



2025

SUSTAINABILITY REPORT

WUHAN DAMENG DATABASE Co., Ltd.

CONTENTS

About This Report	03	Chairman's Statement	05
Report Scope	03	About DAMENG	07
Reporting Period	03		
Data Description	03	Introduction to DAMENG	07
Basis of Preparation	03	DAMENG Products	07
Definitions	04	DAMENG Culture	08
Confirmation and Approval	04	Digital DAMENG	08
Access to the Report	04	Milestones of DAMENG	09
		Honors Won in 2025	11

Sustainable Development Governance	13	Report Appendix	81
Sustainable Development Goals	13	Key Performance Table	81
Sustainable Development Mechanism	15	Indicator Index	86
Sustainable Development Practices	16	Feedback	88
Stakeholder Communication	16		
Management of Material Topics	19		



Corporate Governance	23
Investor Relations Management and Shareholder Rights	26
Compliance Operation and Risk Management	28
Business Ethics	33



Innovation-driven	35
Safety and Quality of Products and Services	44
Information Security and Customer Privacy Protection	51
Supply Chain Security	55



Addressing Climate Change	59
Environmental Compliance	61
Resource Utilization and Circular Economy	63
Biodiversity Conservation	66



Employee Rights and Interests Protection	69
Employee Training and Development	74
Occupational Health and Safety	77
Social Contribution	79

About This Report

This report is the first Sustainability Report released by Wuhan Dameng Database Co., Ltd. (hereinafter referred to as "DAMENG", "the Company", or "we"). Prepared in accordance with the principles of objectivity, standardization, transparency, and completeness, this report provides a detailed disclosure of the Company’s environmental, social, and governance (ESG) practices and performance for 2025.

Report Scope

This report covers DAMENG as the main entity and includes its subsidiaries. Unless otherwise specified, the scope of this report is consistent with that of the Company’s annual report.

Reporting Period

From January 1, 2025 to December 31, 2025 (the "Reporting Period"). To enhance comparability and forward-looking relevance, certain information may include retrospective data or forward-looking statements. This report is published annually and aligns with the Company’s financial reporting cycle.

Data Description

The data used in this report are sourced from the Company’s operational records, publicly available government data, annual financial data, internal statistical reports, third-party surveys, and third-party assessment interviews. Financial data in this report are presented in RMB. In case of any discrepancies, the financial report shall prevail.

Basis of Preparation

-  Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)
-  Guidance No. 13 of Shanghai Stock Exchange for Self-Regulation of STAR Market Companies—Preparation of Sustainability Report
-  A Practical Guide to Sustainability Work of Listed Companies of China by Association for Public Companies (CAPCO)
-  General Framework of Guidelines for Sustainability Reporting for Chinese Enterprises (CASS-ESG6.0) issued by the China Enterprise Reform and Development Society
-  GRI Sustainability Reporting Standards (GRI Standards)
-  UN Sustainable Development Goals (SDGs) Business Action Guide

Definitions

Term	Interpretation
DAMENG, the Company or we	WUHAN DAMENG DATABASE Co., Ltd.
Shanghai Dameng	Shanghai Dameng Database Co. Ltd.
Beijing Dameng	Beijing Dameng Database Technology Co., Ltd.
Dameng Technology	Wuhan Dameng Data Technology Co., Ltd.
Shenzhen Dameng	Shenzhen Dameng Data Technology Co., Ltd.
Jiangsu Dameng	Jiangsu Dameng Data Technology Co., Ltd.
GDMBASE	Sichuan Shutian Meng Graph Data Technology Co.,Ltd.
Chongqing Dameng	Chongqing Dameng Data Technology Co., Ltd.
Hainan Dameng	Hainan Dameng International Data Technology Co., Ltd.

Confirmation and Approval

This report was approved by the Board of Directors on April 9, 2026. The Board undertakes to supervise the contents of the report and ensures that there are no false records or misleading statements, and is responsible for its authenticity, accuracy, and completeness.

Access to the Report

This report is available on the Company’s website (www.dameng.com) and the Shanghai Stock Exchange website (www.sse.com.cn).

Dear shareholders, partners, customers, and all stakeholders from across society,
Greetings!

Staying True to Our Mission and Advancing with Determination Toward a New Journey

2025 marks a milestone year in the development journey of DAMENG. It has been one full year since the Company successfully listed on the SSE STAR Market, and the DAMENG China Database Industry Base has officially commenced operations, opening a new chapter in the development of the domestic database industry. For over 40 years, DAMENG has remained steadfast in its original aspiration to "develop China's own world-class database". On the journey toward the great rejuvenation of the Chinese nation, the Company has taken original innovation as the pen and serving the country through industrial development as the ink, writing an answer of the times for the self-reliance and self-strengthening of basic software.

Enhancing Corporate Governance to Advance Sustainable Development

Guided by our mission to "build high-quality database products and establish a cornerstone of national information security," we continue to strengthen our internal control systems, uphold the highest standards of business ethics, and maintain transparent communication with investors. At the same time, we have been continuously strengthening our sustainability governance framework. By systematically identifying and assessing ESG-related risks and opportunities, and integrating key topics into decision-making and operations, we ensure that a robust governance structure underpins our high-quality development.

Pursuing Green Development and Practicing Low-Carbon Operations

We actively respond to the national "Dual Carbon" strategy by integrating low-carbon and environmentally friendly concepts into all aspects of our office operations and product R&D. At the same time, we are committed to empowering customers to improve energy efficiency and optimize management through innovative data products and solutions. By leveraging digital technologies to facilitate the green and low-carbon transformation of various industries, we effectively fulfill our corporate responsibility for green development.

Strengthening Talent Development with a People-Oriented Approach

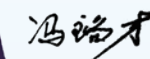
We adhere to the "people-oriented" philosophy, improve the employee rights protection system, and foster a diverse, equal, and inclusive workplace. We have established a tiered and categorized training system, along with a dual-channel career development path encompassing both management and professional tracks. By deepening employee care and ensuring that all employees share in the benefits of the Company's development, we build strong synergy for co-creation and shared success.

Driving Industry Development through Innovation and Building Core Competitiveness

We remain committed to a path of original innovation and independent research and development, focusing on core database technologies. By deepening industry-university-research cooperation, we tackle key technological challenges and continuously enhance our full-stack data product portfolio. Our products and services are widely applied across critical sectors including finance, government, energy, telecommunications, and more, providing strong support for national digital information security and the digital economy.

The year 2026 marks the beginning of China's 15th Five-Year Plan. At this new starting point, we will build on past achievements and embark on a new journey, continuing to deepen our presence in the database sector and explore innovative ESG practices, contributing DAMENG's strength to high-quality and sustainable social development.



Chairman, WUHAN DAMENG DATABASE Co., Ltd.


Chairman's Statement

About DAMENG

Introduction to DAMENG

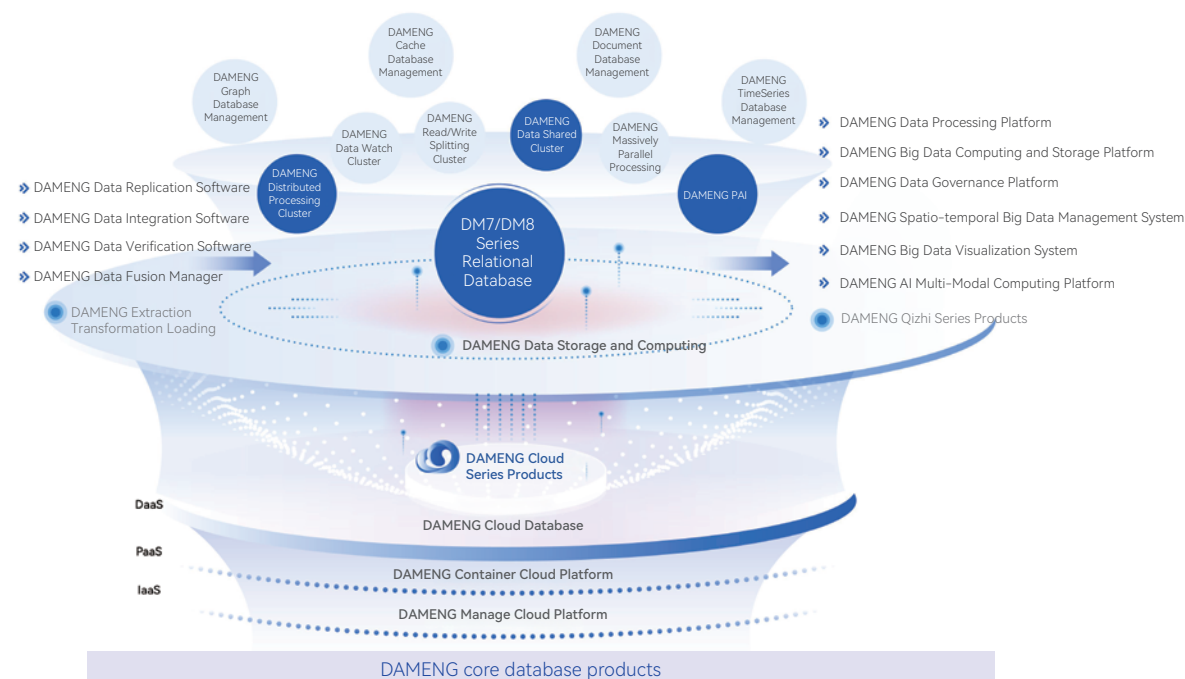
Founded in 2000, WUHAN DAMENG DATABASE Co., Ltd. is a leading database product development service provider in China and a key promoter of the development of the infrastructure software industry. The Company provides customers with a series of products and related technical services such as database software and cluster software, cloud computing, big data, artificial intelligence, etc., and is committed to becoming the world's top full-stack data product and solution provider. In June 2024, the Company was successfully listed on the SSE STAR Market (stock code: 688692), becoming the first company listed in China's domestic database industry.

Over the years, the Company has always adhered to the technical route of original innovation and independent research and development. At present, the Company has mastered the core cutting-edge technology in the field of data management and data analysis, and has independent intellectual property rights for all core source codes of main products.

Relying on the advantages of self-developed technology and adhering to a customer-oriented approach, the market share of DAMENG products has ranked among the top domestic database manufacturers in China's database management system market for many years. Today, DAMENG products have been widely used in many key industries such as finance, party and government, central state-owned enterprises, electric power, energy, communications, transportation, and medical care related to the national economy and people's livelihood, and continue to contribute to the China's digital economy development.

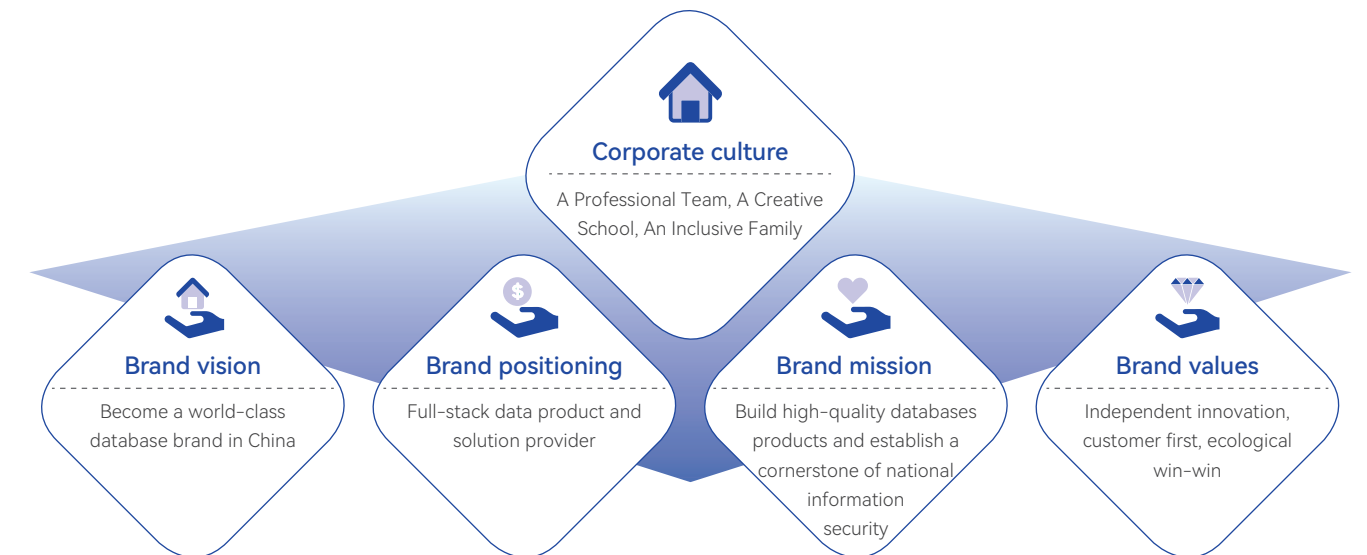
DAMENG Products

DAMENG takes independence as its foundation and technology as its core, and is committed to building China's homegrown database. By establishing a strong technical R&D team, increasing R&D investment, and accelerating the innovation of core technologies, the Company takes its self-developed relational database as the core, covers multiple fields including relational and non-relational database management, data ecosystem tools, big data platforms, and cloud computing solutions, and has formed a comprehensive product system covering the full lifecycle data management. After years of development, DAMENG has mastered the core source code and consolidated the cornerstone of China's digital information security.



