

# Venustech 2024

## ESG Report



## About the Report

This is the second ESG Report published by Venustech covering from January 1, 2024, to December 31, 2024, and where specified, presents information over a wider time frame spanning before or after 2024.

### Organizational Scope

The report presents the ESG-related practices and achievements of Venustech ("Venustech", the "Company", or "we") and its subsidiaries.

### Data Overview

The data and information in this report are sourced from the Company's internal statistical forms and information collection questionnaires, both qualitative and quantitative, conducted during the report preparation process. Unless specified otherwise, all monetary figures in this report are presented in RMB.

### Reference Standards

The report is written in alignment with the *Corporate Sustainability Disclosure Standards — Basic Standards (Trial)* issued by the Ministry of Finance, the *Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange - Sustainable Development Report (Trial)* and *Guidelines No.1 of the Shenzhen Stock Exchange for the Self-regulation of Listed Companies — Standard Operation of Companies Listed on the Main Board*, the *Guidelines on Corporate Sustainability Reporting for Chinese Enterprises (CASS-ESG 6.0)* by the Chinese Academy of Social Sciences, the UN Sustainable Development Goals (SDGs), and the *GRI Sustainability Reporting Standards* (GRI Standards) from the Global Sustainability Standards Board, etc.

### Quality Assurance

This report undergoes rigorous review by the Company's management before release, and the Company commits to the absence of false records, misleading statements or material omissions, and is responsible for the objectivity and authenticity of the relevant data in this report.

### Report Languages

This report is published in both Chinese and English. In the event of discrepancies between the Chinese and English version, the Chinese version shall prevail.

### Report Access

You can download the electronic version of the report from the Company's website <https://www.venusense.com>.

If you need to acquire a printed copy or share your comments and suggestions regarding the report, please don't hesitate to contact us in the following ways:

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# Message from Chairman

2024 marks the 75<sup>th</sup> anniversary of the founding of the People's Republic of China, a pivotal year for advancing the objectives of the 14<sup>th</sup> Five-Year Plan, and an era defined by the rapid development and deep integration of digital technologies. Amid accelerated digital transformation and increasingly sophisticated cyberattack methods, artificial intelligence (AI) technology has become deeply integrated into the cybersecurity field, serving as the core engine driving the transformation of cybersecurity technologies and industries.

As a trailblazer in China's information security landscape, Venustech has steadfastly upheld its mission to "Safeguarding Digital China, Navigating Information Security". Embracing our dual role as the vanguard of national cybersecurity initiatives and the nation's premier digital security force, we are driving innovation to create a globally competitive security enterprise. Throughout the past year, we have synchronized our efforts with national priorities and societal expectations, proactively addressing the evolving demands of the digital age. Our technological advancements have yielded fruitful results in security innovation, while our corporate governance has reached new heights of modernization. We have delivered remarkable achievements in safeguarding public interests, with our green and low-carbon transition gaining solid momentum. These concerted efforts reflect our resolute dedication to forging a sustainable future through technological excellence and responsible growth.

**Technological innovation stands as the cornerstone of Venustech's self-reliant development.** In this rapidly evolving digital age, the Company has consistently spearheaded industry advancements through cutting-edge R&D, seizing strategic opportunities as the cybersecurity industry experiences rapid innovation. In 2024, we fully implemented our "AI+ Security" convergence strategy, accelerating the deployment of artificial intelligence-powered security frameworks. Through strategic collaboration with China Mobile, we unveiled the groundbreaking *Jiutian-Taihe* Security Large Language Model (*Jiutian-Taihe* Security LLM), while leveraging our technical expertise to launch the *Anxing* AI Agent system, a next-generation protection architecture, which integrates "Model + AI Agent + Application" capabilities, thereby driving AI-enabled innovation across our entire security product ecosystem and managed services. Building on our Data Oasis initiative, we pioneered secure data circulation solutions including Trusted Data Space and Data Flow Monitoring, establishing comprehensive lifecycle management for data assets to facilitate secure market-oriented distribution. Simultaneously, through deepened integration with China Mobile Cloud, we achieved full-scenario cloud security coverage spanning public, private, dedicated, and edge computing environments. For several consecutive years, we have led the market with our 20 cybersecurity products and services across key areas including data security, industrial internet security, IoT security, security operation, and basic cybersecurity.

**Safeguarding Digital China constitutes Venustech's inherent mission**, a commitment we steadfastly uphold through three fundamental responsibilities: pioneering breakthroughs in core security technologies, leading innovation in security products/services, and anchoring operational security ecosystems. Deepening strategic collaboration with China Mobile, we forge cutting-edge security integrations across emerging industries including industrial internet, vehicle-road-cloud integrated systems, low-altitude economy, satellite networks, and internet of video things. Our comprehensive initiatives manifest through multi-layered protections: establishing a next-gen industrial security architecture spanning "cloud-network-edge-terminal" infrastructure; operationalizing an Internet of vehicle security lab that engineers collaborative defense matrices for smart transportation systems; pioneering industrial drone security solutions with full-spectrum "cloud-ground-vehicle" monitoring capabilities; and reinforcing internet of video things security through our tripartite "technology-standardization-ecosystem" framework. Committed to infrastructure-grade security operationalization, we empower cross-industry digital transformation with AI-driven automation safeguards, delivering holistic protection elements that secure every technological leap across China's innovation landscape — ensuring society's digital evolution progresses securely along guarded tracks of technological excellence.

**Standardized corporate governance is the foundation for Venustech to achieve sustainable development.** We are committed to high-quality development as our goal, deeply integrating the concept of sustainable development into the Company's management and operations. We actively respond to the expectations of stakeholders, continuously optimize our corporate governance mechanisms, enhance information disclosure and investor relations management, improve compliance and risk management systems, accelerate the pace of digital management, and continuously upgrade the modernization level of the corporate governance system and capabilities. We are dedicated to promoting comprehensive and sustainable development of the Company.

**Giving back to society is an inescapable social responsibility for Venustech.** We are committed to closely linking the well-being of the people with corporate development, providing a broad platform for employee growth, taking the lead in industry development as our mission, cultivating more professional cybersecurity talents for society, and working with partners to build a high-quality cybersecurity ecosystem together. In 2024, we continued to use the Venustech Foundation as a vehicle to focus on public welfare projects such as educational assistance, disability support, poverty alleviation, disaster relief, and energy conservation and environmental protection. We demonstrated new actions in fulfilling our responsibilities and created greater social value through concrete actions.

**Green and low-carbon development is an important direction for China's economic and social development.** We are unwavering in our commitment to the path of green development, with the goal of "building environmentally friendly enterprises". We actively create low-carbon office parks, innovatively apply energy-saving equipment and technologies, advocate green office practices, green transportation, and a simple lifestyle, implement green and sustainable operational methods, and continuously engage in environmental protection public welfare activities. We fully leverage our core advantages in cybersecurity technology to provide green solutions for corporate low-carbon transformation and are dedicated to contributing to the comprehensive advancement of a Beautiful China.

**As mountains and seas embrace splendor and starlight illuminates countless homes**, the year 2025 marks the concluding year of the 14<sup>th</sup> Five-Year Plan and a crucial juncture for the planning and deployment of the 15<sup>th</sup> Five-Year Plan. Venustech will continue to work hard, forge ahead with determination, and firmly grasp the three key positions of "pioneer, leader, and supporter". It will provide comprehensive protection and support for the national digital economic development, strive to be the "vanguard of high-level technological self-reliance and self-improvement, the vanguard of building a modern industrial system, and the vanguard of developing new types of productive forces", and move steadily and far on the path to building a strong cyber nation and a digital China.

Chairman of Venustech Group Inc.

**Jane Wang**



# About Venustech

## Company Profile

Venustech Group Inc., (hereinafter referred to as "Venustech"), was founded in 1996 and listed on the Shenzhen Stock Exchange's A-share market in 2010 (stock code: 002439.SZ). Venustech is a leader in the core and traditional segments of the cybersecurity industry, a pioneer in the emerging and cutting-edge segments, a pillar for a sustainable and healthy business model and industry ecosystem.

Over the years, Venustech has been persistently delving into the cybersecurity industry, consistently prioritizing client needs as the core impetus. By integrating scenario-based security mindset into the actual business contexts of clients, the Company has engaged in continuous innovation and practical implementation to facilitate the establishment of robust security frameworks for clients. As a result, Venustech has progressively emerged as the premier choice for top-tier corporate clients across various sectors in China, including governments, telecommunications operators, energy enterprises, financial institutions, transportation sector, tax authorities, and manufacturing industry. Venustech has an array of products that have consistently maintained a leading

position in the market for many years, including Intrusion Detection/Prevention Systems, Unified Threat Management, Security Management Platforms, Data and Security Management Platforms, Video IoT Security, Industrial Firewalls, Industrial Control Gateways, and Managed Security Services, among 20 categories. The Company's headquarters is strategically located in Venustech Plaza, within the Zhongguancun Software Park in Beijing. The Cloud Security division is headquartered in Suzhou High-tech Zone, while the Data Security division is based in Hangzhou High-tech Zone (Binjiang). Branches have been established throughout various provinces, cities, and autonomous regions across the nation, creating a channel and service system that encompasses the entire nation. This extensive network enables the Company to deliver lifecycle-oriented cybersecurity protection across all scenarios.

As China Mobile's dedicated subsidiary for cybersecurity and information

security, Venustech fully pursues a holistic approach to national security and plays a key role in technological innovation, industrial leadership, and security support within China's central state-owned enterprise (SOE). We fulfill three core roles for China Mobile a "pioneer in core security technology, leader in security products and services, and enabler of security operation systems", to take the role of the vanguard of national cybersecurity initiatives. Additionally, we support China Mobile in building a comprehensive cybersecurity capability framework, jointly develop next-generation security technologies, innovate secure digital infrastructure, and drive the evolution of the cybersecurity industry. Together, we are shaping a new age of new and comprehensive network and information industry, laying a solid foundation for industry-wide digital transformation and the rise of new quality productive forces, thus pioneering breakthroughs in core cybersecurity technologies.

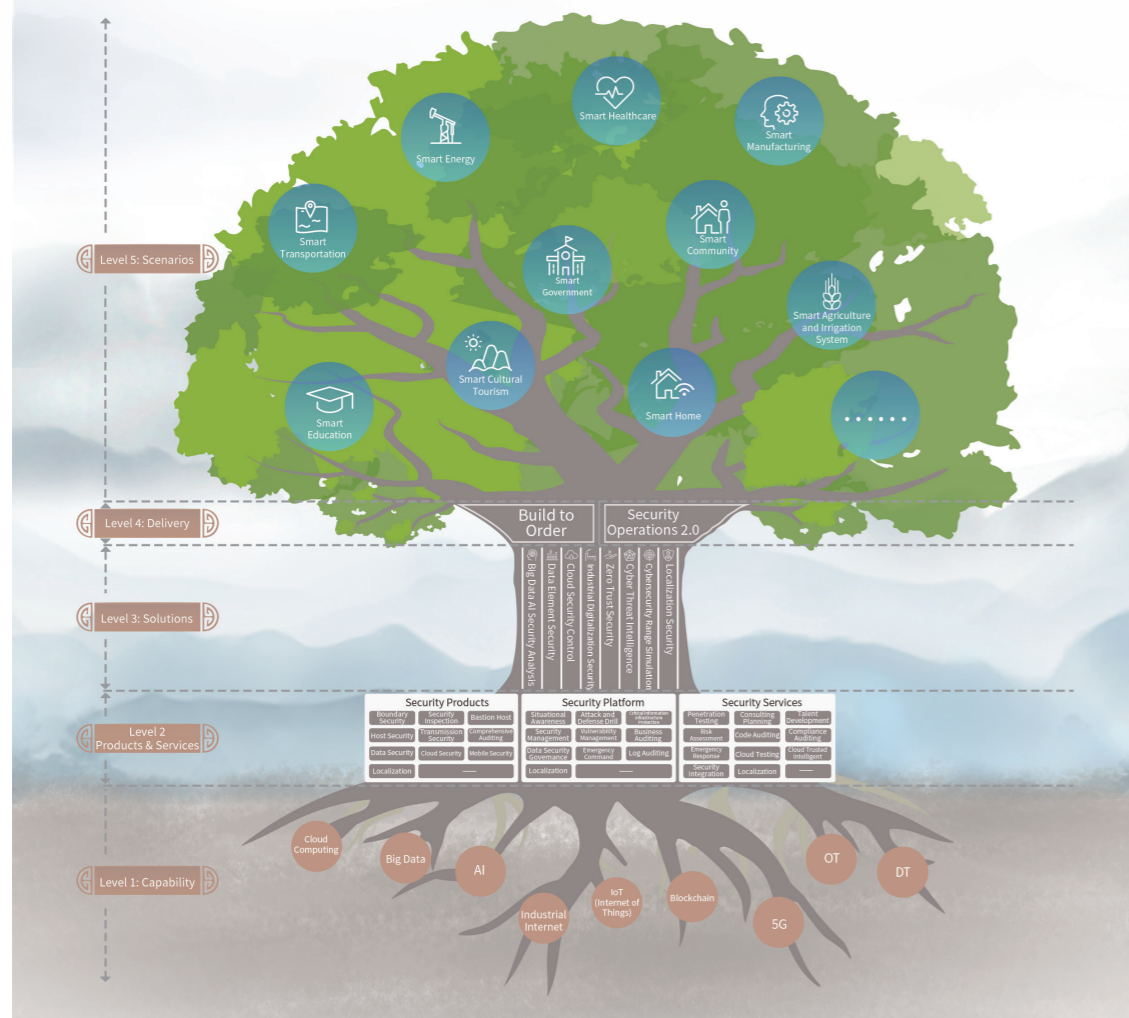
## Value



## Development Strategy

As a leader in cybersecurity industry, Venustech has always adhered to technological innovation as the core driving force. The Company has proactively engaged with China Mobile's BASIC6 Sci-tech Innovation Plan and integrated the distinctive security expertise into it. By devising a strategic framework centered on "native-based technology, scenario-based innovation, operation-based delivery, and digital intelligence based services" to embody the Security Business Value Strategy Framework, Venustech collaborates with China Mobile to fortify the "S" or security within BASIC6 Sci-tech Innovation Plan. We are fusing cybersecurity with AI, big data, IoT, and OT to develop a unified security matrix spanning "cloud, network, edge, terminal, and physical devices". This represents a major shift from conventional network defense to intelligent, multi-layered security systems. Our security capabilities are now woven into smart ecosystems, expanding our reach from traditional government and enterprise clients to the full CHBNVG market. Venustech is dedicated to providing comprehensive security assurance capabilities that are infrastructure-based, operational-oriented and service-oriented to a myriad of industries, creating value across industry segments, scenarios in technology and client engagement. The Company is dedicated to high-standard security measures that safeguard the quality of development, thereby better supporting the construction of a digital China.

### Security Business Value Strategy Framework



**First, we strategically position our technology roadmap around new quality productive forces, maintaining ongoing research into cutting-edge technologies.** To support this vision, we strengthen talent pipelines by maintaining people-oriented philosophy, refining organizational mechanisms, and enhancing institutional frameworks. Through multi-dimensional collaboration across industry, academia, research, and application sectors, we drive growth for both the Company and a new and comprehensive network and information industry to build an open, cooperative, and mutually reinforcing cybersecurity ecosystem.

**Second, we shape our business strategy in close collaboration with China Mobile to elevate performance.** The Company will continuously enhance the security of information infrastructure and improve service delivery for government and enterprise clients. While reinforcing our leadership in traditional cybersecurity domains, we are integrating Venustech's capabilities into China Mobile's government and enterprise solutions, leveraging China Mobile's customer resources and business channels to establish security business channels to establish security as a new highlight and selling point in China Mobile's government and enterprise market. Additionally, we will deepen its engagement with key government

and enterprise clients, expand efforts across CHBNVG, and broaden our customer base to include toC/toH clients, commercial clients, and SMB clients. In parallel, we explore new growth areas including international markets and innovative business models like cybersecurity insurance.

**Third, we center our operational strategy on boosting structural efficiency.** We will continue to strengthen our digital transformation and operational management, improve business development efficiency, and boost per-capita performance and capital effectiveness, aiming to fully elevate structural efficiency and maximize total factor productivity.

## Performance

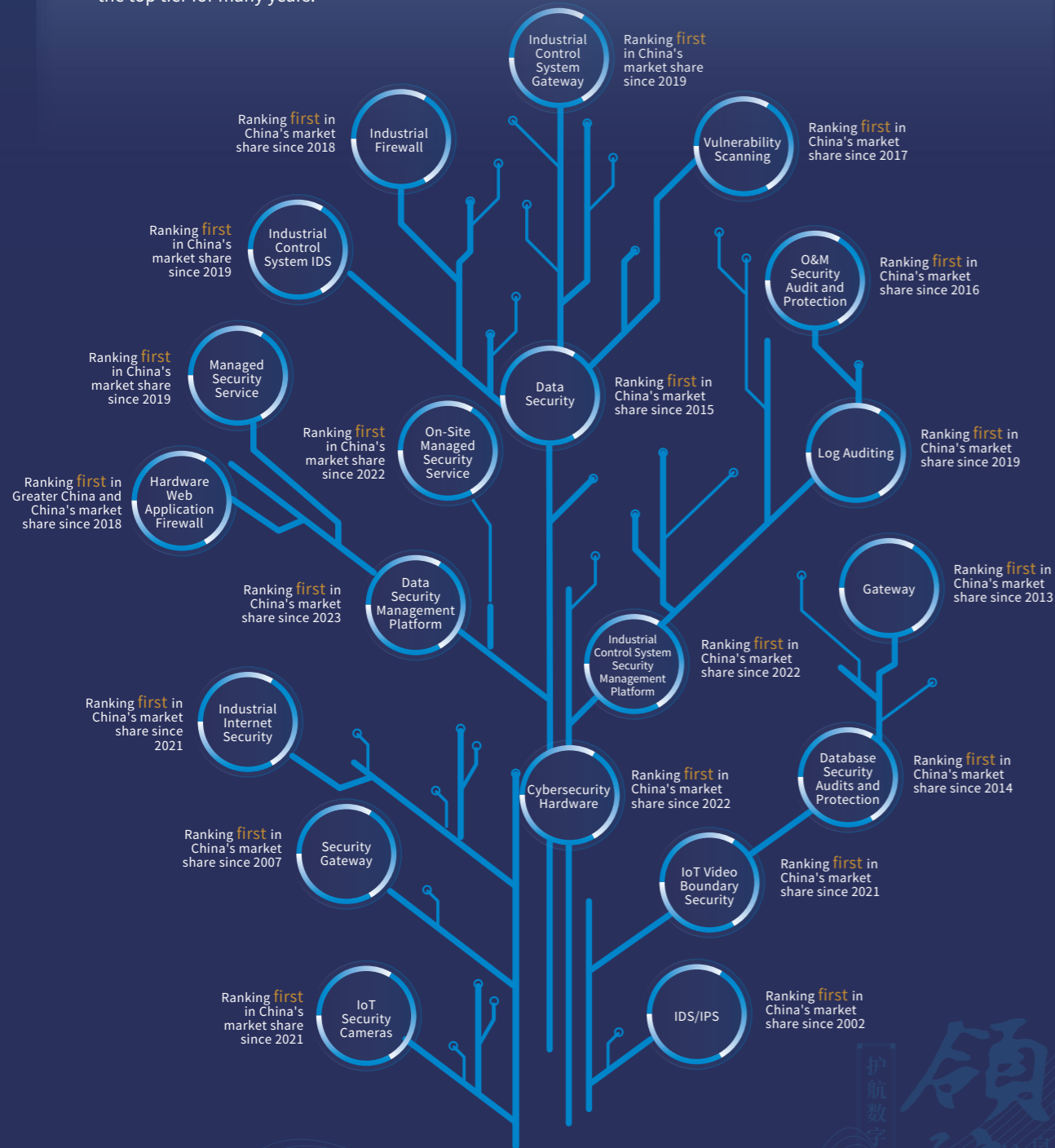
2024

Operating Income	Net Assets Attributable to Shareholders of the Listed Company	Cash Holdings
RMB <b>3.315</b> billion	RMB <b>11.429</b> billion	RMB <b>4.524</b> billion
Cloud Security Revenue Growth	Domestic Product Revenue Growth	Individual Business Orders
<b>20%+</b>	<b>15%+</b>	<b>10,000,000+</b>
Original security vulnerabilities have been released through CNVD/CNNVD/NVDB platforms		CVE identifiers
<b>5,400+</b>		<b>1,200+</b>

Note:  
 i. CNVD refers to China National Vulnerability Database.  
 ii. CNNVD refers to China National Vulnerability Database of Information Security.  
 iii. NVDB refers to National Vulnerability Database.  
 iv. CVE refers to Common Vulnerabilities and Exposures.

# Product Strength

In 2024, Venustech maintained its market leadership with multiple products ranking first in market share for consecutive years, continuing to dominate the cybersecurity market. In specialized segments such as security management platforms, zero trust (SDP), VPN, industrial control vulnerability scanning, industrial situational awareness systems, industrial control host security, AI (security analytics, intelligence), response and orchestration (RO), consulting services, and security training, the Company has consistently remained in the top tier for many years.



## Product Innovation · 2024

- Launched Panxiaogu, an AI-powered security operations system, in March 2024
- 116 cloud security products across 16 categories and 42 configurations became available on China Mobile Cloud Mall in April 2024
- Released the Data Classification & Risk Compliance System in April 2024
- Launched with China Mobile of the *Jiutian-Taihe* Security LLM in May 2024
- Introduced the Mobile Cloud PC App, jointly developed with China Mobile in June 2024
- Launched the Data Confidential Computing Platform (TEE Appliance) in July 2024
- Released the Threat Intelligence Alert and Protection System in July 2024
- Released *Anxing* AI Agent in August 2024
- Launched the Secure Data Circulation Platform in August 2024
- Introduced the API Application Security Control System in September 2024
- Released the Data Security Computing Sandbox in October 2024
- Launched the Data Security Posture Management System in November 2024
- Released the Cross-Network Data Exchange & Asset Mapping System in December 2024
- Launched the *Taihe* Security Big Data Middleware Platform in December 2024



## Global Recognition

### Gartner

- ★ Named a representative vendor in *China Context: Market Guide for Data Security Platforms* for the Data Security Platform (DSP) sector in China
- ★ The *Taihe* Security Management Platform was featured in the 2024 Gartner Magic Quadrant for Security Information and Event Management, making Venustech the only Chinese cybersecurity company to be included for the fourth consecutive time.
- ★ Following two previous inclusions in Gartner's *Market Guide for Network Detection and Response*, Venustech was again named a representative vendor in *2024 Market Guide for Network Detection and Response* for the NDR market.
- ★ Recognized as a representative vendor in *Market Guide for Managed Detection and Response Services, China* for the Managed Detection and Response (MDR) service sector in China.
- ★ Recognized as a representative vendor in *Market Guide for Zero Trust Network Access, China* for the Chinese Zero Trust Network Access (ZTNA) market.
- ★ Recognized as a representative vendor in *Innovation Insight for Privileged Access Management in China* for Privileged Access Management (PAM) products in China.
- ★ Ranked second globally in endpoint protection platform (EPP) market growth, according to Gartner's *Market Share Analysis: Security Software, Worldwide, 2023* (September 2024).

### IDC

- ★ *Anxing* AI Agent's four capabilities—alert correlation, guided investigation, automated execution, and playbook implementation—were highlighted in the report *Revolutionizing Security Protection: LLM-Based Security Capability Branding and Insights – Security Operations, 2024*.
- ★ In the data security domain, recognized as a recommended vendor in three data security categories: data access governance, data masking, and data security assessment tools.
- ★ Maintained top market share in both video IoT security and video IoT boundary security in China, according to the *China Video IoT Security Market Share Report, 2023* (July 2024).
- ★ Venustech's NDR product was highlighted by IDC for excellence in alert correlation, guided investigation, automated operations, playbook execution, and guided remediation.
- ★ Venustech's WAAP product received the highest possible score — five stars — across five critical criteria in IDC's *China WAAP Vendor Capability Assessment, 2024*, including WAF, API protection and monitoring, Bot traffic management, and threat intelligence application.
- ★ Ranked first in *China's Cybersecurity Hardware Market Share Report* for two consecutive years.
- ★ Venustech's database audit product ranked first in market share in IDC's *China Database Audit Market Share Report, 2023* (August 2024).



