initiatives like our monthly Planet Gas Station sessions and AGENT competitions.

### Performance in 2024



Investment in  
employee training

**1.8** million RMB



General staff training  
participation rate

**100**%



Senior management  
training participation rate

**96**%

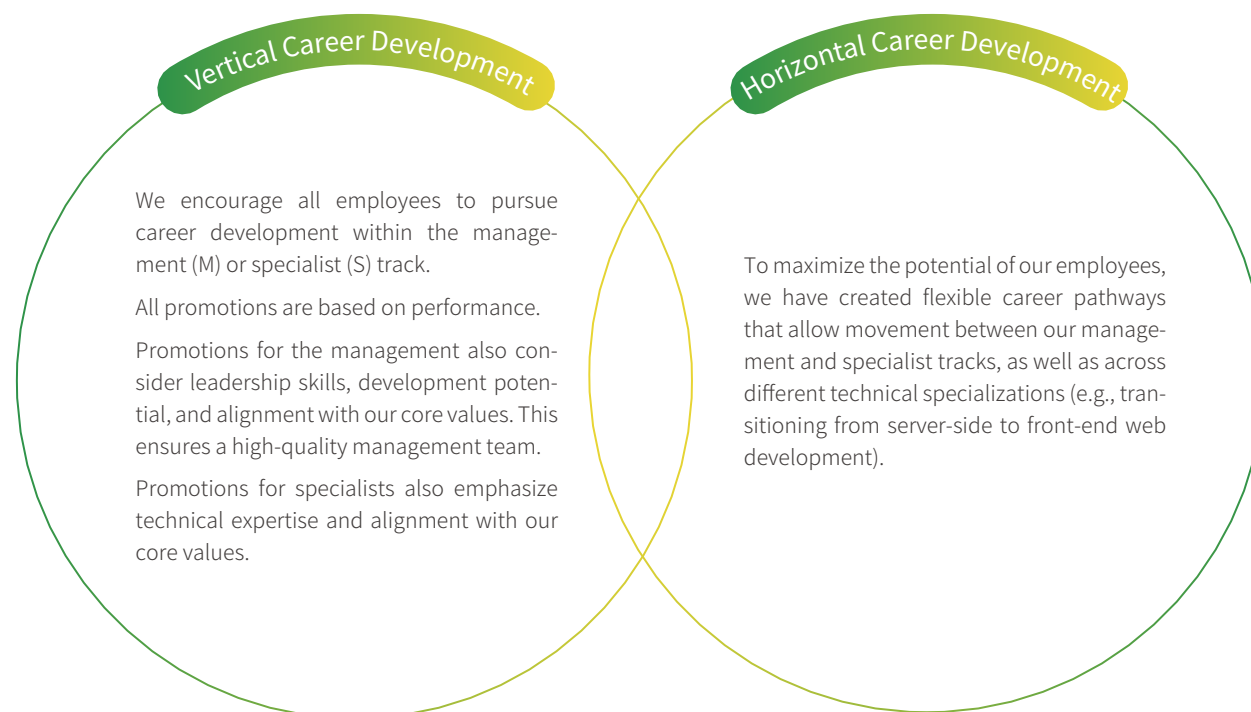


Middle management  
training participation rate

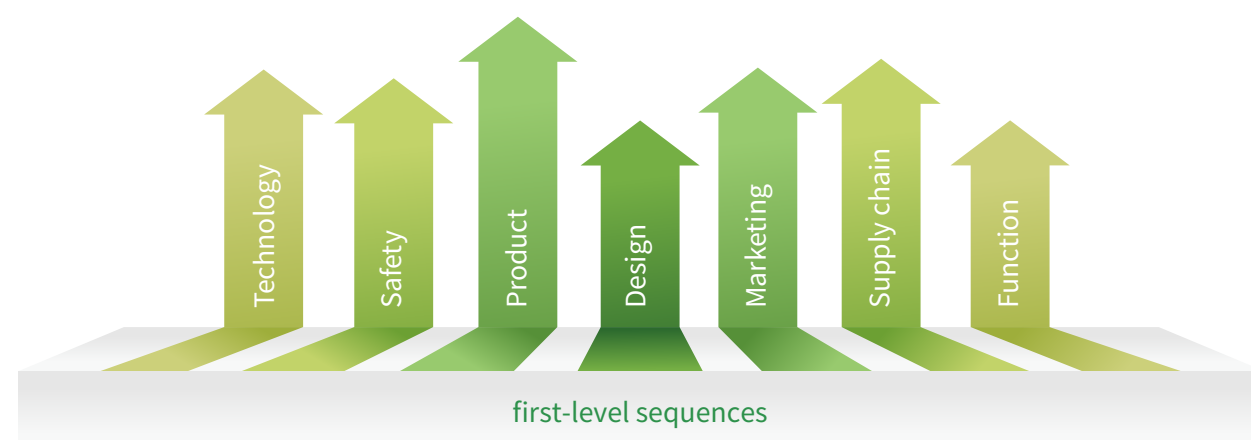
**100**%

## Career development

360 Security is committed to standardizing position and rank management and creating clear career progression paths for our employees. We have established a dual-track career development system. This system offers both vertical and horizontal opportunities, tailored to business needs, role requirements, and employee skill levels, ensuring employees can pursue diverse career paths that match their skills.



The company has 7 Tier-1 sequences, 40 Tier-2 sequences and 137 Tier-3 sequences. In accordance with career development channels, the company conducts annual promotion cycles comprising one management promotion and one professional promotion.

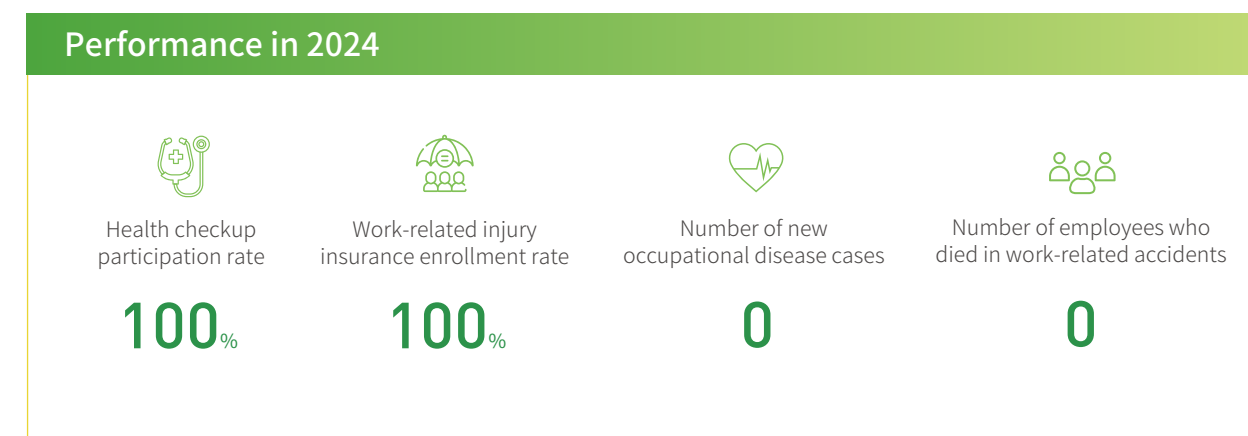


## Occupational health and safety

### Occupational health management

At 360 Security, we prioritize the health and well-being of our employees. In full compliance with the *Occupational Disease Prevention and Control Law of the People's Republic of China* and other relevant laws and regulations, we maintain rigorous occupational health standards and continuously strive to improve our occupational health programs.

To support employee health, we operate an on-site health management office where employees can receive free health advice and medications from qualified health advisors.



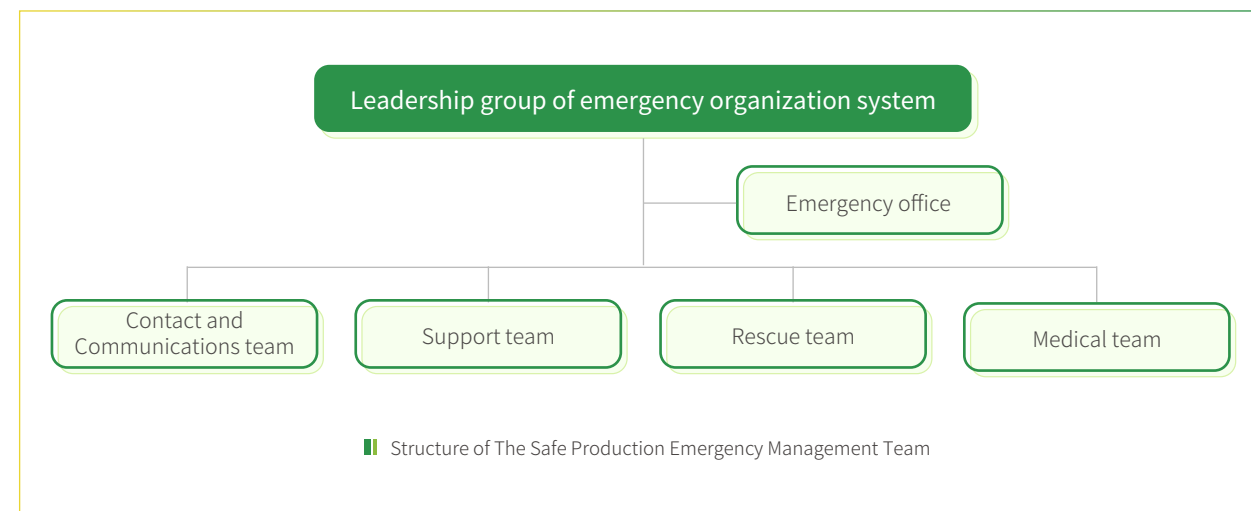
## Workplace safety

360 Security maintains a robust incident management system to ensure compliance with relevant laws and regulations, including the *Emergency Response Law of the People's Republic of China and the Measures for Environmental Emergency Response Management*. This system is underpinned by internal policies such as the *Emergency Plan for Production Accidents*, *Crisis Handling Mechanism for Abnormal Visitors*, and *Warehouse Safety Management System*. These policies clearly define incident types and outline a three-level response protocol for the appropriate handling of emergencies. In addition to reactive measures, we also conduct regular hazard assessments to minimize safety risks.

During the reporting period

Safety hazard resolution rate

100%



## Safety and quality of products and services

### Product quality management

#### Quality service assurance measures

360 Security is committed to providing comprehensive service guarantees throughout the entire product life cycle.

During the reporting period

there were **no** major safety or quality incidents related to our products or services.



#### Product Development and Post-launch Stages

We implement a comprehensive user engagement mechanism during these stages. This mechanism leverages internal product testing, user testing, and AI-driven trial runs to gain deep insights into user needs to form our strategies to optimize the user experience and accelerate product iteration and upgrades.

#### Product Growth and Maturity Stages

We actively monitor user feedback and promptly address new issues and trends as they arise.

#### Product Full Life Cycle

We maintain a closed-loop management system for issues affecting user experience. This system includes a standardized issue resolution process that categorizes issues by priority and type. Issues designated as P0 are resolved within 24 hours.

## Quality improvement measures

### Service process optimization

We have significantly simplified the IVR menu for our customer service hotline, extended service hours, and launched several new self-service features, such as self-service invoicing and additional membership benefits.

### Service capability enhancement

#### Training

- In 2024, we conducted hundreds of training sessions for employees, covering business knowledge, service skills, and other areas, and over **2,000** employees participated in training.

#### Evaluation

- In 2024, we conducted **36** service skills evaluations, including onboarding certification tests for new employees and in-service qualification exams for incumbent employees.

#### Knowledge base improvement

- In 2024, we upgraded the knowledge base system and upgraded more than **1,200** knowledge points.



Service Skills Training

## Quality management system certification



360 Yifangyun Has Also Obtained ISO9001 Certification for Its Quality Management System.

360 Digital Security has received ISO9001 certification for its quality management system. In December 2024, 360 Security obtained ISO/IEC 42001 certification for its AI management system. We are proud to be the first cybersecurity company in China to receive this certification, a significant achievement that validates the international quality and rigor of our AI management capabilities.



## Product and service risk assessment mechanism

We have maintained a robust quality assurance system and integrated quality control measures throughout the product development procedure. Through internal and external testing prior to launch, we proactively identify and resolve potential issues, guaranteeing the stable and reliable performance of our new products.

In 2024, we engaged 3,488 users in 21 external and internal tests. Their invaluable feedback on key products like Nano AI Search and AI Office led to the identification and resolution of 2,491 issues, helping us significantly enhance the quality and reliability of our new products.