DAMENG Culture

With over 40 years of pursuit toward "building China's own database", DAMENG has nurtured a corporate culture centered on the core connotation of "Three Ones". It seamlessly integrates the rigorous execution of the military, the vibrant learning atmosphere of schools and the unity and amity of families. Rooted in this corporate culture, it has forged a highly coordinated, efficient and high-powered team, built a progressive, open and sharing-oriented learning organization, and fostered a warm and mutually supportive community with a strong sense of belonging among all staff.



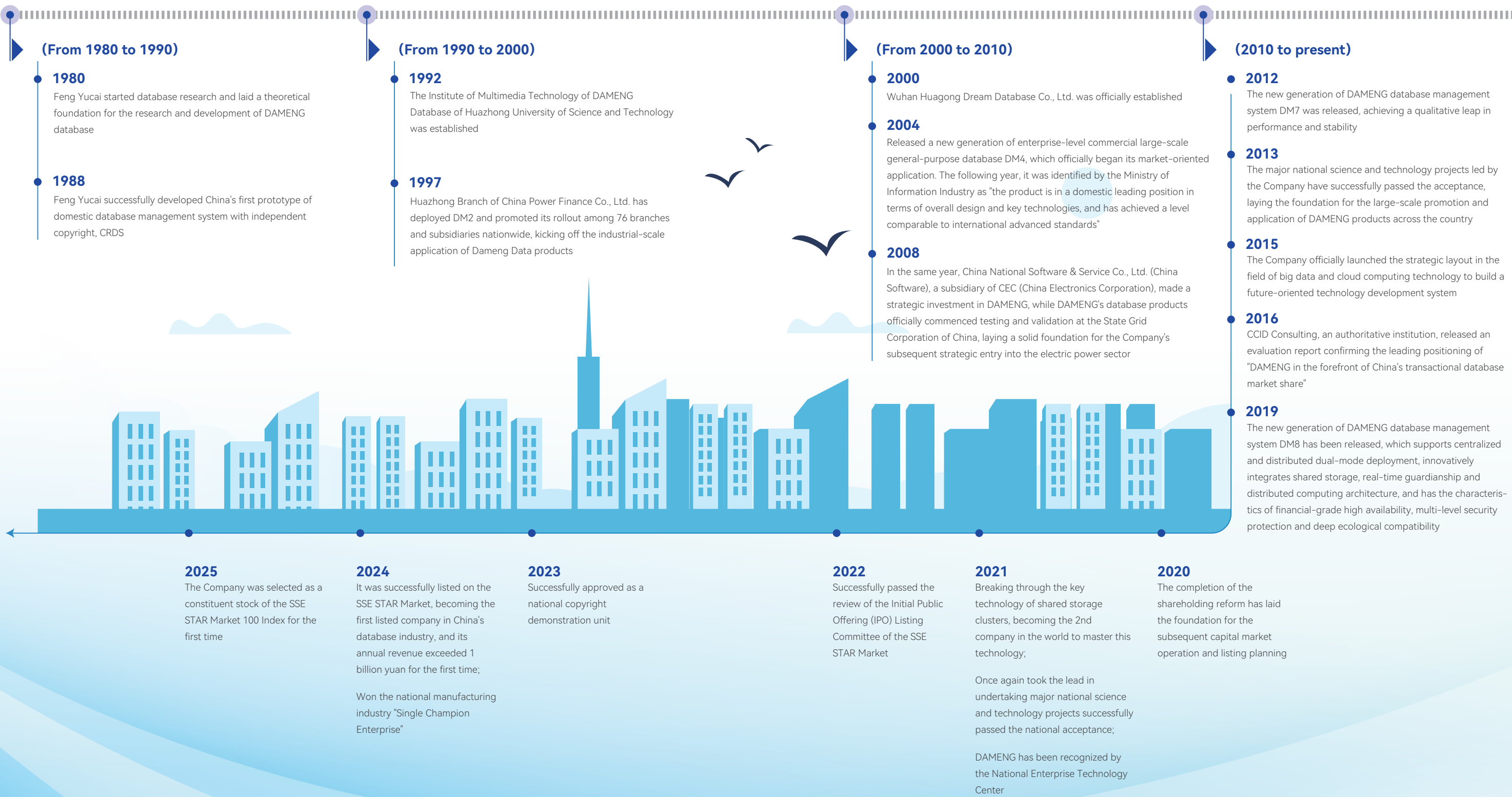
Digital DAMENG

The Company has solidly promoted the construction of "Digital DAMENG", adhered to the goal of reducing costs and increasing efficiency, continued to deepen the application of information technology, and focused on core business scenarios to promote the integration of technology and business. As of the end of the reporting period, the Company has built and operated more than 20 core systems, forming a system matrix of five categories: brand portal, collaboration and knowledge management, operation management, business operation, and data and technology base:

- 01 The brand portal reaches users, displays the Company's brand image, and creates a digital interaction window;
- 02 Collaboration and knowledge management activate the organization, improve work efficiency and standardize process approval, and accumulate organizational knowledge assets;
- 03 Consolidate the foundation of operation and management to achieve refined control of "people, property and materials";
- 04 Business operation empowerment core business, running through the whole process of "production, supply, marketing and service";
- 05 The data and technology foundation serves as a solid cornerstone, providing stable support for system interconnection and the release of data value.

The five system matrices work together to fully cover the entire chain of core business and functional management of the enterprise, providing solid digital support for the Company's efficient operation and strategic implementation.

 Milestones of DAMENG



Honors Won in 2025



National-level Specialized and Sophisticated "Little Giant" Firms



Typical cases of network security technology application in 2024 - R&D and application of big data processing platforms



Hubei Province Information Technology Application Innovation Adaptation Base Joint Innovation Center



2025 Top 100 Software and Information Technology Service Competitiveness Enterprises



2025 Software and Information Technology Service Famous Brand Enterprise



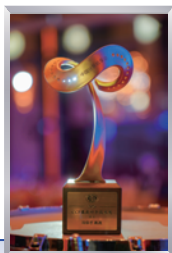
2024-2025 New Generation Information Technology Leader



2024-2025 new generation of information technology innovation products



Top 100 Private Enterprises in Hubei Service Industry (2025)



2024 "CCF Highest Science and Technology Award"



The 19th SSE STAR Market Top 30 Listed Companies by Value



National Business Daily: 2025 List of Corporate Reputation of Listed Companies - Information Technology Companies with Outstanding Competitiveness



2025IDC 2025 IDC China Ecological Award - Outstanding Channel Performance Award



2024 China's Best Employer of the Year - Best Employer in Wuhan



Enterprises with outstanding contributions to high-quality economic development in 2024



New Light products



Sustainable Development Governance

Sustainable Development Goals

The Company actively responds to the United Nations Sustainable Development Goals (SDGs), regarding them as an important guide for corporate development. From strategic planning to daily operations, the SDGs concept is integrated comprehensively and at multiple levels, assuming corporate responsibility for promoting coordinated economic, social, and environmental development, and contributing to the process of sustainable development.

Sustainable Development Goals			
Management Dimension	SDGs	2025 Concrete Actions	Corresponding Chapter
Corporate Governance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS	- Establish a three-tier ESG management system with a "Leading Group + Permanent Establishment + Dedicated Liaison Institution" structure; - Establish an anti-commercial bribery working group, requiring employees to sign the <i>Promise of Integrity and Self-Discipline</i>, pledging to comply with integrity regulations, with a 100% signing rate; - Maintain communication with investors through various forms such as on-site research, performance briefing, and investor email channels to protect their legitimate rights and interests.	- Sustainable Development Governance - Investor Relations Management and Shareholder Rights - Business Ethics
Industrial Value	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	- Encourage R&D personnel to participate in domestic and international exhibitions and academic conferences to stay abreast of industry frontiers; - Recognized as National-level Specialized and Sophisticated "Little Giant" Firms, the Key Software Independent R&D Enterprises in Hubei Province, and among the "Top 100 National Software and Information Technology Service Enterprises in Competitiveness," achieving a Level 1 evaluation in digital and intelligent technical service capability through informatization construction; - Conducted multiple targeted training sessions on "industry-education integration" to promote deep integration of industry, university, research, and application; - Implemented the first grant of restricted stock incentives in 2025 for core backbone personnel and relevant incentive recipients; - Implement full lifecycle management of products, covering all aspects including product testing, delivery, and maintenance services; - Conduct two customer satisfaction surveys to continuously improve product quality and operation and maintenance service capabilities; - Establish a routine information security and emergency management system, improve institutional processes, technical protection, and employee training to ensure data security and customer privacy.	- Innovation-driven - Product and Service Safety and Quality - Supply Chain Security - Customer Service Management