# Social Recognition

## Company Recognition

Awarded the 2023 "Technical Support Unit", "Original Vulnerability Discovery Contribution Unit", and "Outstanding Contribution Unit for Vulnerability Information Reporting" by the China National Vulnerability Database (CNVD)

Recognized as an "Outstanding Member Unit" for cybersecurity threat intelligence sharing and collaborative defense pilot programs by the China Cyber Threat Governance Alliance (CCTGA) in 2023

Honored as the 2023 "Most Contributive Unit for Vulnerability Reporting" and "Most Contributive Unit for Vulnerability Governance Cooperation" by the National Vulnerability DataBase (NVDB) of Ministry of Industry and Information Technology of the People's Republic of China

Officially approved as a member of the Basic Working Group, Evaluation Working Group, and Application Working Group by the Cryptography Standardization Technical Committee

Selected as one of the first members of the Data Governance Standards Working Group (WG2), Data Circulation and Utilization Standards Working Group (WG3), Comprehensive Digital Transformation Standards Working Group (WG4), Data Technology Standards Working Group (WG5), and Data Infrastructure Standards Working Group (WG6) by the National Technical Committee 609 on Data of Standardization Administration of China

Won the "2024 SASE White Tiger Enterprise", "CSA 2024 Security Innovation Award", "CSA 2024 Talent Development Award", "CSA 2024 Outstanding Board Member Unit", and "CSA Collective Wisdom Award" on the 8<sup>th</sup> CSA GCR Congress

Named a New Generation Information Technology Leading Enterprise on the 2024 IT Market Authority List issued by CCID Consulting

Received the "Pioneering Enterprise in Indigenous Innovation" award and the "Technology Excellence Award" in the selection for the IT168 Technology Excellence Awards 2024

Selected as a Council Member Unit of the Telecom-Level Open Trusted Infrastructure Technology Alliance as a board member unit

Listed among the top 20 cybersecurity companies by the Internet Society of China in 2024

## Company Recognition

Joined the Huawei Ascend Partner Program, obtained Huawei Ascend Native Technology Certification, and received the "Ascend Wanli Certified Application Software Partner (LLM Direction)" certificate

Listed as a "Class A Cybersecurity Emergency Service Support Unit" in the 10<sup>th</sup> CNCERT Cybersecurity Emergency Service Support Unit list by the National Computer Network Emergency Response Technical Team/Coordination Center of China (CNCERT)

Ranked second in 2024 Top 50 Competitive Cybersecurity Enterprises list released by the China Cybersecurity Industry Alliance (CCIA)

One of the first companies to receive Level II Security Operation Qualification from the China Information Technology Security Evaluation Center

Among the first cybersecurity vendors certified by the China Academy of Information and Communications Technology (CAICT) for foundational network security capabilities in LLMs

Beiming AI Lab won the "Gold Award" in the enterprise category and the "Silver Award" nationally at the 2024 Beijing · Ascend AI Innovation Competition

ADLab was recognized with the "Honor Security Privacy, Honor Security Reward Plan 'Outstanding Team Award'" by Honor Company in 2024



# Social Recognition

## Product Recognition

*Anxing AI Agent* received the "AI Innovation Application Award" at the 2024 (8<sup>th</sup>) China Cybersecurity and Information Industry "Jinzhai Award"

The *Anxing AI Security Operations System* won the "CSA 2024 Security Innovation Award" at the 8<sup>th</sup> CSA GCR Congress

*Anxing AI Agent* was listed in the "Intelligent Applications" category of the SDN2024 China Developer Influence Annual List

The Zhongshan Government IT Project Operations and Maintenance Service project was selected as one of the "China's Top 20 Outstanding Security Projects 2024" by IDC

The Data Element Secure Circulation Operations Platform (DESP) successfully passed the China Academy of Information and Communications Technology's Trusted Data Circulation Assessment

The Multi-Cloud Security Solution won the "Digital Innovation Best Practice" award at the 2024 Competition on IT Top Market Performers, hosted by CCID Consulting

The Panxiaogu AI Security Operations System received the "New Generation IT Innovative Products" award at the 2024 IT Market Authority List, hosted by CCID Consulting

Two innovative solutions, including "the Dedicated Line Guardian Network Security Solution" and "Data Circulation and Risk Monitoring Solution", were included in the *2024 Beijing Digital Economy Benchmark Enterprise Achievements Collection*

The *Anxing AI Security Operations System* was recognized as an innovation achievement in the "Basic Technology Innovation - AI Technology" category in the 2024 *Shanghai Cybersecurity Industry Innovation Breakthrough Results Directory*

The *Anhui Gujing New Smart Park 5G Private Network Broad Terminal Trusted Access Practice* project, jointly submitted with China Mobile Group Anhui Company Limited and Gujing Group, won third prize at the 7<sup>th</sup> "Blossom Cup" 5G Application Collection Competition

## Product Recognition

The Security Management and Situational Awareness Platform won first prize in the HPC Track (Industrial Software) at the Maker Beijing 2024 · Kunpeng Application Innovation Competition

The Cryptographic Service Management Platform received the "Outstanding Commercial Cryptography Project Award" at the 10<sup>th</sup> China (Shanghai) International Technology Fair

The VeDPI Detection System successfully completed Kunpeng Native Development Technology Certification and received the Kunpeng Technology Certification

The independently developed Vessel Network Firewall System received Type Approval Certification from the China Classification Society (CCS)

Both the Cryptographic Service Management Platforms of Venustech and Leadsec were based on Kunpeng technology architecture, passed full-stack optimization testing, and received Huawei Kunpeng Validated certification

The Cybersecurity Practical Talent Education and Training System was included in the 2023 "China Good Technology" project database (Category B) and awarded the national-level title of "China Good Technology" at the China Good Technology Conference

The *Smart Data Asset Mapping and Risk Monitoring and Early Warning Solution*, jointly submitted with State Grid Shaanxi Electric Power Co., Ltd. Information and Communication Branch, won first prize at the 2024 Power Industry Informatization Annual Conference, hosted by the Chinese Society of Electrical Engineering's Power Informatization Special Committee

The "XCMG Hanyun Industrial Internet Platform Security Solution Based on Domestic Commercial Cryptography Technology", co-developed with Yanshuwangan and XCMG Hanyun, was shortlisted for the 2024 Jiangsu Province Information Technology Application Innovation Outstanding Solutions and Leading Practices list

At the 5<sup>th</sup> China Artificial Intelligence Competition in Xiamen, achievements were honored in both the "LLM Empowered Cybersecurity Case Selection" and the "Large Model Security Defense and Attack" core tracks

# ESG Management

We have embedded ESG principles into our management and operations, refining our sustainability framework. The Company strengthens material issue identification, analysis and disclosure while actively responding to stakeholder expectations. Through steadily enhancing ESG governance capabilities, Venustech drives comprehensive sustainable development and creates greater value for society.

## ESG Governance Framework

Venustech has built a comprehensive three-tier sustainable development governance mechanism encompassing decision-making, organizational, and execution levels. The Sustainable Development Steering Committee, as the top decision-making body, oversees the Company's ESG strategy, objectives, and risk management. It evaluates progress, ensures ESG integration into operations, and explores innovative models aligning sustainable development with business practices. Under its leadership, the Sustainable Development Executive Committee spearheads ESG initiatives, supported by the permanent Sustainable Development Office for coordination, while all business units implement specific ESG matters throughout their operations.



# Material Topic Analysis

In 2024, we conducted our first double materiality assessment by integrating a financial perspective into our existing impact-based assessment. The Company followed the materiality assessment methodologies outlined in the *Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange - Sustainable Development Report (Trial)* and *Self-Regulatory Guidelines No. 3 for Companies Listed on Shenzhen Stock Exchange — Preparation of Sustainability Reports*.

Drawing on international and domestic ESG disclosure frameworks, including the UN SDGs, the GRI Sustainability Reporting Standards (GRI Standards) by the Global Sustainability Standards Board, and the *Guidelines on Corporate Sustainability Reporting for Chinese Enterprises (CASS-ESG 6.0)* by the Chinese Academy of Social Sciences, Venustech conducted a comprehensive analysis of ESG topics. Based on our industry characteristics and operations, and incorporating stakeholder expectations, expert input, and both impact and financial materiality perspectives, we assessed the influence of ESG factors on our financial performance as well as on economic, environmental, and social dimensions.



Based on the above materiality assessment process, we have developed our 2024 Materiality Matrix. A total of 19 material topics were identified, including three carrying double materiality (high impact and high financial materiality) and 16 reflecting impact materiality only.

**Double materiality  
(Impact & financial materiality)**

- ① Cybersecurity
- ② R&D innovation
- ③ Privacy and data security

**Impact materiality**

- ④ Investor relations management
- ⑤ Shareholder rights protection
- ⑥ Compliance management
- ⑦ Risk management
- ⑧ Rural revitalization
- ⑨ Social contributions
- ⑩ Technology ethics
- ⑪ Supply chain security
- ⑫ Product and service safety & quality
- ⑬ Customer service management
- ⑭ Industry development support
- ⑮ Employee rights protection
- ⑯ Occupational health and safety
- ⑰ ESG management
- ⑱ Corporate governance
- ⑲ Career development and training

**Other**

- ⑳ Anti-corruption & anti-bribery
- ㉑ Anti-unfair competition
- ㉒ Climate change response
- ㉓ Waste management
- ㉔ Environmental compliance management
- ㉕ Energy utilization
- ㉖ Water resource management
- ㉗ Green operations

**Honors**



Received an "A" rating in information disclosure for listed companies (2023–2024) in 2024, marking its fifth consecutive year of receiving the highest rating from the Shenzhen Stock Exchange.



Included in the China's Central SOE ESG Pioneer 100 Index (2024), released under the guidance of the Bureau of Social Responsibility of the State-owned Assets Supervision and Administration Commission (SASAC).



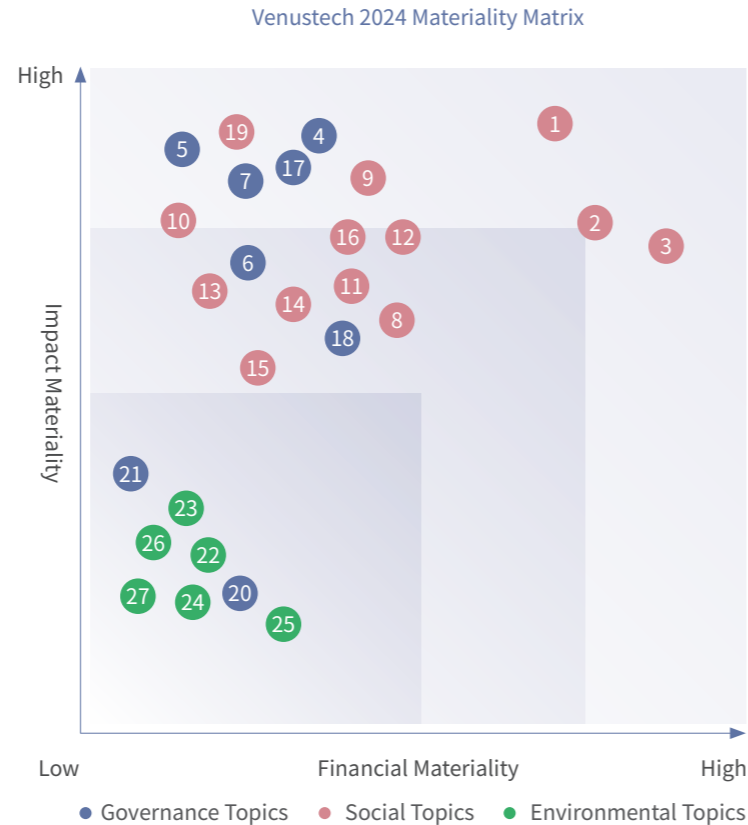
Awarded a place among the Top 30 Innovative Science & Technology Companies in China's ESG Listed Companies (2024), the only cybersecurity enterprise to be recognized.



Featured on the Beijing-Tianjin-Hebei ESG Pioneer 50 (2024) list with a four-and-a-half-star rating, the only cybersecurity enterprise to be recognized.



Honored with the ESG Tech Innovation Pioneer Award under the 2024 Responsibility Whale and Bull Awards at the 7<sup>th</sup> Beijing Responsible Enterprise Exhibition.



# Stakeholder Communication

Venustech has identified key stakeholders based on our business nature and industry characteristics, and actively engaged with them to understand their expectations. The Company has established a regular communication mechanism, using platforms such as the official website, WeChat account, investor interactive platforms, and mainstream media to disclose information on ESG matters. By collaborating with stakeholders, Venustech aims to promote sustainable and healthy development.

Stakeholders	Expectations & requirements	Communication mechanisms and channels
Government and Regulatory Authorities	<ul style="list-style-type: none"> <li>Cybersecurity</li> <li>Digital China initiative</li> <li>Smart city development</li> <li>Rural revitalization</li> <li>Belt and Road Initiative cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Regular reporting</li> <li>Thematic research activities</li> <li>Participation in relevant forums</li> </ul>
Customers	<ul style="list-style-type: none"> <li>High-quality products</li> <li>Superior service</li> <li>Data privacy and information security</li> <li>Positive after-sales experience</li> </ul>	<ul style="list-style-type: none"> <li>24/7 hotline</li> <li>Remote technical support (5×8 hours)</li> <li>Online customer service via the official website and WeChat account</li> <li>Dedicated email</li> <li>Customer satisfaction surveys</li> </ul>
Shareholders and Investors	<ul style="list-style-type: none"> <li>Cybersecurity product portfolio</li> <li>Business ethics and anti-corruption</li> <li>Governance compliance</li> <li>Risk management and internal control</li> <li>Information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>Investor relations column of the official website</li> <li>Venustech investor relations public account</li> <li>Weibo and Douyin accounts</li> <li>Corporate annual and interim reports, and announcements</li> <li>Performance review meetings</li> <li>Investor hotline</li> <li>SZSE irm.cninfo.com.cn</li> <li>General Meeting of Shareholders</li> </ul>
Employee	<ul style="list-style-type: none"> <li>Lawful and equal employment opportunities</li> <li>Employee rights protection</li> <li>Employee growth and career development</li> <li>Employee health and safety</li> <li>Employee care</li> </ul>	<ul style="list-style-type: none"> <li>Corporate intranet Portal</li> <li>Employee training activities</li> <li>Employee care initiatives</li> <li>Performance communication mechanism</li> <li>Employee grievance handling mechanism</li> </ul>
Suppliers and Partners	<ul style="list-style-type: none"> <li>Fair competition</li> <li>Strategic cooperation</li> <li>Industry communication</li> <li>Industry research</li> <li>Cybersecurity talent cultivation</li> <li>Responsible supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>Procurement activities</li> <li>Industry forums and seminars</li> <li>Supplier field trips</li> <li>Event support</li> </ul>
Community and Environment Representatives	<ul style="list-style-type: none"> <li>Social welfare</li> <li>Volunteering services</li> <li>Implementing dual carbon targets</li> <li>Energy conservation and emission reduction</li> <li>Green operations</li> </ul>	<ul style="list-style-type: none"> <li>Charitable donations</li> <li>Volunteer services</li> <li>Green office practices</li> <li>Environmental public welfare activities</li> <li>Green solutions</li> </ul>

Topic

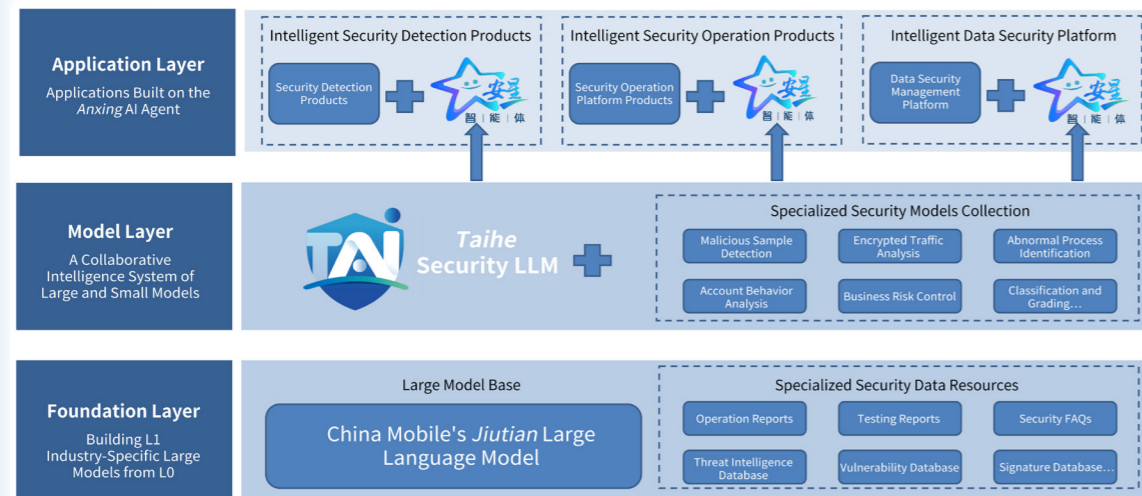
# Dual Engines of "Innovation + Ethics" Propel Breakthroughs in "AI + Security" Synergy

"Ensuring that every human-computer interaction is secure and trustworthy, and that every intelligent exchange is risk-controlled—this is the safety commitment of the AI era."

— Venustech

## AI-empowered Security, Shaping a New Paradigm of Cybersecurity

With the new round of technological revolution sweeping the globe, AI is profoundly reshaping various industries with its powerful influence. The deep integration of AI technology and cybersecurity will become a significant opportunity for a leapfrog development in cybersecurity capabilities. Venustech has been deeply involved in the independent research and development of AI technologies and products, and innovatively proposed a three-layer "AI + Security" architecture that covers the "foundation layer - model layer (*Taihe* Security LLM) - application layer (*Anxing* AI Agent)." This architecture accelerates the process of AI empowering the vertical field of security, promotes the industrialization of security large models, focuses on scenarios such as security operations, threat intelligence analysis, and attack traceability, and forms an ecological closed loop of "platform + scenario." It drives the high-quality development of AI-empowered security.



As the digital-intelligent transformation redefines global development paradigms and new-quality productive forces rapidly emerge, cybersecurity challenges now transcend conventional risk management frameworks, demanding an unbreachable defense baseline. Venustech vigorously promotes the "AI+" action plan, innovatively proposing the strategic direction of "AI + Security," and driving the deep integration of artificial intelligence and cybersecurity. It is also strengthening the governance of AI ethical risks, consolidating the baseline of AI security defense, continuously promoting the positive application of technology, and empowering the development of new productive forces.

### Jointly released the *Jiutian-Taihe* Security LLM with China Mobile

In May 2024, China Mobile and Venustech jointly launched a groundbreaking innovation in the "AI + Security" field—the *Jiutian-Taihe* Security LLM. This model leverages the *Jiutian* infrastructure model's powerful computational capabilities and extensive data processing, while integrating Venustech's unique security-industry data resources, including threat intelligence, vulnerability databases, specialized security knowledge, and cutting-edge research.

Based on the metadata management system independently developed by Venustech, the *Jiutian-Taihe* Security LLM can seamlessly integrate with a wide range of security device data and operational interfaces. This ensures that the model can continuously optimize and upgrade through ongoing learning, effectively supporting the application of AI technologies in various security business scenarios. In addition, the *Jiutian-Taihe* Security LLM is capable of precisely understanding security requirements, generating more accurate response content, and autonomously generating optimal solutions in complex scenarios.

### A next-generation of security protection system—*Anxing* AI Agent

In August 2024, Venustech introduced the *Anxing* AI Agent, one of the first to pass the Security LLM Basic Cybersecurity Capability Evaluation by the China Academy of Information and Communications Technology. As the cornerstone of a next-generation security protection system, the *Anxing* AI Agent is built on the *Taihe* Security LLM. Through deep training and optimization, it boasts a robust knowledge base and excels in advanced reasoning and problem-solving within specific security domains, facilitating higher levels of automation and decision support. Unlike traditional intelligent assistants, the *Anxing* AI Agent dynamically adjusts its strategies in response to environmental changes and task requirements, providing users with more precise and timely security protections. It has seen notable success in applications such as "*Anxing* AI Agent + Security Operation", "*Anxing* AI Agent + Threat Detection", and "*Anxing* AI Agent + Data Security", significantly enhancing both product capabilities and service efficiency.

Currently, the *Anxing* AI Agent has been successfully deployed in government, telecom providers, enterprises, and other industry scenarios. It enables 24/7 intelligent security operation for industry customers, significantly improving the efficiency of the service.

**Typical application:** The Zhongshan Bureau of Government Service and Data integrated Venustech's *Anxing* AI Agent into its e-government IT operations and maintenance services. Utilizing advanced security models and AI technologies, including AI intelligent agents, provenance graphs, and intelligent robots, the Bureau significantly boosted the efficiency of its security operations and maintenance. This integration reduced the need for maintenance personnel by 50%, slashed response times by over 60%, and effectively lowered false alarm rates. It also more than doubled the efficiency of security analysis, enhancing both the speed and quality of security operation. As a result, the project was recognized as one of the "Top 20 Outstanding Security Projects in China 2024" by International Data Corporation (IDC).



## Ethics Leads the Way to Fortify Technology's Moral Firewall

Today, AI technology has significantly improved efficiency, transformed production models, and generated substantial economic value across multiple sectors. Meanwhile, concerns over its associated security and ethical risks have also grown. Venustech remains committed to the principle of "Advancing Technology with Ethics at the Core", focusing on vulnerability research, security monitoring, and protection solutions. The Company is dedicated to strengthening the baseline of AI security defenses and enhancing governance over AI-related ethical risks, helping users adopt AI with greater confidence and contributing to a secure, trustworthy, and harmonious digital future.

### ● Pioneering a new frontier in LLM application security to safeguard the positive application of AI

As generative AI technology enters a phase of large-scale adoption, the security defenses of LLMs are facing unprecedented challenges. In response to the high risks associated with external interactions in these models, Venustech offers comprehensive, systematic solutions to remove security barriers and enable the safe deployment of AI across industries.

#### In LLM application security

The Company has developed capabilities in AI infrastructure, integration frameworks, and vulnerability discovery. We have identified over 80 AI-related security vulnerabilities and have initially established a capability for model security assessment, including the development of datasets and evaluation standards.

#### In LLM security product development

We have rapidly advanced our AI security capabilities, launching solutions such as synthetic content watermarking, LLM firewall, secure access proxy, and security assessment tools. These products help users enjoy the benefits of AI technology while building robust security defenses.

#### In LLM application security services

The Company has introduced offerings such as Hyper-Converged Security Services and Security Operations Outposts for LLMs. These services help users in sectors like finance, healthcare, smart manufacturing, and small and medium-sized enterprises (SMEs) take their first steps in adopting LLM technologies while ensuring cost-effectiveness and strong security.

### ● Offering real-time monitoring of LLM security threats to give early warnings and mitigate user risks

Venustech Security Response Center (VSRC) provides real-time monitoring and analysis of various cyber-attack incidents and vulnerability information, issuing alerts for potential security risks. Amid the rising popularity of AI LLMs, attackers are increasingly leveraging their influence to launch phishing and supply chain attacks. In early 2025, VSRC detected multiple phishing pages masquerading as DeepSeek, along with malicious packages named "deepseeeek" and "deepseekai" in the Python Package Index (PyPI). These packages, once executed on developers' devices, were designed to steal sensitive information, posing a significant threat to software supply chain security. The timely detection and risk warnings issued by VSRC have helped safeguard developers' code, data, and development environments, preventing potential data privacy breaches.

### ● Safeguarding sensitive content and privacy data in LLMs to protect data security

As users interact with and apply LLMs, vast amounts of data are generated, including sensitive content such as corporate confidential information, personal privacy data, and medical records. To ensure users can fully leverage the power of LLMs while effectively preventing data leaks, Venustech has implemented technologies such as intelligent data fencing, data masking, and content-aware blocking to create a secure data buffer zone between users and the models, ensuring both data security and regulatory compliance. In healthcare settings, such as case uploading, clinical decision support, and medical big data analysis, Venustech has deployed an AI-driven cybersecurity protection system for medical devices. This system enables encrypted data transmission, real-time monitoring of device anomalies, and dynamic interception of cyberattacks, thereby safeguarding both patient privacy and the integrity of medical diagnoses and treatments. In enterprise scenarios involving the upload of customer data, financial reports, or marketing strategy development, the Company's data masking solutions can achieve effects such as phone number anonymization and transaction amount categorization. These measures protect individual privacy while enabling businesses to extract meaningful insights and optimize operations.

### ● Ensuring inclusive access to a digital and intelligent lifestyle for all members of society

#### Online safety for minors

Venustech, in collaboration with China Mobile, has launched an Education Edition AI Cloud PC aimed at creating a safe, intelligent, and clean digital learning environment. The Company has also introduced a suite of safety control products specifically designed for minors. These solutions feature an attention-awareness model that manages screen time and adaptive learning-state recognition technology to help young users develop responsible computing habits, ensuring healthy and secure cloud PC usage for minors.

#### Personal digital asset and privacy security

Venustech has built a three-layered protection system centered on preventing leaks, resisting attacks, and controlling risks. The system focuses on individual users' digital identities, sensitive data, and online behaviors. Leveraging encryption, blockchain-based evidence storage, and multi-factor authentication, this system ensures personal digital assets are tamper-proof and traceable. AI-driven dynamic data masking and privacy sandbox technologies prevent the unauthorized collection of personal information. Meanwhile, an intelligent risk control engine continuously scans for threats in scenarios such as public Wi-Fi and mobile payments, automatically blocking fake base stations, phishing links, and suspicious transactions. The system also generates virtual phone numbers and email addresses to mitigate privacy exposure risks. This comprehensive approach establishes a secure, end-to-end lifecycle protection system for personal digital assets and privacy.

#### APP privacy security

To address potential privacy risks in mobile apps on smartphones and tablets, Venustech has launched a personal information protection solution. Utilizing technologies such as privacy compliance checks, vulnerability scanning, and real-time behavioral sandbox detection, the product visually identifies security weaknesses in apps, helping users safeguard their personal data. The solution also includes a "Security Tips" feature, educating users on how malicious apps steal privacy and offering guidance on managing sensitive permissions securely.

#### Smart home security

Venustech has launched a smart home security test range designed to identify vulnerabilities, assess risks, and replicate threats across connected home devices. This initiative enables comprehensive security testing of smart home products to ensure greater safety in smart home environments.



# Cybersecurity Technology Innovation Drives Digital-Intelligent Development

Venustech, aiming to become a key strategic vanguard in national cybersecurity, aligns our efforts with the layout of strategic emerging industries to advance core security technologies. Meanwhile, we fulfill our responsibility as a China's central state-owned enterprise and serve as a major force in safeguarding cyberspace. Fully committed to China Mobile's BASIC6 Sci-tech Innovation Plan, Venustech supports the operator in building an integrated cloud, network, data, intelligence, and security capability system. Together, we are pioneering cybersecurity technologies and developing secure digital infrastructure laying the foundation for strategic emerging industries such as low-altitude economy, satellite networks, vehicle-road-cloud integrated systems, Internet of video things, and industrial internet, contributing to a new and comprehensive network and information industry.