In 2024



external and internal

21



engaged users tests

3,488



identification and resolution issues

2,491

## Customer services and rights

### Responsible marketing

At 360 Security, we recognize that marketing is more than just product promotion; it's a key channel for communicating our brand values. We strictly adhere to all relevant laws and regulations, including the *Advertising Law of the People's Republic of China*, and are committed to responsible marketing practices. This commitment means ensuring integrity, transparency, and sustainable development are integral to all our marketing activities. We prioritize delivering accurate product information, preventing any form of misleading advertisements, and protecting consumer privacy through strict adherence to data protection regulations.



### Responsible marketing training

To continuously improve our responsible marketing practices, we have established a cross-departmental collaboration mechanism involving our customer relations, marketing, legal, and public affairs departments. Through regular seminars, internal product reviews, industry best practice sharing, and in-depth study of relevant laws and regulations, we continuously strengthen our responsible marketing system and enhance its effectiveness.

### Complaint channels for marketing issues

We provide multiple channels for users to submit marketing-related complaints, including feedback and complaint portals on our platforms, online customer service, hotlines, and designated email addresses. Timely responses are delivered to all complaints and reports we receive.

## Customer relationship management

### Customer services system

We are committed to providing industry-leading user service and continuously enhancing the user experience. We have established a comprehensive customer service framework through the development and optimization of internal policies and standards such as the *User Service White Paper*, the *User Experience White Paper*, and the *Customer Relationship Management White Paper*. During the reporting period, we have revised the *User Service Management Standard White Paper*.

### Customer service organizational system

Our dedicated customer service team of over 500 professionals provides comprehensive support across a wide range of business areas, including software technical support, hardware pre-sales & after-sales consultancy, game services, and advertising sales. During the reporting period, we opened two additional customer service centers, one in Shijiazhuang and the other in Jinzhou, to improve overall support efficiency and enhance the service experience for our members.

### Measures to enhance user experience

#### Customer engagement

360 Security places a high value on communication and engagement with our users. We foster direct dialogue with users through regular online and offline events, including product seminars, user beta tests, and customer appreciation events. These activities enable us to gather valuable user feedback, better understand their needs, and consistently reinforce our brand values.

#### Case

#### User Appreciation Day

In October 2024, we hosted the 360 Security User Appreciation Day, which featured a rock-climbing event. This event served as a platform for us to express our gratitude to our valued customers and embodied 360 Security's entrepreneurial perseverance. During the event, Mr. Zhou Hongyi presented the Quality Guardian Award, Voice of Wisdom Award, Dedication Award, and Word-of-mouth Communication Award to user representatives, and participated in rock climbing activities alongside them.





## Case WCI Championship International 2024

In November 2024, 360 Security successfully hosted the WCI Championship International 2024. The event offered a thrilling competitive experience for *World of Tanks* players and enthusiasts worldwide and fostered a strong sense of community among core players. The three-day offline competition provided a unique opportunity for players to connect and share their passion for the game. It also served as a valuable forum for our Wargaming team to gather direct feedback and suggestions from our most dedicated users, informing our ongoing efforts to optimize the gaming experience and continuously improve our products.



## Case AI product user experience sharing meetings

Guided by our “user experience first” principle, 360 Security’s product user experience sharing meetings directly engage users as product experience officers. This facilitates direct communication between users and product managers, allowing us to gain deeper insights into user needs and transform user feedback into actionable product optimization strategies.

In 2024, we organized two offline and four online user experience sharing meetings, themed “AI-Driven Empowerment and Smarter Experience,” and 240 users participated in these activities. These events provided a valuable platform for our AI product teams to engage directly with users, discuss AI product innovation strategies, explore future technological trends, and gather essential user experience data to inform ongoing product development initiatives and further exploration of the potential of AI.



### Users service system optimization

We embrace AI as new quality productive forces and widely apply 360 Smart Brain across various scenarios, including multi-modal user voice analysis, AI-powered customer service, and AI-driven quality inspection. This significantly improves customer service efficiency and user experience.

In addition, we systematically optimized user interaction platforms, upgrading 209 functions across 12 platforms, including our user feedback backend, Voice of Customer (VoC) platform, hotline and online customer service systems, help center, and 360 Communities. These upgrades expedite user interaction, improve response times, and reduce customer waiting time.

## Case Online customer service system optimization

In 2024, we enhanced our online customer service system by adding AI-powered service recap and quality inspection features. These improvements resulted in higher service efficiency and quality, leading to a customer service satisfaction rate of 97%.



## Customer complaint response mechanisms

We consider user feedback essential for product and service improvement and have established a robust user complaint handling mechanism. To ensure timely and effective resolution of complaints, we meticulously verify all user feedback and have developed clear escalation procedures based on complaint type. These procedures define response timeframes, responsible parties, and resolution pathways for different complaint levels, ensuring prompt and appropriate handling by the relevant personnel.

To further standardize the user complaint handling process, we have implemented a *User Complaint Reporting and Handling Policy*. In 2024, we reviewed and revised this policy to further emphasize process standardization and operability, strengthen user privacy protection, and include mechanisms for tracking and providing feedback on complaint resolution. These enhancements aim to ensure continuous improvement in user satisfaction.

## Customer complaint handling measures

### Rapid Response

Our customer service team is required to provide users with an initial solution within 24 hours after receiving a complaint and ensure prompt and effective handling of all complaints.

### Tiered Handling

User complaints are categorized into three levels based on complexity and impact, with tiered management assigned to oversee resolution. Different levels correspond to different response times and solutions. This structured approach ensures that resources are allocated appropriately and that all complaints receive timely and effective handling.

#### P0 Level

Supervised by the Vice President/General Manager of the corresponding division, with a target of 100% resolution within 24 hours

#### P1 Level

Supervised by the Business General Manager, with a 100% resolution target

#### P2 Level

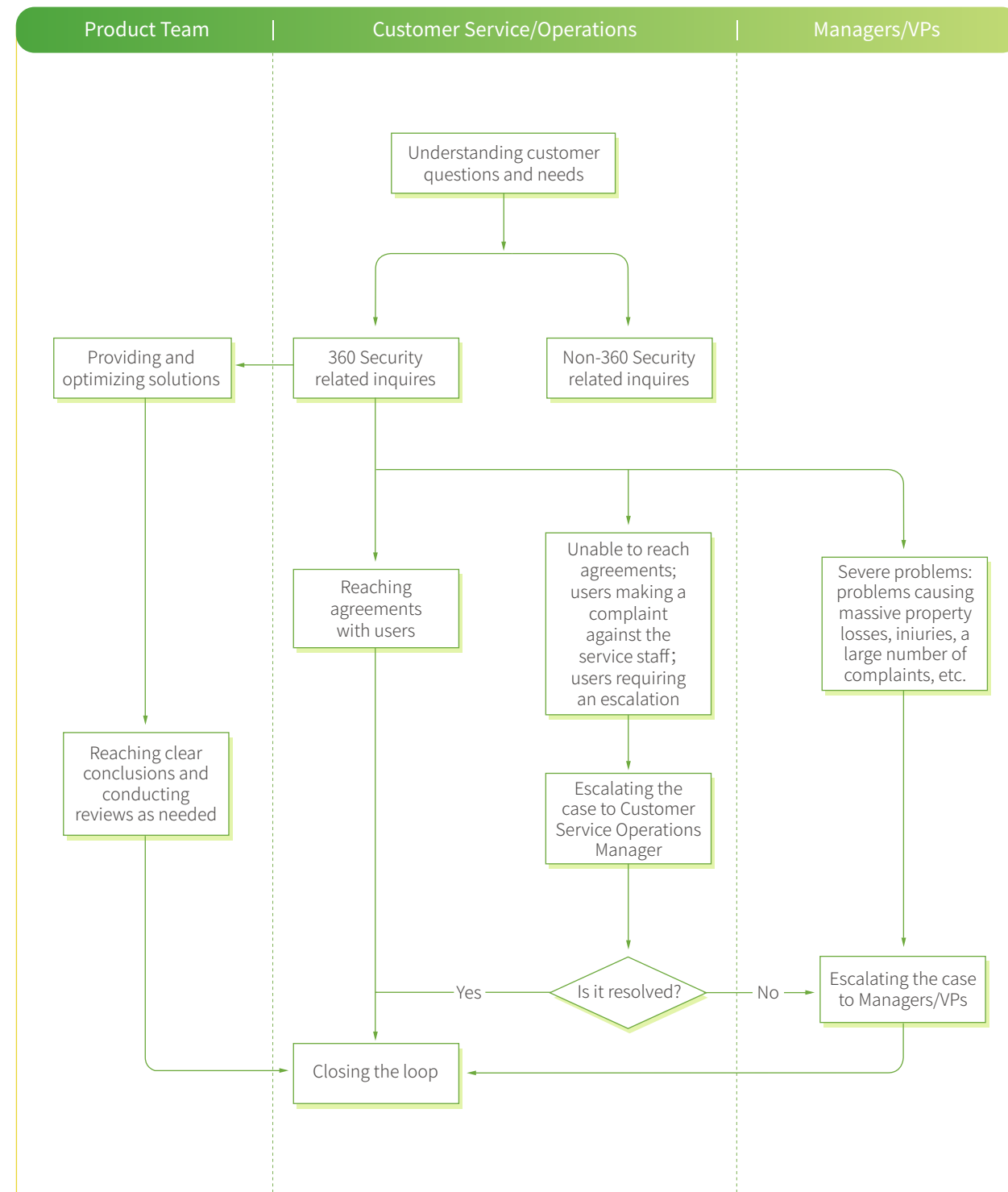
Supervised by the Business Product Manager, with a >85% resolution target

### Continuous Improvement

To continuously improve product and service quality and proactively reduce user complaints, our business divisions regularly analyze user complaint data to identify recurring issues and develop targeted optimization plans.

## Customer complaint handling process

To protect users' legitimate rights and interests, we have established a comprehensive complaint handling process to ensure the prompt and effective resolution of user complaints.



## User feedback channels

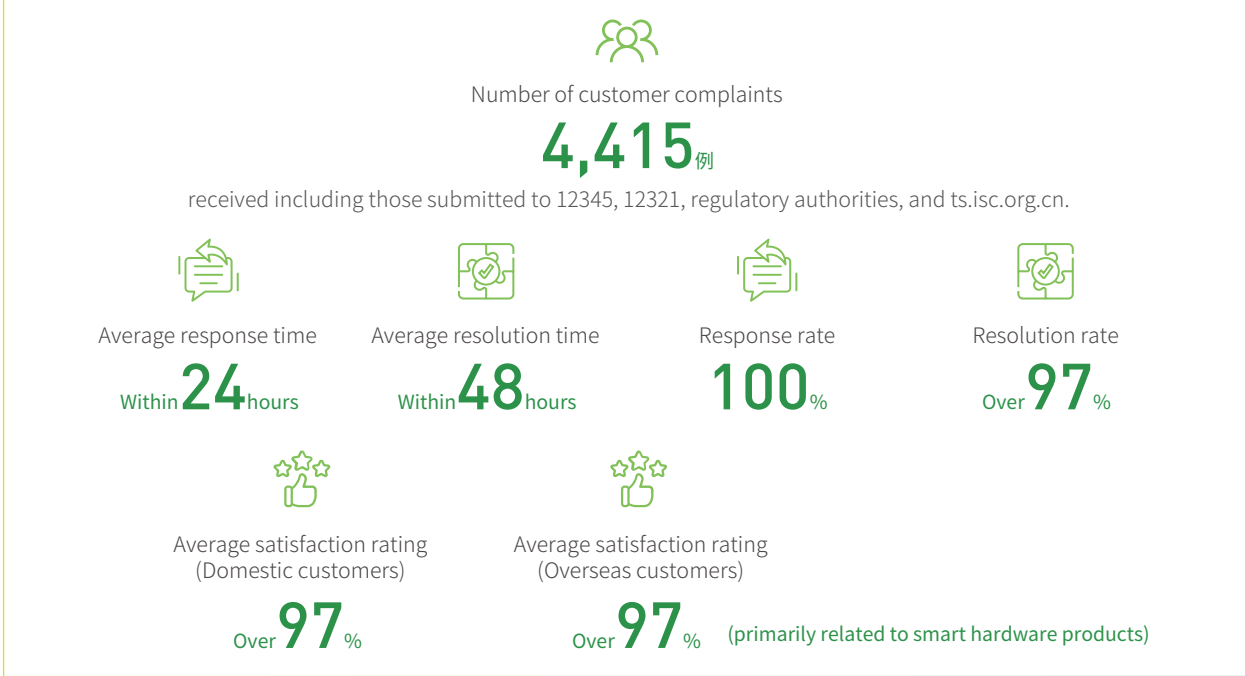
To ensure user voices are heard and responded to promptly, we have established a variety of user feedback channels:



Response time

Scope of Customer Services	Channels	Timeframe and Other Requirements
Technical support for software products: handling customer feed-back on computers, mobile software, search engines, 360kuai, and other products of 360 Security	Hotline: 400-669-3600  Online customer service: For inquiries, please contact us at 400-669-3600 and enter the extension numbers 0 and 2. Users will receive an SMS notification directing them to our online customer service portal at <a href="http://urlqh.cn/mXDLS">http://urlqh.cn/mXDLS</a>  Email: <a href="mailto:kefu@360.cn">kefu@360.cn</a>	
Member services:  Addressing inquiries and feedback about products tied to memberships, such as 360 Wenku and 360 Clean Master	Hotline: 400-693-3600  Online customer service: For inquiries, please contact us at 400-669-3600 and enter the extension number 0. Users will receive an SMS notification directing them to our online customer service portal at <a href="https://urlqh.cn/o0hJ9">https://urlqh.cn/o0hJ9</a>  Email: <a href="mailto:kefu@360.cn">kefu@360.cn</a>	Hotline:  Ensuring 85% of calls are answered in 30 seconds.  Online Customer Service: Instant processing.
Customer service for hardware products:  Providing after-sales support for 360 Security's smart hardware products.	Hotline: 400-682-2360  Online customer service: Visit <a href="https://mall.360.cn">https://mall.360.cn</a> and click on the "Online Customer Service" button located on the right side of the page  Email: <a href="mailto:yingjiankefu@360.cn">yingjiankefu@360.cn</a>	Email Response: Within 1 working day.
Game Customer Service:  Providing support and gathering feedback on game products from users logged in with 360 Security accounts.	Mobile Game/Web Game Hotline: 400-669-3600, Ext. 2 Hotline for games developed by Wargaming: 0536-356-5177/5277  Online customer service for Mobile Game/Web Game: Visit <a href="https://gm.game.360.cn">https://gm.game.360.cn</a> Online customer service for games developed by Wargaming: Visit <a href="https://kf.wg.360.cn/?utm_source=global-nav&amp;utm_medium=link&amp;utm_campaign=wot-portal">https://kf.wg.360.cn/?utm_source=global-nav&amp;utm_medium=link&amp;utm_campaign=wot-portal</a> and click on the inquiry button located on the right side of the page  Email for Mobile Game/Web Game: <a href="mailto:m-kefu@360.cn">m-kefu@360.cn</a> Email for games developed by Wargaming: <a href="mailto:pcgame_kefu@360.cn">pcgame_kefu@360.cn</a>	Complaint Handling: Complaints are processed in accordance with the time limits specified by corresponding complaint platforms.  Satisfaction: Maintaining a satisfaction rate of over 95%.
Advertising Sales Customer Service:  Responsible for handling feedback related to 360 Dian-jing, marketing, promotions and advertising	Hotline: 400-036-0360  Online customer service: visit <a href="https://e.360.cn/static/zhihui/">https://e.360.cn/static/zhihui/</a> and click on the inquiry button located on the right side of the page  Email: <a href="mailto:sskf@360.cn">sskf@360.cn</a>	

Complaints-handling performance in the reporting period



Customer satisfaction surveys

At 360 Security, user satisfaction is a key driver of our product development. To better understand user needs, we've refined our survey methodology by adopting scenario-based surveys and conducting targeted research with key user groups, including office workers, new mothers, students, and international users.

In 2024

we conducted 55 user surveys across our core products, engaging 160,000 users. These surveys yielded encouraging results, with major products achieving an average satisfaction rating of 8 or higher out of 10.



Feedback from Users



## Product knowledge dissemination

We maintain a strong social media presence across major platforms like Weixin (WeChat), Douyin (TikTok), Xiaohongshu (RedNote), and Bilibili, with official accounts such as 360 Customer Service and 360 Fan Club. Our diversified content strategy provides product tutorials, brand stories, and user activity updates, enhancing the user experience and keeping our users informed.



On our forum, 360 Communities, we regularly publish product updates and tutorials to ensure timely information dissemination. We also actively engage users in product development by hosting testing programs for new products, fostering a positive and collaborative user ecosystem.



Product Tutorials on 360 Communities

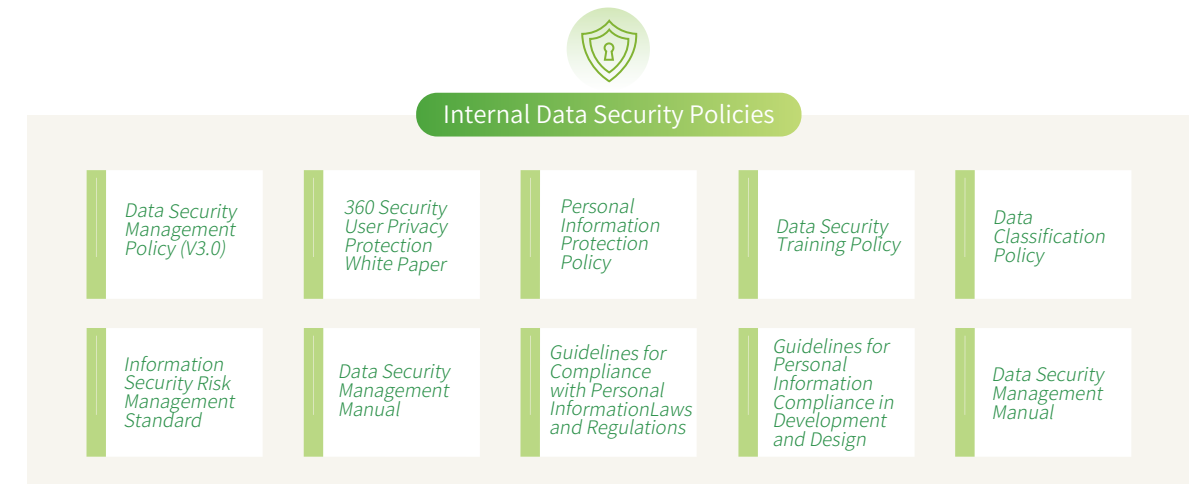
## Data security and customer protection

### Information security management

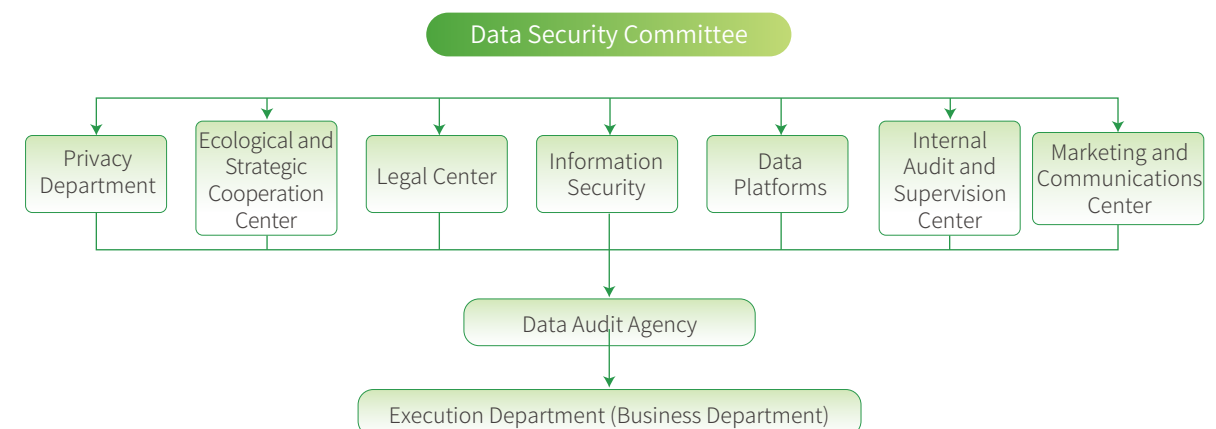
#### Information security system building



Data security is a top priority at 360 Security. We are committed to full compliance with all applicable laws and regulations, including the *Cybersecurity Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, *Telecommunication and Internet User Data Protection Rules*, and the relevant requirements of the Ministry of Industry and Information Technology. To that end, we continuously develop and optimize our user personal information protection and data security management systems. We maintain a comprehensive, top-down internal management system for information security and privacy. This system is continuously maintained and improved, and its robustness is validated by our achievement of ISO 27001 and ISO 27701 certifications.




We maintain a four-tier data security system comprising the Data Security Committee, relevant departments, data auditing bodies, and departments responsible for implementation. To address data privacy issues related to our mobile products, we've also established a dedicated app task force. In addition, our data security department and data platform department manage and maintain the data generated across our business operations.






Information security risk assessment

To effectively manage information security risks, we conduct regular risk assessments based on the *Information Security Risk Management Standard*, employing both management and technical approaches. The results of these assessments inform our risk mitigation efforts, and we continuously improve our security measures to maintain identified risks within acceptable thresholds.




Risk Identification

At 360 Security, we continuously enhance our data security risk monitoring capabilities by deploying internal monitoring systems focused on data security. These systems allow us to proactively identify critical data assets, dynamically monitor data distribution and flow, intelligently analyze and identify security risks during data handling, and implement tailored response strategies based on risk levels. We also ensure timely reporting of all data security incidents.



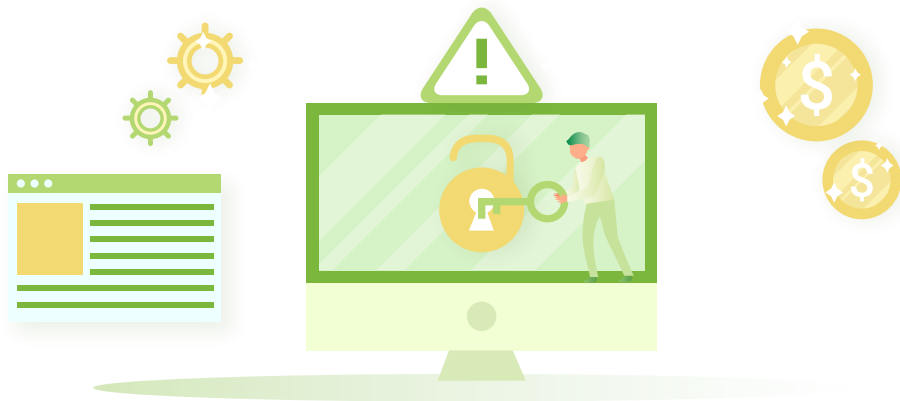
Risk Monitoring

We classify data assets based on their risk levels, implementing corresponding risk monitoring measures.  
This approach, combined with the integration of national and industry data security threat intelligence, allows us to continuously improve our data security risk monitoring capabilities.



Risk Assessment and Response

Each business division is responsible for conducting data security risk assessments tailored to its specific data risks. These assessments fall into two categories: self-assessments and external assessments. Self-assessments, initiated internally by business divisions, are designed to identify system vulnerabilities, strengthen security management, and mitigate risks to assessed data assets. Self-assessments are conducted in accordance with the *Information Security Risk Management Standard*. External assessments are regular, sample-based reviews commissioned by business divisions and conducted by the data security committee or external service providers. In addition to the scope of self-assessments, external assessments also cover areas such as data security measures, data controls throughout the data life cycle, emergency response protocols, and data integrity, availability, and confidentiality.




Data security incident response mechanism

To ensure effective response to security incidents, we have established a Cybersecurity Incident Response Plan and a Security Incident Response Manual. These resources enhance our emergency response mechanisms for cybersecurity incidents. We also conduct regular cybersecurity emergency drills to continuously strengthen our emergency response capabilities and minimize the impact of potential incidents.

During the reporting period

we recorded **no** data security incidents.



Types of Data Security Incidents:

- Any instance where 360 Security's user data or internal data is disclosed to external parties without authorization carries the risk of data leakage.
- Intentional or unintentional damage or deletion of data within 360 Security's systems that disrupts business operations.
- Data leakage incidents resulting from attacks launched by external groups or individuals targeting 360 Security's network

Data security incident handling

Type of Incident	Emergency Response Procedure	Containment	Review
Data leakage	Upon discovery of a data breach, the data security emergency response task force is immediately notified. The task force promptly coordinates technical personnel to investigate the issue and prevent further data leakage.	This includes inspecting system logs, databases, and applications to identify the source of the leakage. Affected systems are isolated from external networks to prevent further compromise, and evidence is preserved. Law enforcement will be involved when necessary.	The task force then works with technical personnel to analyze system logs, determine the root cause of the leakage, and compile a detailed incident summary.
Data tampering	Upon discovery of large-scale data tampering with our core databases, the data security emergency response task force is immediately notified. The task force works with database administrators and operation personnel to verify the extent of the tampering. Simultaneously, they activate the emergency response procedure, which involves suspending relevant services and notifying relevant personnel.	After data is restored using backups and services are restarted, the task force then investigates the cause of the tampering. If an external attack is suspected, the task force analyzes logs and other data to identify the source. Law enforcement will be involved when necessary.	Following the incident, a thorough review is conducted to analyze the specific causes of the tampering. Based on the analysis results, enhanced security measures are adopted for our core databases.
Data loss	In the event of a data loss incident, the data security emergency response task force is immediately notified. The task force promptly works with relevant departments to investigate the issue and assess the scope of the data loss, and evaluate its potential impact on the business.	The task force then works with technical personnel to resolve the issue and restore data and services using the latest effective backups.	Following the incident resolution, the task force analyzes the specific causes of the data loss and identifies areas for improvement.