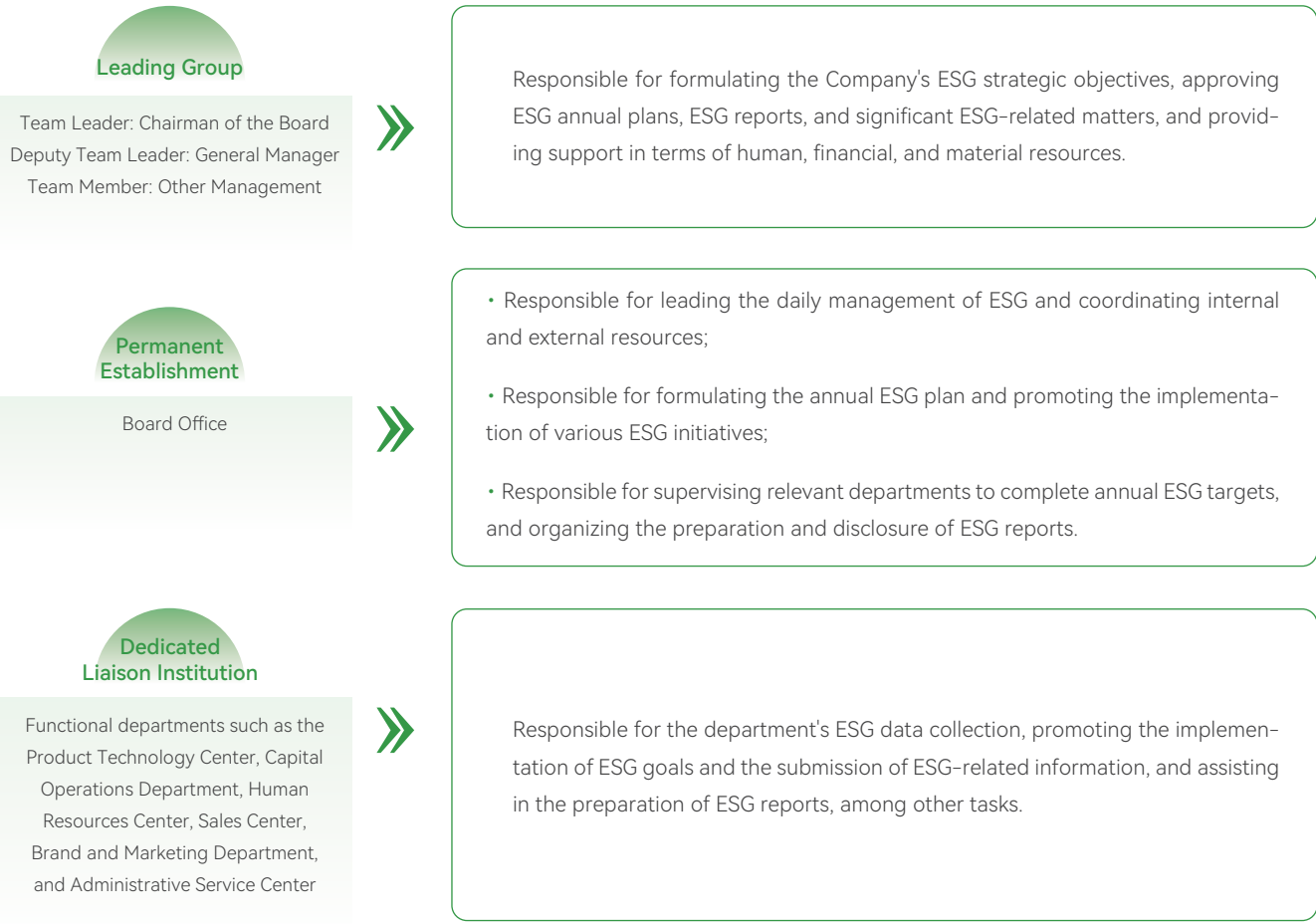
Management Dimension	SDGs	2025 Concrete Actions	Corresponding Chapter
Environmental Protection	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION 15 LIFE ON LAND	- Continuously advancing the green transformation of transportation and office operations, we have replaced office vehicles and shuttle buses with new energy vehicles. The Company has introduced multiple multi-stop shuttle routes to facilitate the transfer and commuting of employees who take buses or subways, providing convenience for employees to prioritize green travel methods such as public transportation, and actively promoting green and low-carbon commuting. - Classify waste management, standardize labeling and storage, strengthen transportation control and regular inspections, and ensure that waste disposal meets requirements. - Carry out training, publicity and other activities to cultivate employees' environmental awareness, and encourage all staff to actively participate in green actions; - Develop multiple green data products, provide customers with full life-cycle green technology support and options, and launch digital low-carbon solutions; - Establish an energy and water resource management system covering all scenarios of office, industrial parks, and construction sites, and promote resource consumption reduction.	- Addressing Climate Change - Environmental Compliance - Resource Utilization and Circular Economy - Biodiversity Conservation
Better Life	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	- Regularly convene employee representative congresses to integrate democratic management into all aspects of corporate operations; - Foster a workplace atmosphere of mutual respect, professionalism, and safety, ensuring employees from diverse backgrounds can fully realize their value; - Carry out tiered and categorized training, matching differentiated training content for different positions; - Organize company-wide health check-ups; during the reporting period, the employee health check-up coverage rate reached 100%; - Donated RMB 98,000 to Central China Normal University.	- Employee Rights Protection - Employee Training and Development - Occupational Health and Safety - Social Contribution



Sustainable Development Mechanism

Sustainable Development System

To systematically and institutionally advance ESG construction and integrate sustainable development into the Company's strategy and daily operations, DAMENG has established a three-tier ESG management system comprising a "Leading Group + Permanent Establishment + Dedicated Liaison Institution", clarifying the responsibilities at each level, deeply optimizing governance mechanisms, and ensuring the orderly and effective implementation of sustainable development efforts.



Information Reporting and Supervision Mechanism

The Company has established and improved a long-term mechanism for sustainable development information reporting and supervision. The ESG leadership team regularly collects, organizes, and studies the Company's ESG goals and plans, reports them to the Board of Directors, and provides recommendations for board decision-making. At the same time, based on the strategic plan, the Company conducts a multi-dimensional comprehensive assessment of business objectives, task completion, and progress on key work. The Company plans to gradually incorporate ESG indicators into the performance appraisal system for management personnel, promote the implementation of ESG concepts, enhance the level of coordinated development, and support the Company's long-term stable growth.

Sustainable Development Practices

The Company fully integrates the ESG concept into daily operations, ranging from promoting green office practices and implementing energy conservation and emission reduction to protect the environment, to engaging in public welfare initiatives and safeguarding employee rights to fulfill social responsibilities, and to adhering to compliance standards, strengthening risk management, and optimizing corporate governance, all in order to advance sustainable development through concrete actions.

ESG Report Kick-off Meeting & Training Session

In December 2025, the Company invited a third-party organization to hold the 2025 ESG Report Kick-off Meeting & Training Session. During the session, experts analyzed the critical significance of ESG concepts for the long-term development of enterprises using data and case studies, interpreted relevant standards and policy requirements based on industry characteristics, systematically explained the core points of ESG management, and enhanced management's understanding and practical capabilities in ESG through interactive Q&A.



Shanghai Stock Exchange Special Training

In January 2026, relevant personnel from various departments of the Company participated on time in the online special training on sustainable development (ESG) report preparation organized by the Shanghai Stock Exchange. During the training, experts explained in detail the policies, standards, and methods for ESG report preparation. The participants listened attentively, took notes, and promptly asked questions and clarified doubts in the communication area. This training enabled employees to gain a clearer understanding of ESG report preparation, master key points, and provided strong support for accurately and efficiently completing the ESG report preparation work in the future.



Stakeholder Communication

DAMENG attaches great importance to communication with all stakeholders. The Company strictly adheres to international standards such as the GRI Standards and the AA1000 Stakeholder Engagement Standard to record, measure, and review the communication with stakeholders; based on their feedback, continuously optimizes communication mechanisms to enhance effectiveness and timeliness, and deeply integrates key topics of concern into the Company's operations and decision-making.

Stakeholders	Needs and Expectations	Communication Channels	Communication Responses
 Government or Regulatory Agencies	- Operate with Integrity and Compliance - Promote Economic Development - Assume Social Responsibility	- On-Site Interview - Work Report	- Policy Response - Full Tax Payment - Promoting Industry Development - Creating Employment Opportunities

Stakeholders	Needs and Expectations	Communication Channels	Communication Responses
 Shareholders and Investors	- Protecting Shareholders' Rights - Accurate Information Disclosure - Investor Relations Management	- Investor Hotline - Shareholders' Meeting - SSE E-interview - On-site Investor Research - Performance Presentation Meeting	- Diversified Investor Communication - Improve Business Performance - Dividend Distribution - Timely and Transparent Information Disclosure - Response to Investor Inquiries
 Customers	- Data Security and Privacy Protection - Providing High-Quality Products and Services - Protecting Customers' Legal Rights	- After-Sales Service - Company Website and Email - Customer Symposium - Daily Operations Communication	- Product Quality Certification - Customer Satisfaction Survey - Technological Innovation
 Suppliers	- Maintaining Good Cooperation - Open and Fair Procurement - Mutual Benefit and Win-Win	- Daily Communication - Specialized Training - Sustainable Procurement - Procurement Policy and Bidding Procedures	- Fulfilling Contracts in Accordance with the Law - Actively Promoting Project Cooperation - Open and Fair Tendering - Coordinated Development of the Industrial Chain
 Employees	- Protect Employees' Rights and Interests - Establish Sound Career Development Channels - Employee Care and Benefits	- Internal Communication Meetings - Sympathy Visits - Performance Evaluation	- Improving the Compensation and Benefits System - Establish an Equity Incentive Mechanism - Carry Out Diversified Employee Training - Build Career Advancement Pathways - Organize Various Employee Activities

Stakeholders	Needs and Expectations	Communication Channels	Communication Responses
 Industry Associations	- Comprehensive and Complete Communication Channels - Accurate Information Disclosure	- Daily Communication - Information Disclosure - Industry Association Activities	- Actively Participate in Association Meetings - Assist in Organizing Association Activities - Participate in the Formulation of Industry Standards
 Non-Profit Organization	Community Building	Community Communication	Organizing Public Welfare Activities
 Professional Institutions	- Joint Development - Rating Improvement - Professional Certifications	- Industry Forums and Seminars - Daily Professional Consultations	- Participating in Industry Forums and Seminars - Strengthening Communication with Rating Agencies - Hire a Third-Party Professional Agency
 Media	- Accurate Information Disclosure - Maintain Good Cooperation - Special Interview	- Public Media Platform - Media Briefing	- Timely, Complete, and Accurate Information Disclosure - Strengthen Daily Communication - Organize Joint Activities

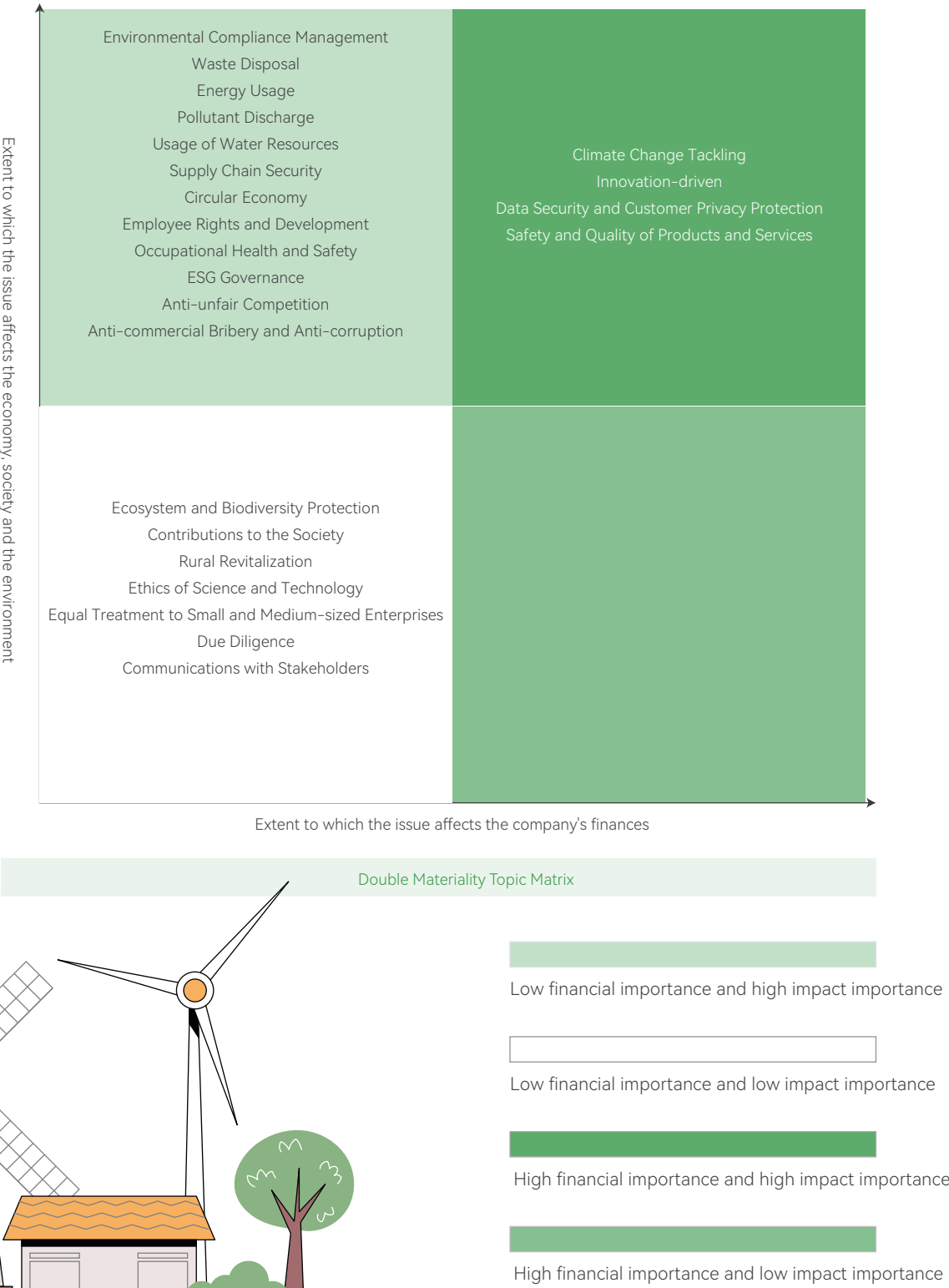
Management of Material Topics

Assessment Process and Methodology

The Company refers to the assessment methods of domestic and international disclosure standards such as the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* and the *GRI 3: Material Topics*, and based on industry characteristics and the Company's actual situation, analyzes a total of 23 topics from two dimensions: financial materiality and impact materiality. It identifies 4 topics with financial materiality and 16 topics with impact materiality, and provides key responses to core topics in the report.