Responding to the UN Sustainable Development Goals (SDGs)

-  4 Quality Education
-  9 Industry, Innovation and Infrastructure
-  11 Sustainable Cities and Communities
-  12 Responsible Consumption and Production



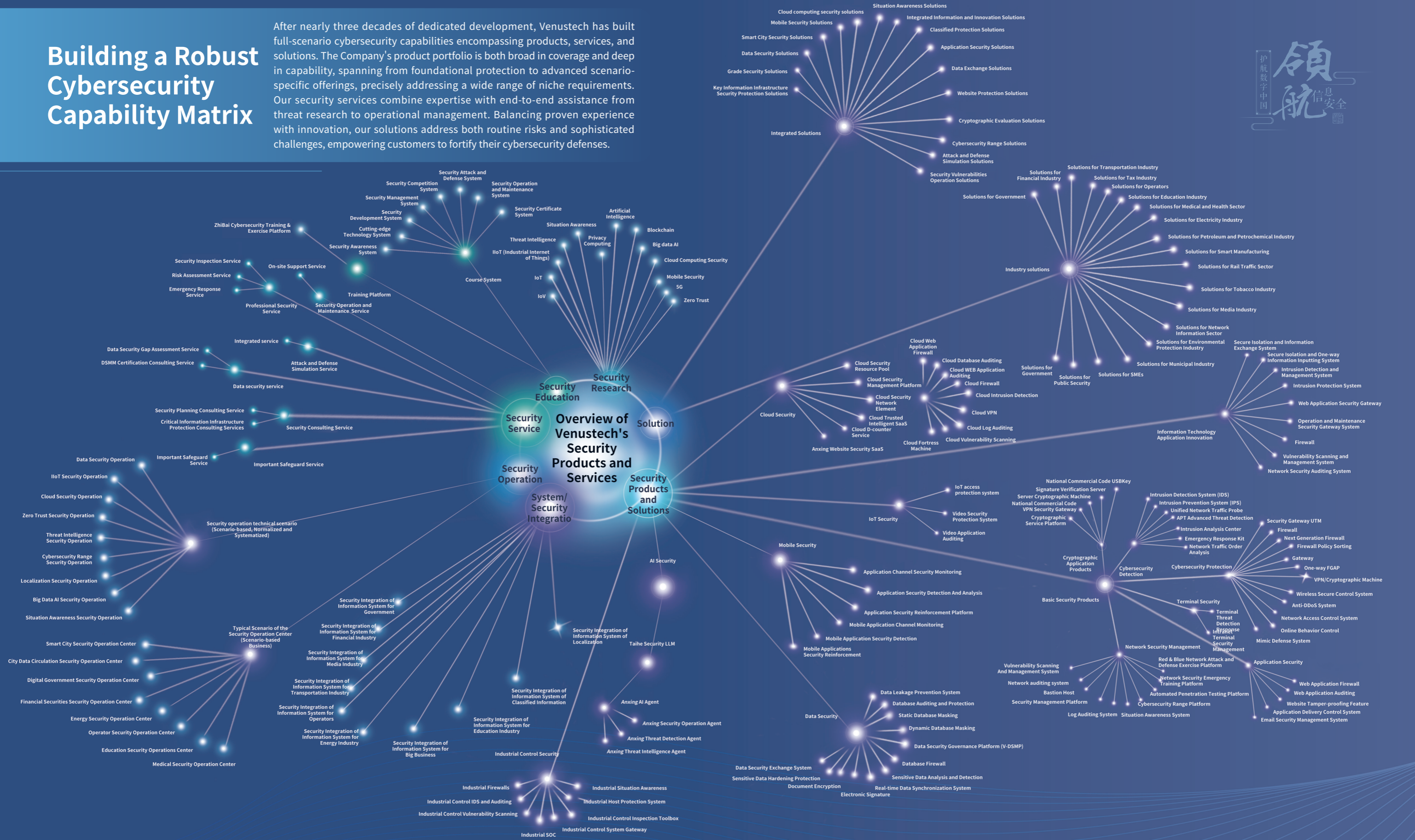
Venustech's Scoreboard:

Cybersecurity training:  
**19,247** participants

National invention patents applied for and granted:  
**500 +**

# Building a Robust Cybersecurity Capability Matrix

After nearly three decades of dedicated development, Venustech has built full-scenario cybersecurity capabilities encompassing products, services, and solutions. The Company's product portfolio is both broad in coverage and deep in capability, spanning from foundational protection to advanced scenario-specific offerings, precisely addressing a wide range of niche requirements. Our security services combine expertise with end-to-end assistance from threat research to operational management. Balancing proven experience with innovation, our solutions address both routine risks and sophisticated challenges, empowering customers to fortify their cybersecurity defenses.



Launch cloud security products

20+

Offer products and services

200+

Cover cybersecurity categories

19



### Innovating high-quality cybersecurity products

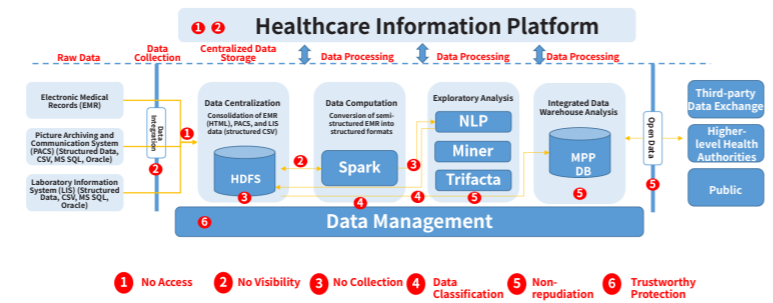
We are actively exploring and applying cutting-edge technologies to enhance the intelligence and effectiveness of our cybersecurity offerings. In collaboration with China Mobile, we have established multiple sales platforms including cloud security, OneS, and One SOC, where we have launched more than 20 cloud security products, introducing innovative solutions such as the Dedicated Line Guardian, Cloud PC, Data Security Management Platform, and Intelligent Data Asset Mapping System. With the continuous expansion of portfolio, we now offer over 200 products and services covering all 19 categories of cybersecurity, delivering cross-industry, full-spectrum cybersecurity capabilities and significantly elevating user protection to new heights.

#### Case The Dedicated Line Guardian enhances network operations for SMEs and government agencies

To help Chinese government agencies and enterprises navigate the cybersecurity challenges of an increasingly connected digital landscape, we developed the Dedicated Line Guardian, a tailored cybersecurity solution designed to address the commonly faced weak defenses, limited threat awareness, and constrained budgets. Currently, the Dedicated Line Guardian has been deployed across more than 10,000 government agencies and enterprises, delivering cost-effective, high-performance, and threat-visible cybersecurity protection. By focusing on multi-layered cybersecurity demands across sectors including government, healthcare, education, and finance, Venustech provides industry-customized solution offers customized security frameworks to enhance network resilience, sustain operational continuity, preserve stakeholder trust, and mitigate impacts from zero-day attacks.

#### Case Next-generation data security platform safeguards healthcare information

The healthcare industry's rapid informatization has made it a prime become targets for data breaches. To address it, Venustech launched the Data Security Management Platform, enabling comprehensive visibility into the classification, distribution, and sensitivity levels of critical data assets. The platform continuously monitors the transmission paths and dynamic flows of sensitive data, accurately identifies potential risks during data storage, transfer, and access, and allows for rapid detection and immediate response to security threats.



### Delivering high-quality security services

Guided by client needs, the Company has built a comprehensive portfolio of security services grounded in scenario-based security strategies. By aligning with the specific requirements of key industries, including China's central SOEs, government agencies, and industries such as finance, energy, transportation, electricity, and telecom carriers, we offer a range of services including on-site security operations, risk assessment, security planning consulting, and data security consulting. These tailored solutions help customers strengthen their overall security resilience while effectively reducing operational risks.

#### Case Integrated security services drive high-quality digital transformation for SMEs

In today's era of digital transformation, SMEs face an evolving landscape of cybersecurity threats. The SECaaS (Security as a Service) solution launched by Venustech's Beidou Cube Security Operations Center, with its core concept of "SaaS-based intelligent security technology + cloud expert empowerment", integrates threat intelligence and event analysis. Based on users' existing technical architecture, this solution leverages standardized service carrier products - the SaaS service portal and the Sentinel Gateway of Beidou "Sentinel" Service. It provides 24/7 comprehensive threat monitoring through four dimensions: asset & vulnerability management, threat detection & risk analysis, coordinated response & remediation, and security capability assessment & testing. By delivering security functions through cloud services, it enables SMEs to establish complex security infrastructure at low cost, allowing them to focus on core business development and promoting high-quality digital transformation for SMEs.



Venustech's Integrated Cybersecurity Service Solution for SMEs won the Outstanding Solution Award at China Mobile's 2024 Business Customer Lightweight Solutions Evaluation

### Developing feasible solutions

Driven by innovation and user-centric principles, Venustech focus on emerging cybersecurity domains such as industrial internet, low-altitude economy, IoTs, satellite internet, and cybersecurity insurance. We provides practical, business-aligned security solutions tailored to the specific needs of each industry. By delivering feasible information security solutions, we help customers mitigate risks from data breaches and cyber attacks, thus safeguarding national information security and social stability, and promoting the secure and orderly advancement of digital transformation across society.

**Case Industrial drone security solutions strengthen safety in the low-altitude economy**



As an exemplar of new quality productive forces, the low-altitude economy is emerging as the engine in economic and social development, with its cybersecurity requiring an urgent priority. In 2024, Venustech actively expanded into this new sector, introducing an innovative Industrial Drone Security Solution tailored for low-altitude economic scenarios. Designed to meet the unique security demands of drone applications across sectors including electricity, transportation, logistics, healthcare, and government, the solution integrates advanced technologies including Zero Trust architecture (ZTA) and mobile app security monitoring. It delivers comprehensive risk detection and security protection across the full-spectrum "cloud-ground-vehicle", ensuring secure and reliable drone operations. By offering reliable and feasible cybersecurity products and solutions, Venustech is helping to build a safe foundation for the healthy growth of China's new quality productive forces.

**Case 5G + industrial internet empowers the transformation of traditional industries**



In 2024, Venustech leveraged its 5G-enabled Pan-terminal Identity Management System to collaborate with China Mobile Anhui province subsidiary company in addressing the 5G private network and terminal access security requirements at Gujing Group's Bozhou Smart Industrial Park. The partners developed a customized solution featuring high-reliability 5G application-specific networks and pan-terminal secure access control systems tailored for production environments. This implementation achieves comprehensive coverage across manufacturing workflows, realizing a "5G+Security" fully-connected smart factory. The system supports holistic management of over 10,000 5G terminals within the industrial park. This project has not only driven deep integration and innovation in 5G and Industrial Internet, but also created new opportunities and value across public services, culture, and social welfare.

**Case Intelligent connected vehicle security solution ensures the safety of new energy vehicles**



As a strategic development direction in the automotive industry, Intelligent Connected Vehicles (ICVs) demand rigorous safety assurance for secure operations. With rapid advancements in ICVs, cybersecurity incidents regarding data and privacy breaches, vehicle theft/intrusion, system manipulation, and service disruptions have become increasingly common. Meanwhile, international regulators have introduced mandatory cybersecurity regulations for ICVs, requiring manufacturers to meet these standards before their vehicles can enter global markets.

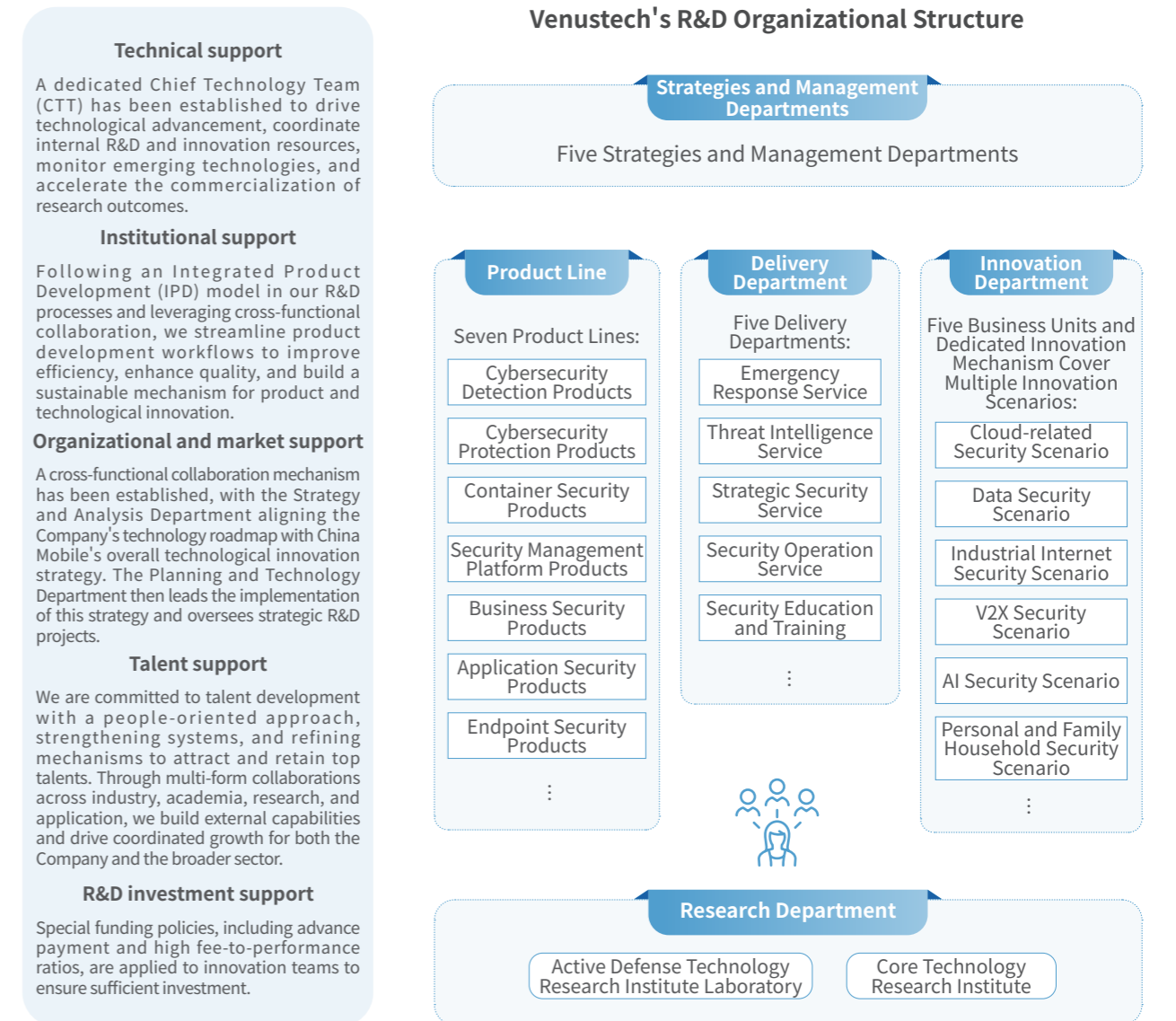
To support an export-oriented new energy vehicle manufacturer, Venustech conducted Vehicle Type Approval (VTA) testing in accordance with the international intelligent connected R155/R156 regulations. A dedicated technical team performed compliance penetration tests on two exported vehicle models, assessing both component-level systems and overall vehicle security. The testing covered approximately 200 items, including in-vehicle system components, intra/extra-vehicle communications, remote vehicle control applications, Telematics Service Platform (TSP), and smart key systems. The project concluded with the delivery of a comprehensive VTA test report and tailored security recommendations, enabling the manufacturer to successfully expand into overseas markets.

# Advancing Cybersecurity Innovation with Intelligence

The Company unwaveringly upholds the principle of "Ethical Innovation", consolidating innovation resources, amplifying technological strengths, and continuously increasing R&D investment. We stimulate endogenous innovation momentum, enhance systematic capabilities in key technological breakthroughs, strengthen intellectual property protection, and strive to fortify national strategic scientific capabilities.

## Building an efficient R&D management system

We continue to refine our technological innovation management mechanisms through five foundational guarantees: technology, institution, organization and market, talent development, and R&D investment. Meanwhile, we have established a highly coordinated R&D structure to strengthen our innovation capabilities and lay a solid foundation for enhancing core competitiveness.

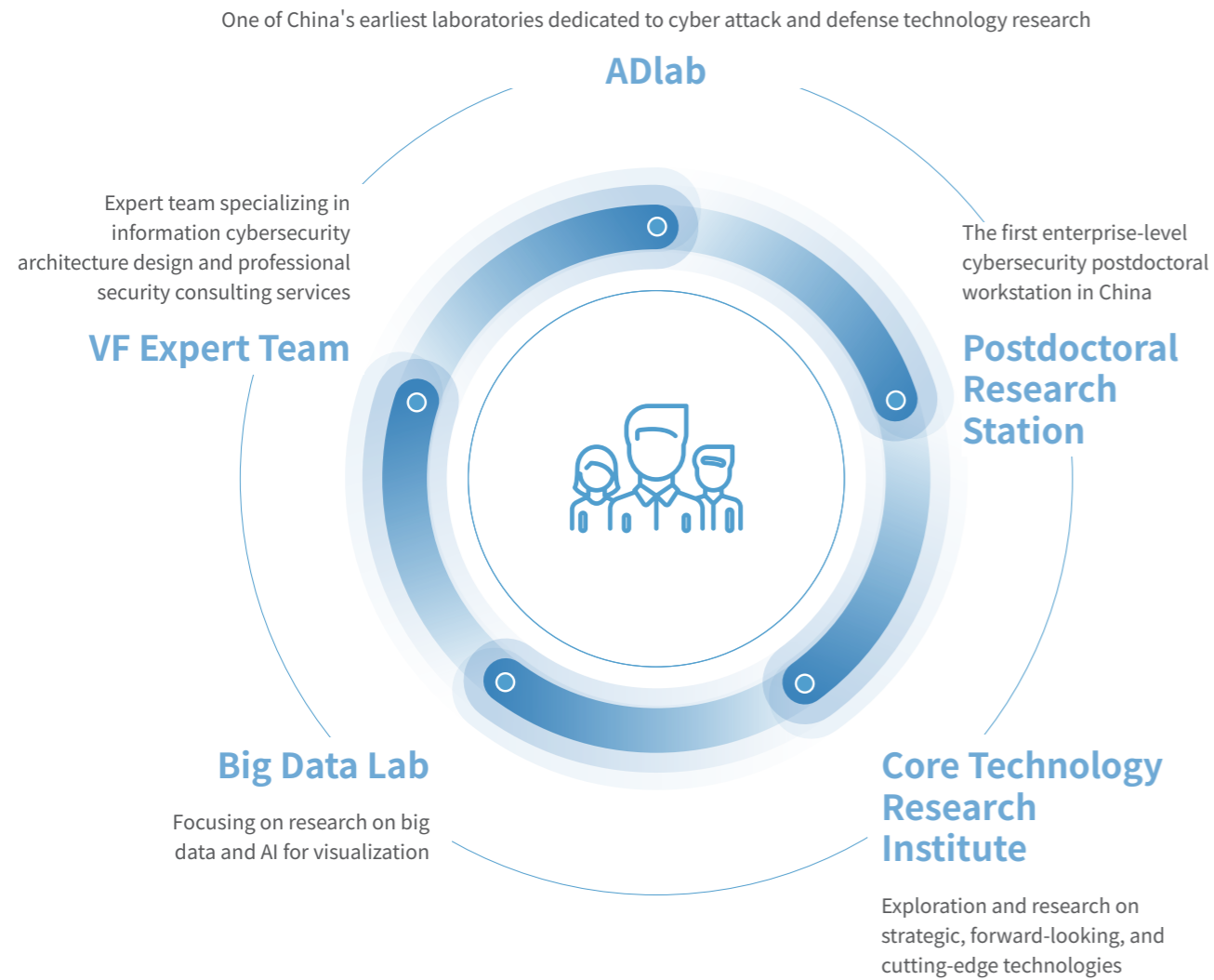


## Sustaining innovation capability

### ● Building innovation teams

We prioritize the development of our R&D innovation teams and have established specialized innovation teams, including the ADLab, postdoctoral workstation, VF Expert Team, Core Technology Research Institute, and Big Data Lab. These teams drive technological advancement and product development, continuously strengthening the Company's core competitiveness.

#### Venustech's R&D Innovation Teams



As one of the earliest cyber attack and defense technology research labs in China's cybersecurity industry, ADLab has long led research in vulnerability security, threat intelligence and related fields. In 2024, ADLab expanded into new domains including telecom carriers' infrastructure security, AI+, satellite communications Internet, and 5G network security. It filed 6 patents in fields such as LLMs, automated penetration testing, and industrial control systems, and published 1 paper in the top-tier international cybersecurity journal IEEE TDSC.



As China's first enterprise-level cybersecurity postdoctoral workstation, it has hosted over a dozen researchers since its establishment and participated in multiple national and provincial research projects. To date, it has established in-depth collaborations with postdoctoral programs at leading institutions including Tsinghua University, the Chinese Academy of Sciences, and Beijing University of Posts and Telecommunications.



It is a top-tier expert team in China specializing in information security architecture design and professional security consulting services. The VF Expert Team consists of multiple nationally and internationally renowned senior security experts with profound industry backgrounds. Several members are recipients of the Special Government Allowances of the State Council, and others were appointed by relevant ministries/ commissions.



Formed by the merger of our former Pre-Research Department and Postdoctoral Research Station, the Core Technology Research Institute focuses on key areas including big data security analysis, Security Large Language Model, machine learning-based threat analysis and detection, security knowledge graphs, privacy computing, and data classification/grading.



Focusing on technologies such as big data security analysis platforms and analytical algorithm models, the lab leverages big data, AI, and visualization tools to proactively detect threats, identify root causes, and trace attacks, making security analysis and operation and maintenance more intelligent.



As a municipal-level research facility in Beijing, the lab is equipped with major industrial control systems from SIEMENS, AB-Rockwell, Schneider, ABB, Mitsubishi, GE, Hollysys, and Dongfang Electric, alongside sandbox models and full-scale simulation devices, enabling fully realistic replication of control station monitoring processes used in industrial production. The lab can simulate a wide range of industrial scenarios, from continuous-process oil refining and petrochemicals, CNC-based advanced manufacturing, nuclear power, and rail transit, to tobacco production, wastewater treatment, and raw material transportation.



The lab develops simulation platforms integrating vehicles, road infrastructure, and cloud systems. It supports detection, penetration, protection, and range-based training across automotive E-E architectures, real-vehicle cybersecurity attacks, onboard devices, vehicle-road-cloud integration systems, and roadside units. Furthermore, the lab enables security simulation penetration, verification, and protection testing for in-vehicle bus systems, application hardening, attack-defense vulnerability analysis benches, and threat scenario replication.



Venustech Industrial Control Security Lab



Venustech V2X Security Lab

● **Optimizing the R&D landscape**

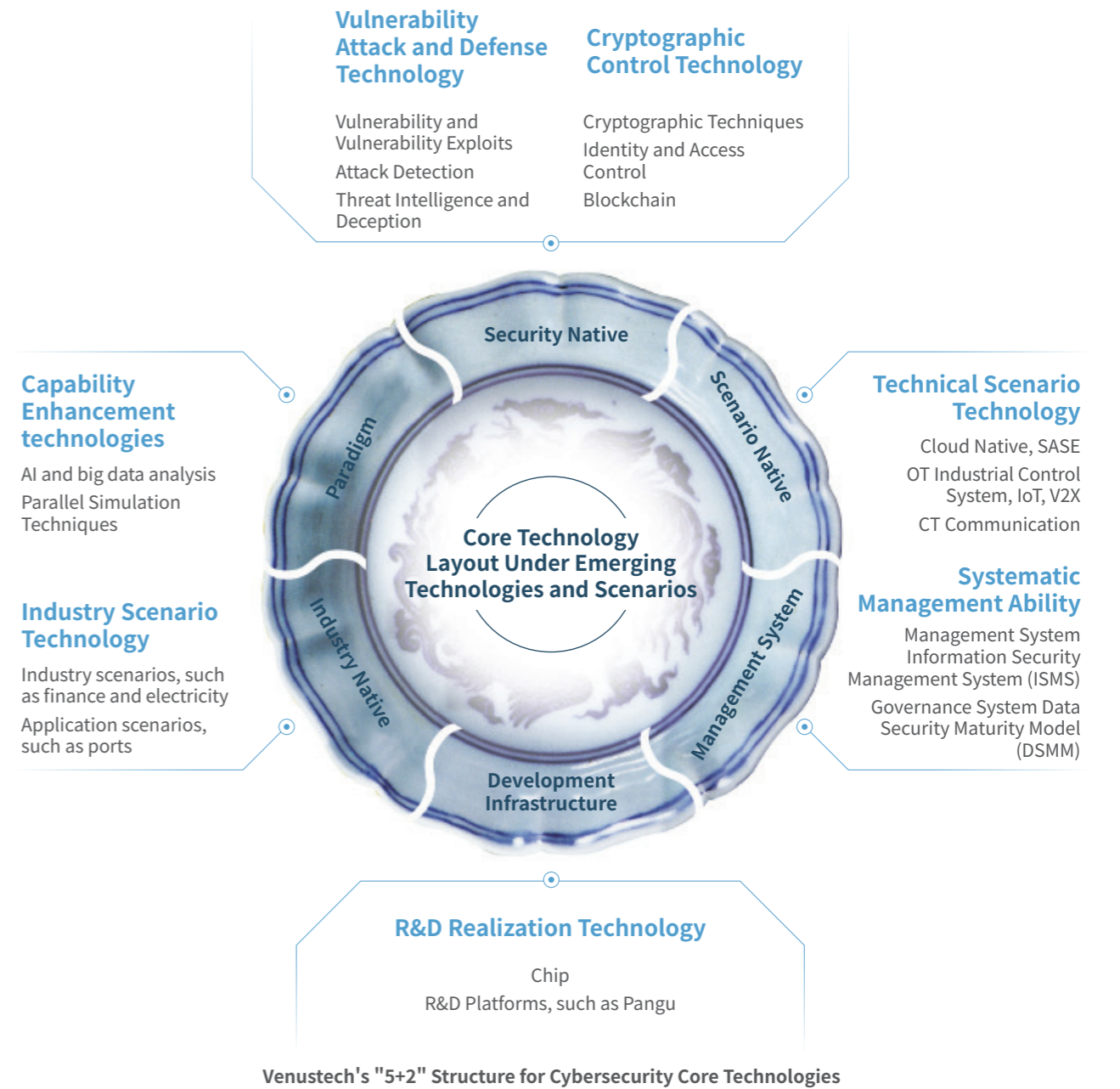
Venustech has established R&D centers in cities of Beijing (headquarters), Shanghai, Guangzhou, Chengdu, Nanjing, and Changsha. In 2024, we launched a cloud security R&D headquarters in Suzhou, expanding our professional technical team and forming a new strategic layout featuring the Beijing IT Headquarters, Hangzhou DT (Data Technology) Headquarters, and Suzhou Cloud Security Headquarters.