### Emergency Response Drills

We regularly conduct red team vs. blue team exercises to simulate real-world cyberattacks. These internal exercises are designed to assess our attack and defense capabilities, evaluate emergency response procedures, and improve our overall incident response capabilities. They help us strengthen our monitoring and protection systems, enhance our security emergency response readiness, and identify potential security vulnerabilities.



## Security-conscious culture

We conduct annual cybersecurity emergency drills and provide company-wide cybersecurity awareness training to improve employee security awareness and strengthen our overall cybersecurity defenses.

### Case Cybersecurity Week Promotion

Cybersecurity Week 2024 was a key initiative in our efforts to ensure compliance with China's cybersecurity laws and regulations. Themed "Revisiting the Journey to the West: A Safe Digital Journey," the event creatively combined traditional cultural elements with modern cybersecurity challenges in four key areas. During the event, we also engaged employees through interactive flash mob activities designed to raise cybersecurity awareness.



■ Data Security Training for The Technical Middle Office

## Customer privacy protection

Data protection is central to our customer rights protection efforts. We have established a comprehensive customer privacy protection system, which integrates robust mechanisms, technical safeguards, and rigorous compliance testing. During the reporting period, we recorded no customer privacy breaches.

### Privacy protection measures



#### Mechanisms & Technical Safeguards

We have implemented an app life cycle management system with defined procedures, approval workflows, and technical control measures. Its functions include compliance review, record-keeping, data traceability, and information management throughout the entire app life cycle.



#### Compliance Testing

Our mobile security team has independently developed a compliance testing engine to proactively identify compliance risks within Android applications. This engine's robust testing capabilities cover a wide range of critical areas, including application access permissions, violation behavior, third-party SDKs, and overseas domain name access, ensuring alignment with industry standards and regulatory mandates. It addresses the 30 scenarios in the six major risk categories outlined in the Ministry of Industry and Information Technology's Document No. 164, and meets the standards of key regulatory bodies such as the Ministry of Public Security and the Ministry of Industry and Information Technology.



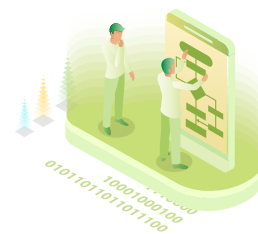
## Protection of minors

On January 1, 2024, the Regulations on the *Protection of Minors in Cyberspace* came into effect. As China's first comprehensive legislation of its kind, it has ushered in a new era of child protection in cyberspace with a more comprehensive legal framework, higher standards, and stricter enforcement.

In response, 360 Security has formulated a *Children's Privacy Protection Policy*, which goes above and beyond existing privacy standards. This policy standardizes the collection, use, storage, and processing of children's personal information and provides clear mechanisms for parents and children to access, correct, delete, and protect the information, ensuring comprehensive protection of minors' rights.

# Innovation as a growth driver

Technological innovation is the core driver of our business growth. We leverage our accumulated expertise to integrate commercial and social values, with a strategic focus on AI and security.



## Innovation capability building

We are committed to enhancing our technological research and development capabilities through strategic investments in R&D, optimized talent development programs, and the cultivation of highly skilled research teams.

By the end of the reporting period

research teams **16** research institutions **8** state-level engineering laboratories **4** core expert team **Over 2,000** signed collaboration agreements experts **tens of thousands**

Indicator	FY2023	FY2024
Number of R&D employees	3,332	3,444
R&D personnel as a percentage of our workforce (%)	55.63	57.64
R&D spending (Unit: 100 million RMB)	31.04	32.02
R&D spending as a percentage of our revenue (%)	34.28	40.29

## Sharing of technological innovation results

To foster a dynamic culture of innovation and help our R&D personnel continuously develop their expertise, we promote learning and knowledge sharing through Tech Talk webinars. During the reporting period, we hosted **38** Tech Talk webinars, covering **64** topics in areas such as web front-end development, server-side development, algorithms, security research, testing, big data, and AI applications, reaching over **5,000** technology professionals.



## Innovation incentives

We are committed to empowering our employees to drive innovation through a robust incentive system that blends tangible and intangible rewards, including special bonuses to recognize and reward projects, teams, and individuals achieving outstanding results in technological innovation and product development. In addition, we organize innovation competitions focused on skills and applications to further enhance employee engagement and recognition.

### Case Technical skills competition

During the reporting period, we hosted a technical skills competition where employees were invited to share innovative technological solutions to workplace challenges. This competition aimed to encourage employees to simplify tasks and boost efficiency through systematic improvement of data, information, processes, and tools.



### Case Intelligent AGENT development competition

During the reporting period, to promote cross-departmental collaboration, identify promising talent, and foster a culture of innovation, we organized an intelligent AGENT development competition. Through this event, we solicited innovative ideas from across the company, focusing on process automation, information integration, content generation, and service optimization. The competition shortlisted over 60 innovative projects spanning 11 business lines, serving as a platform for promoting skills development, identifying viable AI applications, and driving the adoption of AI within the Company to boost efficiency.



## Collaboration with universities and research institutions

We actively collaborate with universities and research institutions to drive technological innovation and promote the healthy development of our industry. We have established partnerships with nearly 300 colleges and universities nationwide, and spearheaded the creation of five university alliances: the National Data Security Industry-University Collaboration Community, the National Artificial Intelligence and Security Industry-University Collaboration Community, the Beijing Next Generation Information Technology Industry-University Collaboration Community, the National Digital Security Industry-University Collaboration Community, and the Hebei Digital Security and Artificial Intelligence Industry-University Collaboration Community. These platforms have nearly **500** member organizations, include government entities, enterprises, and academic institutions.

In response to national initiatives promoting the commercialization of patents and innovation, we've partnered with universities and other companies to offer royalty-free access to **13** patented technologies in smart and safe travel. This initiative aims to foster technological inclusiveness, support national patent commercialization goals, and accelerate the deployment of innovative transportation solutions that enhance safety for all.



## Case

In August 2024, 360 AI Security Lab, in collaboration with the College of Cyberspace Security of the University of Science and Technology of China, hosted a forum on the reshaping of cybersecurity through large AI models on the sidelines of ISC.AI 2024. The event served as a platform for dialogue between the industry, universities, and research institutions, focusing on the risks, threats, and mitigation strategies related to large AI models and security management. Participants explored cutting-edge applications of AI and large models in security operations, with the shared goal of fostering a healthy and secure AI ecosystem.



## Case

On February 24, 2025, 360 Security and Peking University officially released their jointly developed Tiny-R1-32B-Preview, a mid-sized inference model. Notably, this model achieves performance comparable to DeepSeek-R1-671B with only 5% of DeepSeek-R1-671B's parameters.



## Industry communication

We believe that robust industry cooperation and information exchanges are critical for driving business development and technological innovation. Committed to sharing our best practices and insights into industry trends, we have actively organized and participated in key domestic and international innovation forums and technical conferences.

## Case

In December 2024, recognizing the security challenges presented by large AI models, including malicious manipulation, failure in content compliance, algorithmic vulnerabilities, and privacy breaches, 360 Security joined forces with 16 leading Chinese companies in large AI models as well as industry peers, research institutions, and end-users to launch the Large AI Model Security Alliance in Beijing. This alliance aims to build a collaborative and open ecosystem dedicated to ensuring the security of large AI models and driving their widespread and safe adoption across industries.

The launch event featured a roundtable discussion, themed "Securing Digital Frontiers, Building a Safer Future Together." Prominent AI security experts and entrepreneurs, including the founder of Intoken and representatives from the Institute of Information Engineering of the Chinese Academy of Sciences, the Security Governance Department of CAICT's Artificial Intelligence Research Institute, and the LLM Safety Alignment Center of Peking University (Lingang Campus), participated in the roundtable.



## Case

In 2024, we aligned our operations with China's national AI development strategy and actively supported the country's relevant strategic goals. Zhou Hongyi, the founder of 360 Security, was appointed the first chair of the World Internet Conference's Specialized Committee on Artificial Intelligence. In this capacity, Mr. Zhou has led global efforts to advance AI standards, establish an international AI governance system, and promote collaborative innovation across the ecosystem. He has collaborated with international experts to tackle key issues in areas such as AI technology R&D, ethical guidelines, and security governance. His contributions have been pivotal in jointly shaping global AI standards, facilitating extensive consultations on governance frameworks, and fostering a thriving industrial ecosystem. Through these contributions, valuable Chinese perspectives are integrated into an emerging global AI ecosystem that is open, secure, and innovation-driven.



360 Security has actively participated in the development and revision of numerous industry standards, driving the development of the industry and the improvement of product quality.

## Case

In February 2024, 360 Security was selected by CAICT as a key contributor to the development of the first part of *Technology and Application Requirements for AI-Powered Software Engineering: Code-Specialized Large AI Models*. Following this, 360 Security was again chosen as a key contributor for the second part in March. These appointments highlight 360 Security's significant role in shaping standards for large AI models used in software engineering.



## Technological innovation results



## R&D Innovation Honors

- In 2024, 360 Security Large AI Model was recognized by IDC for its capabilities in security operations. Specifically, it was featured in *IDC Technology Assessment 2024: Chinese Security Large AI Model Tests (Security Operations)* and *Innovative Security Solutions 2024: Large AI Model-Based Security Vendor Recommendations and Insights (Security Operations)*.



- 360 Security was featured in IDC's *Current Status and Technology Trends of China's Cybersecurity Software Market Driven by Generative AI, 2024*, *IDC Technology Assessment: Chinese Attack Surface Management (ASM) Vendors*, and *IDC TechScape: Roadmap for Technology Development in China's Cybersecurity Software Industry*.
- 360 Security Large Model was awarded the first batch of the Cybersecurity Capability Certificate for Security-focused Large AI Models.



- 360 Security Large Model received the Large AI Model Security Assessment Certificate and the Large AI Model Security Testing Certificate from the China Software Testing Center.



- Featured in CAICT's *Panorama of Digital Security Technology*



- Featured in 2024 *Panorama of China's Digital Security Industry*



- Featured in Digital World Consulting's *LLM-Powered Digital Security 2024: AI Security*

- 360 Security Large Model is featured in Market Authoritative List: Next Generation IT Innovations Products and Best Practices Cases in Digital Innovation.



- 360 Security Large Model is featured in Pan'an' AI and Digital Security Applications Excellent Cases.



- 360 Security Large Model was recognized as one of the Top Ten Best Examples of Innovation-driven Development in China's Internet Sector (2024) and one of the Most Innovative AI Applications of the Year.



- Featured in CSReview's Top Ten Cybersecurity Innovation Trends in China for 2024



- Featured in Gartner's Hype Cycle for Security in China, 2024

- 360 Security Large Model won the Golden Hat Award for Large AI Model Innovation of the Year.

- 360 Security Large Model is featured in Find Intelligent Technology Innovation Application' Excellent Cases at 2024 World Intelligence Expo.



- 360 Security's Large Language Model was recognized as an "Outstanding Innovation Achievement" at the 2024 China International Digital Economy Expo.



## IP protection

### IP system building

For 360 Security, a technology company driven by innovation, intellectual property is a core strategic asset. We are committed to safeguarding this asset through a continuously improving intellectual property protection system. Our efforts include the ongoing refinement of our intellectual property policies and the standardization of creation, use, protection, and management procedures. A key initiative in this regard is the establishment of a patent review committee.