Materiality Identification Results





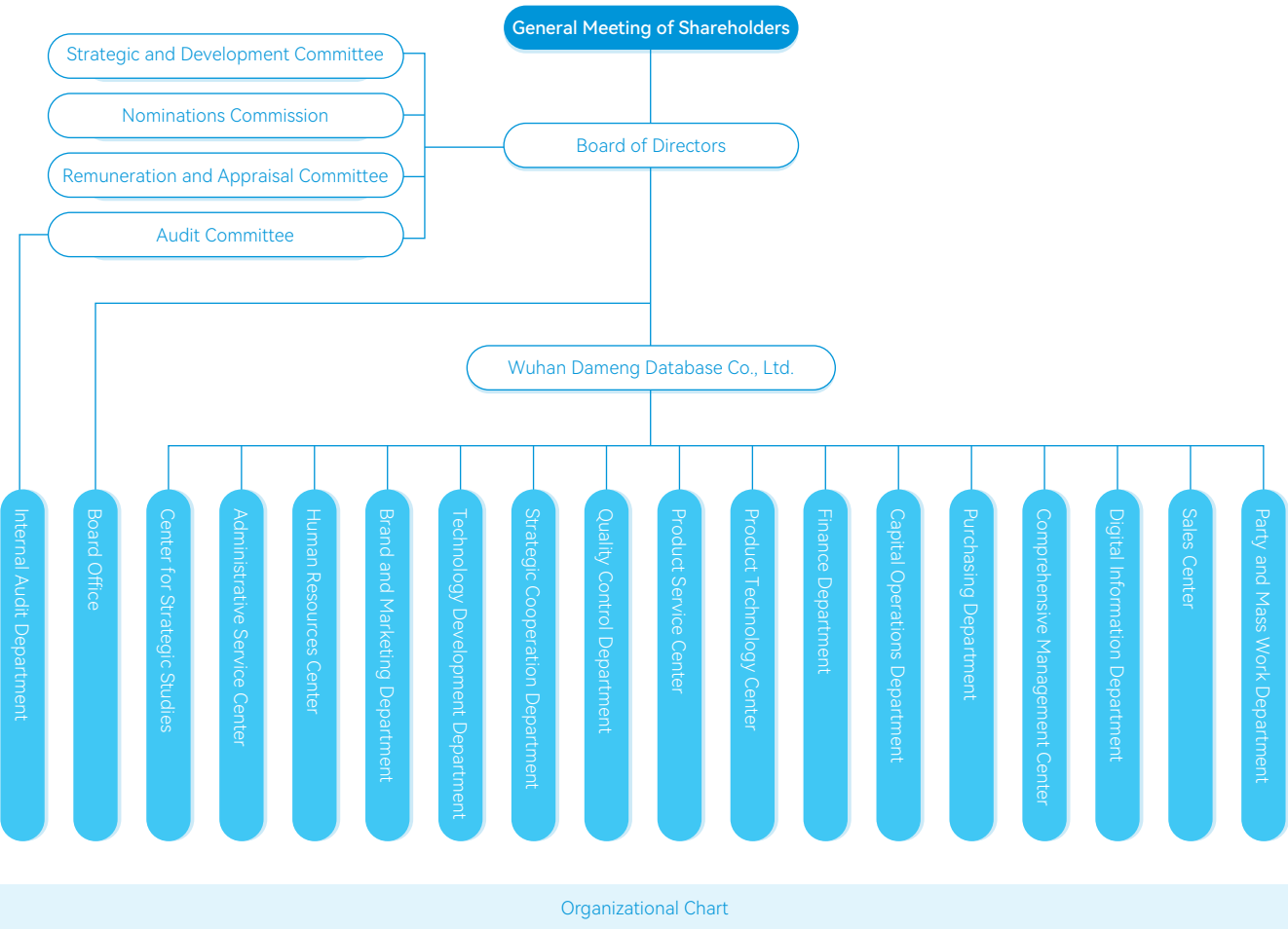
Corporate Governance

Corporate Governance

Governance Structure

The Company strictly follows the requirements of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, other laws and regulations, as well as the *Articles of Association*. It establishes a corporate governance structure with the general meeting of shareholders as the highest authority, the Board of Directors as the core decision-making body, the Audit Committee performing supervisory duties, and all business departments operating in coordination, thereby forming a sound corporate governance framework with clearly defined rights and responsibilities and efficient operation.

During the reporting period, the corporate governance mechanism operated smoothly, and the rights and responsibilities of all parties were coordinated on the basis of effective checks and balances to ensure the scientific and standardized nature of decision-making and implementation. Through scientific institutional arrangements and process control, the Company gave full play to the governance efficiency in strategic planning, operation management and risk monitoring, providing a solid foundation for long-term and steady development.



General Meeting of Shareholders

As the highest authority of the Company, the general meeting of shareholders operated in strict accordance with the *Articles of Association* and the *Rules of Procedure of the Shareholders' Meeting* during the reporting period, and effectively implemented the convening, holding and deliberation procedures. The shareholders' meeting adopts a combination of on-site and online voting to effectively protect the participation rights of small and medium-sized investors. When considering major matters involving the interests of small and medium-sized investors, the Company strictly implements separate vote counting and disclosure. At the same time, lawyers are hired to issue legal opinions on the legality of the shareholders' meeting procedures to ensure that the legitimate rights and interests of all shareholders are fully exercised and protected.

Key Performance

During the reporting period, the Company convened a total of **7** Shareholders' Meetings.

Board of Directors

As the decision-making body of the Company, the Board of Directors is responsible for the general meeting of shareholders, responsible for implementing the resolutions of the shareholders' meeting and reporting to it. The Board of Directors strictly abides by the *Articles of Association*, the *Rules of Procedure of the Board of Directors* and other institutional norms, convenes, attends and votes at meetings, abides by the duty of diligence, faithfully performs their duties, effectively safeguards the rights and interests of the Company and all shareholders, and jointly promotes the sustainable and healthy development of the Company.

Key Performance

During the reporting period, the Company held a total of **11** board meetings.

Special Committee of the Board of Directors

The Board of Directors has 4 special committees: audit committee, nomination committee, remuneration and appraisal committee, and strategy and development committee, which provide professional support to the Board of Directors in the fields of corporate financial audit, talent management, remuneration appraisal, and strategic development. Each committee assists the Board of Directors in improving the scientific nature of decision-making by deliberating major issues from time to time. The special committees strictly abide by relevant laws and regulations and the requirements of the work system of various committees in terms of convening methods, procedures, voting mechanisms, resolution content and meeting minutes.

Professional Committee Category	Personnel Composition	Whether the independent director serves as the convener
Audit Committee	3 directors and 3 independent directors	Yes
Nomination Committee	3 directors and 2 independent directors	Yes
Remuneration and Appraisal Committee	3 directors and 2 independent directors	Yes
Strategy and Development Committee	7 directors and 0 independent directors	No

Key Performance

During the reporting period, the audit committee held **7** meetings; the remuneration and appraisal committee held **6** meetings; and the strategy and development committee held **4** meetings.

Board Diversity Composition

The Board of Directors pays attention to the diversity and professional balance of members, actively introduces members from different industry backgrounds and professional fields, integrates experience and perspectives from multiple fields, and enhances the scientific and innovative power of decision-making. At present, the board members have professional knowledge and rich experience in the fields of law, finance, computer science, etc., and can make decisions from a comprehensive and long-term perspective to effectively safeguard the overall interests of the Company and shareholders.

Through a professional and diverse personnel structure, the Board of Directors effectively ensures the professionalism, comprehensiveness and credibility of decision-making. In the process of selecting, nominating and electing directors, the Company strictly follows transparent and compliant procedures, and finally deliberates and votes by the shareholders' meeting, fully respecting the decisions of shareholders.

 Key Performance

As of the end of the reporting period, the Company had a total of **11** directors, including **6** non-independent directors, **4** independent directors, and **1** employee director, accounting for **36.36%** of independent directors; **2** female directors, accounting for **18.18%** of female directors.

Board Independence

The Company has formulated the *Independent Director Work System* to clarify the scope of responsibilities, independence requirements and performance guarantees of independent directors to ensure their independent and objective exercise of powers. Independent directors supervise major conflicts of interest between controlling shareholders, actual controllers, directors and senior management and the Company, promote the board's decision-making to balance the overall interests of the Company, and safeguard the rights and interests of minority shareholders.

In the audit committee, nomination committee, remuneration and appraisal committee set up by the Board of Directors, independent directors account for more than half and serve as the chair providing professional opinions for the board's decision-making, improving the independence, transparency and standardization of deliberation, and enhancing the overall governance efficiency of the Company.

Evaluation of Board Effectiveness

The Board of Directors ensures operational efficiency through an institutionalized governance mechanism. The secretary of the Board of Directors is specifically responsible for preparing meetings between the Board of Directors and the shareholders' meeting to ensure compliance with procedures and complete records; coordinating information disclosure, standardizing the management of equity affairs, and properly preserving relevant documents and archives to ensure the transparency of decision-making. The Company provides necessary support for the secretary of the Board of Directors to perform his duties, and directors and senior management actively cooperate to jointly maintain the standardized and effective operation of corporate governance.

 Directors and Senior Executives' Compensation Management

The remuneration arrangement of the Company's directors follows the principle of classification and reasonableness. The remuneration of independent directors is a fixed allowance and is paid quarterly, and those whose term of office has not expired are calculated according to their actual performance time. Non-independent directors who hold specific positions in the Company receive remuneration according to their positions. Non-independent directors who do not hold specific positions in the Company do not receive remuneration in the Company. All reasonable travel and office expenses incurred by directors in performing their duties shall be borne by the Company.

The remuneration of senior managers implements an annual salary system in accordance with the *Measures for the Remuneration and Assessment of Senior Management*, which consists of basic annual salary, annual performance salary and special bonuses. The payment of annual performance salary is linked to the Company's overall operating performance, annual R&D and management goals, etc. In the future, the Company plans to gradually incorporate sustainability-related performance into the executive compensation appraisal system.

Investor Relations Management and Shareholder Rights

 Information Disclosure

The Company has formulated the *Information Disclosure Management System* and the *Information Disclosure Suspension and Exemption Management System* to clarify the content, review and disclosure process of regular and interim reports, standardize the management of insider information, and implement an accountability mechanism to ensure that the disclosed information is true, accurate and complete. The Company has designated the *China Securities Journal*, the *Shanghai Securities News*, the *Securities Times*, the *Securities Daily*, the *Economic Information Daily*, the *China Daily* and the website of the Shanghai Stock Exchange as official information disclosure channels to ensure that all shareholders understand the Company's dynamics in a timely and accurate manner, protect investors' right to know, and maintain market fairness and transparency.