Venustech's R&D Landscape

● **Driving technological innovation**

Venustech continues to advance cybersecurity innovation. By adapting security capabilities and technologies to various scenarios, we have established the "5+2" core technology architecture, solidifying the technical foundation for safeguarding data and system security of enterprise and government clients. To date, Venustech has undertaken more than 300 national R&D projects, including over 20 major initiatives such as the State-owned Assets Supervision and Administration Commission (SASAC) Strategic Emerging Industries Program and the Ministry of Industry and Information Technology Tender-based Recruitment Projects, covering AI security, cloud security, 5G security, and data security domains.



Undertake national R&D projects

**300+**

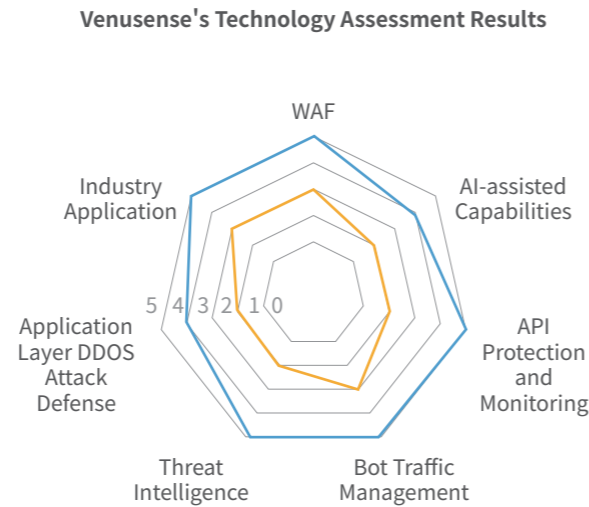
Include major initiatives

**20+**

**Case** Venustech's application security technology earns high praise

As the deployment and management of web services and APIs continue to evolve, Web applications face increasingly complex security risks. In response, Web Application and API Protection (WAAP) technology has emerged as a critical defense solution. Venustech's WAAP platform integrates DDOS mitigation, Web Application Firewall (WAF), bot detection, and API protection into a single, unified system for identifying and blocking malicious traffic. Through multiple detection engines, including machine learning, semantic analysis, dynamic obfuscation, threat intelligence, and event profiling, the platform delivers comprehensive protection for web applications and API-driven services, and enhances the maintainability, security, and reliability of web systems, thus helping safeguard core business operations and sensitive data.

In *IDC's China WAAP Vendor Technology Assessment 2024*, Venustech's WAAP solution received the highest possible score of five stars maximum ratings across all five key evaluation categories: WAF capabilities, API protection and monitoring, bot traffic management, threat intelligence, and industry application.



Note: Blue represents Venustech's performance; yellow indicates the industry's average capability benchmark

## Promoting the application of sci-tech achievements

Venustech adopts a market-driven R&D approach, conducting in-depth market research and analysis to convert user needs into targeted technology and product development projects to better align with market demands. In addition, we have introduced specialized incentive scheme to encourage the commercialization of sci-tech achievements, providing R&D teams with tailored rewards, to foster a steady flow of high-quality innovations that continue to drive economic and social progress.

## Strengthening intellectual property protection

Venustech places strong emphasis on intellectual property protection, strictly adhering to relevant laws and regulations such as the *Patent Law of the People's Republic of China* and *Copyright Law of the People's Republic of China*. We have established the *Guidelines for Patent Management of Venustech Group Inc.* to ensure the effective implementation of intellectual property protection measures, and are committed to fostering a culture encouraging innovation and respecting knowledge.

**Software copyright registration:** The Marketing Department oversees the institutional framework for software copyright applications and maintains all registered software copyrights.

**Patent management:** A formal patent management framework has been established and is maintained by the Core Technology Research Institute.

**Source code & technical documentation protection:** Each product line secures its source code and technical documentation through dedicated servers.

### As of 2024, Venustech had:

Filed and been granted national invention patents

**500 +**

Addressing critical gaps in information security

**60 +**

Registered software copyrights nearly

**600**

Secured registered trademarks globally

**170 +**

Became the first in China to gain access to Microsoft Windows source code, a key qualification for cybersecurity vendors



## Converging Security Operation Momentum

We have pioneered the concept of security operation as a core pillar of cybersecurity, centering our approach on "urban security operation" to build a tailored protection framework for smart city development. This framework covers three key scenarios: regional/industry oversight, digital government operations, and institutional-level security management, and delivers a full suite of specialized operational services tailored to each.

### Joint security operation with China Mobile

In partnership with China Mobile, Venustech has built an integrated service framework that combines cybersecurity with cloud, IDC, and dedicated network lines, thus enhancing the value of our solutions by delivering security capabilities directly to end users.

### Digital government operation

Targeting key entities including big data bureaus and governmental departments behind digital government initiatives, Venustech has built a security operation capability tailored to the "cloud-network-terminal-data" scenarios of digital governance.

### Managed security (standardized) operation

Targeting industries such as healthcare and education, we deliver modular, standardized, and subscription-based SaaS security services through our cloud-based Security Operations Center (SOC), via remote or hybrid "remote + on-site" delivery models.

### Enterprise industry/customized operation

Venustech has built tailored security operation capabilities to meet the specific requirements of specialized business scenarios, such as industrial control security for the oil and petrochemical sector.



Venustech was among the first to obtain Level-II National Security Operation Certification

**Case** Anxing AI Security Operations System Builds New Intelligent Ecosystem



In 2024, Venustech's *Anxing* AI Security Operation System V3.0 officially received the Huawei Ascend AI Processor Compatibility Certification. Built upon the *Jiutian-Taihe* Security LLM co-developed with China Mobile, and powered by Huawei Ascend's high-performance AI chips, the system forms a fully self-controlled, intelligent security operations framework. Through continuous iterations, the system now features four core capabilities: intelligent data analysis, alert noise reduction, risk identification, and incident response, thus ensuring enterprises maintain strong security resilience and protection advantages in today's evolving threat landscape.

**Case** A smart city security operation framework for a provincial capital



Venustech has built a comprehensive security operation framework covering the "cloud-network-data-application-user" for a provincial capital. The Company deployed a 24/7 situational awareness center, enabling city-wide continuous cyber monitoring and threat response. It also established an industrial control (IC) security lab, collaborating with local IC enterprises to strengthen protections for industrial control systems. By integrating our security service teams, including threat analysts, vulnerability managers, and infrastructure specialists, we formed a three-tier technical support structure. The framework covers critical infrastructure sectors including finance, energy, and healthcare, supporting the province's efforts to enhance IC cybersecurity and to pass the Level-III Cybersecurity Classified Protection Assessment.

**Case** A managed security operation framework for a major water utility group



Venustech has established a comprehensive managed security operation system covering the "plant-station-network" structure for a water utility group in an industrial park. The system provides 24/7 monitoring and threat detection for the group's smart water management platform, as well as its water supply and wastewater treatment networks. This system has ensured the stable operation of water supply and wastewater treatment services for three consecutive years, supporting regional ecological and environmental protection.

**Case** A cybersecurity operation plan for the digital twin of China's national water network



The cybersecurity operations plan for the digital twin of China's national water network integrates four core systems: strategic management, technical framework, operational execution, and security assurance. It establishes a comprehensive defense framework for water network cybersecurity, strengthening protection for critical infrastructure and key data assets. Centered on dynamic risk assessment, threat monitoring, and automated response, the plan ensures the operational and data security of twin hydraulic engineering systems. Through intelligent, end-to-end lifecycle security operations, it enables risk controllability, regulatory compliance, and system reliability in digitalized water management scenarios, providing full-spectrum protection for the intelligent upgrade and digital twin construction of China's national water network, and supporting the high-quality development of the national water network strategy.

# Building Intelligent and Resilient Security Foundation

## Enhancing the cybersecurity governance

Venustech strictly complies with the *Cybersecurity Law of the People's Republic of China* and *Data Security Law of the People's Republic of China*. Based on the standards outlined in the *Information Security, Cybersecurity and Privacy Protection — Information Security Management Systems — Requirements*, the Company has established internal policies including the *Information Security Management Manual of Venustech Group Inc.*, *Cybersecurity Governance Standards of Venustech Group Inc.*, and *Major Event Security Operation Protocol of Venustech Group Inc.* These policies standardize internal cybersecurity management processes, define employees' responsibilities in protecting corporate, client, and third-party data, and provide behavioral guidelines during activities such as penetration testing and major event support, to ensure legal compliance, procedural rigor, and operational trustworthiness.



Beijing Venustech Information Security Technology Co., Ltd. and Beijing Leadsec Information Technology Co., Ltd. have both obtained certification for their information security management systems

## Strengthening risk prevention capabilities

The Company has established the Venustech Security Response Center (VSRC) to continuously monitor, alert, and respond to threats such as product vulnerabilities, open-source/third-party component risks, data breaches, and cyberattack trends. All in-house product undergo multi-layered verification across the development-testing-delivery lifecycle before market release, ensuring potential security risks are identified and mitigated early and continuously improving overall product security.

**Beidou Cube Security Operation Center**

Venustech has established the Beidou Cube Security Operation Center, conducting 24/7 monitoring of cybersecurity incidents across the Company's digital infrastructure. The center detects and reports security threats in real time, and coordinating with relevant parties to respond to and resolve incidents, significantly enhancing the Company's capabilities in rapid emergency response.



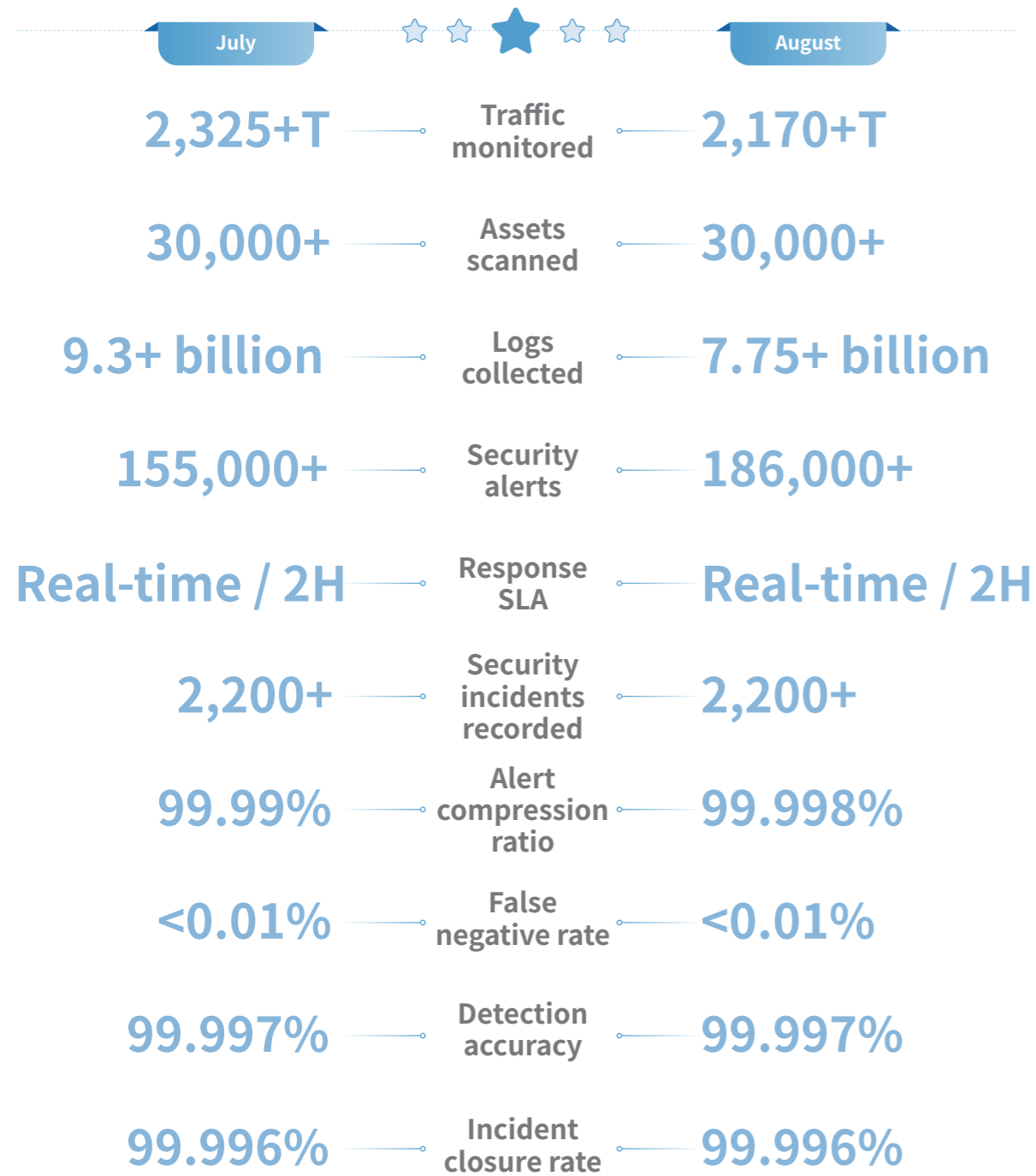
**Cybersecurity Red-Team Exercise**

In July 2024, Venustech held its 4<sup>th</sup> annual Tiantian Cup (TTC) Cybersecurity Red-Team Exercise, conducting in-depth penetration testing across the Company's networks and application systems to identify and address security vulnerabilities in a timely manner, while validating the overall effectiveness of the Company's cybersecurity defenses.

Venustech Security Response Center (VSRC)

The Venustech Security Response Center (VSRC) conducts real-time monitoring and security posture analytics on cyberattacks and malicious traffic across internal/external networks, delivering immediate risk alerts with precision detection mechanisms that maintain <0.01% false positive rate and false negative rate.

VSRC Cybersecurity Situation Report (July–August 2024)



2024

Delivered cybersecurity training sessions

52

Covering participants

19,247

Conducted technical training programs

40

Covering attendees

8,000+

Elevating cybersecurity awareness

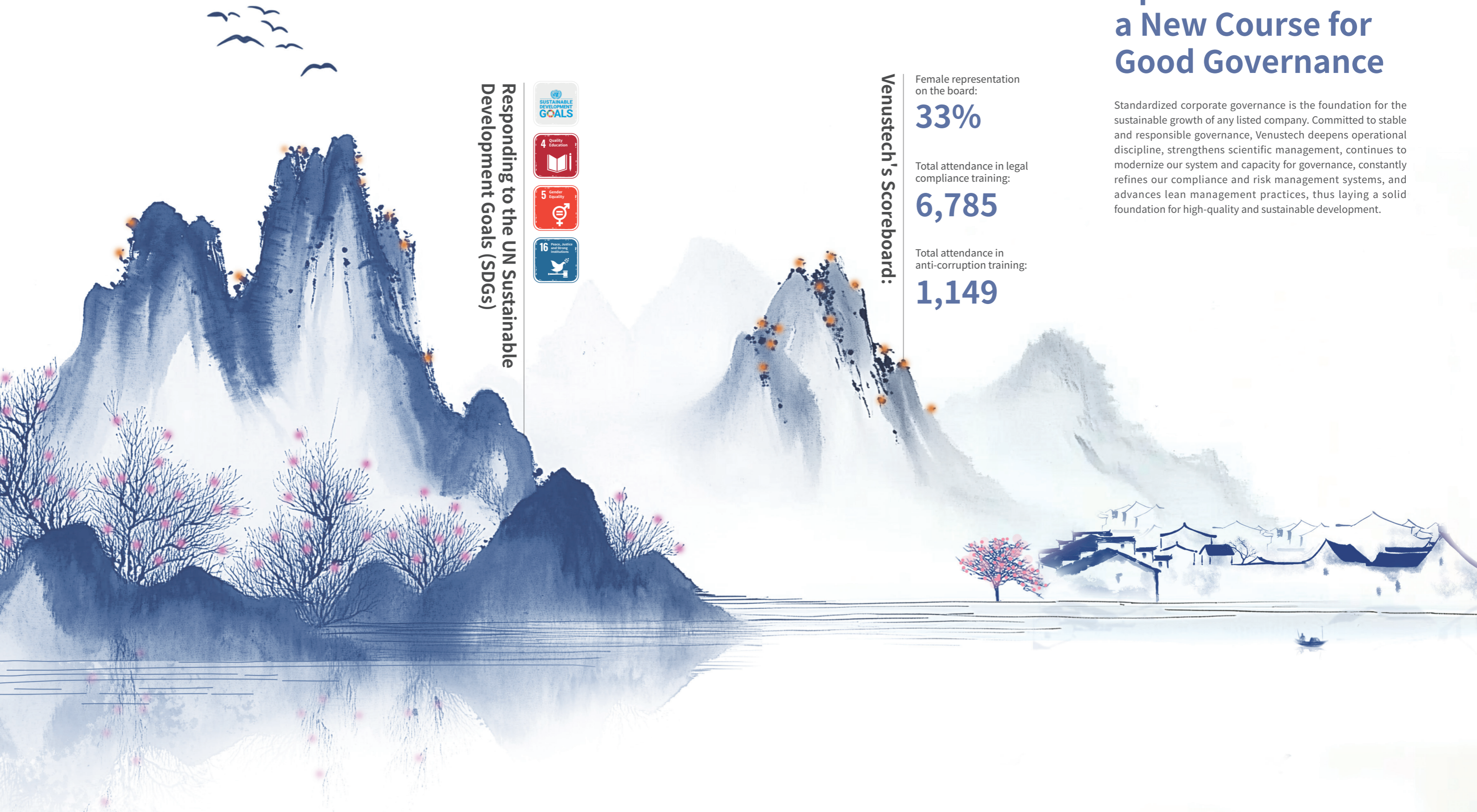
We place a strong emphasis on cultivating cybersecurity awareness among our employees. Through regular training programs and assessments, we reinforce foundational knowledge and skills in cybersecurity. We have also developed a structured training roadmap, featuring flagship initiatives such as Tech Expert Talks, ADLab Lectures, and Product-Line Cybersecurity Workshops, systematically cultivating cybersecurity professionals to fortify organizational resilience.



Cybersecurity Training Poster



On-site Cybersecurity Training Session



Responding to the UN Sustainable Development Goals (SDGs)



Venustech's Scoreboard:

Female representation on the board:

**33%**

Total attendance in legal compliance training:

**6,785**

Total attendance in anti-corruption training:

**1,149**

# Stable and Efficient Operation Charts a New Course for Good Governance

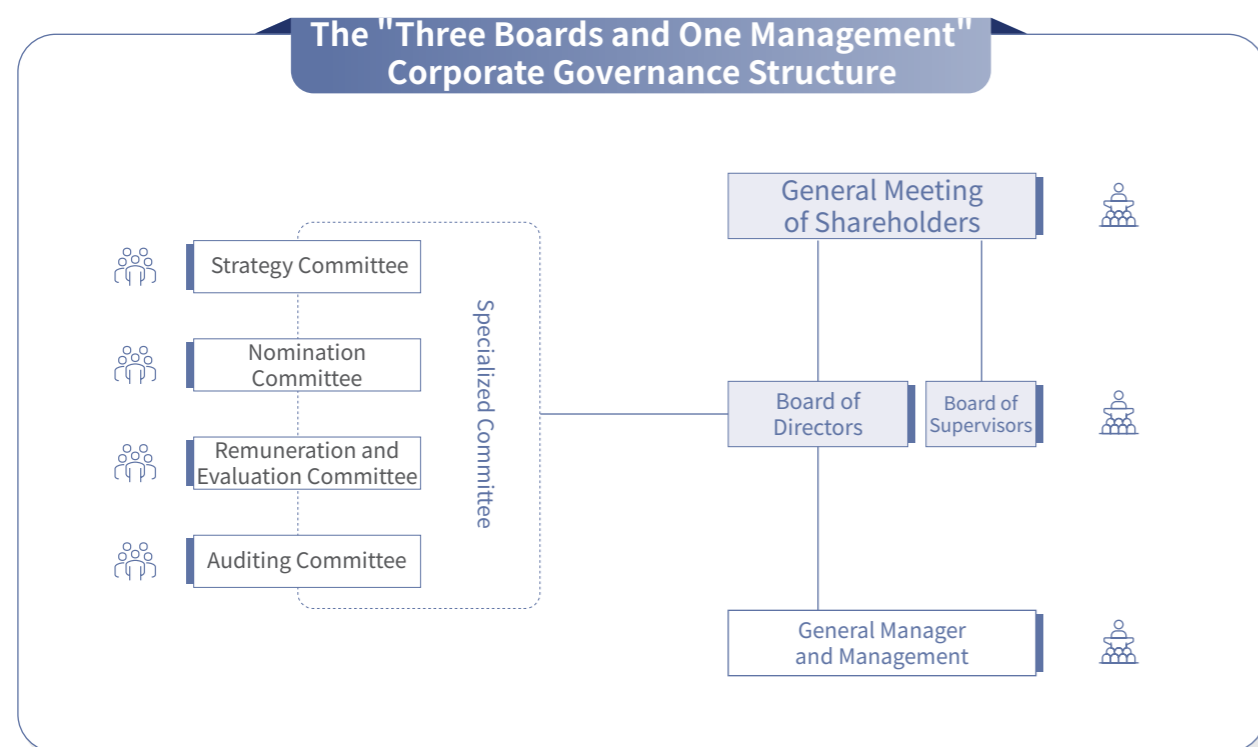
Standardized corporate governance is the foundation for the sustainable growth of any listed company. Committed to stable and responsible governance, Venustech deepens operational discipline, strengthens scientific management, continues to modernize our system and capacity for governance, constantly refines our compliance and risk management systems, and advances lean management practices, thus laying a solid foundation for high-quality and sustainable development.

## Strengthening Corporate Governance Frameworks

Venustech strictly complies with national laws such as the *Company Law of the People's Republic of China* and *Law of the People's Republic of China on Securities*, to continuously refine our corporate governance mechanisms. Additionally, we strengthen information disclosure and investor relations management, to safeguard shareholders' rights and ensure stable and compliant operations.

### Refining the governance structure

We continue to explore the establishment of a modern enterprise system, refining the operational mechanism composed of the General Meeting of Shareholders, Board of Directors, Board of Supervisors, and management. Meanwhile, we have established a comprehensive, standardized, and efficient governance structure, providing solid organizational support for effective corporate operations. In January 2024, China Mobile officially became the controlling shareholder of Venustech. In May 2024, we completed the renewal of our Board of Directors and Board of Supervisors, and promptly updated and released nearly twenty internal regulations, including the *Articles of Association of Venustech Group Inc.*, *Rules of Procedure for the General Meeting of Shareholders of Venustech Group Inc.*, *Rules of Procedure for the Board of Directors of Venustech Group Inc.*, *Rules of Procedure for the Board of Supervisors*, and *Working Rules for the General Manager of Venustech Group Inc.* These measures further strengthened the corporate governance framework and enhanced overall management standards.



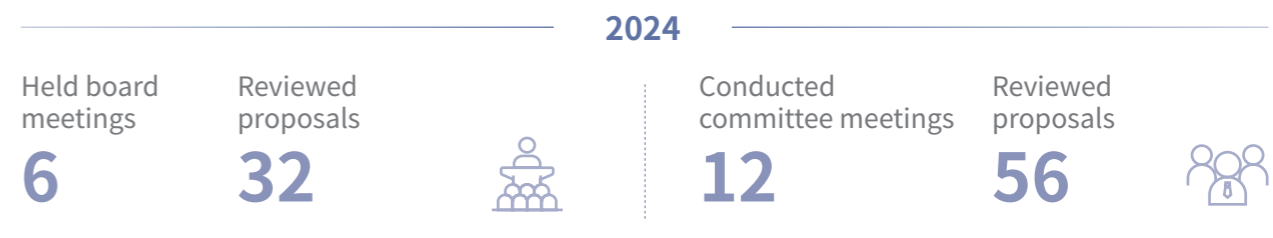
## Enhancing board effectiveness

We continue to strengthen our board governance by establishing key internal regulations including the *Rules of Procedure for the Board of Directors of Venustech Group Inc.* and the *Board Secretary Work Guidelines of Venustech Group Inc.*, in accordance with relevant laws and the Company's Articles of Association. The board is primarily responsible for convening the General Meeting of Shareholders, approving major business decisions, and overseeing information disclosure. It has established four specialized committees: the Strategy Committee, Nomination Committee, Remuneration and Evaluation Committee, and Auditing Committee, all composed of board members and providing expert advice and support to enhance the quality of board-level decision-making.