#### Internal Policies and Regulations

*Intellectual Property Management Measures, Patent Application Management Measures, Patent Classification Management Measures, Patent Writing and Response Operating Procedures, Open-Source Software Legal Compliance Guidelines, etc.*

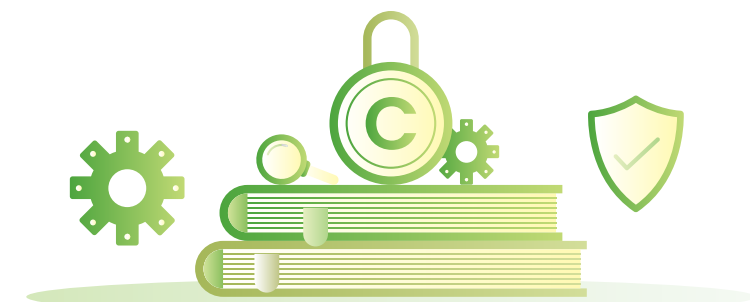
To further strengthen IP governance, 360 Security played a key role in the development of T/CIPS 010-2024 Guidelines for Pre-Application Evaluation of Patent Drafts. This standard of the China Intellectual Property Society (CIPS) aims to foster scientific, standardized, and systematic patent reviews before the patent application process.

#### During the reporting period

*we revised the Trademark Management Policy, and established the Guidelines for AIGC-related Intellectual Property Compliance.*

#### Designated Management Body

360 Security has established the Patent Review Committee, chaired by Dr. Pan Jianfeng, Vice President and Chief Scientist. The committee comprises technology experts from diverse fields, nominated by the Company's specialized committees.



IP protection measures

 Protecting Our Own IP Assets	We employ a comprehensive approach to managing our intellectual property, ensuring the robust protection of our innovations. This approach includes online application for evaluation and standardized application and evaluation processes. Through a strategic pre-evaluation process considering technical, commercial, and legal factors, we identify innovations with strong IP potential and implement a hierarchical protection system. This approach effectively strengthens and enriches our IP portfolio.
 Respecting Others' IP Rights	<ul style="list-style-type: none"><li>We are committed to fully respecting the intellectual property rights of others and fostering a strong intellectual property awareness among our employees through established systems and processes. To proactively mitigate the risk of infringing on the intellectual property of others in our business and R&amp;D activities, we have implemented an intellectual property risk warning and control mechanism. This integrates governance checkpoints into key stages of our product life cycle, from project initiation and market launch to product retirement.</li><li>In the event of an infringement claim, we follow a pre-established process to ensure prompt and effective resolution. Our specific handling guidelines, tailored to various products and intellectual property types, enable us to verify the legitimacy and relevance of IP rights before we use them. This ensures that we are respecting the rights of IP holders. We take swift actions to address potential intellectual property infringement notices. This includes notifying offenders, taking down or disabling access to infringing content, or blocking offenders. We keep rights holders informed throughout the process, providing timely updates on the outcome of each case.</li></ul>
 AI-related Intellectual Property Compliance	Recognizing the unique intellectual property challenges presented by AI products. We champion compliance by proactively examining emerging compliance challenges, closely tracking industry trends, and formulating risk lists and compliance guidelines in accordance with applicable laws and regulations. we have developed the <i>Guidelines for AIGC-related Intellectual Property Compliance</i> . These guidelines cover all aspects including training data compliance, generated content compliance, and related requirements.
 IP Awareness	To cultivate an IP-conscious culture, we provide IP training to all employees. During the reporting period, we achieved <b>100%</b> employee participation in IP training, with total training hours surpassing <b>100</b> hours.

During the reporting period

we strategically expanded our IP portfolio, focusing on core products and key technologies.

submitted domestic and international patent applications

over **500**

successfully obtained new patent grants

**300**

Scientific ethics

The rapid advancement of AI large language models not only presents significant opportunities for industrial innovation but also raises new ethical governance challenges. As an AI technology developer, we are committed to the principle of using technology for good. To this end, we have established a comprehensive AI ethics framework, combining technological innovation with robust institutional standards to ensure that our developments consistently contribute to human well-being.

All of our AI R&D and application activities are conducted in full compliance with relevant Chinese laws and regulations, including the *Law on Science and Technology Progress*, the *Guiding Opinions on Strengthening the Governance of Science and Technology Ethics*, and the *Science and Technology Ethical Review Measures (Trial Implementation)*. Throughout the reporting period, we recorded no violations of ethics standards related to science and technology.

To empower our employees to navigate these complex ethical considerations, we conducted targeted training activities during the reporting period. These sessions promoted in-depth discussions regarding ethical considerations at each key stage, including data engineering, model training, and user application.





# Mutually beneficial partnerships



## Supplier management

We maintain a robust supplier management system, guided by the *Supplier Management Measures of the Centralized Procurement Department*. This framework standardizes the processes of supplier development, access, maintenance, project participation, performance evaluation, rewards and penalties. It has set up and maintained a supplier resource database to improve the quality and efficiency of procurement.



### Suppliers Classification

- **Registered Supplier Candidates:** Supplier candidates who have submitted basic information through our SRM System and are awaiting review.
- **Eligible Supplier Candidates:** Supplier candidates whose credentials and supporting documentation are complete and meet our requirements, and who have been assigned to a relevant commodity or service category.
- **Backup Suppliers:** Suppliers who have successfully completed our vetting process, including credit checks, interviews/inspections (where applicable), material-specific certification (where applicable), and backup supplier assessments.
- **Collaborative Partners:** Suppliers who have entered into procurement deals with 360 Security and whose project status is classified as either “in co-operation” or “cooperation completed.”
- **Suspended Suppliers:** Suppliers who have demonstrated performance issues and have not shown sufficient improvement. These suppliers are temporarily suspended from participating in new projects but may be reinstated upon successful remediation.
- **Blacklisted Suppliers:** Suppliers found to have engaged in fraudulent activities or other serious misconduct during collaboration. These suppliers are permanently banned from future engagement with 360 Security.



### Suppliers Inspection and Access

- Supplier registration is completed through supplier information entry, supplier access review and supplier reserve evaluation.
- On-site inspection of key suppliers is conducted according to the *Supplier Inspection Form* to fully understand the comprehensive strength of suppliers.
- Suppliers are required to sign the *Letter of Commitment for Honest Cooperation* and *Letter of Confidentiality Commitment*, and strictly abide by the Company's anti-fraud management regulations.



### Suppliers Examination and Evaluation

- A comprehensive assessment of suppliers' price, quality, service, response and qualification is conducted on a quarterly basis, and the annual level of suppliers is comprehensively evaluated once every year.
- The Company initiates corrective actions or interviews with suppliers whose performance evaluation results are unsatisfactory, and tracks their rectification.



### Suppliers Supervision and Elimination

- Any violation of discipline can be reported to the Company through the reporting channel.
- Non-compliant suppliers will be penalized by freezing and blacklisting.

## Supply chain security

To strengthen supply chain security and incident response, we have formulated the *360 Group Supply Chain Security Management System*. Our supply chain security management process primarily consists of six steps: risk identification, risk analysis, risk evaluation, risk disposal, risk supervision and inspection, and risk communication and documentation.



### Risk Identification

#### Asset Identification:

We identify critical assets within our supply chain that are essential to our business operations. Disruptions to these assets could negatively impact the quality or delivery of our products and services.

#### Threat Identification:

- **Threat Sources:** Environmental factors, supply chain attacks, and human errors.
- **Threat Types:** Malicious tampering, counterfeiting, supply disruptions, information leaks, unauthorized operations, etc.

#### Vulnerability Identification:

We identify vulnerabilities across all supply chain stages, including product and service design, development, production, integration, warehousing, delivery, operation, maintenance, and disposal, where threats can be exploited.

#### Existing Security Measure Identification:

We evaluate existing and planned security measures within the supply chain to verify their effectiveness.



### Risk Analysis

This involves possibility analysis, consequence analysis, and risk estimation.

#### Possibility Analysis:

Determining the probability of damage to the supply chain itself (e.g., supply disruptions, IP theft) and to products, services, systems, and components within the supply chain (e.g., malicious code injection, component damage caused by lightning strikes).

#### Consequence Analysis:

Evaluating the potential impact of supply chain security incidents, considering asset criticality, characteristics of the threat source, identified vulnerabilities, and the organization's sensitivity to these incidents, as informed by existing or planned security measures.

#### Risk Estimation:

Assigning values to the likelihood and potential consequences of identified risks, based on the outcomes of the possibility and consequence analyses.



### Risk Evaluation

We compare our risk estimation results to pre-defined risk rating criteria to create a prioritized list of risks. The consequence and possibility analysis outcomes are used in the risk evaluation.



## Risk Disposal

We develop disposal plans for identified risks, selecting strategies aligned with our needs and capabilities. Our strategies include:

- **Risk Mitigation:** Implementing controls to reduce the likelihood and negative impact of risks, ensuring residual risk is acceptable.
- **Risk Avoidance:** Choosing not to engage in or exiting risk-prone scenarios by abandoning certain businesses or assets, altering environments, or canceling risk-related activities.
- **Risk Transfer:** Transferring all or part of the risk, along with its associated losses or benefits, to other parties through mechanisms like insurance or partnerships.
- **Risk Retention:** Accepting the potential losses or benefits of certain risks when they align with our security strategy, without implementing any control measures. If risk reduction is chosen, appropriate supply chain security risk control measures should be implemented to ensure residual risk is acceptable.

## Risk Supervision and Inspection

We conduct risk supervision and inspection to ensure risks remain within acceptable thresholds. Threats, vulnerabilities, likelihoods, and impacts of supply chain risks can shift with changes in our business. This dynamic nature of supply chain risks necessitates ongoing monitoring of risk management activities, regular control measure reviews, and timely adjustments to scope boundaries.

## Risk Communication and Documentation

We document risks and achieve consensus on risk management strategies with stakeholders by exchanging and sharing relevant risk information.



## Supply chain collaboration

To support the green transition and sustainable development of our entire supply chain, 360 Security collaborates with suppliers and partners, providing technical expertise and facilitating resource sharing to drive progress together.

### By the end of the reporting period

the 360 Digital Security Ecosystem had grown to include partners

Over **6,000**

### Case

360 Security and CAICT have spearheaded the development of the *Cybersecurity Abnormal Behavior Detection Measures for the Internet of Vehicles (Standard No. GB/T 45181-2024)*. This standard has been recently published. It represents a significant advancement in the security of connected cars. This standard is expected to enhance cybersecurity for automotive companies and promote industry-wide standardization, contributing to the safer development of intelligent connected vehicles.

To further strengthen automotive cybersecurity, we have established strategic partnerships with numerous automotive companies. Together, we are collaborating on automotive security operations, security situational awareness, security compliance solutions, Internet of Vehicles security testing, and advanced driving safety features, with the shared goal of delivering safer connected cars to consumers.

### Case

360 Security has partnered with industry peers, research institutions, and end-users to launch the Large AI Model Security Alliance in Beijing. This alliance aims to build a collaborative and open ecosystem dedicated to ensuring the security of large AI models and driving their widespread and safe adoption across industries.

Our founder, Zhou Hongyi, has articulated three core objectives for the alliance: (i) to encourage open collaboration and continuous participation of large AI model developers; (ii) to facilitate the sharing of technologies and best practices to develop practical solutions for securing these models; and (iii) to provide a platform for the alliance to advocate for responsible AI development, promote public understanding, and manage expectations regarding the inherent limitations of large AI models while prioritizing overall safety.

## Equal treatment of small and medium-sized enterprises (SMEs)

We offer equitable payment terms to all businesses, including SMEs. We do not differentiate payment terms based on business size and strictly adhere to the principle of timely payment as outlined in our agreements. As of the end of the reporting period, we had no overdue accounts payable to SMEs.

# Rural revitalization

360 Security actively contributes to China's rural revitalization strategy through initiatives focused on industry, education, ecology, and culture in regions like Yunnan and Inner Mongolia. We drive development through industry-based poverty alleviation, educational training, and other programs designed to strengthen the agricultural sector, improve the rural environment, and foster thriving rural communities. These efforts demonstrate our commitment to corporate social responsibility.



## Dongrun Charity Foundation's Education Assistance Project

Reinforcing our commitment to supporting education, we donated to the Dongrun Charity Foundation, focusing on three key areas:

Dongrun Qihang Scholarship: provide growth incentives for rural students.

Dongrun Yishi Award: strengthen the rural teaching staff and ensuring their ongoing support.

Dongrun Stardust Art: promote balanced access to aesthetic education resources in rural areas, empowering rural education revitalization.

Non-Directional Education Funds: non-directional public welfare funds to address emerging needs within the rural education system.

## Inner Mongolia Targeted Assistance Project

To build upon previous poverty alleviation achievements and facilitate effective rural revitalization, we donated to Baiyin Chagan Town, Qahar Youyi Rear Banner, Ulanqab City. This funding targets village collective economic development, livelihood security for vulnerable populations, and improvements to essential services for farmers and herders. By strengthening grassroots organizations and rural governance capabilities, we are reinforcing efforts to prevent poverty and demonstrate our commitment to “prospering villages through industry and benefiting farmers through livelihoods.”