 Investor Relations Management

The Company attaches great importance to investor relations management, formulates the *Investor Relations Management System*, and comprehensively and systematically promotes relevant work with the basic principles of compliance, equality, initiative and integrity. The Company maintains normalized and effective communication with investors through on-site research, performance presentation meeting, investor mailboxes, SSE E-interview, investor hotlines and other forms. As a full-time department, the board office is equipped with professionals responsible for the daily management and communication of investor relations to ensure smooth communication and timely response.

 Key Performance

During the reporting period, the Company carried out **11** investor relations activities, held **3** performance presentation meeting, held **1** collective reception day in the jurisdiction, received **7** on-site surveys from investors, replied to **28** questions on SSE E-interview platform, and had a response rate of **100%** to investors' questions.



Shareholder Returns

In strict accordance with the *Regulatory Guidelines for Listed Companies No. 3—Distribution of Cash Dividends of Listed Companies* and the *Articles of Association*, the Company has built a stable and transparent dividend mechanism to protect the legitimate rights and interests of investors. The Company pays attention to the diversified return needs of shareholders, steadily promotes the implementation of relevant return plans, and promotes the long-term cooperative relationship between the Company and investors.

On April 9, 2026, the Company held the 21st meeting of the second Board of Directors to deliberate and pass the *Proposal on the Company's 2025 Profit Distribution Plan*, which intends to distribute a cash dividend of 10 yuan (tax included) to all shareholders for every 10 shares. As of the date of the Board of Directors to review the profit distribution plan, the total share capital of the Company is 113,240,000 shares, and the total cash dividend is calculated to be RMB 113,240,000.00 (tax included), and the total cash dividend of the Company accounts for 21.92% of the net profit attributable to shareholders of listed company in 2025. The Company does not convert capital reserve funds into share capital and does not give bonus shares. If the Company's total share capital changes from the date of disclosure of the 2025 profit distribution plan to the registration date of the implementation of equity distribution, the Company will maintain the total cash dividend unchanged, adjust the dividend ratio per share accordingly, and will announce the specific adjustment separately.

The plan still needs to be implemented after deliberation and approval at the Company's 2025 annual shareholders' meeting.

In the first half of 2025, the Company has distributed cash dividends of RMB 67,944,000.00, and the Company expects the total cash dividends to be RMB 181,184,000.00 this year, accounting for 35.07% of the net profit attributable to shareholders of listed companies in 2025.

		
The number of bonus shares for every 10 shares	Dividend per 10 shares (tax included)	The number of turnovers per 10 shares
0 shares	RMB 16.00	0 shares
Cash dividend amount (tax included)	Net profit attributable to common shareholders of listed companies in the consolidated statements	
RMB 181,184,000.00	RMB 516,619,845.52	
The ratio of cash dividends to net profit attributable to common shareholders of listed companies in the consolidated statements	The amount of cash repurchase of shares included in cash dividends	
35.07%	RMB 0	
Total dividend amount (tax included)	The ratio of the total dividend amount to the net profit attributable to common shareholders of listed companies in the consolidated statements	
RMB 181,184,000.00	35.07%	

Notes:
The number of dividends per 10 shares (tax included) includes the Company's profit distribution for the half year of 2025;
The amount of cash dividends (tax included) includes the Company's profit distribution for the half year of 2025;
The total dividend amount (tax included) includes the Company's profit distribution for the half year of 2025.

Capital Market Public Opinion Management

The Company formulates and implements the *Public Opinion Management System* to build a full-process management mechanism covering public opinion monitoring, research and judgment, and disposal. Set up a public opinion working group to standardize the handling measures and reporting procedures of major and general public opinion, resolve public opinion risks in a timely manner, and maintain the stability of the Company's stock price, business reputation and normal operation. At the same time, establish an accountability mechanism for public opinion leakage and strengthen information security responsibility.

Since the Company's listing in June 2024, the Company has not only gained the attention of the capital market, but also faced the dual pressure brought by fluctuations in public opinion on the stock price and brand. In order to seize the opportunities of value communication and investor relations construction, the Company focuses on conveying long-term strategies and core values through communication to attract investors who agree with the corporate philosophy and enhance the credibility of the industry through the voice of senior executives. In terms of risk response, the Company adopts avoidance and mitigation strategies, organizes and learns typical cases of public relations at home and abroad, carries out internal warning training, standardizes the caliber of external communication, and establishes a timely risk reporting and prudent disposal mechanism to stabilize market expectations and maintain the Company's reputation and stock price.

Compliance Operation and Risk Management

Compliance Operation

Compliance Management System

The Company adheres to the principles of comprehensive coverage, clearly defined rights and responsibilities, pragmatism and efficiency, and coordination and collaboration. It establishes and improves the compliance management system and formulates the . It clarifies that the Company adopts unified leadership under the Operation and Management Meeting, and the Compliance Management Department, as the leading department, is responsible for organizing, coordinating, and supervising compliance work and heading all departments in conducting risk identification and response. The Comprehensive Management Center is responsible for internal and external legal risk training. All departments of the Company assume primary responsibility for compliance management within their respective business scope and jointly advance the continuous implementation and improvement of the compliance management system.

During the reporting period, the Company entrusted a third-party accounting firm to issue the *Internal Control Audit Report* for the financial report on December 31, 2025, and after evaluation, the Company maintained effective internal control in all major aspects in accordance with the *Basic Specifications for Enterprise Internal Control* and relevant regulations.

Compliance Management Measures

The Company establishes and improves compliance risk identification and early warning mechanisms, comprehensively sorts out compliance risks in operation and management activities, continuously improves the compliance risk database, and systematically assesses the likelihood, impact and potential consequences of risks. For typical, universal and potentially serious risks, early warning information is issued in a timely manner.

In terms of risk response, the compliance management department takes the lead in coordinating relevant departments, takes effective measures to properly deal with them, and makes every effort to resolve risks and reduce losses. The Company has incorporated compliance operation into the departmental assessment system, and formulated rectification plans and promoted implementation in a timely manner for the problems found in the assessment, so as to achieve continuous improvement of compliance management.

For violations of compliance requirements, the Company will be held accountable by means of internal handling, economic penalties or transfer to judicial procedures according to the severity of the circumstances, so as to effectively maintain the authority and execution of the compliance management system.

Compliance Team Building and Culture

The Company insists on deeply integrating compliance management and rule of law awareness into the construction of team culture. During the reporting period, the Company carried out a series of legal training activities, including internal topics such as "Staying away from job-related crime traps" and "Overdue legal urging case practice", and invited external professional lawyers to give in-depth explanations on "Collusion in bidding and related crimes" and "Bidding compliance and risk prevention". During the reporting period, the Company organized a total of 12 legal trainings, with a participation volume of 1,617 person-times, effectively improving the team's overall compliance awareness and ability to perform duties in accordance with the law.



Risk Management

Risk Management System

The Company implements comprehensive risk management through the establishment of the *Comprehensive Risk Management System*, implements the basic risk management process in each management link and business process around the overall business objectives, cultivates a risk culture, improves the management system including strategy, organization and content, and provides reasonable guarantee for risk management and control objectives. As a leading decision-making body, the operation and management office cooperates with the internal audit department and various functional departments to establish a multi-level and connecting checks and balances operation mechanism.

Risk Control Management

The Company has established a closed-loop risk management process of "information collection, identification and assessment, risk response, supervision and improvement" to achieve systematic and full risk control. At the same time, the Company has set up a risk emergency response mechanism to achieve timely early warning and plan response by analyzing the causes of major risks, setting early warning indicators and continuous monitoring, and formulating and implementing management improvement plans for problems found in the assessment. The internal audit department regularly evaluates the effectiveness of risk management work of various functional departments through annual audits and special inspections. In addition, the Company continues to promote supply chain management and partner management, and comprehensively identifies and prevents potential risks through suppliers signing the *Promise of Integrity and Honesty* and basic information surveys of partners to ensure the legality and compliance of business cooperation.

During the reporting period, the Company completed a comprehensive risk assessment, prepared and formed the *2025 Risk and Opportunity Assessment and Analysis Report*, and responded through avoidance and reduction strategies, and various measures have been implemented, and the overall risk is controllable.

Risk Management Training

The Company attaches great importance to the cultivation of risk awareness, and continuously improves the risk identification and prevention capabilities of all employees through regular targeted special training. In September 2025, the Company organized the "Generative AI Copyright Infringement Risk and Prevention Training" to systematically sort out the main types of AI infringement, relevant legal norms and common infringements, and put forward specific management suggestions around key links such as input content review and generation process records.



Tax Management

The Company strictly abides by relevant national financial and tax regulations, establishes a systematic tax management mechanism in accordance with the *Accounting Law of the People's Republic of China*, the *Enterprise Accounting Standards* and the internal *Tax Management System*, clarifies the responsibilities of the finance department and tax accounting positions, standardizes the whole process of invoice issuance, invalidation, custody and other operations, and strictly implements tax declaration, tax risk management and inspection procedures to comprehensively ensure the legal compliance of tax-related work. During the reporting period, the Company's total tax payment was RMB 227.5423 million.

Business Ethics

Anti-commercial Bribery and Anti-corruption

Anti-corruption Management System

The Company has formulated and implemented the *Anti-Commercial Bribery Management System*, which covers all customers, suppliers and partners who do business with the Company. The Company has set up an anti-commercial bribery working group to be responsible for the guidance and supervision of anti-commercial bribery work and the construction of internal control system. The heads of each branch and department are the first responsible persons for anti-commercial bribery in their own units, responsible for implementing the system and assuming corresponding management responsibilities; All units and relevant personnel must actively cooperate with case investigation and evidence collection.

As of the end of the reporting period, the Company has passed the ISO 37001 anti-bribery management system certification.



DAMENG ISO 37001 Anti-Bribery Management System Certification

Anti-corruption Risk Management

The Company requires employees to sign the *Promise of Integrity and Self-Discipline* and promise to abide by the integrity regulations. At the same time, the Company's leadership team signed the "Letter of Responsibility for the Construction of Party Style and Clean Government and Anti-Corruption Work", further implemented the anti-corruption responsibilities of the leadership team, adhered to zero-tolerance for punishing corruption, standardized the use of power by leading cadres, deepened the use of cases to promote reform, and resolutely eradicated the breeding ground of corruption. At the same time, the Company evaluates high-risk areas and links of commercial bribery based on actual business, improves the internal control system in a targeted manner, and takes necessary preventive measures to prevent corruption risks.

Anti-commercial bribery and anti-corruption targets for 2025	Achieved in 2025
0 major corruption incidents	
The signing rate of the Promise of Integrity and Self-Discipline is 100%	

Whistleblowing and Whistleblower Protection

Reporting channels

Contact information: 027-87588000-8088
Discipline inspection email: jijian@dameng.com



In order to create a clean and upright business environment, the Company has formulated the *Anti-Commercial Bribery Management System*, which stipulates the whistleblowing process and the protection of whistleblowers. After receiving the report and complaint, the Company immediately registers and quickly initiates the investigation process according to the prescribed authority to ensure that each report can be dealt with in a timely and effective manner.

The Company actively encourages employees and external parties to report commercial bribery through various channels such as phone calls and letters. In the process of accepting reports and conducting investigations, the Company will uphold a highly responsible attitude, strictly protect the relevant information of the whistleblower, and resolutely prevent any leakage of information about the whistleblower to the reported person and his unit. If there is information leakage or retaliation against the whistleblower, the Company will seriously deal with the relevant responsible person such as dismissal and termination of the labor contract depending on the severity of the situation. If it is suspected of violating the law or committing a crime, the Company will transfer it to the judicial authorities and pursue its legal responsibility in accordance with the law.

Anti-corruption Training

The Company actively advocates a corporate culture of integrity and integrity, and is committed to creating an internal atmosphere to resist commercial bribery. Through a combination of online and offline training, training activities such as "Anti-Commercial Bribery and Enterprise Integrity and Compliance Legal Training" were organized and carried out during the reporting period. At the same time, external law firms were invited to give lectures on topics such as "Research on Corporate Commercial Bribery Risk Prevention", covering the interpretation of laws and regulations, risk identification and prevention and control measures.