### Board of Directors

Strategy Committee	Nomination Committee	Remuneration and Evaluation Committee	Auditing Committee
Ms. Wei Bing (Chairman), Ms. Jane Wang, Mr. Wang Zhiyong	Mr. Zhang Guohua (Chairman, Independent Director), Ms. Jane Wang, Mr. Hu Yiwen (Independent Director)	Mr. Hu Yiwen (Chairman, Independent Director), Mr. Jia Qi, Ms. Wang Fengjuan (Independent Director)	Ms. Wang Fengjuan (Chairman, Independent Director, accounting professional), Mr. Yan Li, Mr. Zhang Guohua (Independent Director)

Board effectiveness	Board independence	Board diversity
In 2024, Venustech's board operated in a standardized and efficient manner, diligently implementing resolutions passed by the General Meeting of Shareholders. All directors fulfilled their duties conscientiously, exercised their powers responsibly, and leveraged their expertise to support informed and strategic decision-making on key corporate matters.	To strengthen independence, the Company established the <i>Independent Director Working System of Venustech Group Inc.</i> , ensuring that independent directors perform their roles in a structured and effective way. As of 2024, the board consisted of nine members, three of whom were independent directors, accounting for approximately 33%.	The nomination and appointment of board members are based on the skills and experience required for effective board functioning, with due consideration given to factors such as age, industry background, and educational qualifications. The Company also places sustained emphasis on increasing the representation of female in leadership roles. In 2024, three of the nine board members were women, accounting for approximately 33%.

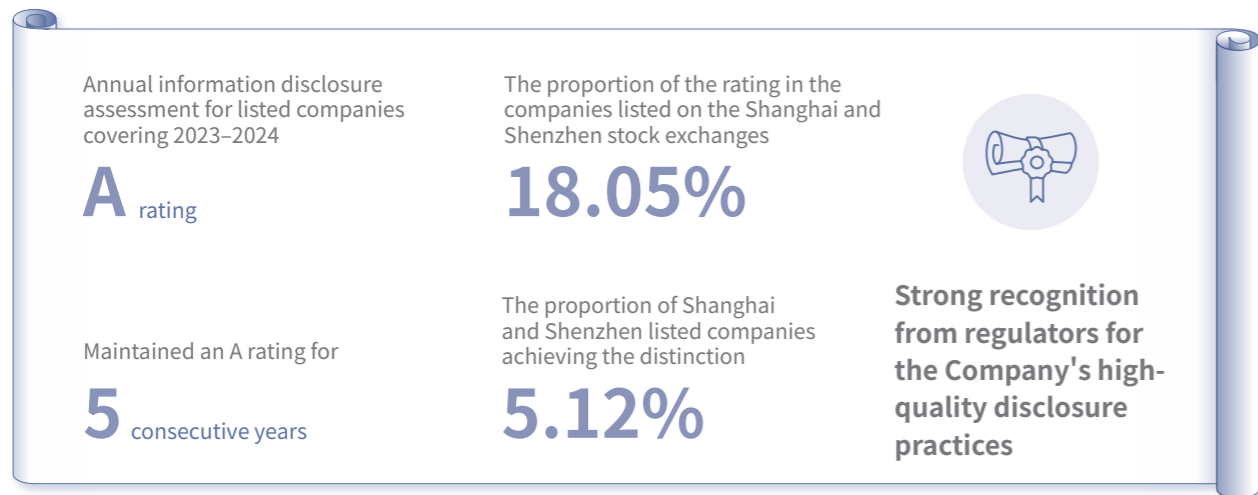


Attendance rate at board meetings

# 100%

## Strengthening information disclosure practices

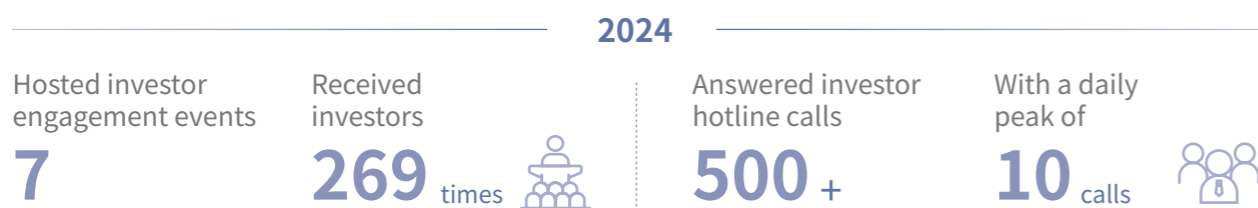
Venustech strictly adheres to the principles of truthful, accurate, complete, timely, fair, and compliant disclosure, and has established the *Information Disclosure Regulations* in accordance with relevant laws and regulations, including the *Company Law of the People's Republic of China*, *Law of the People's Republic of China on Securities*, *Regulations on Information Disclosure of Listed Companies*, and the *Rules Governing the Listing of Shares on Shenzhen Stock Exchange*, as well as the Company's own *Articles of Association*. These efforts aim to strengthen the management of information disclosure, protect the rights of shareholders and other stakeholders, and ensure all disclosed information is reliable and reflective of the Company's true operational status, thus enabling investors to gain a clear understanding of the Company's performance and future direction. To further enhance transparency, Venustech has set up the Securities Advisory Department and the Investor Relations Department to provide shareholders and investors with required announcements, materials, and support services, thus improving the overall quality of information disclosure. During the reporting period, the Company published four regular reports and 48 interim announcements.



## Investor relations management

We place investor relations at the core of our corporate governance strategy. Following the principles of legality, fairness, integrity, and proactive engagement, the Company actively manages investor communications and safeguards shareholder rights. We have established a dedicated Investor Relations Department, led by the Vice President/Board Secretary, with designated personnel responsible for maintaining direct contact with investors. We have also put in place formal policies, including the *Investor Relations Management Measures of Venustech Group Inc.* and *Information Disclosure Measures of Venustech Group Inc.* To enhance communication, we have built multiple engagement channels. We maintain an investor relations section on our official website, where we regularly publish updates on corporate governance and performance. In addition, we engage with investors through our WeChat official account, Weibo, Douyin, telephone hotline, and email platform. Unique facilities such as the honor exhibition hall, the city security operations centers, the Beidou Cube laboratory, and the industrial control system laboratory serve as venues for investor visits and interactive exchanges, offering firsthand insights into the Company's operations. A dedicated investor hotline, managed by assigned personnel, ensures timely responses and the protection of legitimate rights and interests of minority shareholders and investors.

In 2024, Venustech maintained close communication with investors through a variety of channels, including shareholder meetings, earnings calls, investor forums, site visits, on-site research tours, and participation in strategy conferences. Through these multifaceted engagement initiatives, we effectively conveyed our investment value and fostered mutually beneficial relationships with investors based on trust and reciprocity.



Institutional investors conduct on-site visits to assess company operations

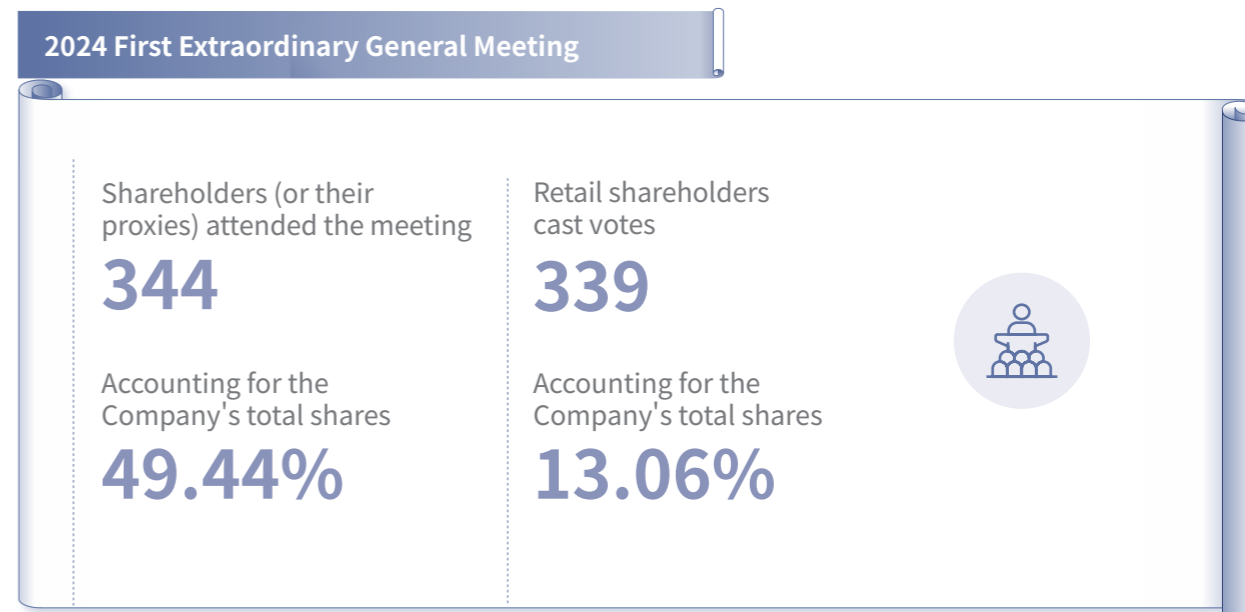


## Safeguarding shareholders' rights and interests

Venustech regards a robust shareholder rights protection mechanism as the cornerstone of sustainable development, and is committed to building a comprehensive and effective system that safeguards the core rights of shareholders, particularly those of minority shareholders, including the right to information, participation, and voting.

Venustech places a strong emphasis on providing reasonable returns to investors and consistently strives to reward shareholders through various means. In terms of profit distribution, the Company adheres to a stable cash dividend policy, reasonably determining the dividend ratio and amount based on profitability and financial planning to ensure shareholders receive stable investment returns.

Venustech has established a range of communication platforms to engage effectively with minority shareholders. A dedicated Investor Relations Department handles shareholder inquiries, responds to incoming calls, and provides timely answers to key concerns. The Company regularly organizes investor forums and earnings calls, offering shareholders opportunities to interact face-to-face management and gain firsthand insights into company's strategic plan, business progress, and future prospects. Meanwhile, we actively consider shareholder feedback, promptly convey suggestions to the management, and incorporate stakeholder perspectives into corporate decision-making as a reference.



## Upholding Integrity and Compliance in Operations

We remain committed to lawful and compliant operations, deeply integrating compliance principles into every aspect of daily management. By establishing robust compliance policies and procedures, we ensure that all business activities are conducted in an orderly manner within legal frameworks. Furthermore, we continuously refine our compliance mechanisms to enhance practicality and efficiency, enabling swift adaptation to market changes and regulatory requirements.

Venustech actively promotes core values such as integrity, honesty, and accountability. Through a variety of training and educational programs, the Company enhances employees' professional ethics and fosters a corporate culture marked by transparency and ethical conduct. In addition, Venustech emphasizes the development of a clean and upright workplace. By strengthening anti-corruption awareness campaigns and highlighting role models of ethical behavior, the Company reinforces employees' sense of self-discipline and integrity, helping to prevent and deter corruption at its source.

To support high-quality development, we actively leverage digital technologies to enhance the precision and efficiency of our compliance management. By implementing data-driven monitoring platform, we enable real-time monitoring and analysis of business operations to identify potential compliance risks early and take timely preventive and mitigating actions.

## Enhancing compliance management

We continue to refine our compliance management system by establishing a Legal Affairs Center and an Internal Audit Department. They systematically handle legal, compliance, and internal audit-related work, ensuring all business operations are conducted in line with applicable laws and regulations and driving continuous improvement in corporate compliance standards.



## Cultivating a strong compliance culture

Venustech attaches great importance to cultivating a compliance culture, actively promoting legal and regulatory awareness through training and education to strengthen employees' compliance consciousness and capabilities. In 2024, we conducted 11 compliance-related training sessions, totaling 17.9 hours, with 6,785 participation.



"Legal and Compliant Operations" Training Session

## Upholding business ethics

Venustech strictly complies with laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Provisional Regulations on Prohibiting Commercial Bribery*. We have enhanced our anti-fraud mechanisms and updated key policies, including the *Venustech Employee Code of Professional Ethics and Conduct* and the *Venustech Whistle-Blowing Policy and Procedures*. All employees are required to avoid conflicts of interest in their daily work and business dealings, and to uphold principles of fair and lawful transactions, integrity, and accountability. The Company actively fosters a culture of compliance and strongly opposes all forms of commercial bribery, extortion, fraud, money laundering, monopolistic practices, and other unfair competition. In 2024, Venustech reported no incidents of commercial bribery or corruption.



## Ensuring accessible whistleblowing channels

Venustech has established transparent and accessible grievance and reporting channels to strictly monitor commercial bribery and corrupt practices. Upon discovery of such misconduct, investigations will be promptly initiated and handled in accordance with laws and regulations. Employees and external parties may submit reports, either named or anonymous, via telephone, email, or other designated means. Upon receiving a report, the Internal Audit Department promptly informs the relevant senior management and initiates an investigation. Following the inquiry, the department collaborates with relevant management teams to determine appropriate disciplinary actions or remedial measures based on the findings, and will provide feedback to the whistleblower upon approval.

Venustech places high priority on protecting whistleblowers' privacy. The head of the Internal Audit Department is directly responsible for receiving and following up on reports, and maintaining a direct and confidential line of communication with the whistleblower. All personnel involved in an investigation are required to strictly safeguard the identity of the whistleblower and any information learned during the process. Disclosure to unauthorized parties is strictly prohibited until the final outcome is officially released, ensuring the rights of the whistleblower are fully protected.

### Reporting Channels

**Hotline:** 010-56633022

**Email:** ts@venusgroup.com.cn

**Mailing address:** Venustech Plaza No.21 Zhongguancun Software Park, No.8 Dongbeiwang West Road, Haidian District, Beijing, P.R. China

# Advancing Lean Management

Adhering to the core principles of lean management, we continuously strengthen our risk management framework to ensure precise and efficient implementation of risk mitigation measures, and enhance our internal control system to effectively address potential risks at both the operational and strategic levels. Meanwhile, we advance our digital management by adopting advanced information technologies and optimizing business processes. These efforts have significantly improved operational efficiency and quality, providing a solid foundation for the Company's sustainable development and long-term progress.

## Enhancing comprehensive risk management

We continue to strengthen our risk management system by adopting the "Three Lines of Defense" model. The Internal Audit Department collaborates with functional departments to identify and assess business risks through surveys, interviews, and other methods, evaluating whether existing policies and measures are effective in mitigating those risks. Meanwhile, business units continuously improve internal systems based on the latest operational developments to further enhance the Company's overall risk resilience and ensure that all key risks remain under control. In 2024, Venustech established 14 business process guidelines, five internal operational standards, and a commercial quality control mechanism for project management. The Company also conducted internal training sessions to reinforce risk prevention and control across the entire project lifecycle.



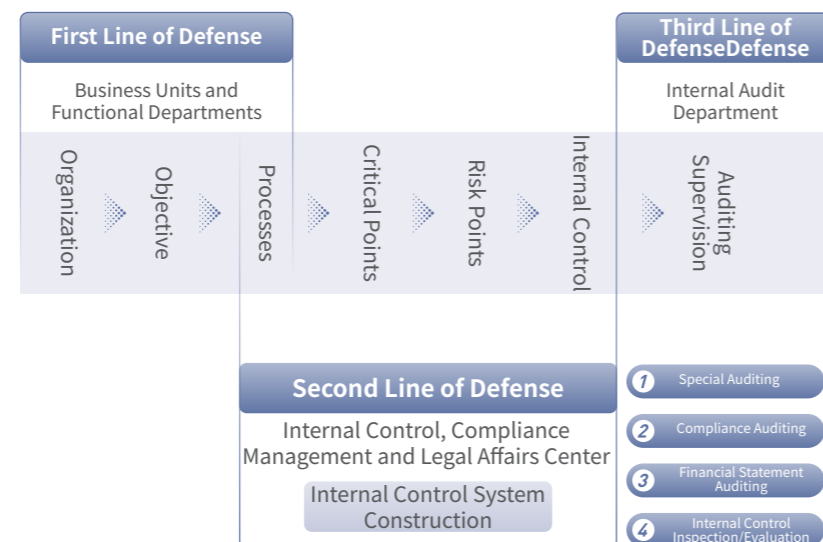
**First Line of Defense** All BUs and functional departments identify potential risks during operations and implement preventive measures accordingly.

**Second Line of Defense** Internal control, compliance, and legal departments conduct preemptive and ongoing risk monitoring of business activities, and provide oversight and guidance to the first line of defense.

**Third Line of Defense** The Internal Audit Department evaluates the effectiveness of the first two lines, focusing on post-event review and inspections, to ensure that all risk controls are properly implemented.



Beijing Venustech Information Security Technology Co., Ltd. and Beijing Leadsec Information Technology Co., Ltd. have obtained certification in business continuity management, ensuring operational resilience and stability in the face of potential disruptions



# Improving internal controls

We continue to refine our internal control framework by implementing the *Internal Control System of Venustech Group Inc.*, which standardizes internal governance, control procedures, and internal supervision. The system sets general principles, division of responsibilities, authorization management, and key control points across all business processes to effectively mitigate risks at both management and operational levels. Annually, in compliance with the *Basic Standards for Enterprise Internal Control* and its supporting guidelines, we evaluate the effectiveness of our internal controls based on routine and special supervision with internal control policies and evaluation methods. The Company has also defined clear criteria for identifying internal control deficiencies, which are categorized into financial and non-financial types, and actively works to address and rectify any shortcomings to further enhance governance efficiency. In 2024, no significant or material internal control weaknesses were identified.

## Strengthening digital management

Amid the sweeping digital transformation across industries, Venustech — operating at the forefront of cybersecurity — is seizing the opportunity to accelerate our digital management initiative and leverage cutting-edge technologies to drive comprehensive upgrades in internal operations. Internally, we have fully integrated advanced large AI models into our existing technical architecture, creating a smarter and more seamless human-machine interaction experience. This enables employees across departments to engage with the Company's platforms in a more intuitive way, continuously fueling business innovation and laying a solid foundation for future digitalization.

On one hand, the Company has developed tailored, high-efficiency online systems and management tools for core functions such as human resources, finance, IT asset management, and security service projects, thus replacing traditional and inefficient workflows with professional and efficient solutions. On the other hand, we actively expand into areas such as supply chain, accounts receivable and contract management, build a comprehensive data cockpit project to collect, integrate, and analyze vast volumes of business data, enabling the transformation of raw data into precise and initiative indicators, providing robust analytical support for decision-makers at all

levels and advancing the Company's shift from experience-based to data-driven governance.

Embracing the paperless office trend, the Company has rolled out an e-signature system, transitioning traditional offline contract signing into a streamlined digital process. This not only reduces resource consumption (e.g., paper) at the source, aligning with green development principles, but also accelerates contract approval and execution, significantly boosting operational efficiency. These efforts powerfully enhance overall management quality and propel the Company's digital transformation strategy forward across all fronts.



Venustech has launched a Feishu AI service platform tailored for human resources and IT asset management

# Embracing Social Responsibility for a Shared Better Life

Venustech remains committed to linking people's well-being with corporate growth, demonstrating new leadership through responsible action. The Company is dedicated to nurturing top-tier talents, collaborating with partners for mutual benefit, and delivering higher-quality, responsible products and services to customers. By actively promoting shared prosperity, Venustech is creating lasting social value.

## Venustech's Scoreboard:

Charitable giving statistics for 2024

RMB **8.432** million

Proportion of female managers:

**33%**

Social insurance coverage:

**100%**

## Responding to the UN Sustainable Development Goals (SDGs)



# Fostering Well-Rounded Talent Growth

Venustech remains committed to a people-oriented philosophy, safeguarding employees' fundamental rights and ensuring their health and safety across all aspects. The Company provides ample opportunities for professional growth and strives to foster an equal, healthy, and collaborative work environment, striving to synchronize employee development with organizational progress.

## Comprehensive protection of employee rights

Venustech upholds strict compliance with labor laws and adheres to fair and equal employment practices. We continue to refine our compensation and benefits system, alongside mechanisms for democratic management, ensuring employee privacy and promoting comprehensive care initiatives. By fostering a fair, inclusive, and open working environment, we are dedicated to safeguarding the fundamental rights and interests of our workforce.

2024

Total employees

6,377

Employees from ethnic minority groups

350

Proportion of female managers

33%



Employment contract signing rate

100%

Social insurance coverage

100%

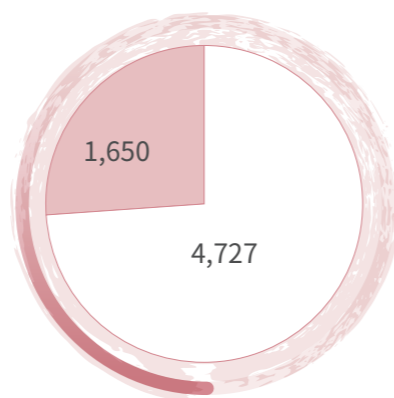
Average paid leave per employee

18 days



### Upholding equal employment opportunities

Venustech strictly complies with relevant Chinese laws and regulations such as the *Labour Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. The Company has established internal policies such as the *Recruitment Policy of Venustech Group Inc.* and the *Background Check Policy of Venustech Group Inc.*, which define clear principles and procedures to ensure transparency and fairness in hiring. The Company prohibits discrimination in any form, opposes forced labor, harassment, and abuse, and forbids the employment of child labor. We treat all employees, regardless of nationality, ethnicity, gender, religion, or cultural background, with fairness and respect, and are committed to building a diverse workplace.



By gender

■ Female □ Male

### Strengthening democratic management

Venustech actively promotes democratic management practices. When formulating policies that directly affect employee interests, the Company solicits feedback from all employees and takes their concerns into full consideration. In addition, we have established the *Performance Management Policy of Venustech Group Inc.*, which provides employees with a clear and accessible channel for appeals and outlines the procedures and timelines for performance-related appeals to effectively safeguard employee rights.

### Ensuring compensation and benefits

Venustech has established a *Compensation Management Policy of Venustech Group Inc.* that encourages employees to participate in value creation and benefit from it through various forms of reward. The Company offers a dual healthcare protection system, combining national basic medical insurance with supplementary corporate health coverage, and provides additional insurance plans to reduce employees' financial burdens. We strictly comply with statutory leave policies and implement flexible working arrangements to safeguard employees' right to rest and vacation. In addition, we offer festival bonuses and gifts to enhance employee satisfaction and a sense of belonging.

### Protecting employees' privacy

Venustech places strong emphasis on protecting employees' personal information. By establishing relevant policies on information security by establishing relevant policies to standardize the management of employee records. Employee information is classified as corporate trade secrets, and all staff are required to sign confidentiality agreements. Violations involving information disclosure are subject to penalties and accountability. In addition, the Company actively promotes awareness of the *Personal Information Protection Law* through our internal learning platform, strengthening security consciousness regarding personal data and privacy protection.

### Supporting employees' well-being

Venustech puts employee care into action by proactively supporting female employees, employees' families, and those facing personal difficulties. The Company provides practical assistance, including nursing rooms, health insurance for employees' children, and regular visits to those in need, to genuinely address their concerns. In addition, we regularly organize a variety of sports and cultural activities, such as badminton, basketball, and table tennis tournaments, helping employees balance work and life. Facilities like yoga rooms and reading corners are also available to foster a warm, harmonious workplace that strengthens team cohesion.



The "Sunrise Cup" Badminton Tournament



Setting up reading corners for employees

### Employee support initiatives

The Special Fund for Love and Mutual Aid raised in donations

RMB 260,700

Assisted employees facing financial hardship

8



Secured policy-backed public rental housing for employees, facilitating the allocation of new units through the Zhongguancun Science City

10



## Safeguarding employees' health and safety

Venustech places a high importance on employee health and safety, providing all necessary protections in line with occupational safety standards. We strive to create a secure and healthy work environment, focus on the physical and mental well-being of our employees, and minimize workplace safety risks to the greatest extent possible.

### ● Prioritizing occupational health

Committed to a comprehensive approach to employee well-being, Venustech places top priority on both physical and mental health. Through multiple initiatives, the Company strives to build a positive, healthy, and dynamic workplace ecosystem.



Beijing Venustech Information Security Technology Co., Ltd. and Beijing Leadsec Information Technology Co., Ltd. have obtained certification under the Occupational Health and Safety Management System (OHSMS) standards

#### ♥ Promoting the physical and mental health of employees

- ♥ We offer annual complimentary health check-ups for all employees, with expert consultations to help them understand their physical condition.
- ♥ An Employee Assistance Program (EAP) has been implemented in collaboration with external psychology professionals, providing one-on-one counseling for employees facing significant work-related stress.
- ♥ A range of health-focused activities are also organized, including Neck, Shoulder, Waist, and Leg Rehabilitation Exercises, Mindfulness Workshops, Tea Meditation Gatherings, Mindful Wellness Dance Classes, and Interactive Dialogue Workshops.



Inviting professional physicians to guide Neck, Shoulder, Waist, and Leg Rehabilitation Exercises



Tea Meditation Gatherings

### ● Ensuring employees' safety

#### Creating a safer workplace

Venustech has strengthened workplace safety by implementing smoke-free restroom policies, installing smart access control systems, and upgrading bathroom ventilation to foster a secure and comfortable office environment.



#### Identifying and addressing potential hazards

Regular inspections are conducted across all office areas to identify potential hazards, including fire safety issues, wet floors, and damaged doors or windows. Any problems found are reported and resolved promptly.