# Social contribution

## Corporate social responsibility



At 360 Security, social responsibility is integral to our corporate development strategy. Guided by the principle of serving the national interest and strengthening China's foundation for growth, we actively partner in key national strategic initiatives. Our market-driven approach leverages industrial empowerment, resource collaboration, and technological innovation to advance coordinated regional development, technology-driven innovation, and rural revitalization, thereby contributing to the realization of China's strategic goals.

### Supporting the digital transformation of micro-, small-, and medium-sized enterprises (MSMEs)

MSMEs are crucial to China's economy, but they are still in the early stages of digital transformation, making them susceptible to increasingly sophisticated cybersecurity threats. Recognizing that their digital maturity directly influences national digitalization and security, 360 Security empowers MSMEs with 360 Security Cloud, our SaaS solution. As a demonstration project for cybersecurity technology applications, selected by the Ministry of Industry and Information Technology. To date, the company has served numerous small and medium-sized enterprises (SMEs), educational institutions, government entities, and specialized functional organizations.

### Fulfillment of tax obligations

360 Security recognizes that fulfilling our tax obligations is essential to our role as a responsible corporate citizen. We adhere strictly to the *Law of the People's Republic of China on Enterprise Income Tax* and operate with integrity in all tax-related matters. Our comprehensive tax management system ensures timely and accurate payment of all taxes and fees, directly supporting the country's financial well-being, vital public services, and a fairer distribution of resources across society.

Amounts of various taxes paid in the Company's financial statements over the past three years



## Community co-development

360 Security values building harmonious relationships with local communities, and have established effective communication and exchange mechanisms with local communities. We pay close attention to the needs of community stakeholders and actively participate in community activities.

### Case

We published *Digital Security Starts with You and Me*, an illustrated textbook on digital security, and partnered with the Beijing Municipal Office for the Fight Against Pornography and Illegal Publications, the Publicity Department of the CPC Chaoyang District Committee, the Cyberspace Administration of China, and other organizations to conduct school-based awareness campaigns.





## Social welfare

At 360 Security, we integrate social welfare into our core development strategy, guided by the principle of social enterprise. Our comprehensive public welfare system supports vulnerable groups and provides emergency disaster relief, driving sustainable socioeconomic development, while ensuring the company's healthy growth and delivering returns to investors.

### Case Tianjin Heartbeat Program

Responding to the national call for a stronger life rescue system, we have actively participated in the Tianjin Heartbeat Program. In 2024, it donated to the Tianjin Binhai New Area Red Cross, specifically to purchase automated external defibrillators (AEDs) for police officers in the Binhai New Area. This provides critical support for building a life-saving network, increases access to emergency rescue equipment in public spaces, and advances the Healthy China initiative, ultimately strengthening social welfare.

### Case

We partnered with the China Organ Transplant Development Foundation to create Xiao Shi, China's first AI digital human dedicated to organ transplant population. By leveraging artificial intelligence, we aim to raise awareness about organ donation and encourage participation in this life-saving cause.





# 06

## Governance

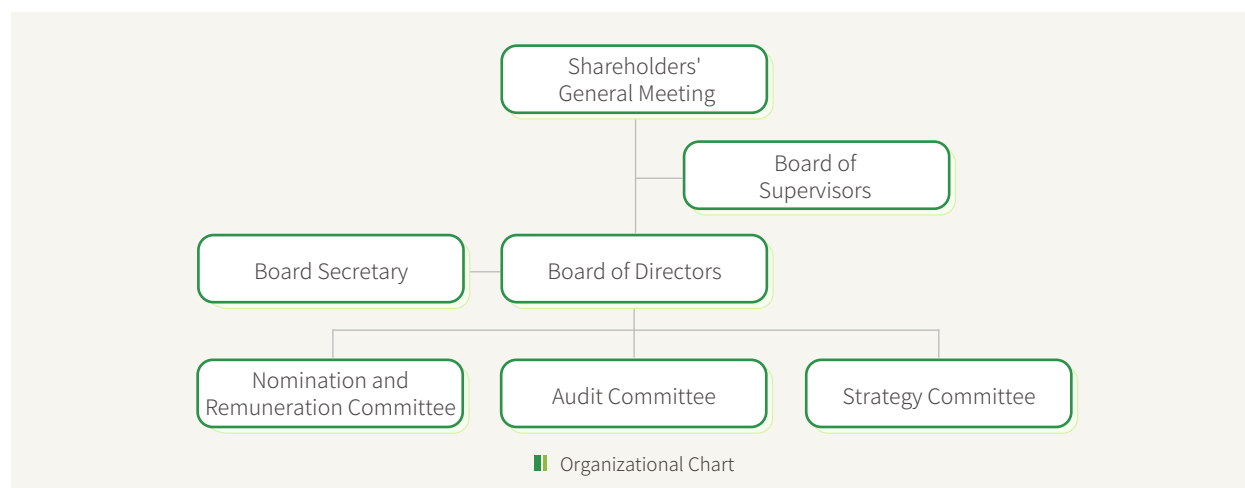
CORPORATE GOVERNANCE SYSTEM  
COMPENSATION MANAGEMENT  
INTERNAL CONTROL  
TAX MANAGEMENT  
COMPLIANCE MANAGEMENT  
RISK MANAGEMENT  
PARTY BUILDING LEADERSHIP  
ANTI-BRIBERY AND ANTI-CORRUPTION POLICIES  
FIGHT AGAINST UNFAIR COMPETITION



# Corporate governance system

## Governance structure

360 Security is committed to operating with the highest standards of corporate governance. We adhere to all relevant laws, regulations, and standards, including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Guidelines for Corporate Governance of Listed Companies*, and the *Rules Governing the Listing of Stocks on Shanghai Stock Exchange*. Our governance framework is built upon a clear structure, comprising Annual General Meetings, the Board of Directors, the Board of Supervisors, and the management team. With clearly defined roles and responsibilities, this structure fosters collaboration and ensures effective checks and balances and robust compliance throughout our operations.



## Three Governance Bodies: Shareholder's General Meetings, the Board of Directors, and the Board of Supervisors

In accordance with our *Articles of Association*, we consistently strengthen the operation of our three key bodies—the Shareholder's General Meeting, the Board of Directors, and the Board of Supervisors. We ensure their independence, checks and balances, and collaborative function, promoting informed, democratic, and standardized decision-making that prioritizes the interests of both the Company and its shareholders. During the reporting period, the number of proposals not passed by the resolutions of the three meetings (shareholder's general meeting, board of directors, and board of supervisors) was zero.

### Shareholder's General Meetings

As the Company's primary governing body, the Annual General Meetings of shareholders hold the authority to determine business policies and investment strategies. We strictly comply with the *Company Law* and our *Articles of Association*, meticulously regulating the meeting deliberation process. We conduct regular annual and extraordinary shareholder's meetings, guaranteeing shareholder's rights to information, participation, and voting.

#### During the reporting period

Number of shareholder's meetings held

2

Proposals reviewed by shareholder's meetings

15

## Board of Directors

Elected by and accountable to the shareholder's meeting, the Board of Directors serves as the Company's core strategic and operational decision-making body. It establishes operational and developmental strategies. The Board operates through three specialized committees: the Audit Committee, the Nomination and Remuneration Committee, and the Strategy Committee. Each committee adheres to its defined responsibilities, conducts thorough research and deliberation, and provides critical support for informed Board decisions.

#### During the reporting period

Meetings held by the Board of Directors

9

Meetings held by the Nomination and Remuneration Committee

2

Proposals reviewed by the Board of Directors

36

Proposals reviewed by the Nomination and Remuneration Committee

4

Meetings held by the Audit Committee

8

Meetings held by the Strategy Committee

1

Proposals reviewed by the Audit Committee

21

Proposals reviewed by the Strategy Committee

1

We strictly adhere to regulations such as the *Guidelines for the Reform of the Independent Director System of Listed Companies*, the *Measures for the Management of Independent Directors of Listed Companies*, and internal policies such as the *Operational Framework for Independent Directors of 360 Security Technology Inc.* We clarify and update requirements for independent director meeting attendance and annual report performance standards, ensuring effective duty performance and maintaining the Company's stable development.

As of December 31, 2024

Number of independent directors

3

Proportion of independent directors

60%

Independence of the Board of Directors

We are committed to building a diverse and highly qualified Board, attracting talents from security technology, finance, law, and other relevant fields. We prioritize academic excellence in Board member selection, with 100% of our directors holding master's degrees or higher. We also foster an inclusive corporate culture, actively encouraging female participation in governance. Our female director contributes unique perspectives and strong communication skills, enhancing the Board's dynamism and decision-making.

Board Diversity

During the reporting period, Number of female directors

1

Professional backgrounds

Security technology, finance, law, accounting, etc.

Education, percentage of Board members with a master's degree or above

100%

## Board of Supervisors

Comprising shareholder and employee representatives, the Board of Supervisors is a crucial component of our oversight system. We uphold the principles of independence, objectivity, and fairness in fulfilling our supervisory duties. The Board of Supervisors conducts comprehensive oversight of directors' and senior management proposals reviewed by the Board of Supervisors performance, ensuring legal and compliant operations throughout the Company.

#### During the reporting period

Board of Supervisors meetings held

5

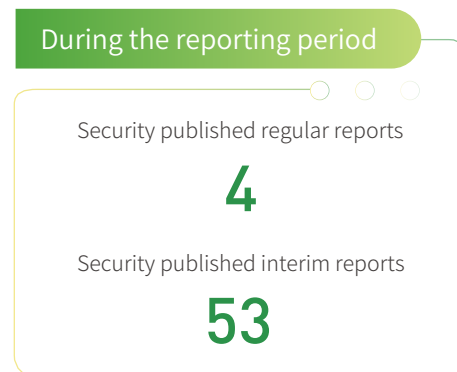
Proposals reviewed by the Board of Supervisors

20

## Disclosure of information

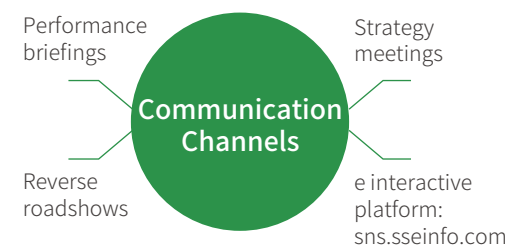
We ensure timely information disclosure in accordance with relevant laws and regulations and internal policies such as the Information Disclosure Policy and the Policy on Suspension and Exemption of Information Disclosure. The Chairman holds primary responsibility for implementing the information disclosure affairs management system, with the Board Secretary coordinating specific activities. The Board of Supervisors oversees this process, conducting regular and ad hoc reviews, and promptly urges the Board of Directors to handle major deficiencies identified.

Furthermore, we prioritize the standardization of insider information management, strictly controlling the registration and management of insiders and internal information users. This upholds the principles of fairness and transparency in information disclosure and effectively safeguards the legitimate rights and interests of our investors.



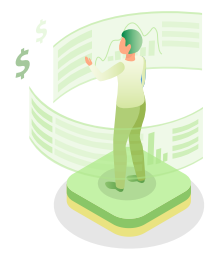
## Investor relations

360 Security is committed to protecting our investors and creating value for them. We are guided by the principles of compliance, equality, proactive engagement, and integrity in all our interactions. We actively cultivate diverse communication platforms to encourage shareholder engagement, strengthen our relationships with both current and potential investors, and deepen their understanding of the Company. This approach cultivates a stable and high-quality investor base, enhancing corporate governance effectiveness and ultimately driving enterprise value.

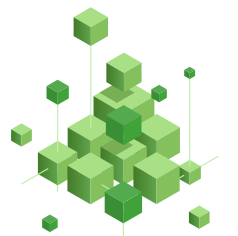


## Remuneration management

To ensure full compliance with the relevant provisions of the *Company Law* and our *Articles of Association*, we have established a fair, reasonable, and performance-driven remuneration and benefits system that aligns with the realities of our business and industry benchmarks. Furthermore, we integrate KPIs related to specific ESG issues, such as talent development, data security, occupational health, and technological innovation, into our management performance evaluation framework. The Nomination and Remuneration Committee of the Board of Directors reviews the remuneration of directors and senior management, while the Board of Supervisors reviews the remuneration of supervisors.