During the reporting period, the Company carried out a total of 8 anti-commercial bribery and anti-corruption related trainings, and a total of 1,479 employees participated in anti-commercial bribery and anti-corruption training, with a total of 1,022.23 hours of training.

 Anti-unfair Competition

The Company has formulated the *Sales Daily Behavior Standards* and *News Publicity and Information Release System* to manage unfair competition, adhere to the concept of responsible marketing, and put an end to false publicity. In order to maintain a fair competition environment in the market and standardize sales behavior, the Company clearly prohibits the following unfair competition behaviors: first, slander competitors, and strictly prohibit maliciously spreading false information or exaggerating the shortcomings of opponents in promotion; second, maliciously grabbing orders, and must not rob customer resources by interfering with colleagues and customers, providing unfair discounts, etc.; the third is bribery and bribery, and it is prohibited to obtain orders by sending benefits to customers or partners. Once the above behavior is discovered, the Company will give a warning, deduct performance or dismissal depending on the circumstances.

During the reporting period, the Company invited external law firms to carry out training on "Research on the Prevention of Corporate Commercial Bribery Risks" for employees, and interpreted the *Anti-Unfair Competition Law of the People's Republic of China* in combination with cases during the training to ensure that the Company's business activities are always carried out in an orderly manner within the legal framework.





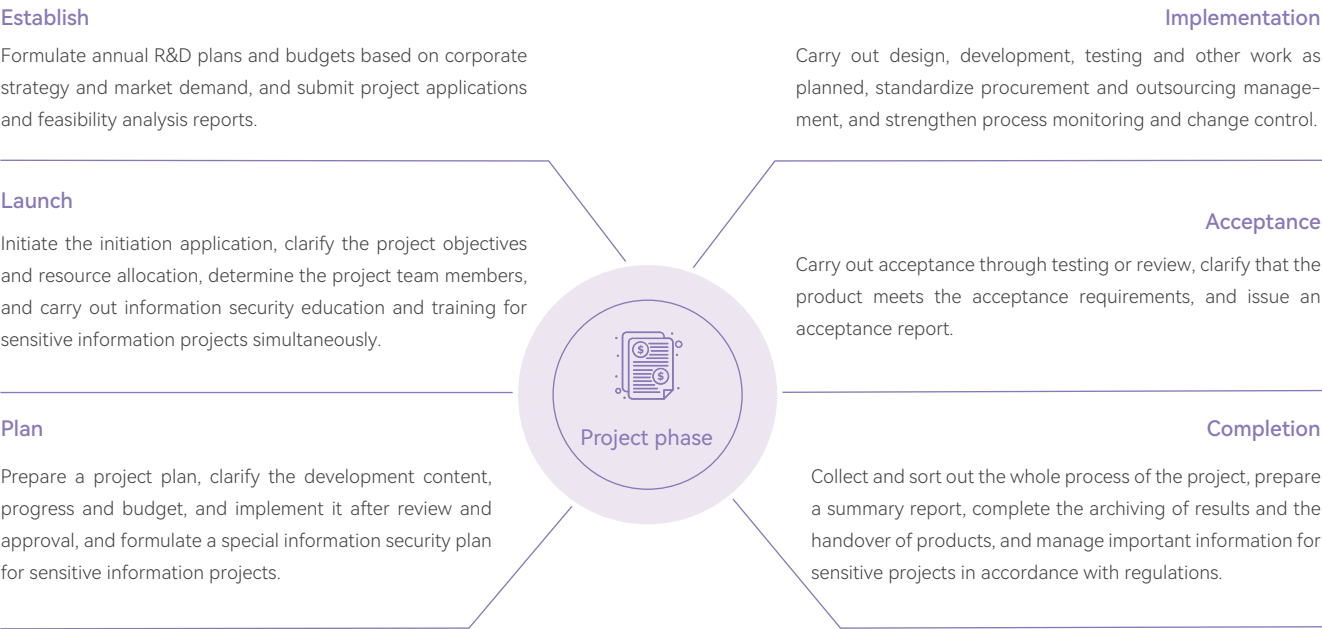
Industrial Value

Innovation-driven

R&D Innovation Governance

R&D and Innovation Management System

The Company has formulated internal relevant systems such as the *R&D System Management Manual*, the *R&D Project Management System*, and the *Entrusted R&D and Cooperative R&D Project Management System*, established and improved the R&D and innovation management system, covering the whole life cycle management of the project, and standardizing key links such as project approval, start-up, planning, implementation, acceptance, and project completion. Each R&D department takes the lead in formulating annual plans, setting up project teams, and coordinating the promotion of R&D work; The Science and Technology Development Department is responsible for intellectual property rights and project filing, the Purchasing Department controls procurement and outsourcing, the Quality Management Department ensures project quality through the audit of the R&D process and deliverables, and the Finance Department standardizes the collection of expenses. By strengthening project monitoring, change management and achievement archiving, we will promote the transformation and utilization of R&D achievements and continue to improve our independent innovation capabilities.



Key Performance

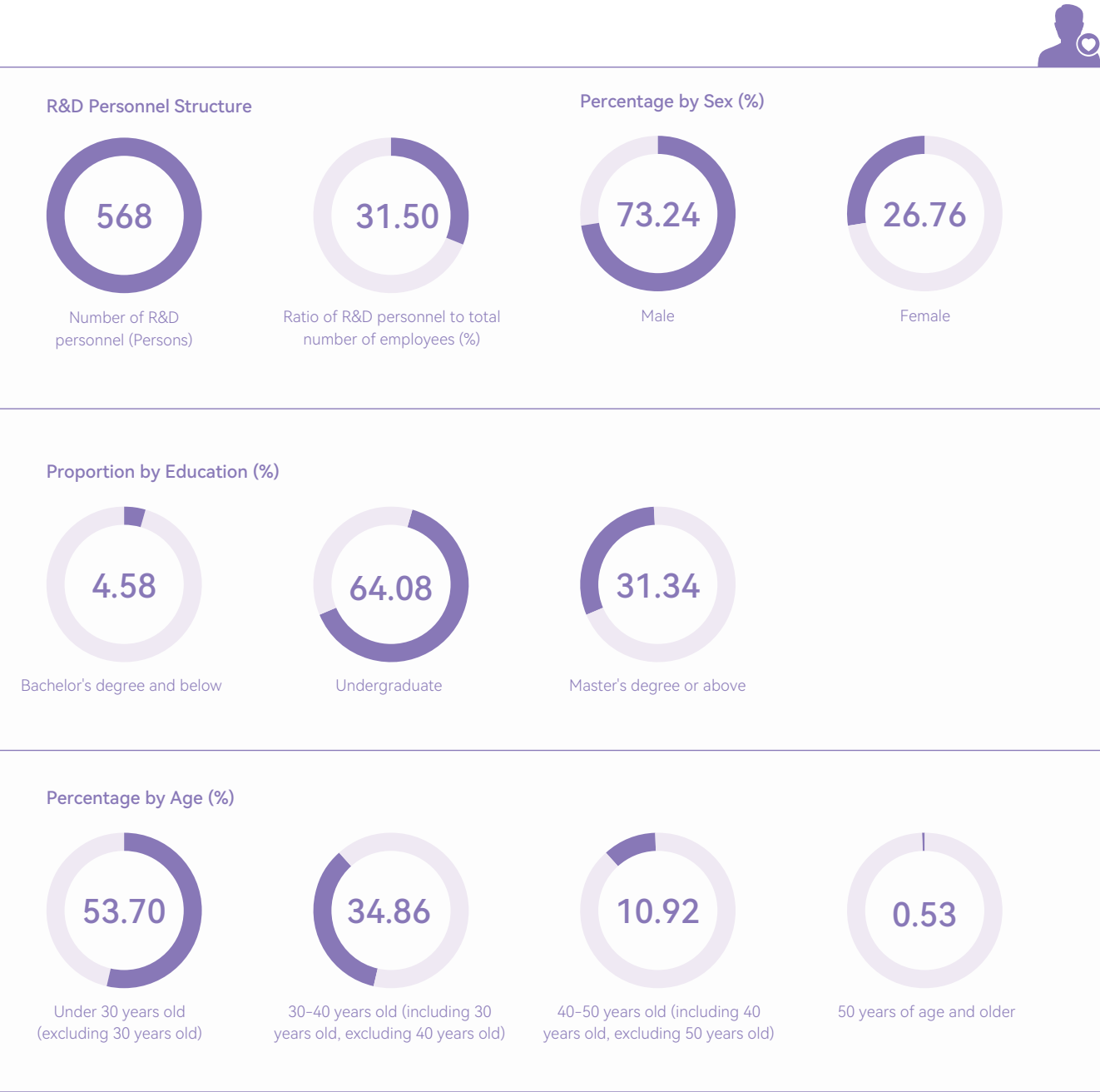
During the reporting period, the Company's R&D investment was RMB **253.4494** million, accounting for **19.41**% of operating revenue.

R&D Team and Cultural Construction

DAMENG thoroughly implements the national strategy of strengthening the country through talent development and places great emphasis on team building and talent cultivation. Leveraging its "National Enterprise Technology Center" and "National Postdoctoral Scientific

Research Workstation," the company is committed to establishing itself as a leading hub for database talent in China. It accelerates the cultivation of high-level technological talents within the field, continuously strengthens its high-caliber R&D team, and actively recruits top-tier technical experts. Through its talent-driven initiatives, Dameng Data promotes the sustainable development of its core technologies. The company's R&D team has been expanding year by year, and the majority of its core management personnel possess over 10 years of experience in data R&D, production, and management.

At the same time, the Company encourages R&D personnel to participate in domestic and foreign exhibitions and academic conferences, accurately grasp the cutting-edge direction of the industry, and cooperate with the advantages of industrial chain, innovation chain, education chain, talent chain and other advantages to cultivate professional talents in an all-round way. As of the end of the reporting period, the Company has set up 6 R&D centers in Wuhan, Beijing, Shanghai, Chengdu, Suzhou and Chongqing, responsible for the research and development of full-stack data products such as databases, cloud computing, and big data.



R&D Results

DAMENG has made remarkable achievements in scientific and technological innovation, and has completed more than 100 national, provincial and ministerial scientific research projects, and achieved more than 50 world-leading research results, over 30 of which have received national and provincial scientific and technological progress awards.; Participated in the formulation of more than 10 national standards. Core database products have been widely used in hundreds of key fields related to the national economy and people's livelihood, such as finance, government affairs, electric power, energy, communications, transportation, and central state-owned enterprises, with an installed capacity of millions of sets, covering 34 provinces, municipalities and autonomous regions across the country, ranking first in China's domestic transaction database market share for many years, and successfully expanding overseas markets such as Southeast Asia, Africa, and South America.

At the same time, the Company actively responds to the *14th Five-Year Plan for the Development of Software and Information Technology Service Industry*, tackles key technologies of infrastructure software, strengthens distributed transaction processing and adaptation capabilities of high-concurrency scenarios, and promotes the application of high-performance databases in key business systems in key industries such as finance, telecommunications, and energy. In response to the problems of domestic database products relying on open source framework transformation and insufficient controllability, the Company broke through the "bottleneck" technology, developed a general solution for controllable databases, achieved flexible adaptation of multiple scenarios with elastic scaling architecture, reduced the cost of information system development, porting, operation and maintenance, and helped the rapid iteration of key industry services.

Finance Deployed in the core business systems of Postal Savings Bank of China, China Construction Bank, Bank of Communications, and China Life Insurance, serving 260 users across banking, securities, insurance, and other sectors.	Government affairs Applied across a wide range of government bodies, including central ministries and national, provincial, and local agencies of public security, procuratorates, courts, justice departments, and state security.	Electricity Deployed at scale across State Grid, China Southern Power Grid, China Energy Investment Corporation, and other enterprises.
Communication Deeply adapted to multiple business systems of operators such as China Mobile and China Telecom.	Transportation Including benchmark cases in railway, highway, waterway, civil aviation, and urban rail transit projects, supporting core operations such as the dispatching and control system of the China-Laos Railway and the electronic air ticket systems of 24 airlines.	Central SOEs/SOEs Chosen by 87 central SOEs for their operations.