#### Conducting emergency drills

The Company regularly organizes emergency drills, including fire evacuation exercises, hands-on fire extinguisher training, anti-terrorism response simulations, and elevator entrapment scenarios. These activities enhance employees' emergency response capabilities and overall safety awareness.



## Empowering employees' growth and development

Venustech places strong emphasis on employee promotion, talent selection, and career development. The Company has built a robust training system and expanded career pathways to create a diverse and sustainable platform for growth, thus empowering employees to achieve their professional aspirations and personal goals, while laying a solid talent foundation for the Company's high-quality development.

### ● Strengthening talent acquisition

The Company places talent development and management at the core of our strategy. Moreover, we proactively formulate recruitment initiatives and collaborate with multiple universities, including China Agricultural University, Fudan University, Beijing Institute of Technology, and Henan University, to attract top graduates through on-campus hiring programs, thus strengthening our competitive edge.

Conducted campus recruitment visits

7



2024

Signed employment contracts with

69 new graduates



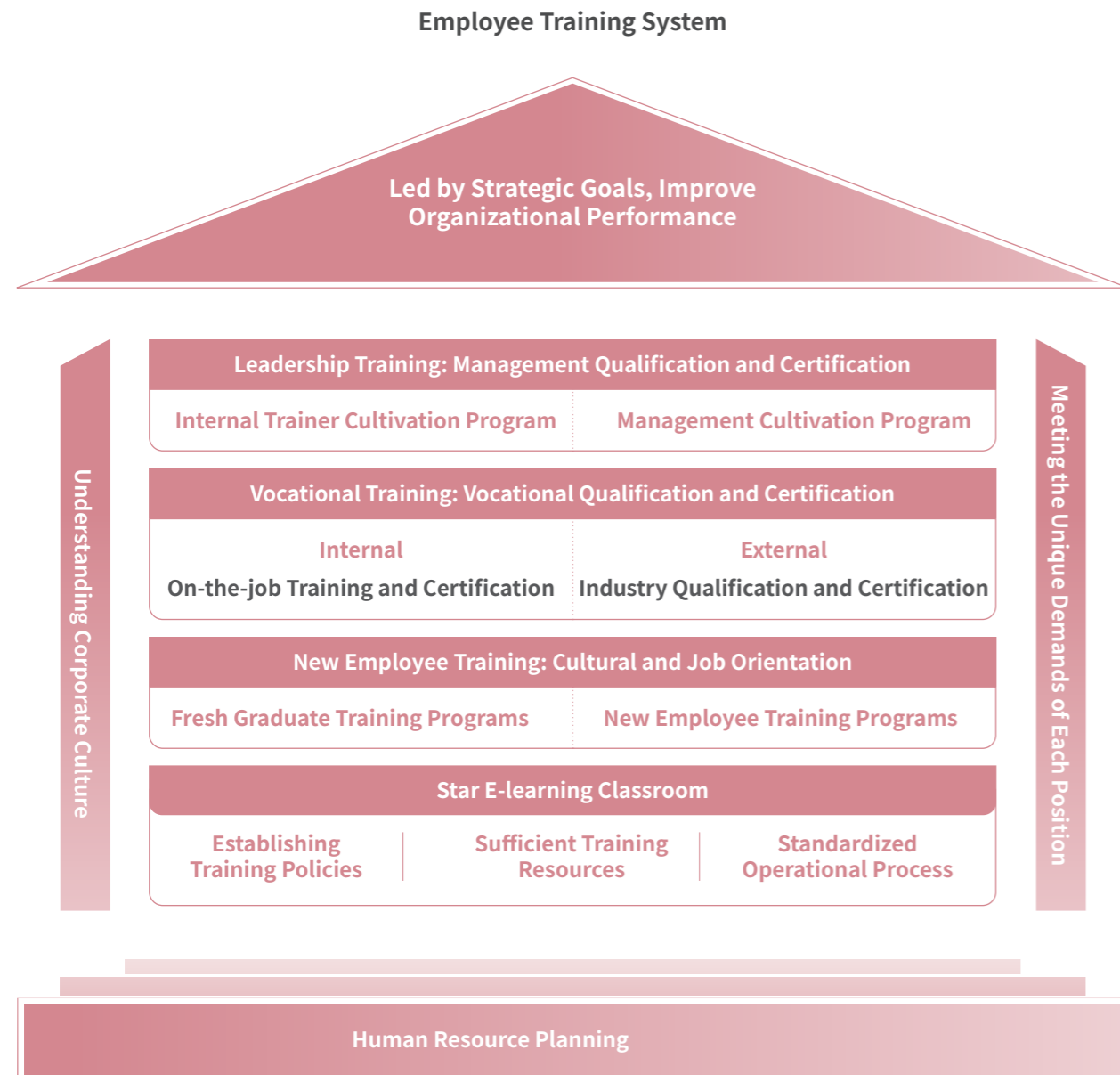
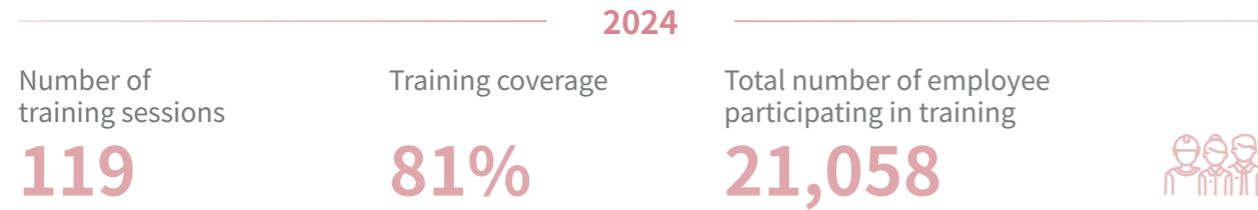
Fudan University Joint Recruitment Fair



The 2024 National City Tour Job Fair – Beijing Session

### ● Enhancing the training framework

Focusing on in-depth optimization and innovative expansion of our employee training system, we build a comprehensive, tiered training mechanism. Leveraging our online learning platform, we deliver tailored programs from onboarding courses for new hires to professional competency enhancement for key employees and leadership development for managers to strengthen professional competence and workplace readiness.

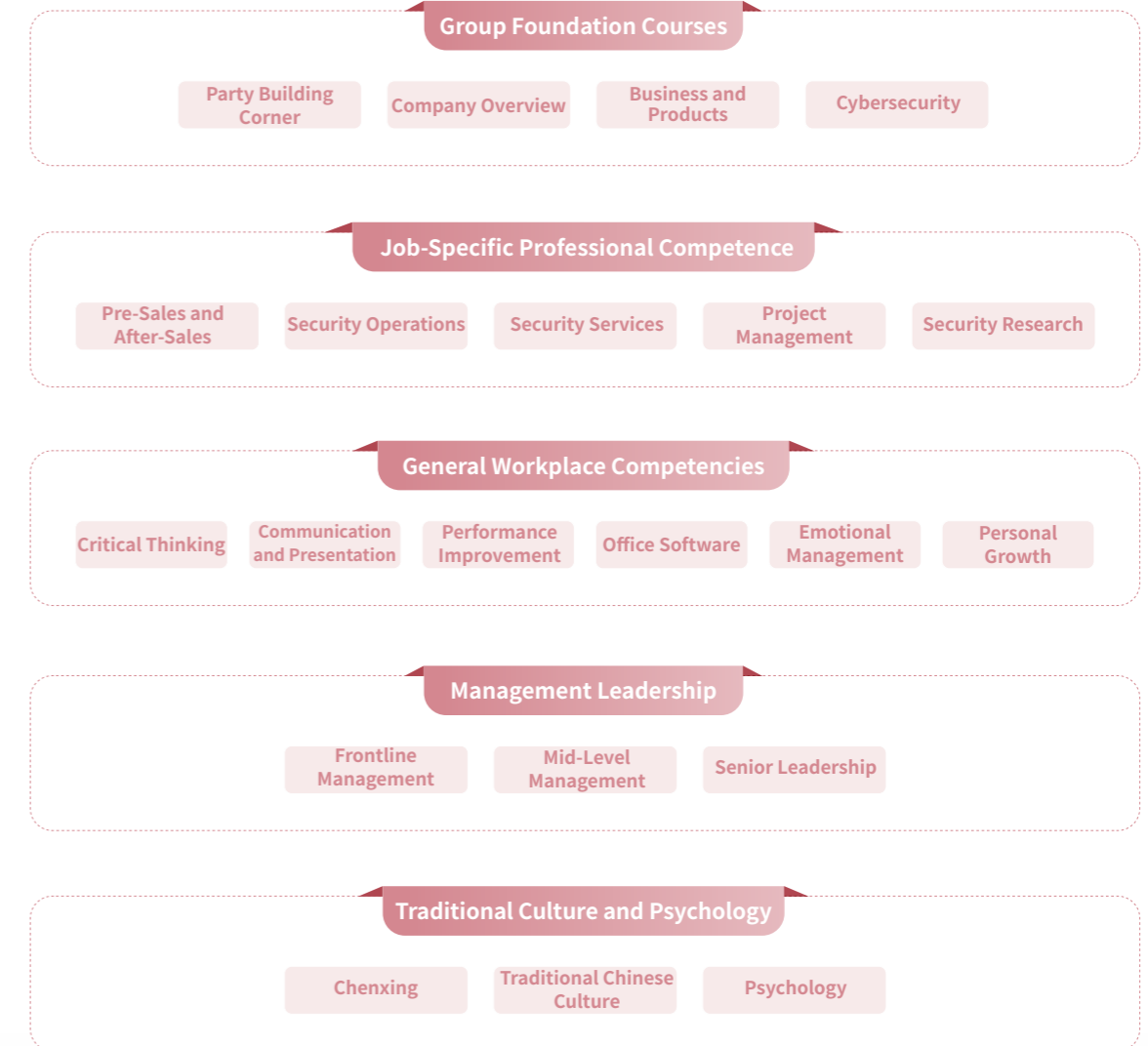


### Building a Structured Training Curriculum

Venustech has developed a comprehensive curriculum spanning five core areas: group foundation courses, job-specific professional competence, management leadership, general workplace competencies, and courses integrating traditional culture with psychology.

Total number of courses offered  
**1,225**

Courses independently developed by our own lecturers  
**704**



## Star E-learning Classroom

Venustech has built the Star E-learning Classroom, an online learning platform that provides open access to a wide range of course resources. The platform supports application scenarios, including training delivery, check-ins, exams, and surveys, enabling an integrated and efficient model of learning, testing, practicing, assessing, and feedback. It supports various learning formats, such as flipped classrooms, online self-directed learning, offline face-to-face instruction, live-streamed training sessions, and one-on-one mentorship. In 2024, the Star E-learning Classroom saw strong engagement, with 6,327 active users, accumulating 172,790 hours of total activity time, including 82,011 hours of formal learning.



## "Starlight Shining Program" for new hire training

We deliver our new employee training through a professional and role-specific training roadmap, supported by a rigorous follow-up process. The program adopts a hybrid learning model combining online self-study, in-person sessions, and live-streamed instruction, enabling new hires to quickly understand the Company and integrate into the team. In 2024, the program was delivered in nine batches, training a total of 1,090 new employees (99.5% coverage), with a pass rate of 99.5%, and 9.90/10 satisfaction score.



## Starlight Orientation Camp for graduate training

A two-week intensive and practice-oriented training program helped new graduates deepen their understanding of the company culture, strengthen their professional readiness, and master essential job skills. Targeting the 59 graduates who joined in 2024, the program was delivered across three specialized tracks, integrating online self-study, in-person instruction, exams, hands-on exercises, and flipped classroom sessions. Among the participants, 65% achieved outstanding final scores with 9.71/10 satisfaction.



## Starlight Kindling Program for professional development

Aligned with the distinct competency requirements of different roles, Venustech has built an end-to-end learning ecosystem that integrates diverse course modules, a rigorous online assessment system, and an authoritative certification process. Tailored to meet the professional development needs of each position, this comprehensive framework establishes a full learning journey from study to examination to evaluation. In 2024, a total of 2,354 employees obtained professional certifications, and 548 employees completed role-specific training programs and passed the corresponding exams.



## Case Venustech organized innovation challenge to spark employee creativity

To fully engage employees in innovation, Venustech has organized an annual Innovation Challenge for eight consecutive years. In 2024, 77 teams competed across three categories: Solutions, R&D, and Cybersecurity Defense and Offense, blending learning with competition to drive the practical application of ideas. Ultimately, 16 outstanding projects were recognized, reinforcing the Company's mission to inspire innovation that delivers value to customers and drives business performance.

The number of teams participated in the Innovation Challenge

77

The number of outstanding projects

16



Onsite at Venustech's 2024 Innovation Challenge

**Case "Tech Experts Talk": Fostering a culture of self-driven learning among employees**

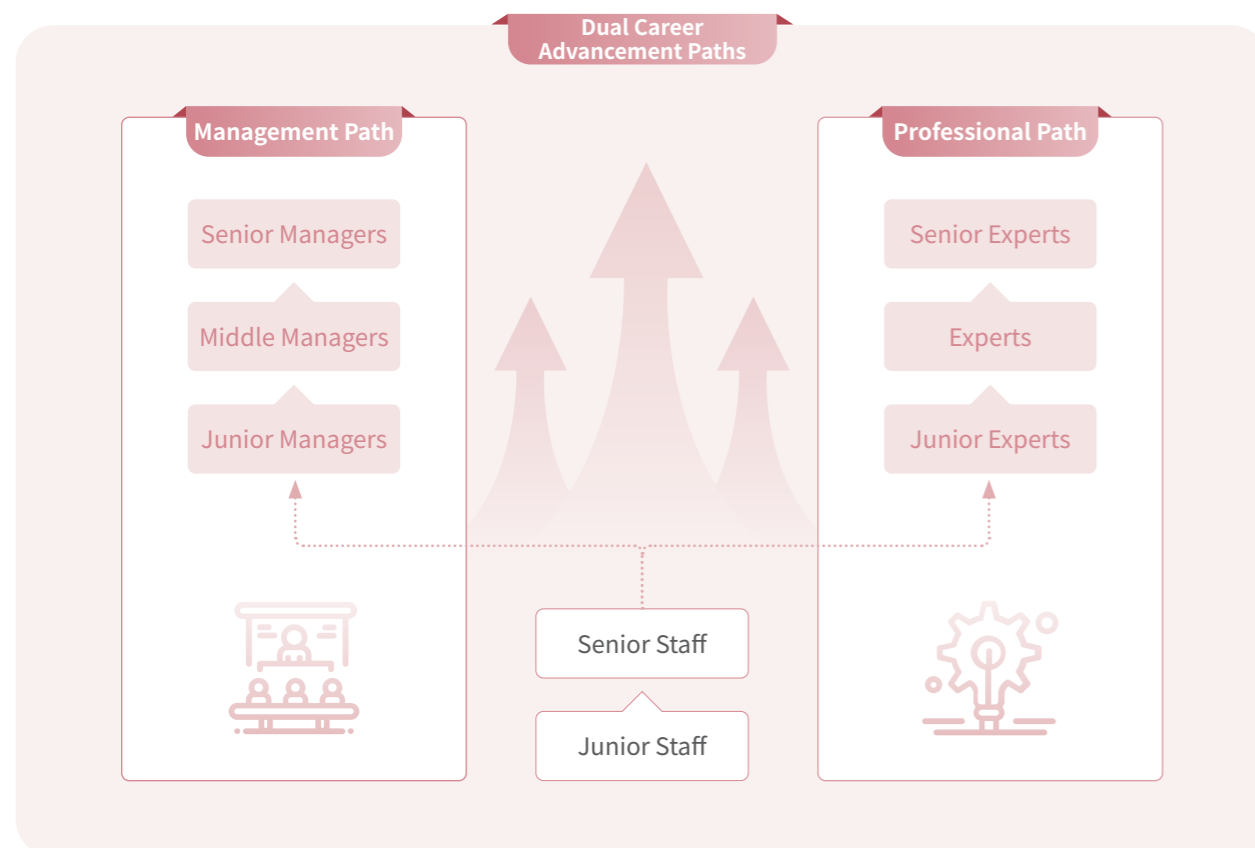


In 2024, Venustech launched the "Tech Experts Talk" program, which pinpointed training needs through meticulous research. The initiative featured 32 sessions across 9 cutting-edge topics, including cutting-edge software frameworks, emerging AI algorithms, and cloud security architectures. Led by experienced in-house professionals, the program offered deep technical experience, practical insights, and industry trends. Notably, despite no mandatory participation, employees actively engaged with presenters and raised questions from their daily work, fostering self-driven learning capabilities.

**Supporting career development**

Venustech has established a comprehensive and systematic position framework, implementing a dual career advancement paths, offering both professional and management tracks. Horizontally, we categorize roles into six major tracks: management (technical), management (functional), management (sales), technical, functional, and sales, further refined into 37 distinct job families to ensure clear responsibilities and role clarity across functions. Vertically, positions are classified into 7 levels based on their impact on the organization and required professional competencies, providing employees with a clear career progression path and encouraging continuous growth and upward mobility.

Venustech offers employees a dual-path career development framework, with clear tracks in both professional and managerial streams. The Company regularly publishes internal job postings, either on a fixed schedule or as needed, opening up opportunities to all employees and providing a transparent route for promotion through merit-based competition. This approach encourages high performance, proactive contribution, and fair competition for advancement.



# Building a Secure Industry Ecosystem

Committed to an open and collaborative approach, Venustech takes industry leadership as its mission to cultivate more professional cybersecurity talents for society. We are committed to building a sustainable supply chain, and partnering with suppliers and stakeholders to share resources and leverage complementary strengths, and jointly creating a high-quality and resilient cybersecurity ecosystem.

## Leading the cybersecurity industry forward

Venustech remains committed to ethical business practices and fair competition, with a strong focus on the healthy and stable development of the industry. We actively explore strategic collaborations with various stakeholders, leverage our technological and innovative strengths, and actively participate in industry exchanges and knowledge sharing. By advancing industry research, we are injecting strong impetus into the high-quality growth of the cybersecurity sector.

**Deepening strategic partnerships**

Adhering the principles of "complementarity, innovation, development, and mutual benefit", Venustech continuously strengthens and deepens partnerships. The Company advances industrial cooperation in cybersecurity with enterprises, universities, and government entities, sharing new opportunities for growth, fostering technological innovation and supporting the development of Digital China.

**Enterprise collaboration**

- ♥ We have executed multiple strategic R&D initiatives led by units of China Mobile, including projects focused on AI + security, cloud security, data protection, and APT detection, as well as key emerging programs and "Challenge List" mission (scientific research bounty program);
- ♥ We have established strategic partnerships with leading technology firms such as Phytium, KylinSec, Sugon, and King Base;
- ♥ We have collaborated with Huawei, CPIC, West Digital Intelligence, and West Vehicle Network on diverse initiatives ranging from security product development and cyber risk insurance actuarial services to intelligent vehicle data security.

**School-enterprise cooperation**

- ♥ We actively engaged in industry-academia cooperative education programs with institutions including Beihang University, Wuhan Institute of Technology, and Ningxia University, reinforcing our commitment to talent development through deeper integration of education and industrial practice.

**Government-enterprise collaboration**

- ♥ We have signed an agreement with the Cybersecurity Administration under the Ministry of Industry and Information Technology (MIIT) for the Cyber Insurance Service Technical Support Platform project;
- ♥ We participated in multiple government IT operation and maintenance projects, contributing to integrated security operation platform development.

### Case Venustech joins hands with ZY Technology and China Mobile System Integration to pioneer secure data flow

In July 2024, Venustech signed a strategic cooperation agreement with ZY Technology Co., Ltd. and China Mobile System Integration Co., Ltd. The partnership aims to seize opportunities in the growing data element market. The collaboration will leverage ZY Technology's unique strengths in transportation, weather data ecosystems, and application scenarios, alongside China Mobile System Integration's proven capabilities in delivering industry IT solutions. Together, the three parties will explore "Data Elements X" applications built upon Venustech's secure data circulation platform. Through deep integration and collaborative innovation, they will drive secure data circulation across government, enterprise, and individual applications, unlocking new value from data and jointly delivering high-quality, efficient, and personalized services to customers.



Signing ceremony of the strategic cooperation agreement among Venustech, ZY Technology and China Mobile System Integration

### Case Venustech builds Bijie's first "5G+Cybersecurity Range" with Bijie China Mobile and Bijie Industry Polytechnic College

In July 2024, the "5G+Cybersecurity Range", Bijie's first cybersecurity training and simulation center, was officially launched under the guidance of the Bijie Municipal Cyberspace Administration. Jointly built by Venustech, China Mobile Guizhou (Bijie Branch), and Bijie Industry Polytechnic College, it is the first such facility in Guizhou established through a school-enterprise collaboration model.

The range leverages Bijie China Mobile's advanced 5G technology and resources, combines our expertise in cybersecurity talent development through our ZhiBai Academy, and draws on Bijie Industry Polytechnic College's strengths in education. Together, these capabilities form an innovative cybersecurity platform integrating technology R&D, talent training, and industry collaboration. With a capacity for up to 80 trainees at a time, the range offers a structured curriculum in cybersecurity skills, provides regular support for professional certification exams, and facilitates hands-on internship-to-employment pipelines. It enhances students' practical experience and helps cultivate a new generation of highly skilled cybersecurity professionals.



Unveiling Ceremony of Bijie's "5G+Cybersecurity Range"

## ◎ Prioritizing industry engagement

Venustech actively participates in industry conferences, forums, and exhibitions, and is a member of various industrial alliances and professional organizations. By engaging in these platforms, the Company stays ahead of the latest industry developments and trends. Through sharing cybersecurity insights and exchanging best practices with industry stakeholders, we continuously expand the depth and breadth of our engagement, committed to advancing the sector collectively with all industry players.

### Case Venustech and China Mobile launched digital-intelligent ecosystem alliance for SMEs

In October 2024, Venustech participated in the SME Digital Transformation Forum at China Mobile's Global Partner Conference. Together with China Mobile and other industry leaders, the Company officially launched the Business AI Computability Platform, a cutting-edge solution combines network connectivity, IoT, video integration, and AI computing capabilities. The device seamlessly combines network access with AI-powered computing to deliver comprehensive upgrades in SME network setup, surveillance, office operation, and cybersecurity, offering strong technical support for the digital transformation of SMEs. Venustech also co-founded the SME Digital & Smart Ecosystem Alliance with China Mobile. Within the alliance, members share core capabilities, marketing resources, and growth opportunities, and jointly promote best-practice models for digital transformation.



### Case Venustech at the 2024 China Mobile Jilin Partner Conference

In November 2024, Venustech participated in the China Mobile Jilin Partner Conference and, together with China Mobile Jinlin Branch and other industry stakeholders, unveiled the "Jinlin China Mobile Digital-Intelligent Industry Ecosystem Empowerment System". It aims to build an open and collaborative platform for industrial exchange, continuously expanding China Mobile Jilin Company's network of partners and driving forward the connectivity, digitization, and intelligent transformation of Jilin's digital and smart industries.



Venustech joined hands with China Mobile Jilin Company to launch the "Digital-Intelligent Industry Ecosystem Empowerment Framework of China Mobile Jilin Company"



Join China Mobile's Internet of Video Things Ecosystem Alliance



Join the Guangzhou Commercial Cryptography Industry Alliance

### Strengthening industry research

We actively participate in the formulation of cybersecurity industry standards and research initiatives, leveraging our technical expertise and domain strengths. We continue to explore emerging technologies and innovative solutions and drive progress across the sector.

#### Case Venustech and China Mobile jointly released the *China Mobile Cyberspace Security Talent Capability Enhancement and Empowerment Development White Paper*

In October 2024, we attended the forum "Empowering the AI+ Age: Intelligent and Autonomous Networks and Security", where we co-authored and launched the *China Mobile Cyberspace Security Talent Capability Enhancement and Empowerment Development White Paper (2024 Edition)* with China Mobile. Our ZhiBai Academy was fully involved in both drafting and review process. It summarized and refined the theoretical frameworks and practical approaches for enhancing cybersecurity talent capabilities, provided an in-depth analysis of current challenges and opportunities, and outlined a strategic vision for future talent development, thus contributing to the building of a secure, trusted, and thriving digital world.



China Mobile Cyberspace Security Talent Capability Enhancement and Empowerment Development White Paper Launch Event

### As of the end of 2024, Venustech has

Participated in the formulation of national and industry cybersecurity standards

100 +



Undertaken major scientific research projects at the national and ministerial levels

300 +



Completed multiple key initiatives under the National High-tech R&D Program (863 Program), the SME Technology Innovation Fund of the Ministry of Science and Technology, the NDRC Industrial Demonstration Project, the MIIT Electronic Industry Development Fund, and the Beijing Municipal Science & Technology Commission's Major Technology Programs.



#### Contributing to industry standard development

- ★ We were deeply involved in drafting the *AI System Security Requirements – Part 1: Endogenous Security for AI Systems*, issued by the Artificial Intelligence Industry Alliance (AIIA), and was awarded a certificate as a core contributing organization;
- ★ We served as one of the principal drafting units for the standard *Cybersecurity Technology – Requirements for Crowdsourcing Security Test Services* (GB/T 43741-2024), published by the National Technical Committee 260 on Cybersecurity of Standardization Administration of China;
- ★ We also contributed to the revision of two key national standards under the National Technical Committee 260 on Cybersecurity of Standardization Administration of China: *Cybersecurity Technology – General Security Technical Specification for Terminal Computer* (GB/T 29240-2024) and *Data Security Technology – Rules for Data Classification and Grading* (GB/T 43697-2024).