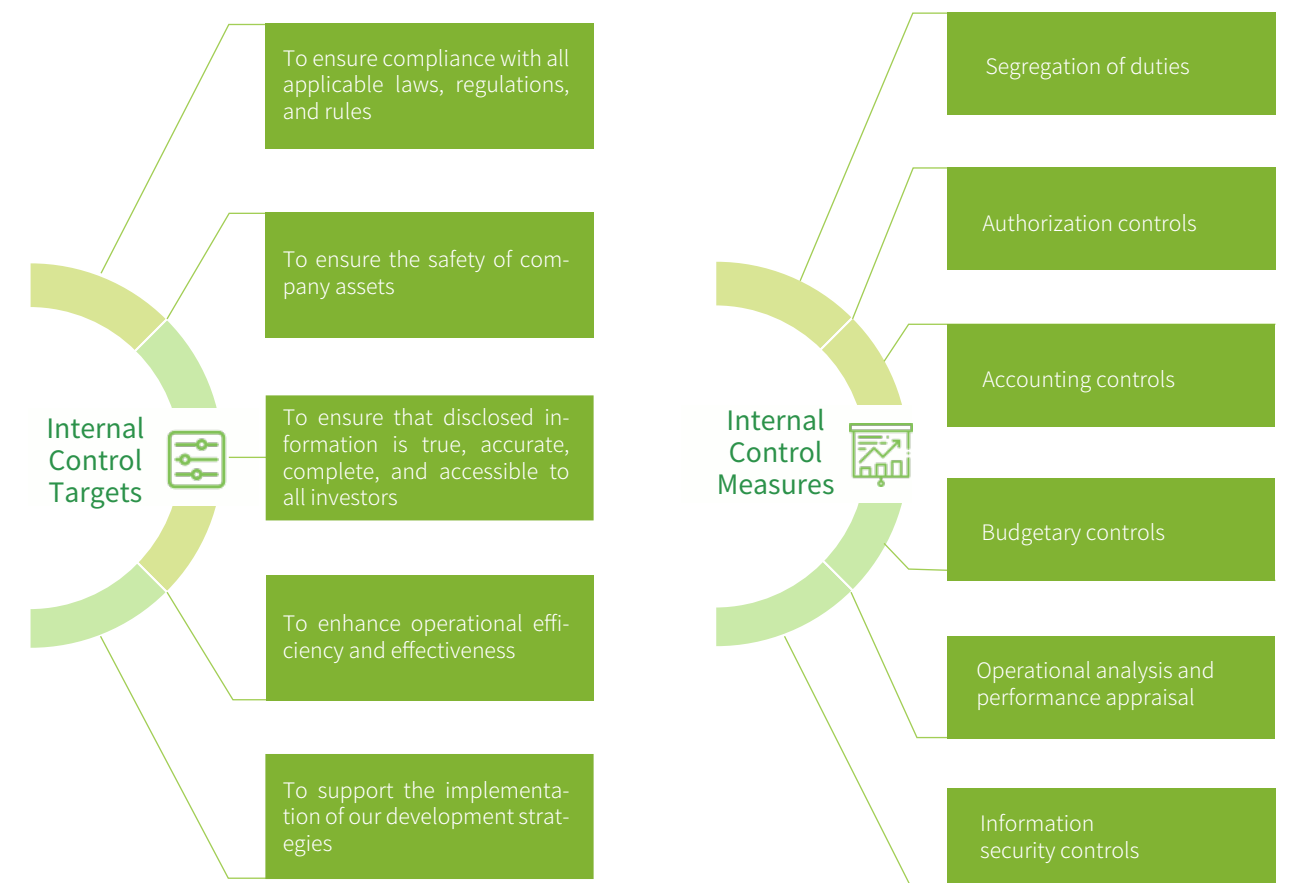
## Internal control



### Internal control objectives and measures

We have established a robust internal control framework aligned with the *Basic Standards for Enterprise Internal Control* and related guidelines. This framework includes internal control and routine oversight mechanisms such as the *Internal Audit Policy*. We regularly evaluate the effectiveness of these controls and promptly address any deficiencies.

### Compliance system building



## Internal audit

The internal audit department reports directly to the Audit Committee of the Board of Directors. This organizational structure and reporting mechanism ensure the department's independence and authority, effectively mitigating interference from other departments. This guarantees the objectivity and fairness of our audits, enabling accurate assessments of potential risks within our business activities and management processes.

During the reporting period

Number of projects audited in 2024

12

## Tax management

360 Security strictly adheres to relevant tax laws, regulations, and policies in all tax treatments. With 'compliance adherence' as the basic principle, we have established an effective tax risk identification, assessment, and response mechanism. This enables us to promptly detect and appropriately address potential tax risks, ensuring the Company's tax security and building a strong foundation for long-term, stable development.



## Compliance management

### Compliance system building

360 Security has consistently viewed compliance management as essential for its survival and development. We have established clear compliance objectives supported by **11** internal policies, including the *Contractual Dispute and Risk Management Measures*, the *Business Seal Management Policy*, and the *Management Training Measures of the Legal and Compliance Department*. These systematic and standardized management practices effectively mitigate various compliance risks, ensuring sustained long-term value for our shareholders, customers, and society.



### Compliance training

We actively promote compliance awareness through various initiatives, fostering a strong compliance culture and encouraging employees to proactively learn and apply compliance knowledge in their daily work.

#### Contract review process training

In November 2024, we conducted contract review process training for relevant personnel in the business division of WoTrus.

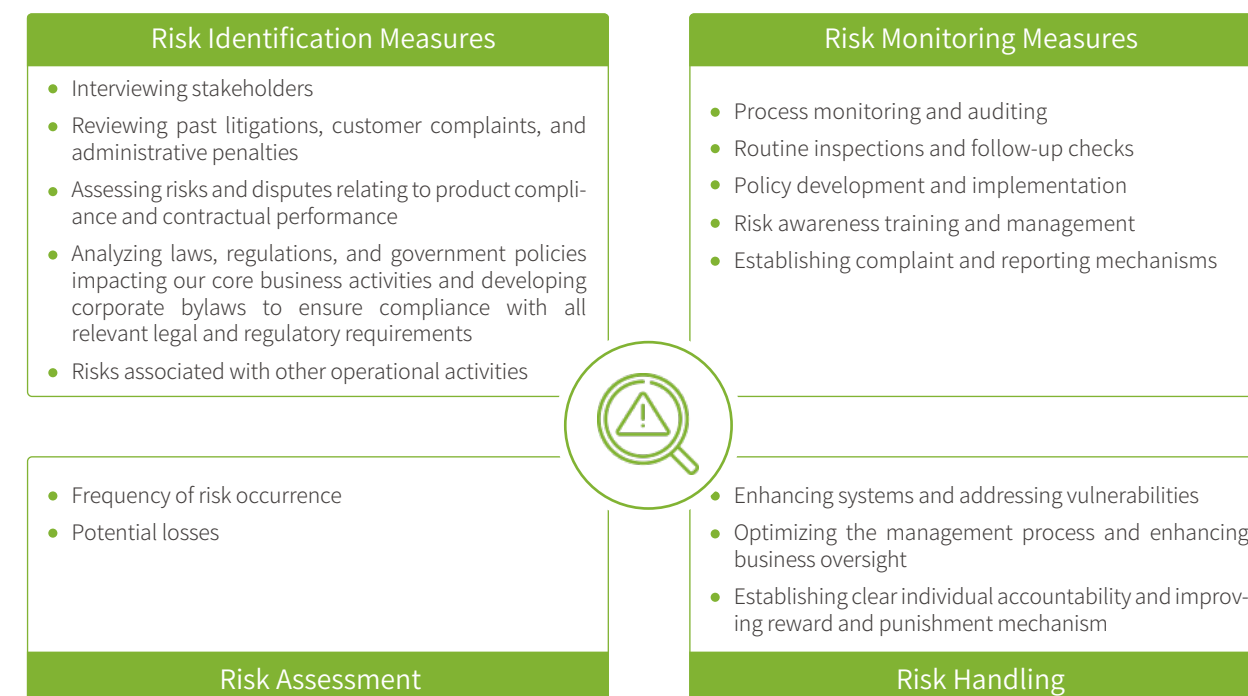
#### Seal use and management training

An instructional video on seal use and management was launched on our intranet in November 2024, enabling employees to access relevant information at any time.



## Risk control

360 Security has established robust risk control principles. We align our risk control practices with national policies and regulations and embed them within our internal management protocols. We proactively identify and thoroughly assess potential operational and managerial risks. Utilizing a dynamic source control mechanism, we continuously monitor high-risk areas and strive to eliminate hazards at their source. Annually, each business department submits a comprehensive compliance report, detailing risk analyses and proposing targeted mitigation and compliance optimization strategies. These reports provide valuable insights for addressing similar risks across the Company. To effectively manage risk, we have clearly defined risk thresholds, developed detailed risk control guidelines, and standardized our business operations. These measures collectively enhance our overall risk prevention and control capabilities.





# Party building leadership

## Party members team building

360 Security is committed to strengthening its Party Committee by actively recruiting talents from across its **23** business lines, including digital security, Internet, commercialization, and smart life. In 2024, our Party Committee has more than **1,200** Party members.



### In 2024, our Party Committee received the following awards and honors



■ The title of “Key Party Building Organization in Beijing (Internet Sector)”



■ The title of “Outstanding Contributor to CPC Beijing Municipal Committee's “E-Reading Promotion Campaign”



■ Our AI Vanguard project received the title of “Innovative Party Building Project.”

## Party building education and activities

360 Security's Party Committee fosters a robust and continuous learning environment for its members by integrating ideological education with practical community outreach. This is achieved through a variety of engagement methods, including in-person events, video meetings, designated contact points, and local Party branches.

### Party building education

In 2024, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the Company's Party Committee thoroughly studied the spirit of the Third Plenary Session of the 20th CPC Central Committee and General Secretary Xi Jinping's important thought on boosting China's strength in cyberspace. To this end, we organized various joint study activities for the Party Committee and senior management, including 12 study sessions, two themed workshops, and one reading club event. We also conducted seven study sessions at our grassroots Party organizations, encouraging Party members to translate theoretical knowledge into real-world action.

### Our Party Committee is committed to delivering effective Party building education through various means.

#### Strong support from the Company's leadership

The Company's Party Committee and leadership prioritize the implementation of our Party building education plan and actively fulfill the primary responsibility and provide solid guarantees for the effective implementation of learning activities.

#### Supportive learning environment

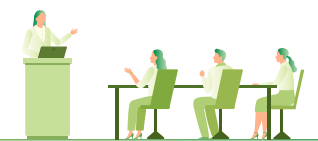
We utilize internal platforms to keep employees informed of their learning progress and results, encouraging active participation of all Party members, cadres, and employees.

#### Enhanced oversight and inspection

Regular oversight from the Company's Party Committee and leadership ensures consistent progress and timely achievement of learning objectives.

#### Rigorous assessment

Party building education activities are integrated into annual performance evaluations of all Party members, cadres, and employees. Those who perform excellently in their studies will be commended and rewarded, while those who do poorly will be criticized.



### Case

In 2024, under the guidance of the CPC's party building requirements and disciplinary inspection guidelines for the new era, and committed to upholding the highest ethical standards and strengthening its governance, the Party Committee of 360 Security launched an internal education program focused on maintaining discipline within the Party via our intranet in accordance with the directives from the superior Party Committee. This campaign targeted the management, key personnel, Party members, and the general workforce. All levels of Party organizations were directed to give importance to this program.



### Case

#### Report of 360 Security's Party Committee on the Learning and Implementation of the Spirit of the Third Plenary Session of the 20th CPC Central Committee



Following the Third Plenary Session of the 20th CPC Central Committee, Party members and cadres were engaged in diverse learning activities. Our Party Committee promptly communicated the session's spirit to the senior management, outlined plans for Party building education of employees, and distributed *All-in-One Visual Guide to the Decisions of the Third Plenary Session of the 20th CPC Central Committee* to all Party members.

## Party building activities

By actively engaging Party members in diverse activities, our Party Committee has effectively created a supportive environment and strengthened the cohesion and operational effectiveness of our Party organizations.

### On November 19, 2024

360 Security held its first Party Member Representative Conference. 360 Security elected a new Party Committee. The new committee reviewed and approved the work report titled “Working Hard for the Grand Plan and Forging Ahead to Start a New Chapter: Striving to Build a Globally Leading AI and Security Technology Company.”



360 Security's Party Committee collaborated with the Commission for Discipline Inspection of Chaoyang District to organize a Party building event, themed “Building a Culture of Integrity”



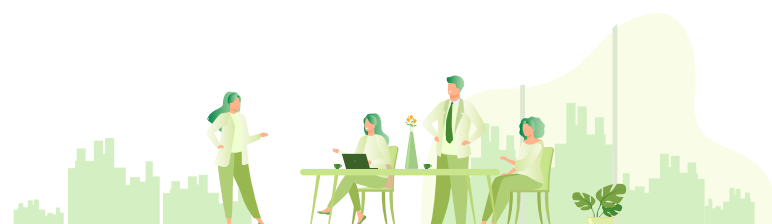
360 Security's Party Committee partnered with the China National Environmental Monitoring Centre (CNEMC) to hold a Party Day event, themed “Green Mission, Party Flag Lead”



360 Security's Party Committee jointly conducted a learning session on Party discipline with the People's Procuratorate.



On April 15, 2024, 360 Security's Party Committee in collaboration with the Chaoyang District Urban Management Command Center, held a Party Day event, which featured an AI and digital security exhibition.