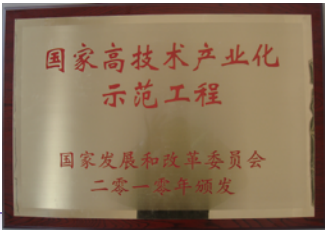
R&D and Innovation Honors

DAMENG is a Key Software Enterprise within the National Planning Layout. It is also a National High-tech Enterprise that has obtained the National "Double Software" Certification and the National Independent Original Product Certification. In addition, it has been recognized as a "National Torch Plan Key High-tech Enterprise" and credited as a "AAA" credit enterprise. The Company has been recognized for multiple consecutive years as a Key Software Enterprise under the National Encouragement Program. It has also been accredited as a National Enterprise Technology Center, a National Demonstration Enterprise of Technological Innovation, a National Demonstration Project of High-tech Industrialization, and an enterprise headquartered in Wuhan. During the reporting period, the Company was further recognized as National-level Specialized and Sophisticated "Little Giant" Firms, a Key Independent Software R&D Enterprise of Hubei Province, and one of the "Top 100 National Software and Information Technology Service Enterprises". Additionally, the Company successfully achieved the Level I assessment for Digital and Intelligent Technical Service Capability in information technology construction.

In addition, the Company has participated in the construction of Hubei Database Engineering Technology Research Center, Hubei Province School-Enterprise Joint Database Management Technology R&D Center, Wuhan Database Engineering Technology Research Center, Yangtze River Industrial Software Innovation Research Institute, Huazhong University of Science and Technology-Dameng Database Joint Research Center and other scientific research platforms.



National-level Honor



National Demonstration Project of High-tech Industrialization



National Manufacturing "Single Champion" Enterprise



Postdoctoral Research Workstation

Hubei Provincial-level Honor



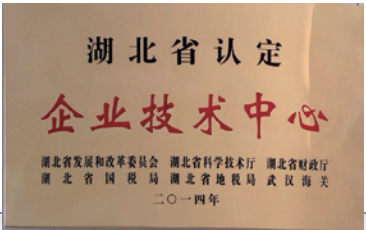
Information Technology Application Innovation Adaptation Base Joint Innovation Center



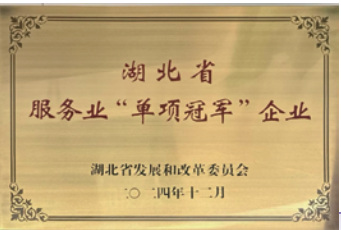
Hubei Province Manufacturing "Single Champion" Enterprise



National High-tech Enterprise Certificate

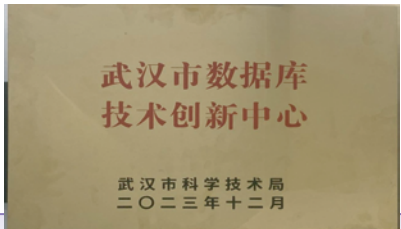


Hubei Province Enterprise Technology Center



Hubei Province Service Industry "Single Champion" Enterprise

Wuhan Municipal-level Honor



Wuhan Database Technology Innovation Center



Leading Enterprises in the Software and Information Technology Industry (including infrastructure software and information security)

R&D and Innovation Strategy

In order to grasp the market trend and accelerate technological innovation, the Company simultaneously carries out comprehensive feasibility analysis when launching new product development, product upgrades and other projects, identifies and responds to various potential risks and development opportunities in the project development process, and ensures effective risk management throughout the project life cycle.

Risk Type	Description	Risk Severity ¹	Likelihood of Risk Occurrence ²	Risk Level ³	Financial Implications	Countermeasures
Market Risk	New technology and service iterations may erode existing market share, necessitating proactive adaptation to the technological landscape, strengthening intra-industry competitiveness and guarding against market risks.	Serious	Relatively Low	Medium	Loss of Orders Decline in Revenue	Formulate R&D plans to promote the effective implementation of relevant departments; Track market technology trends and demand, and develop adaptive products and services; Cultivate technical talents and stabilize the technical team.
Business Risk	A large number of similar trademarks can easily weaken the brand recognition of "Dameng", making it difficult for customers to distinguish between authenticity and authenticity, causing business diversion and damage to brand reputation; External trademark infringement and internal font or image infringement may trigger legal proceedings, causing economic losses and operational troubles to the Company.	Moderate	Relatively Low	Low	Loss of Orders Decline in Revenue Increase in Costs	Complete the registration of all classes of core trademarks; Establish a trademark monitoring and rights protection mechanism; Establish internal intellectual property compliance processes.

Opportunity Type	Description of the Opportunity
Market Opportunity	Developing new products, applying new technologies, improving service quality to occupy new markets may lead to unsuccessful transformation; Further improve service quality and increase external publicity.
Business Opportunities	Systematically completing the registration of all categories of core trademarks and establishing a trademark monitoring and rights protection mechanism can build a solid brand legal moat for the Company and truly transform brand influence into protected intangible assets. Promote the establishment of internal intellectual property compliance processes (such as font/image library procurement and use specifications) to fundamentally eliminate infringement risks and improve the professional operational efficiency and compliance of marketing, design and other teams. Take the initiative to protect the brand and communicate it to the market, demonstrate the Company's professionalism and long-term vision, enhance the confidence of customers, investors and partners, and further consolidate the image of an industry leader.

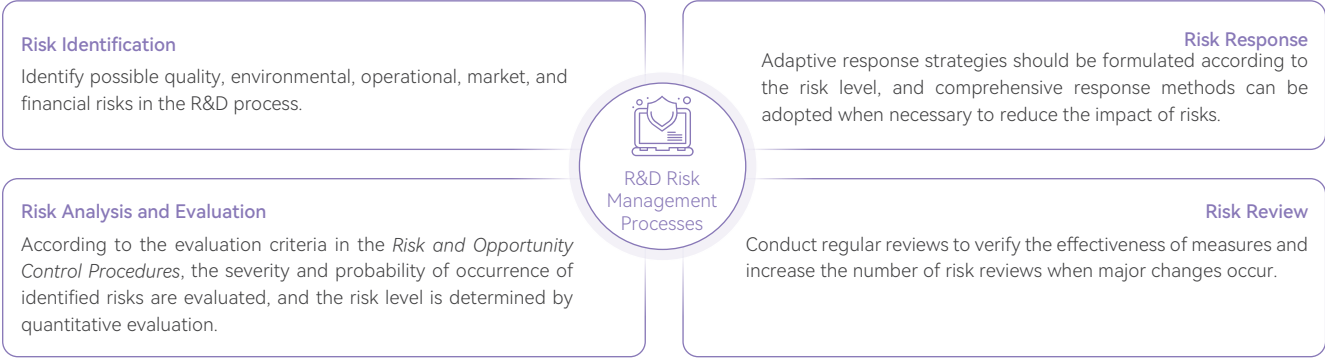
1 The risk severity is assessed according to the Company's comprehensive property loss, laws and regulations, and other aspects, and only the criteria for determining property damage are listed here. It is divided into very serious (property loss ≥RMB 100,000), serious (RMB 10,000 ≤ property loss <RMB 100,000), moderately serious (RMB 2,000≤ property loss <RMB 10,000), moderate (property loss <RMB 2,000), and slight (no damage).

2 The probability of risk occurrence is divided into very low, relatively low, medium, relatively high and very high.

3 Risk level = risk severity level × risk likelihood level, which is divided into low, medium and high risk levels.

Management of R&D and Innovation Impact, Risk and Opportunity Management

The Company has built a systematic R&D and innovation risk management and control system, and followed the full closed-loop process of "Identification, Analysis and Evaluation, Response and Review" to ensure that R&D and innovation activities are carried out in an orderly manner within the controllable range of risks.



R&D Innovation Indicators and Goals

The Company's R&D innovation focuses on the iteration of core database products and the improvement of independent control capabilities of core technologies, focusing on promoting technological breakthroughs in products such as data management systems, cloud databases, database PAI and multi-mode databases, strengthening the adaptation of domestic software and hardware and international hardware ecological compatibility, promoting localized substitution and overseas expansion, strengthening the integration of database technology and artificial intelligence technology, and consolidating technological leadership. In addition, in order to strengthen patent management and improve R&D and innovation efficiency, the Company has formulated patent-related R&D innovation indicators and goals to stimulate the enthusiasm of all employees for innovation and promote the efficient transformation of technological achievements.

2025R&D and Innovation Goals	Achieved in 2025
The number of patent applications increased by 8	
The conversion rate of patent implementation has reached more than 70%	

R&D and Innovation Practice Industry-university-research Cooperation

DAMENG has established a standardized, full-process industry-university-research cooperation management system. Pursuant to the Project Management System, it defines the full lifecycle management process for national research projects, including reporting, project initiation, application approval, acceptance, and project closing. The Corporate Development Department serves as the centralized management unit responsible for coordinating project applications, contract signing, and milestone reviews, with the Technology Department, Finance Department, and other relevant departments providing collaborative support. Through the Pre-research Project Management System, the Company regulates the management of university-industry collaborative pre-research projects, clarifying the roles and responsibilities of the Technology Development Department, Technology Pre-research Department, and various technical departments, thereby forming a closed-loop management process covering demand initiation, review and contracting, process control, and acceptance and archiving. Under the Academic Exchange Management System, the Technology Development Department organizes participation in external academic conferences and technical exchanges with universities, establishes a database of expert resources, while the Technology Pre-research Department supports technical exchanges and outcome evaluations.

The Company focuses on core technology research in the field of infrastructure software, and cooperates with universities and industrial chain partners to promote major project cooperation, with remarkable results. A series of cooperation projects have effectively broken through core technological bottlenecks, promoted the iterative upgrading of domestic database technologies and products. These achievements have been widely applied across key industries, providing strong support for national information infrastructure development.

Name of the Cooperative Project	Cooperation Objects	Core Results of the Project	Project Impact
Domestic Linux operating system and relational database (technical research project of Hubei Provincial Department of Science and Technology)	KylinSoft Corporation, Wuhan University, Huazhong University of Science and Technology	In terms of performance enhancement, by optimizing the database architecture, we have broken through the performance limitations of domestic hardware and significantly improved processing capacity as well as fault response capabilities in high-load scenarios. In terms of security protection, we have introduced confidential computing technology, greatly enhancing user data security protection levels and effectively reducing the risk of data leakage. In terms of software security, we have maintained independent R&D of the database kernel, breaking free from reliance on open-source technologies and fundamentally ensuring independent control over core technologies.	The achievement has been featured on CCTV-4's <i>China News</i> . It has been widely applied in key sectors such as finance and telecommunications, driving the development of the domestic foundational software and hardware ecosystem, enhancing the Company's brand image and market competitiveness, and solidifying the leading position of both the Company and Hubei Province in China's database sector.
Key technologies of shared storage cluster databases for core and high-end fields (Wuhan Science and Technology Bureau "Bottleneck" Special)	Huazhong University of Science and Technology, Jingyi Zhiyuan (Wuhan) Information Technology Co., Ltd.	The project achieved breakthroughs in key technologies such as high-performance cache switching and high-security protection, and made breakthroughs in core technologies including automatic storage management and fault handling. As a result, a shared storage cluster product with completely independent intellectual property rights was developed, filling a gap in the domestic market for comparable products. In April 2025, the project successfully passed the acceptance review organized by the Wuhan Science and Technology Planning Bureau.	Breaking the monopoly of foreign vendors, demonstrating and leading the way with independent R&D technologies, ensuring the autonomous and controllable nature of core information systems in key industries, reducing the risks of data leakage and unauthorized operations, enhancing the competitiveness of domestic databases in the high-end market, and supporting the security of national information technology development.