#### Engaging in industry research initiatives

- ★ We participated in the compilation of the *China Mobile Internet of Video Things White Paper*, jointly released by China Mobile and our networking partners;
- ★ Drawing on our experience in large AI security models, we played a key role in drafting the *China Mobile Artificial Intelligence Security White Paper*;
- ★ In collaboration with China Mobile, we co-authored the *China Mobile Cyberspace Security Talent Capability Enhancement and Empowerment Development White Paper (2024 Edition)*;
- ★ As one of the principal contributors, we took part in writing the *White Paper on Secure Data Element Circulation*;
- ★ Together with China Mobile, we co-published the *End-to-End Trusted Solution for Computing Power Network Security White Paper*.



China Mobile Artificial Intelligence Security White Paper Launch Event

## Cultivating professional cybersecurity talents

Guided by the security demands of new productive forces and future industries, Venustech consistently leverages our professional expertise to strengthen systematic cybersecurity talent development. By fostering deeper integration across academia, research, industry, and application, we support the training of high-caliber, practice-oriented cybersecurity professionals across sectors, and strengthen the human foundation for building a strong cyber nation, a digitally empowered China, and an intelligent society, thus channeling knowledge and strength into the country's cyberspace development.

### Venustech ZhiBai Academy

Venustech ZhiBai Academy is one of the earliest and most fully certified cybersecurity training institutions in China. Committed to cultivating cybersecurity talent, it has developed a comprehensive portfolio of in-house products, including the ZhiBai Cybersecurity Training System, Practical Training Range Platform, Security Competition Platform, and Industrial Internet Simulation Range. The Academy provide cybersecurity awareness programs, supported 10 national-level interactive cybersecurity exhibition centers and contributed to more than 10 pilot projects under the national cybersecurity education initiative. It has also organized over 50 outreach events across industries such as finance, education, transportation, and critical infrastructure.

Contributed to pilot projects under the national cybersecurity education initiative

10 +

Organized outreach events across industries such as finance

50 +

ZhiBai Academy has developed nearly 60 courses across seven core modules: security certification, security management, threat and defense technologies, competition training, cutting-edge technologies, security awareness, and secure development. To date, it has delivered over 1,000 cybersecurity training sessions to government agencies and major industries, trained nearly 500 award-winning participants in cybersecurity competitions, and cultivated more than 30,000 professionals in security technology and management. It is widely recognized by domestic and international partners as "one of China's most capable and high-quality training institutions".

Trained award-winning participants in cybersecurity competitions

nearly 500

Cultivated professionals in security technology and management

30,000 +

### As of the end of 2024

ZhiBai Academy's industry-education cooperation alliance has included universities and colleges across China

200 +

Some institutions maintaining stable partnerships for

10 years



ZhiBai Academy's industry-integrated programs have been selected as part of China's Ministry of Education's Collaborative Education Initiatives for

4 consecutive years

Approved research projects

200 +

Serving students

100,000 +



### Advancing industry-education integration

- ♥ We partnered with the School of Continuing Education at Peking University to launch the "Capacity Building Program for Young Officials from Jixi City", bringing Peking University's academic resources directly into enterprises;
- ♥ We participated in Peking University's "Big Data Case Studies" course, delivering a session titled "The XIANG of Data – Reverse Engineering, Imagination, Abstraction, Northbound, and Project Initiation" to postgraduate students majoring in big data;
- ♥ ZhiBai Academy also attended a workshop under the APEC Telecommunications and Information Working Group (APEC TEL) on "Cybersecurity Practices in the Digital Economy", where it shared insights and practical experiences in cybersecurity talent development;
- ♥ In collaboration with Beijing Electronic Science & Technology Institute, Venustech jointly developed the "Information Technology Application Innovation (ITAI) Communication Security Collaborative Education Platform", which was selected as part of the 2024 Beijing Municipal Education Commission's Beijing Higher Education Industry-Academia-Research Deep Integration Platform.



The only cybersecurity company Authorized by the Beijing Municipal Human Resources and Social Security Bureau as a Beijing Continuing Education Base for professionals

### Case Venustech and China Mobile Group Qinghai Branch cultivate a new generation of cybersecurity talent



In September 2024, Venustech served as a co-organizer and the sole technical support provider for the Qinghai regional qualifying round of the China Industrial Internet Contest. We actively mobilized our top technical resources to offer comprehensive support in pre-event training, competition platform development, and challenge design, ensuring the smooth execution of the event.

The Contest utilized the "Zhibai Cybersecurity Training Platform", a self-developed platform by Venustech. Designed to meet comprehensive cyber defense and offense capabilities, it integrates training, skill development, simulation exercises, management assessment, competition operations, and question management into a single system. Tailored to industry-specific talent development plans and evaluation criteria, the platform supports diverse needs across theoretical education, practical verification, technical competitions and discipline construction for cultivating professionals in computing, information security, and cyber countermeasures.



## Jointly building a sustainable supply chain

We continue to refine our supplier management system, strengthen ties with high-quality partners, and proactively mitigate potential supply chain risks. We are committed to building a responsible, sustainable, and efficient supply chain, working hand in hand with suppliers to achieve mutual growth and shared success.

### ● Strengthening supplier management ● Building a responsible supply chain

Venustech places great emphasis on collaboration with suppliers, embedding the principles of fairness and integrity throughout every stage of engagement. Guided by internal policies such as the *IT Asset Supplier Management Policy of Venustech Group Inc.* and the *Supply Chain Risk Management Policy of Venustech Group Inc.*, we continue to refine our supplier management processes and strengthen evaluation mechanisms to accurately identify and effectively mitigate risks in supplier selection. By implementing advanced digital management systems, the Company has established end-to-end procurement oversight—from supplier onboarding to cooperation and eventual exit—establishing a comprehensive lifecycle management framework for our supply chain. These measures ensure a stable and efficient supply chain, allowing us to build long-term, mutually beneficial partnership with our suppliers to jointly navigate market dynamics.

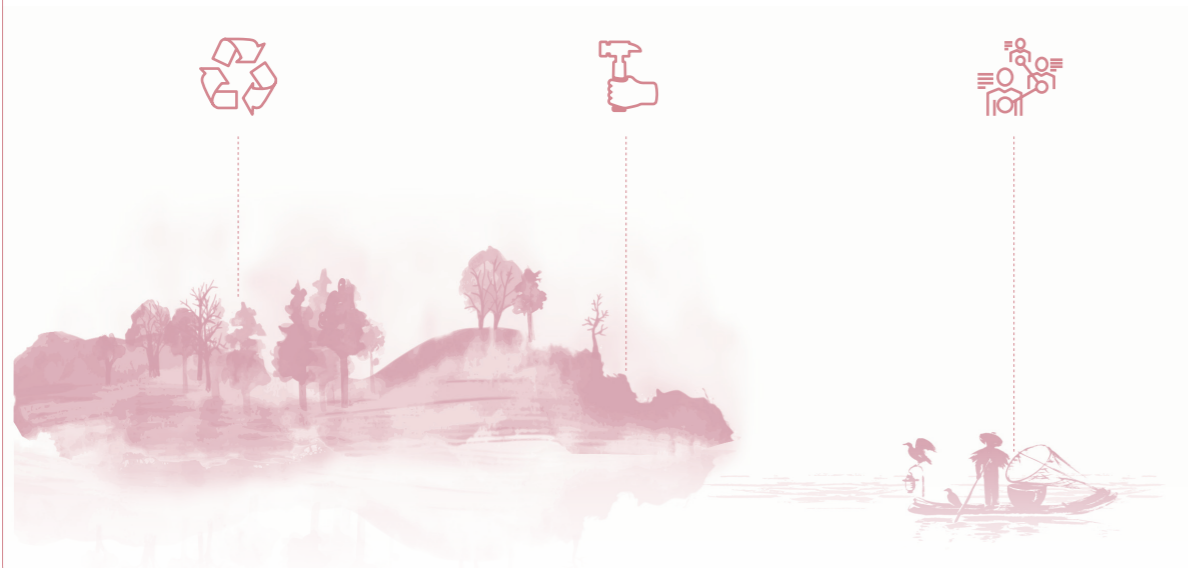
We are committed to building a green and responsible supply chain. By incorporating ESG governance criteria into supplier evaluation indicators, we encourage suppliers to prioritize environmental, social, and governance issues. We have established a supplier performance appraisal system that periodically assesses suppliers based on their pricing, delivery, efficiency, and product quality, prompting timely improvements and using the results as a key reference for future cooperation decisions. When selecting recyclers for end-of-life assets, we mandate that vendors possess valid *Waste Electrical and Electronic Equipment Processing Qualification Certificates*, ensuring that the disposal of electronic waste meets environmental protection standards and supports the sustainable development of our supply chain.

#### Green Supply Chain Initiatives

Repurpose used paper boxes into storage containers for PVC panels to enhance waste recycling;

Upgrade barcode management systems and other outdated equipment to improve efficiency and reduce resource consumption;

Strengthen cross-departmental collaboration to streamline redundant and cumbersome processes, minimizing resource duplication.



## Enhancing Product and Service Quality

Venustech recognizes that product and service quality are paramount to corporate sustainability. Placing customer needs and satisfaction at the core, we maintain strict quality controls and continuously improve our service management processes. By delivering high-quality, secure, and responsible solutions, we are committed to protecting customer interests and enhancing overall satisfaction.

### Enhancing product quality management

We have always placed product quality management at the core of our operations. Guided by scientific quality principles, we continuously improve our quality management system and drive progress through a commitment to ongoing enhancement in both product quality and management standards, requiring all subsidiaries establish and maintain quality systems in line with national standards. This commitment enables us to deliver high-quality, high-performance, and reliable products to meet customer expectations, fully achieving our corporate quality objectives. In 2024, the Company reported no major quality incidents.



Beijing Venustech Information Security Technology Co., Ltd. and Beijing Leadsec Information Technology Co., Ltd. have obtained Quality Management System Certification

#### Strengthening Organizational Support

The general manager serves as the highest responsible person for the quality management system, assuming leadership accountability for quality activities. Additionally, we have established an independent office responsible for overseeing the quality management system development, implementation, and supervision. Each department actively participates in daily quality management tasks to ensure comprehensive quality control throughout the organization.

#### Improving the Institutional Framework

We have developed a comprehensive quality management framework according to the *Quality Management System (QMS)* and customized it to fit the Company's specific needs. We have developed and continuously updated over 600 quality management documents, forming a complete system that includes quality manuals, procedural documents, and tertiary-level documentation.

#### Enhancing Quality Awareness

We have nurtured a culture centered on quality that engages all employees. This is achieved through comprehensive training and quality awareness initiatives at various levels. Additionally, the achievement of quality objectives is incorporated into staff performance evaluations to encourage their participation in quality initiatives.

#### Stringent Process Quality Control

Process control systems including *Product Design and Development Control Procedure*, *Production Process Control Procedures*, *Procurement and Outsourcing Control Procedures*, and *Customer Service Control Procedures* have been implemented to strengthen end-to-end product quality management and eliminate potential risks at the source.

#### Quality Incident Prevention

Procedures such as the *Non-conforming Output Control Procedures*, *Non-conforming Products and Corrective Measures*, and *Product Rework Control Procedures* ensure timely cross-departmental investigations of quality issues. These identify root causes and implement effective solutions to minimize negative impacts while refining existing protocols to prevent recurrence.

#### Continuous Quality Improvement

An *Annual Improvement Plan* is formulated each year, with regular evaluations of improvement proposal completion status. Management reviews and internal audits are conducted per the *Management Review Control Procedure* and *Internal Audit Control Procedure* to drive ongoing enhancement of the quality management system.

## Upgrading the customer service experience

The Company remains customer-centric approach, upholding the principles of professionalism, efficiency, and care. We have developed a *Customer Service Guidelines* and established a three-tier customer service system, aiming to build an all-around, convenient, and efficient omnichannel customer support center. By leveraging multiple service channels, we promptly address customer feedback, complaints and suggestions to meet the diverse needs of different customer groups. We are committed to delivering high-quality, personalized service throughout the entire customer journey.

### Multi-channel Response to Customer Needs

- ★ **Hotline technical support:** A 24/7 hotline (400) addresses customer technical issues, enhancing service efficiency. In 2024, customer satisfaction reached 99.36%, with a problem resolution rate of 91.66%;
- ★ **Online technical support:** Official website and WeChat customer service respond promptly to product inquiries, usage questions, and requirements, reducing customer wait times;
- ★ **Message support:** The Company's official email (support@venustech.com.cn) handles product inquiries, authorization requests, fault reports, and after-sales issues, with user feedback collected centrally via an online form;
- ★ **Remote assistance:** Remote support tools and enterprise WeChat provide 5×8 assistance during workdays, helping customers with post-sale configuration guidance and troubleshooting.

### Comprehensive Security Emergency Services

- ★ **Clear Response Protocols:** We adhere to five core principles: authorization, confidentiality, standardization, timeliness, and minimal impact with our Emergency Response Team assessing the category and severity of security incidents. Based on client needs, we provide both on-site and remote emergency support services;
- ★ **Proactive Risk Mitigation:** for potential or actual risks associated with sold products, we deliver prompt emergency responses by issuing detailed vulnerability disclosures and patch upgrade notices, and offering qualified product replacement services per regulations, which ensures timely risk mitigation while minimizing adverse impacts on clients.

### Effective Complaint Handling Process

- ★ We have established *Customer Complaint Handling Process Standards* to continuously improve our complaint management system. We accept feedback through multiple channels and classify complaints based on nature and severity, enabling targeted resolution strategies;
- ★ Leveraging standardized communication techniques and a structured problem-solving framework, we gain in-depth understanding of complaint backgrounds and customer expectations, providing real-time updates and striving to deliver effective solutions in the shortest possible time.
- ★ In 2024, our customer service center resolved 21 complaints with a 100% resolution rate.



Beijing Venustech Information Security Technology Co., Ltd. has obtained After-Sales Service Management System Certification

### High Standard Quality Commitment

- ★ We provide a one-year quality guarantee from the date of product shipment. During this period, software discs are replaced free of charge, hardware platforms are repaired at no cost, and delivery insurance fees are covered;
- ★ After the guarantee expires, hardware platform repair services include an additional six-month warranty starting from the completion date of the repair.

### Diversified After-Sales Services

- ★ We have established *After-Sales Service Process Standards*, offering routine services such as product installation, product standby, hardware repair, quality-based replacements, and product upgrade authorization, along with on-site value-added services. These initiatives ensure a convenient, efficient, and comprehensive after-sales experience for customers.

### Meticulous Customer Follow-up

- ★ We routinely conduct customer revisits to collect and analyze feedback, ensuring we grasp customer satisfaction with our products and services. These efforts deepen our interaction with customers and foster greater loyalty;
- ★ In 2024, we conducted revisit activities with 575 customers, achieving an overall customer satisfaction rate of 93.99%.

## Case Building a "dating-style" service communication approach to enhance customer service capabilities across the board

In 2024, we collaborated with an external professional training institution to organize a specialized skills training program for its "CC Customer Service" team, titled *Starting from the Heart: Consideration-Style Service Communication and Complaint Handling Techniques*. Combining theory and practice, the training enabled participants to deeply understand the philosophy behind "consideration-style" service communication, while mastering a range of effective complaint resolution techniques. This training significantly strengthened the team's communication and problem-solving capabilities, further improving the overall customer service system to deliver more efficient, high-quality, and personalized service experiences.



Starting from the Heart: Dating-Style Service Communication and Complaint Handling Techniques Training Program

## Safeguarding user privacy and security

The Company places great emphasis on protecting user privacy and data security. We continuously strengthen our information security management system through measures such as signing confidentiality agreements with employees and regulating the on-site conduct of security personnel. These efforts ensure the confidentiality, integrity, and availability of data, while enhancing employee awareness of information security and fostering a safe and reliable information environment.

In accordance with the *Law of the People's Republic of China on Guarding State Secrets*, the Company's *Confidentiality Management Regulations*, and other relevant laws and operational guidelines, the Company has issued the *On-Site Service Personnel Work Standards of Venustech of Venustech Group Inc.* in line with the actual requirements of security service projects. These standards are designed to regulate the conduct of personnel involved in security service projects and enhance confidentiality controls across all service activities.

### Standardizing on-site service conduct

### Employee confidentiality agreements

The Company signs comprehensive confidentiality agreements with all employees, clearly defining their obligations and responsibilities to safeguard sensitive corporate information both during and after their employment. These agreements legally binding agreements strictly prohibit the disclosure of proprietary data, effectively preventing unauthorized access to or exploitation of the Company's core technologies and client information.

## Continuously Enhancing People's Well-Being

While achieving stable operations and development, Venustech actively fulfill our social responsibilities. Through initiatives such as advancing rural revitalization, supporting charitable and public welfare, contributing to major events, and participating in the Belt and Road Initiative, we share our development achievements with society, demonstrating our commitment and through concrete actions.

### Advancing rural revitalization

The Company actively responds to the rural revitalization strategy. Through the Venustech Foundation, we focus on remote and impoverished areas in Sichuan, Qinghai, Tibet, Hubei, Jiangxi, and beyond. We prioritize local needs and utilize our corporate strengths to advance key initiatives in educational assistance, medical support, and aid for the elderly and farmers, aiming to drive meaningful and lasting progress in rural revitalization.

#### Empowering rural education: The Ganzi Rural Revitalization Scholarship Fund Project

To support the modernization of ethnic minority regions, the Venustech Foundation partnered with the Education and Sports Bureau of Ganzi Prefecture to establish the Ganzi Rural Revitalization Scholarship Fund. For ten consecutive years, the fund has provided financial assistance to students from specially disadvantaged families in the region. In 2024, the project cumulatively supported 316 disadvantaged households, helping high school students continue their education and enabling university-bound students to pursue academic dreams. The project has played a significant role in sustaining local achievements in educational poverty alleviation and advancing rural revitalization. In recognition of its contributions, the project received the 2024 Commendation for Outstanding Social Organizations Supporting Charitable Development in Ganzi.



#### Improving rural healthcare: The Plateau Spine Health Medical Charity Project

Launched in collaboration with the China Association for Preservation & Development of Tibetan Culture and the Beijing Tongxing Gongzhu Charity Foundation, the Venustech Foundation's Plateau Spine Health Medical Charity Project aims to provide medical support to ethnic communities living in Tibet and Tibetan-inhabited regions of four provinces. In 2024, the project's medical team conducted large-scale spinal health screenings and free consultations in the Tibetan Autonomous Prefecture of Ganzi, Sichuan Province. Patients with congenital scoliosis who met local surgical criteria received treatment, while those with complex cases were scheduled for follow-up charitable surgeries. In addition, expert discussions were held on plateau-specific spinal health issues, bringing fresh momentum to the development of local healthcare services.



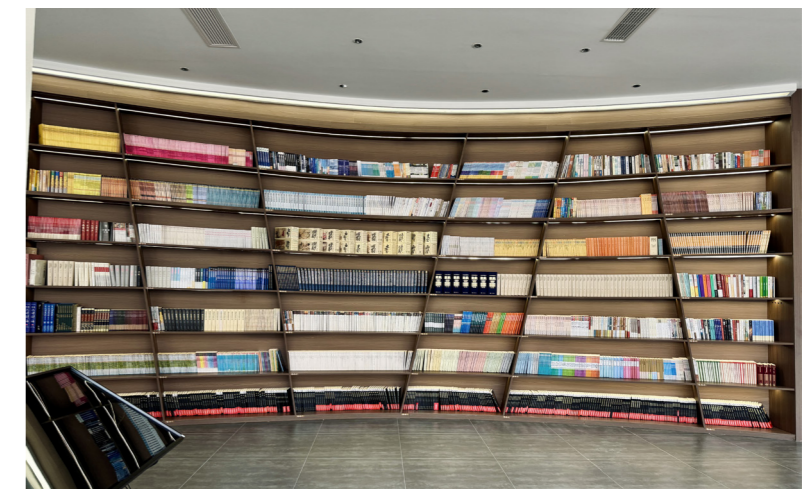
#### Supporting ethnic minority communities: Participation in the Bulang Mountain Elderly Care and Agricultural Support Project

Located in Menghai County, Xishuangbanna Dai Autonomous Prefecture, Yunnan Province, Bulang Mountain is the only township in China predominantly inhabited by the Bulang ethnic group. The entire area is mountainous, with elderly residents living in scattered communities and facing low incomes. To promote China's traditional cultural values and support economic development among ethnic minorities, the Venustech Foundation has joined the Bulang Mountain Elderly Care and Agricultural Support Project led by the China Foundation for the Development of Social Culture. This initiative aims to advance the sustainable economic and cultural growth of minority rural communities.



#### Promoting traditional culture: The Bijie Jinyinshan Academy Project

In response to the United Front Work Department of CPC Central Committee's "Tongxin Homeland" initiative, the Venustech Foundation has supported the Jinyinshan Academy public project launched by the Jinyinshan Subdistrict Office of Hezhang County, Bijie City, Guizhou Province. This effort aims to advance the implementation of the Work Plan for United Front "Regional + Sectoral" Group-Based Assistance Plan for Bijie, promote China's excellent traditional culture, and contribute to the prosperity and development of socialist cultural endeavors.



#### Supporting urban development: The Rural Revitalization Project in Maqin County, Qinghai Province

In accordance with the decisions and arrangements of the CPC Central Committee and the State Council on consolidating poverty alleviation achievements and effectively advance rural revitalization, and under the coordination of the State Council Leading Group Office of Poverty Alleviation and Development, Maqin County in Guoluo Prefecture, Qinghai Province, has been designated as a targeted assistance area for China Mobile Limited. Initiated by China Mobile Hebei Branch, the Venustech Foundation participated in supporting the donation for urban infrastructure projects in Maqin County, aiming to boost local economic development and further promote the county's rural revitalization efforts.

## Supporting public welfare and charity initiatives

Committed to profound humanistic concern and social responsibility, the Company established the Venustech Foundation in 2012. Focusing on education support, disability assistance, poverty alleviation, disaster relief, energy conservation, and environmental protection, the Foundation continues to spread care.

### In 2024, the Foundation



### Educational Philanthropy: Illuminating the Light of Hope

#### "Youth Emergency Responder" Program

As one of the initiatives under the social service campaign "Everyone Participates in Self-Rescue and Mutual Aid, Jointly Building and Sharing a Civilized Society", the "Youth Emergency Responder" Program aims to promote public safety awareness and skills. In 2024, the Venustech Foundation supported the program by donating "Youth Emergency Responder Life Education Science & Art Exhibition" public welfare materials to education bureaus across the country, exploring ways to leverage its professional strengths in public safety governance.



#### "Venus Star" Picture Book Public Welfare Program

In June 2024, the Venustech Foundation, in collaboration with the Beijing Hengshan Charity Foundation, launched the "Venus Star" Picture Book Charity Project. The initiative establishes picture book reading centers for preschool children, offering customized reading lists on themes such as self-development, emotional awareness, and social interaction. In addition, the project provides teacher training and instructional guidance to help foster strong reading habits among young children.



<sup>1</sup>During the reporting period, Venustech donated RMB 5 million to the Beijing Venustech Charity Foundation.

#### "Sunshine Reading: Accompanying Growth" Public Welfare Program

Since April 2022, the Venustech Foundation has supported the "Sunshine Reading: Accompanying Growth" program led by China Children's Press & Publication Group. In 2024, the program reached primary schools in Shuozhou City, Shanxi Province, and Chengxian County and Huixian County in Longnan City, providing reading guidance and resources to children in disadvantaged rural areas, helping them to gain access to quality reading opportunities.



### Post-disaster relief with mental health support

#### Jishishan County Earthquake Psychological Aid Project (Gansu)

In response to the 6.2-magnitude earthquake in Jishishan County, Linxia Prefecture, Gansu Province, the Venustech Foundation partnered with multiple organizations to launch the "Many a Little Makes a Mountain" post-disaster psychological support project. A local workstation was established in Jishishan County, where teams conducted on-site visits and assessments to provide emotional support and comfort to affected residents. The project team also entered schools, after-school programs, and communities to deliver public service classes such as "Thank You for Being Here: Warming Our Hearts" and "Child Safety Awareness", aiming to foster a healthy psychological environment for those impacted by the disaster.



### Alleviating poverty for livelihoods improvement

#### Employee Mutual Support Fund

This fund primarily assists employees and their immediate family members facing various levels of financial hardship. Over the past sixteen years, the fund has received cumulative donations exceeding RMB 2 million, benefiting more than 100 employees in need. In 2024, the fund provided support to 8 employees through collective donations.



#### Winter Clothing Donation Initiative

For seven consecutive years, we have organized winter clothing donations for pastoral communities in high-altitude ethnic minority regions. In April and October 2024, we delivered warm clothing, shoes, blankets, schoolbags, books, and toys to communities in Tibet, providing essential support for local residents' warmth, daily life, and educational needs.

## Encouraging employees volunteerism

The Company fully embraces the service spirit of "dedication, friendship, mutual assistance, and progress". Through the establishment of the Venustech Youth Volunteering Team and guided by the *Volunteer Management Measures*, we encourage employees to actively organize and participate in a wide range of volunteer activities.

In 2024

Employee participation in volunteer activities:

**230** individuals



Total volunteer service hours:

**530** hours



### Case Venustech's "Learn from Comrade Lei Feng" volunteer service activity

On March 5, 2024, in response to the aging population in the Shangdi community, the Venustech Youth Volunteering Team launched a "Learn from Comrade Lei Feng" volunteer service activity focused on elderly support services at the neighborhood level. Meanwhile, in line with the *Notice on Organizing Civilized Units to Participate in the "I Commit, I Serve" Intersection Guidance Volunteer Activities* by the Beijing Municipal Office of Spiritual Civilization, the team has been organizing intersection guidance activities since 2023 under the same banner. These efforts aim to inspire greater public awareness and encourage citizens to actively embrace civil behavior and contribute to a positive social environment.