## Anti-bribery and anti-corruption policies

360 Security upholds strong ethical governance standards. We have continuously reinforced our corporate governance framework, improved internal controls, and optimized supplier management. Through targeted efforts to combat bribery, corruption, and malpractice, we foster a business environment built on compliance, transparency, and integrity.



### Policies promoting ethical business practices

We have established a robust ethical framework, comprising policies such as the *Internal Audit Policy*, the *Key Personnel Management Policy*, the *Malpractice Prevention Policy*, *Gift Acceptance Policy*, the *Whistleblower Protection and Reward Policy*, and the *Supplier Blacklisting Policy*. These cover employee conduct, supplier management, and internal audits, providing clear guidelines. By rigorously enforcing these policies and maintaining ongoing oversight, we have established a strong foundation for the Company's sustainable development. In 2024, we further strengthened our ethical standards by revising the *Malpractice Prevention Policy* and other policies.

### Strengthen internal integrity control and management

We are committed to preventing and combating malpractice through robust internal controls. We have established an independent ethics committee to oversee the investigation of potential violations. All departments are required to report suspected malpractice to the Committee via email at [jubaoxin@360.cn](mailto:jubaoxin@360.cn). Violations of our *Malpractice Prevention Policy* may result in disciplinary action, ranging from verbal or written warnings to public censure or termination, depending on the severity of the offense.

To reinforce ethical conduct and prevent abuse of power, all employees have signed a *Code of Integrity Commitment*, achieving a 100% signing rate. In 2024, as part of our effort to further reinforce our *Code of Integrity Commitment*, to enhance the standards for employee conduct and integrity.



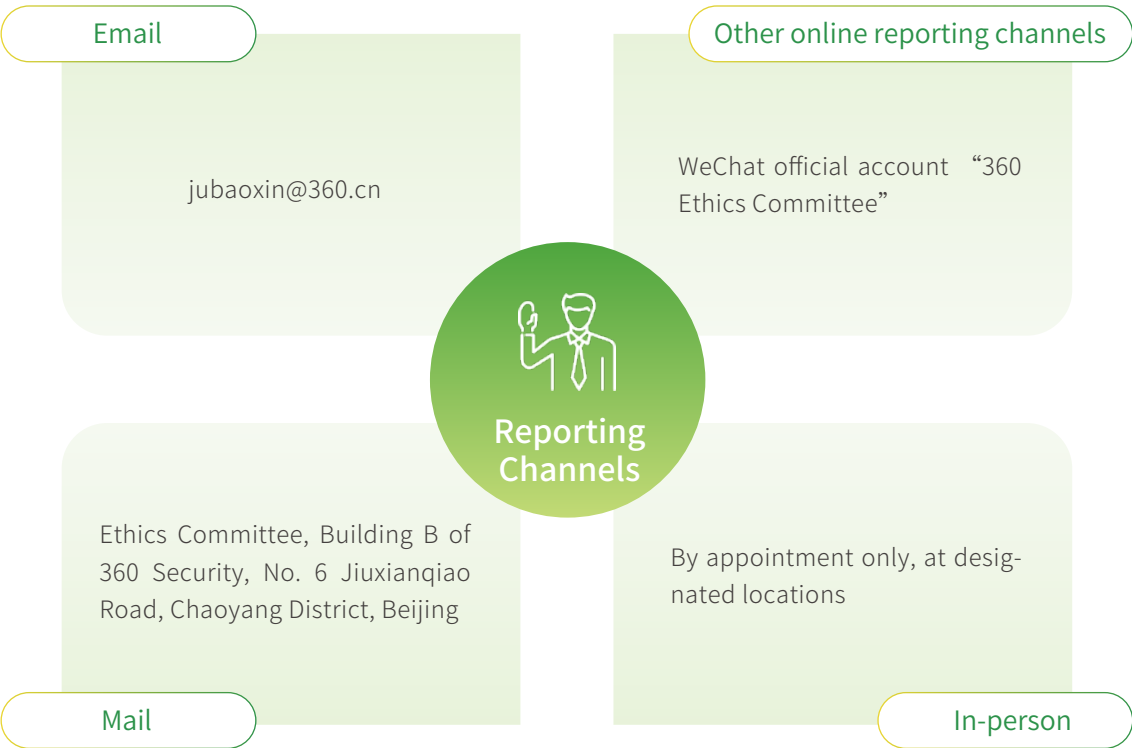
## Guarantee external honest cooperation

We also promote ethical conduct throughout our supply chain by entering into *Business Integrity Agreements* with our partners. These agreements establish a shared code of business integrity, helping to prevent commercial bribery and foster a healthy, collaborative ecosystem.

In accordance with our *Supplier Blacklisting Policy*, any supplier found to engage in malpractice will be blacklisted. We will not collaborate with blacklisted suppliers unless a specific exception is approved through a defined process.

## Protection of whistleblowers

To foster a fair and transparent business environment, we encourage employees and partners to report suspected malpractices and guarantee robust whistleblower protection. Our ethics committee prioritizes confidentiality throughout the investigation process, adhering to strict protocols for report handling. Whistleblower identities and submitted materials are treated with the utmost confidentiality, and any breach of this confidentiality will result in severe consequences, including potential legal action and prosecution for criminal offenses. Furthermore, the ethics committee maintains a special protection list for individuals who submit reports under their own name. These individuals receive specialized support, protection, and rewards.



## Ethics training and ethical awareness

### Ethics training

To reinforce our commitment to ethical conduct, we offer extensive ethics training sessions to all employees. In the reporting period, we held 15 in-person ethics training sessions for new and regional employees, and over 610 employees participated. For employees in sensitive positions and leadership roles, we partnered with the Beijing Public Security Bureau's Economic Investigation Corps to deliver three specialized ethics training sessions, and over **720** employees participated.



### Ethical awareness

We maintain a comprehensive ethical awareness program that leverages multiple channels such as email campaigns, visually engaging graphics, digital displays, posters, and informative videos to communicate the importance of integrity to our employees. We also emphasize our integrity principles and standards in our interactions with partners through messaging on our platforms and email communications.

To further amplify our commitment, on International Anti-Corruption Day 2024, we hosted an online quiz to actively engage employees and reinforce ethical principles.





# Fight against unfair competition

360 Security is firmly committed to contributing to a healthy and competitive market. We strictly adhere to the *Anti-Unfair Competition Law*, the *Anti-Monopoly Law*, and all other relevant laws and regulations of the People's Republic of China. We integrate fair competition principles into every facet of our operations, maintaining a zero-tolerance policy toward any behavior that undermines market integrity. We actively combat unfair competition and monopolistic practices, contributing to an orderly market environment and supporting long-term sustainability of the industry.



## Anti-monopoly compliance framework

We developed and updated the *Anti-monopoly Compliance Manual* in July 2021 and August 2022, respectively. This comprehensive manual covers critical areas, including recent legislative and enforcement developments, market concentration analysis, prohibited monopoly agreements, abuse of market dominance, and practical compliance guidelines.

## Anti-monopoly practices

### Pre-analysis of Concentration of Business Operators

After establishing our anti-monopoly compliance framework, our legal and compliance department conducted a comprehensive review of past transactions to identify potential non-compliance. We engaged external anti-monopoly experts to further analyze these transactions, categorize them by risk level and provide targeted compliance recommendations. We have since implemented these recommendations in line with our operational needs.

For all planned investments, acquisitions, and mergers, we conduct a pre-transaction analysis to assess reporting obligations during the negotiation phase. If filing obligations are identified, we engage independent anti-monopoly experts to evaluate risks. The results of these assessments will directly inform our approval decisions.

## Risk control for potential monopoly agreements

In alignment with our compliance framework, the legal and compliance department rigorously reviews all agreements for potential risks related to prohibited monopoly agreements. All standardized, joint procurement/sales, and long-term exclusive agreements are subject to mandatory prior review.

In situations involving competitors, personnel are required to adhere to the established risk handling process outlined in the Anti-monopoly Compliance Manual.

## Prevention of abuse of market dominance

We prioritize preventative measures to avoid any abuse of market dominance. Business personnel are required to report any potential language that could be construed as acknowledging market dominance to the Legal and Compliance Department. For product lines where we hold a competitive advantage, we proactively prevent any exclusionary or self-preferential behaviors, and all related actions are subject to prior review by the Legal and Compliance Department.

## Integration of anti-monopoly compliance into performance assessment

To further reinforce our commitment, anti-monopoly compliance is now a key component of departmental and employee performance assessments. By linking compliance requirements to incentives, we enhance awareness and foster a stronger sense of responsibility for anti-monopoly compliance throughout the organization.

## Anti-monopoly promotion and training

We ensure employee awareness and adherence to our anti-monopoly compliance policy through various means, including broad internal communication via our intranet, company-wide announcements, and email updates. All employees are required to complete online anti-monopoly training. Furthermore, specialized training is provided for employees in key departments and roles to promote a deeper understanding of our compliance framework, improve enforcement, and strengthen the Company's anti-monopoly compliance. In 2024, our legal and compliance department provided online and offline anti-monopoly training sessions to various business divisions, including Internet and gaming, to improve their compliance and legal risk awareness and decrease unfair competition risks.





# Performance Table

All data in the report are rounded results, and any individual discrepancies are due to the effects of rounding differences.

Indicator	Unit	2024 Data
Environmental performance		
Direct emissions (Scope 1)	tCO <sub>2</sub> e	274.02
Indirect emissions (Scope 2)	tCO <sub>2</sub> e	11,490.61
Total emissions	tCO <sub>2</sub> e	11,764.63
Emissions intensity	tCO <sub>2</sub> e per million yuan in revenue	1.48
The total environmental protection investment	million RMB	1.1058
Hazardous waste	Ton	0.02
Non-hazardous waste	Ton	178
Diesel consumption	Ton	0.35
Gasoline consumption	Ton	7.29
Natural gas consumption	standard cubic meters	115,822
Power consumption	MWh	21,297.92
Thermal energy consumption	GJ	546.54
Total energy consumption	TCE	2,802.21
Total energy intensity	TCE per million yuan of revenue	0.35
Total water consumption	Ton	120,793
Water intensity	Ton per million yuan of revenue	15.20
Volume of recycled materials	kilogram	1,000
Social performance		
Number of employees	Person	5,975

Indicator	Unit	2024 Data
Social performance		
Male	%	69
Female	%	31
Aged 30 or below	%	29.53
Aged 31–40	%	57.15
Aged 41 or above	%	13.32
Employees with a vocational college diploma or lower	%	13.01
Employees with a bachelor's degree	%	67.50
Employees with a master's degree	%	19.05
Employees with a doctoral degree	%	0.44
R&D personnel	%	57.64
Sales personnel	%	33.62
Management	%	8.74
Percentage of female managers	%	19.30
Percentage of employees with disabilities	%	1.02
Percentage of employees from ethnic minority groups	%	5.40
The employee turnover rate	%	5.20
employee satisfaction satisfaction	score	9.71
Financial support for disadvantaged demographics	Thousand RMB	299
Investment in employee training	million RMB	1.8
General staff training participation rate	%	100



Indicator	Unit	2024 Data
Social performance		
Senior management training participation rate	%	96
Middle management training participation rate	%	100
Health checkup participation rate	%	100
Work-related injury insurance enrollment rate	%	100
Number of new occupational disease cases	Person	0
Number of employees who died in work-related accidents	Person	0
Average satisfaction rating (Domestic customers)	%	Over 97
Average satisfaction rating (Overseas customers)	%	Over 97
R&D spending (Unit: 100 million yuan)	100 million RMB	32.02
R&D spending as a percentage of our revenue (%)	%	40.29
Governance performance		
Number of shareholders' meetings held	Time	2
Proposals reviewed by shareholders' meetings	Case	15
Meetings held by the Board of Directors	Time	9
Proposals reviewed by the Board of Directors	Case	36
Board of Supervisors meetings held	Time	5
Proposals reviewed by the Board of Supervisors	Case	20
Proposals failed to pass	Time	0
Number of projects audited in 2024	Time	12
Number of employees participating in anti-bribery and anti-corruption training	Person	1,339
Number of managers participating in anti-bribery and anti-corruption training	Person	728

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