## Promoting cybersecurity awareness

The Company places great emphasis on cybersecurity education. Through exhibitions, keynote speeches, and professional forums, we work to raise public awareness of cybersecurity, create safe online environments for minors, and enhance cybersecurity education for youth. These efforts aim to guide young people toward responsible internet use and comprehensively improve national cyber literacy.

### Case Participation in cybersecurity weeks across the China

In September 2024, the National Cybersecurity Week was held nationwide themed "Cybersecurity for the People, Cybersecurity by the People". Venustech actively participated in cybersecurity awareness events across the country through exhibitions, keynote speeches, and the release of key industry findings, fulfilling our corporate responsibility in raising public cybersecurity awareness and jointly building a strong cybersecurity defense.



Venustech cybersecurity experts shared insights on the latest technology trends

### Case Safeguarding the healthy growth of minors

Venustech places great importance on cybersecurity for minors, actively exploring solutions in personal safety services. We have developed the Qingsong Care APP, which helps manage screen time for juveniles and effectively addresses issues of internet addiction. The APP also blocks harmful websites and apps, creating a safer digital environment for young users. Meanwhile, we strengthen cybersecurity education for youth, contributing to the healthy development of the next generation in the digital age.



Venustech conducted a trial of the Minor Care App during our employee children's winter camp program

## Safeguarding national important events

With a commitment to our mission of "Safeguarding Digital China, Navigating Information Security", Venustech has successfully supported dozens of nation-level cybersecurity projects over the years, contributing significantly to the nation's digital security. In 2024, we provided full platform and technical support for key events including the final round of the "Great Wall Cup" Information Security Triathlon and the final of the 3<sup>rd</sup> Guangdong IT Localization Competition, playing a vital role in ensuring their smooth implementation.

### Case Venustech safeguards the 3<sup>rd</sup> Guangdong IT Localization Competition with comprehensive support

In December 2024, the opening ceremony of the 3rd Guangdong IT Innovation Competition finals and the 3rd Localization Ecosystem Integration Development & Digital Security Innovation Conference were successfully held in Guangzhou. The event was jointly guided by the Department of Education of Guangdong Province, and the State-owned Assets Supervision and Administration Commission of the People's Government of Guangdong Province, the Cyber Security Association, Guangdong and other institutions. As a key co-organizer, Venustech not only provided strong product and technical support throughout the competition, but also played an in-depth role in its coordination. The Company was deeply involved in event organization and served as deputy head and technical director of the finals, ensuring the competition's professionalism, fairness, and smooth operation. With expert insights and extensive experience, Venustech delivered robust technical backing and resource guarantees, making a significant contribution to the event's success.



The final of the Third Guangdong IT Innovation Competition

### Case Successful conclusion of the first Great Wall Cup Information Security Triathlon

In May 2024, the first "Great Wall Cup" Information Security Triathlon, guided by the Office of the Central Cyberspace Affairs Commission and the Ministry of Education, and hosted by the China Information Technology Security Evaluation Center, with the participation of Venustech as an organizer, concluded successfully in Fuzhou. Leveraging our extensive experience in competition support and expertise in information security, we played a key role in providing competition questions during both the preliminary and final rounds. Additionally, for the semi-finals held in Guizhou Province, we offered comprehensive end-to-end services, including the competition platform, technical solutions, and platform security, through our self-developed "ZhiBai Cybersecurity Training Platform", ensuring the smooth operation of the event.



First "Great Wall Cup" Information Security Triathlon

## Supporting the joint development of the Belt and Road Initiative

Actively responding to the Belt and Road Initiative, Venustech integrates cybersecurity capacity building into the framework of digital infrastructure cooperation. Through a three-pronged approach combining "technology transfer, localized services, and joint standard development", the Company offers comprehensive solutions in cybersecurity, critical information infrastructure protection, and smart city security to countries involved in the Belt and Road Initiative, supporting the establishment of a secure foundation for interconnected development.

### Case Safeguarding cybersecurity for China-Pakistan Economic Corridor with Zero-Security-Incident Achievement

As a flagship project under China's Belt and Road Initiative, the China-Pakistan Economic Corridor (CPEC) serves as a vital gateway to Africa, the Middle East, and Central Asia, driving regional infrastructure connectivity and facilitating bilateral trade. To help Pakistan enhance its national cybersecurity capabilities, combat harmful online content, and accelerate the response and resolution of cyber incidents, Venustech assisted in deploying an AI-powered "Security Operations Center (SOC)" platform. Since its launch, the platform has achieved the goal of zero major cybersecurity incidents for the entire year and has received repeated public commendation from Pakistani leadership.

# Upholding Low-Carbon Principles to Safeguard Ecological Security

A harmonious and stable ecological environment is the foundation of economic and social development. Guided by the national "dual-carbon" strategic goals, Venustech continues to strengthen environmental management, practices green and low-carbon operations, actively engages in environmental public welfare initiatives, and provides eco-friendly cybersecurity solutions. These efforts contribute to building a beautiful, prosperous, and clean China where humanity and nature coexist in harmony.

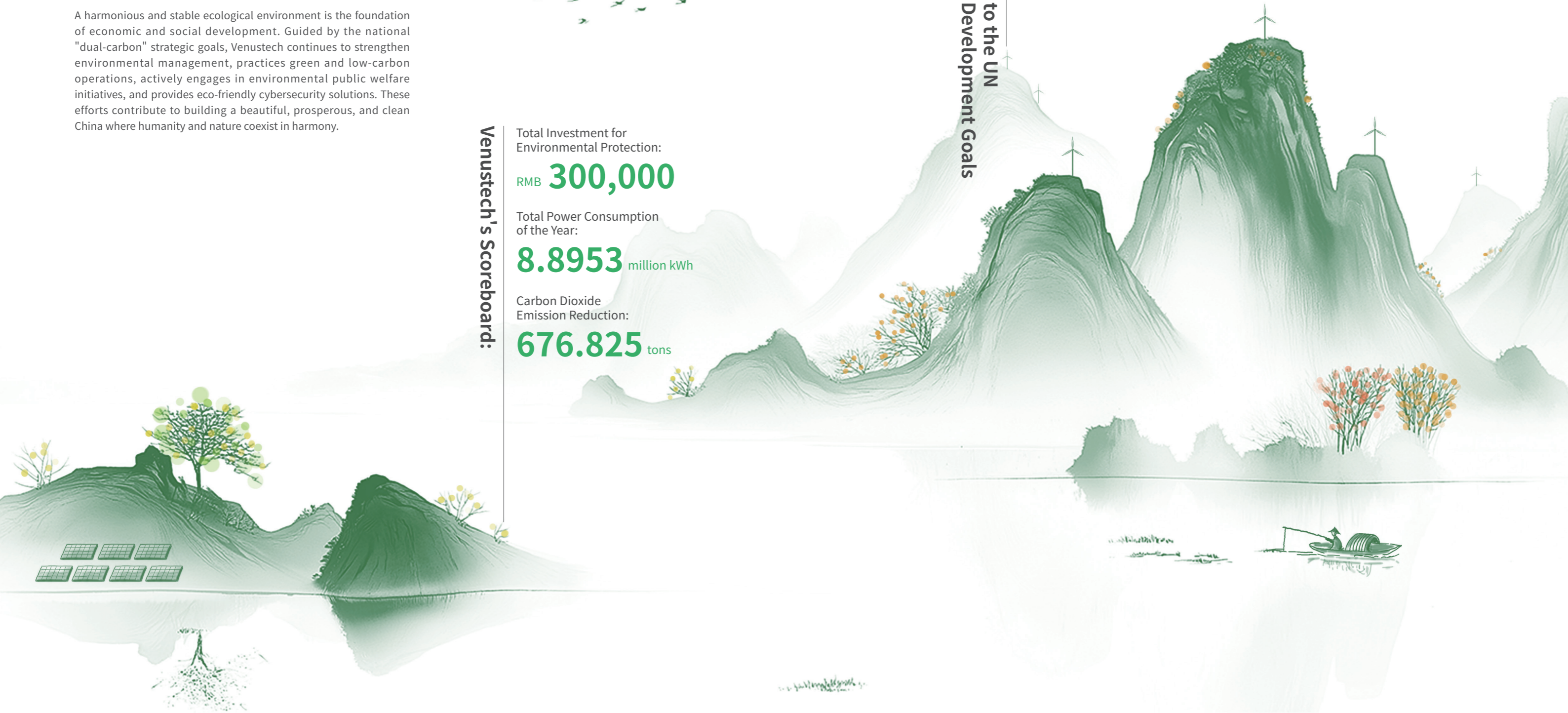
## Venustech's Scoreboard:

Total Investment for Environmental Protection:  
**RMB 300,000**

Total Power Consumption of the Year:  
**8.8953** million kWh

Carbon Dioxide Emission Reduction:  
**676.825** tons

## Responding to the UN Sustainable Development Goals (SDGs)



# Enhancing Environmental Management Practices

The Company strictly complies with environmental protection laws and regulations, continuously improve our environmental management system, enhance emergency response capabilities, and promote the efficient use of energy and resources. By adopting energy-saving equipment and technologies, we reduce energy consumption and strengthen resource recycling efforts to consistently elevate our environmental performance. In 2024, we maintained a clean compliance with zero environmental violations or penalties.

### Promoting resource recycling

- ★ We require cleaning staff to separately collect recyclable materials, which are then processed by recycling companies. Proceeds from the sales are used to purchase daily protective gear for the staff.
- ★ We regularly clear abandoned vehicles from the parking area at headquarters for reuse or recycling.
- ★ We collect and shred branches and leaves before winter, burying them in soil for several months to create organic fertilizer.
- ★ We reuse spare parts removed during repairs or renovations as maintenance materials, reducing new purchases and cutting repair costs.

### Enhancing emergency response capabilities

- ★ We have developed comprehensive emergency plans for cold weather, frost, flooding, and fire, clearly defining departmental responsibilities and refining response procedures.

### Reducing energy consumption

- ★ We utilize a water-source heat pump air conditioning system for cooling, which offers higher efficiency and lower energy consumption compared to traditional compressor-based systems, with no environmental pollution.
- ★ We adopt natural gas boilers for heating, effectively addressing the high electricity demand of winter heating units and significantly reducing power consumption during cold months.

### Efficient water use

- ★ We upgrade the greenery irrigation system by replacing some sprinkler irrigation with drip irrigation, reducing water waste and effectively minimizing soil erosion.

### Scientific waste management

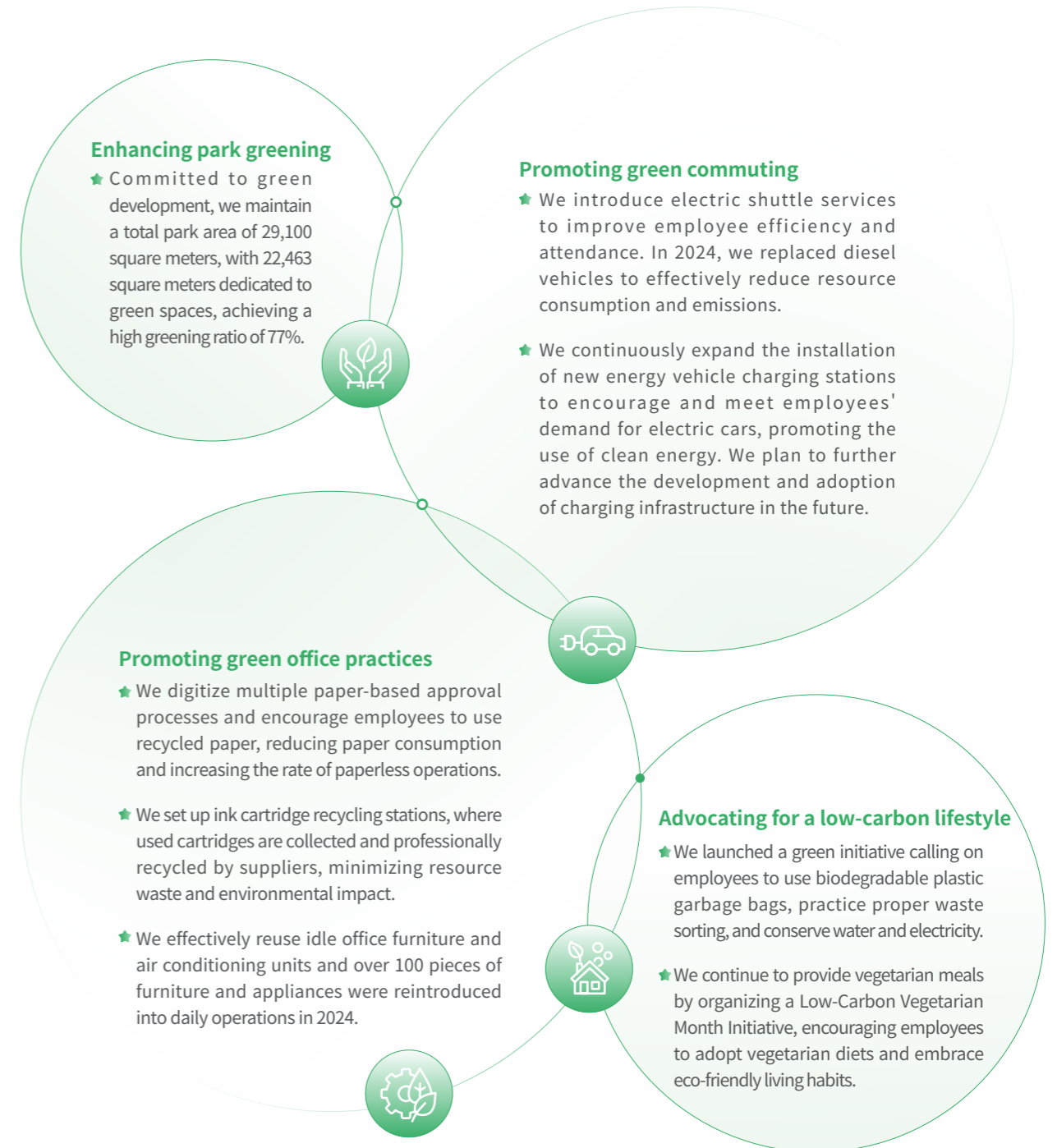
- ★ Hazardous and special waste is handled and transported by professional agencies with the necessary expertise and qualifications.
- ★ We ensure daily clearance of food waste, and urge the catering company to sign disposal contracts with certified and compliant waste removal service providers.



Beijing Venustech Information Security Technology Co., Ltd. and Beijing Leadsec Information Technology Co., Ltd. have obtained Environmental Management System Certification

# Practicing Green and Low-Carbon Operations

We uphold the principles of green and low-carbon development by enhancing greening efforts across our parks, promoting eco-friendly offices, sustainable commuting, and simple living. The Company encourages employees to start with small daily actions to foster energy-saving habits across the organization. By advancing green and sustainable operational practices, we are building ourselves into an environmentally responsible enterprise.



**Case** Venustech's Low-Carbon Vegetarian Month Initiative

Vegetarian diets help reduce carbon emissions and resource consumption, as animal food production places significant pressure on the environment. In contrast, plant-based alternatives are more environmentally sustainable. In October 2024, we launched a Low-Carbon Vegetarian Month Initiative under the theme "One Vegetarian Meal a Day". In collaboration with eco-friendly vegetarian dining outlets, we organized a vegetarian meal giveaway to help employees experience the appeal of vegetarian culture and the benefits of healthy eating. The initiative encouraged employees to explore vegetarian dining, raise environmental awareness, and understand the positive impact of vegetarianism on both personal health and the planet, further promoting low-carbon lifestyles.



At the Low-Carbon Vegetarian Month Initiative

# Actively Engaging in Environmental Public Welfare

The Company places great emphasis on green and sustainable development, actively participating in environmental public welfare initiatives. We focus on fostering environmental awareness among youth and contribute to environmental protection through concrete actions.

**Case** Venustech's "Patriotism, Environmental Protection & Exploration" Summer Camp

In July 2024, Venustech organized a summer camp themed "Patriotism, Environmental Protection & Exploration" for employees' children, featuring a carefully designed series of environmental activities. Led by outstanding students from the College of Plant Protection at China Agricultural University, the children explored the natural environment in the software park, learning about plants, insects, and discovering the importance of their growth patterns and ecological conservation. Through hands-on experiences such as leaf collection, bookmark making, building insect hotels, and garbage sorting, the children not only gained environmental knowledge but also actively participated in eco-friendly actions, developing a deeper understanding of the value of protecting nature and preserving the environment.



# Delivering Green Solutions

Leveraging our core technological strengths as a cybersecurity enterprise, Venustech provides innovative solutions for environmental protection monitoring and industry digital-green transformation. By strengthening technological support and digital empowerment, we help safeguard ecological security, effectively reduce energy consumption, and contribute to the building of a beautiful China.

**Case** Venustech's Tianqing Video Security Protection System safeguards environmental monitoring



With the widespread use of video surveillance networks, environmental authorities can now utilize these digital systems to monitor natural resources and oversee corporate emissions. To address critical security vulnerabilities in video monitoring networks, Venustech developed the Tianqing Video Security Guard (VSG) System, which integrates core capabilities such as asset awareness, status monitoring, and access control. The system effectively tackles issues like difficulties in device status management, unauthorized device access, and video data leakage risks. By significantly enhancing the security of video surveillance networks, Tianqing VSG System provides comprehensive protection and ensures the smooth operation of environmental regulatory efforts.

**Case** Three cybersecurity solutions safeguard the digital and green transformation of the raw materials industry



In recent years, as China's raw material industries deepen their digital transformation, enterprises are facing increasing security threats and challenges. In response, Venustech has intensified our investment and research in industrial information security, introducing three key cybersecurity solutions: integrated OT/IT network threat monitoring and endpoint-network collaboration, and ransomware protection for industrial hosts. These solutions effectively address critical risks such as exposed control systems, ransomware attacks, and data security vulnerabilities. By helping raw material enterprises enhance production and management efficiency, the solutions facilitate their transformation into toward innovation-driven, intelligent, and environmentally-friendly enterprises, thereby driving the high-quality advancement of national industrial cybersecurity.



# Appendix

## Key Performance

Indicator	Unit	2022	2023	2024
<b>Economic Performance</b>				
R&D Investment	RMB 10,000	94,761.15	85,257.10	97,998.88
R&D Investment as a Percentage of Revenue	%	21.36	18.92	29.56
R&D Personnel	Person	3,002	2,940	2,958
R&D Personnel as a Percentage of Total Employees	%	43.49	45.21	46.39
Invention Patents Applied for During the Year	Case	76	87	139
Invention Patents Granted During the Year	Case	2	14	18
Total Valid Patents	Case	/	/	147
Cumulative Invention Patents Granted	Case	286	305	315
Cumulative Software Copyright Registrations	Case	488	543	577
Cybersecurity Training Sessions	Times	11	22	52
Participants in Cybersecurity Training	Person-times	1,755	7,417	19,247
Duration of Cybersecurity Training	Hours	/	/	69.17
<b>Governance Performance</b>				
ESG Training Sessions	Times	/	12	15
Participants in ESG Training	Person-times	/	103	127
Duration of ESG Training	Hours	/	18	22.5
Lawful Compliance Training	Times	11	15	11
Participants in Law-abiding and Compliance Training	Person-times	1,755	1,725	6,785

Indicator	Unit	2022	2023	2024
<b>Governance Performance</b>				
Duration of Law-abiding and Compliance Training	Hours	19.00	21.00	17.90
Risk Control Training Sessions	Times	11	13	11
Participants in Risk Control Training	Person-times	1,755	1,603	1,592
Duration of Risk Control Training	Hours	19.00	19.00	19.83
Anti-corruption Training	Times	11	9	10
Participants in Anti-corruption Training	Person-times	1,755	1,103	1,149
Duration of Anti-corruption Training	Hours	19.00	15.00	16.83
Directors and Senior Executives Participating in Anti-Corruption Training	Person	6	6	8
Anti-Corruption Training for Directors and Senior Executives	Times	1	1	1
Number of Independent Directors	Person	3	3	3
Number of Female Directors	Person	3	3	3
Board Meetings Held	Times	11	11	6
Resolutions Reviewed by the Board of Directors	Resolution	69	45	32
Board of Supervisors Meetings Held	Meeting	11	9	6
Resolutions Reviewed by the Board of Supervisors	Resolution	46	28	18
Regular Reports Disclosed	Report	4	4	4
Temporary Announcements Issued	Announcement	101	91	48
Investor Visits Hosted	Times	/	/	269
Investor Relations Events Held	Event	7	6	7

Social	Unit	2022	2023	2024
<b>Social Performance</b>				
Total Employees	Person	6,903	6,503	6,377
Male Employees	Person	5,133	4,860	4,727
Female Employees	Person	1,770	1,643	1,650
Production Personnel	Person	94	84	89
Sales Personnel	Person	1,364	1,075	915
Technology Personnel	Person	4,455	4,410	4,485
Finance Personnel	Person	43	54	72
Administration Personnel	Person	86	79	69
Management Personnel	Person	219	223	230
Functional Personnel	Person	642	578	517
Female Managers	Person	86	70	76
Proportion of Female Managers	%	39	31	33
Minority Employees	Person	393	375	350
Disabled Employees	Person	58	59	2
New Job Creation	Person	1,766	1,287	1,162
Rate of Labor Contract Signing	%	100	100	100
Average Paid Leave Days per Employee	Day	17	17	18
Social Insurance Coverage Rate	%	100	100	100
Employee Physical Examination Coverage Rate	%	100	100	100
Investment in Work-related Injury Insurance	RMB 10,000	256.58	307.65	356.30
Coverage Rate of Employees Under Work-related Injury Insurance	%	100	100	100
Vocational Training Sessions	Times	27	49	119

Indicator	Unit	2022	2023	2024
<b>Social Performance</b>				
Coverage Rate of Vocational Training	%	/	/	81
Participants in Vocational Training	Person-times	6,142	12,243	21,058
Duration of Vocational Training	Hours	256	434	487
Safety Training Sessions	Times	11	13	21
Participants in Security Training	Person-times	95	181	890
Duration of Security Training	Hours	29.00	32.00	113.50
Occupational Injuries	Person	1	3	7
Occupational Deaths	Person	1	0	0
After-sales Service Satisfaction Rate	%	99.23	99.30	99.36
Comprehensive Customer Satisfaction Rate	%	96.35	93.71	93.99
After-sales Complaint Resolution Rate	%	100	100	100
Product First-time Delivery Success Rate	%	99.10	99.16	99.2
Investment in Supporting Disadvantaged Employees	RMB10,000	31.50	15.00	37.00
Annual Investment in Rural Revitalization	RMB10,000	49.26	164.05	240.00
Number of Beneficiaries of Rural Revitalization	Person-times	270,000	300,000	72,100 <sup>1</sup>
Total Annual Charitable Donations	RMB10,000	869.66	1,016.65	843.20 <sup>2</sup>
Employee Volunteer Activities	Times	5	3	3
Participants in Employee Volunteer Activities	Person-times	150	200	230
Duration of Employee Volunteer Activities	Hours	400	600	530
Public Welfare Projects Participated in/Executed	Project	31	32	21
<sup>1</sup> Due to changes in the regions involved in the rural revitalization projects during the reporting period, the data for 2024 experienced some fluctuations. <sup>2</sup> During the reporting period, Venustech donated RMB 5 million to the Beijing Venustech Charity Foundation.				

Indicator	Unit	2022	2023	2024
<b>Environmental Performance</b>				
Total Investment in Environmental Protection <sup>3</sup>	RMB10,000	/	196.69	30.00
Total Power Consumption of the Year	Ten thousand kWh	720.37	705.88	889.53
Total Annual Natural Gas Consumption	Cubic meters	94,064	62,005	88,100
Carbon Dioxide Emissions	Ton	6,240.03	6,089.76	5,412.175
Carbon Dioxide Emission Reduction	Ton	-813.84	150.27	676.825
Total Annual Fresh Water Consumption	Ton	30,144.95	34,220.00	30,920.00
Office Water Consumption	Ton	30,144.95	34,220.00	23,702.00
Office Paper Usage <sup>4</sup>	Ton	8.04	6.89	6.13
Office Electricity Consumption	Ten thousand kWh	720.37	705.88	674.30
<p><sup>3</sup> In 2023, we centralized our procurement of more energy-efficient, low-nitrogen condensing boilers. In 2024, the boilers entered the operation and maintenance phase, leading to a reduction in environmental-related costs.</p> <p><sup>4</sup> During the reporting period, we updated our methodology for tracking office paper usage (including paper type, departments/personnel using it, and purpose), resulting in corresponding adjustments to the disclosed data.</p>				

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## Feedback

### Dear Readers,

Thank you for taking the time to review this report. We appreciate your input as we continue to enhance Venustech's ESG initiatives and advance our sustainable development goals. We kindly ask for your assistance in completing the feedback form to help us further understand your expectations and needs regarding our ESG efforts. Your feedback is invaluable to us as we strive for continuous improvement.

#### 1. How would you rate Venustech's Sustainable Development Report?

Excellent     Good     Average     Relatively Poor     Poor

#### 2. Do you believe this report accurately portrays Venustech's influence on the economy, environment, and society?

Yes     Partially     No     No Clue at all

#### 3. How clear, accurate, and comprehensive do you perceive the information provided in this report?

Excellent     Good     Average     Relatively Poor     Poor

#### 4. How do you rate the content, language, and layout design of this report?

Excellent     Good     Average     Relatively Poor     Poor

#### 5. What part of this report are you most content with?

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#### 6. What additional information would you like to grasp?

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#### 7. Do you have any suggestions for our future publications?

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Kindly scan the QR code  
for your feedback



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