Integration of Industry and Education

DAMENG thoroughly implements the strategy of strengthening the country with talents, builds a comprehensive education solution of "post-course competition certificate", covering different training levels such as undergraduate and higher vocational colleges, and cooperates with Hubei University, Huazhong University of Science and Technology, Hohai University, Tianjin University, etc., and has been approved as "Hubei Province Industry-education Integration Enterprise", promoting the deep integration of industry, university, research and application, and practicing talent cultivation with practical actions.

During the reporting period, the Company carried out a total of 17 special trainings, covering 4,458 person-times, opening up talent training and employment channels through customized practical training and elite class selection, and effectively filling the talent gap in the domestic database industry.

Curriculum Empowerment

Combined with the syllabus of colleges and universities and the needs of information construction industry positions, we will develop a "basic-advanced-practical" hierarchical curriculum system, and jointly develop database professional textbooks to provide standardized learning support for talent training.

Teacher Empowerment

Relying on the resources of professional training teams and DCI-certified lecturers, we regularly carry out special training for teachers in colleges and universities to help build a "double-teacher" teaching team.

Practical Training Empowerment

Lay out training bases in colleges and universities, build a "theory+practice" dual-track teaching model of online theoretical teaching, offline computer room practice, and project defense, and support graduation internships, customized practical training and other projects to improve students' practical and collaborative abilities.

Event Empowerment

Hold professional skills competitions such as "DAMENG Cup", "Software Cup" and "Craftsman Cup", participate in the proposition and organization of the competition, promote learning through competition, and stimulate the learning enthusiasm and innovation potential of teachers and students in colleges and universities.



Industry-education Integration

Innovation Incentives

The Company has established the *Scientific and Technological Achievement Award System*, giving special rewards to invention patent application and authorization, utility model and design patent authorization, and rewarding employees who have output results in the use of patent information; Provide subsidies for employees to publish papers signed by the Company, and give graded rewards according to the journal grade and signature order. Corresponding rewards will be given to teams that successfully apply for science and technology awards. Through the all-round incentive mechanism, fully mobilize the enthusiasm of employees for technological innovation, and promote the output of high-value intellectual property rights and the transformation of scientific and technological achievements.

During the reporting period, the Company implemented the first grant of incentives for restricted shares in 2025 to key personnel and related incentive recipients.

Industry Exchanges

DAMENG actively participates in domestic and foreign industry exhibitions and high-end summits, and has appeared in important activities such as the 29th China Hospital Information Network Conference and the 2025 China International Finance Exhibition, and carried out in-depth exchanges with industry authoritative experts, representatives of medical institutions and financial institutions, comprehensively demonstrated the Company's innovation strength and ecological influence in key fields such as medical care and finance, and continued to promote the deep integration of domestic database technology and industry applications.

The 29th China Hospital Information Network Conference

In May 2025, the 29th China Hospital Information Network Conference and Medical Information Technology and Products Exhibition (CHIMA 2025) was held at the Xiamen International Convention and Exhibition Center. DAMENG made a high-profile appearance under the theme "Building a Foundation with Independence to Safeguard the Core", showcasing its innovative strength and ecosystem influence in the field of medical IT infrastructure through diverse formats such as full-stack product demonstrations, benchmark case study presentations, and joint ecosystem co-creation initiatives. The exhibition attracted a large number of industry experts and representatives from medical institutions, who stopped by for in-depth discussions.



The 29th China Hospital Information Network Conference



2025 China International Finance Exhibition

In June 2025, the three-day China International Finance Exhibition 2025 came to a successful conclusion in Shanghai. DAMENG participated in this financial event with its outstanding performance as a "Single Champion" enterprise in the national manufacturing industry, the leading domestic database market share of China's database management system, and the top domestic manufacturer in China's centralized database in China's financial industry. With the theme of "Building a Foundation with Independence to Safeguard the Core", DAMENG made a grand appearance with full-stack data products and in-depth practice achievements in the financial industry, attracting many representatives of financial institutions, industry experts and ecological partners to have in-depth exchanges.



2025 China International Finance Exhibition

Intellectual Property Protection

DAMENG strictly abides by the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* and other relevant laws and regulations, establishes and improves the intellectual property management system, and formulates 19 system procedures to ensure its standardized operation, covering R&D, intellectual property, human resources, finance and other business links. At the same time, the Company embeds intellectual property work into the key links of product research and development to effectively identify intellectual property risks in the research and development process; standardize the management of intellectual property rights when personnel enter and leave the Company, and reduce related intellectual property risks; Carry out supplier intellectual property background checks to maximize intellectual property risks in the procurement process. By the end of the reporting period, the Company has passed the intellectual property compliance management system certification and was selected as a national copyright demonstration unit.



National Copyright Demonstration Unit



Intellectual Property Management System Certification

During the reporting period, the Company carried out basic intellectual property knowledge training for new employees, popularized intellectual property knowledge and patent application process; Organize and carry out special training on intellectual property rights for R&D technicians, and guide technicians to learn the industry's cutting-edge technology development, technology realization path and intellectual property management practice from the perspective of intellectual property rights.



Key Performance

During the reporting period, the Company had **152** annual patent applications and **89** annual valid patent authorizations, including **89** authorized invention patents.

As of the end of the reporting period, the Company has obtained a total of **436** valid patents, including **434** authorized invention patents and **2** authorized appearance patents.



Ethics of science and technology

As an infrastructure software enterprise driven by scientific and technological innovation, the Company has always adhered to the bottom line of scientific and technological ethics, consciously assumed the responsibility of science and technology for good and serving the

society, closely met the needs of market and industrial development, strictly respected and protected intellectual property rights, actively practiced the concept of green, low-carbon and sustainable development, and fully integrated the requirements of scientific and technological ethics into the whole process of technology research and development, product design and service. Relying on the advantages of independent core technology, the Company adheres to compliance operation and standardized development, ensures that technological innovation and application are in line with the mainstream value orientation of society, effectively ensures that scientific and technological development benefits the public, empowers the digital transformation of thousands of industries, and promotes high-quality and sustainable development of the industry with responsible scientific and technological innovation.

Safety and Quality of Products and Services

DAMENG always regards product safety as the lifeline of enterprise development, strictly abides by the *Product Quality Law of the People's Republic of China* and other laws and regulations, adheres to the quality policy of "Adhering to independent research and development, Providing high-quality and efficient services, Creating self-developed databases and big data platform products", continuously improves the understanding of the importance of quality management, and insists on providing customers with high-quality products and services. During the reporting period, the Company did not have any major safety and quality accidents related to products or services.



Product and Service Governance

Product Quality Management System

Adhering to the philosophy of "Quality First, Continuous Improvement," DAMENG has established a comprehensive, multi-tiered quality management system. The Company has organically integrated international and domestic standards such as ISO 9001, CMMI, and SPCA, and has developed and refined a series of policies including the *Quality Manual*, the *Quality Assurance Procedures*, and the *Project Initiation Procedures*. Currently, the system encompasses 39 program documents, 95 work instructions and procedures, and 308 record templates, enabling standardized full-lifecycle management covering every stage from project initiation, requirements design, development and testing, to replication, burning, delivery, and shipment.

In terms of process control, the Company strictly implements the *DAMENG Database Product Release and Testing Specification* and other operating standards to ensure that software products are rigorously tested and verified before leaving the factory. At the same time, through the implementation of the *Quality Accountability and Incentive System*, the quality culture of "I am responsible for my results" is strengthened, and the sense of responsibility and performance incentives are organically combined to form a benign mechanism of "rewarding the good and punishing the bad, rewarding and punishing", and stimulating the sense of ownership and continuous improvement motivation of employees.

The quality management department of the Company is responsible for establishing and improving the quality management system, carrying out internal audit, establishing and assessing organizational goals, and implementing project quality assurance. The Company promotes internal audit and management review work as planned every year to maintain self-improvement and perfection capabilities. During the reporting period, the Company completed one annual quality internal audit.

As of the end of the reporting period, the Company has passed the ISO 9001 Quality Management System, CMMI V3.0 maturity level 5, SJ/T11235 software capability maturity model level 5, commercial cryptography product certification, and network critical equipment and network security special product security certification.

Quality Management Certification



ISO 9001 Quality Management System



CMMI V3.0 Maturity Level 5



SJ/T11235 Software Capability Maturity Model Level 5

Product Quality and Safety Certification



Commercial Cryptographic Product Authentication



Network Critical Equipment and Network Security-specific Product Security Certification

Improve Quality Awareness

Every year, DAMENG conducts quality knowledge and job skills training and assessment for company leaders, managers at all levels and personnel who affect the quality of products and services to ensure that relevant personnel master the latest quality management concepts and methods, improve their skill level, and provide human support for the Company's high-quality products and services.

Case: Re-education and Training of Internal Auditors

In July 2025, the Company carried out re-education and training for internal auditors of the quality management system, with a total of 29 employees participating in the training, mainly focusing on the standard requirements of the quality management system, in-depth explanation of the connotation and application of the terms, and analyzing internal audit problems in combination with actual cases, proposing practical solutions to help internal auditors comprehensively improve their professional capabilities.

Case: Quality Management System DMQ Training

In September 2025, the Company carried out DMQ quality management system training, interpret the standard principles of the DMQ system, and let employees clarify the quality management framework; Combined with the Company's actual cases, help employees understand the application of the system. Set up interactive communication and practical drills to encourage employees to answer questions, share and simulate operations. A total of 1,034 employees participated in the training, and all of them passed the assessment, with a pass rate of 100%, laying the foundation for improving the Company's quality management level.

Product and Service Management Strategy

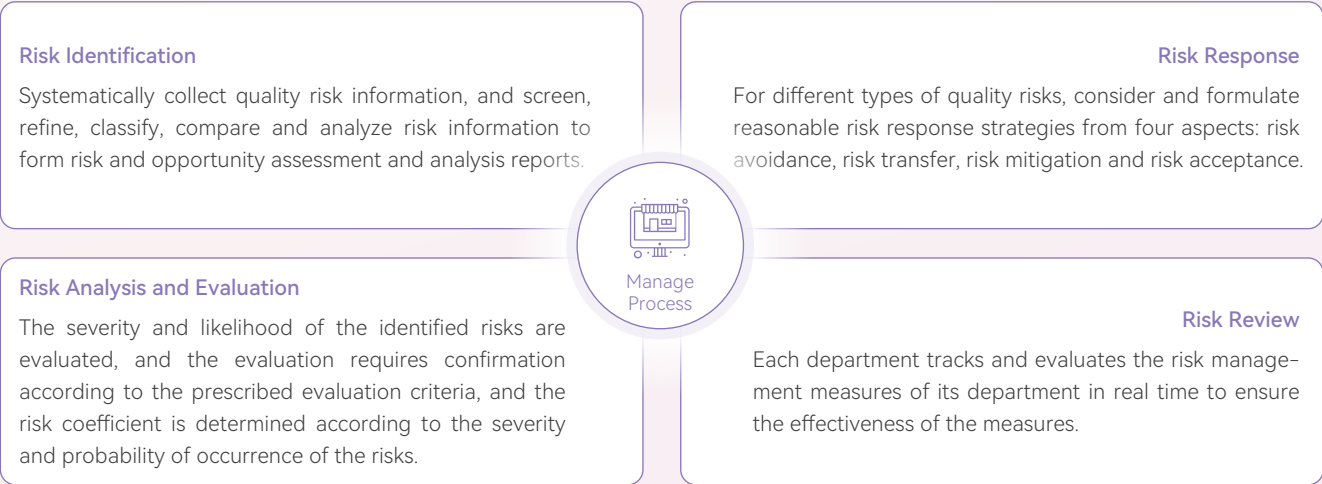
DAMENG attaches great importance to quality risk management, proactively identifies potential risks and opportunities, and takes effective countermeasures to ensure that product quality meets customer needs.

Risk Type	Description	Risk Severity	Likelihood of Risk Occurrence	Risk Level	Financial Implications	Countermeasures
Environmental Risk	Force majeure factors such as earthquakes, floods or epidemics will cause the system certification work to be unable to be carried out normally, especially for certificates that need to be re-certified or re-evaluated, which may lead to the expiration of the certificate. Affect bidding work.	Moderately Serious	Very Low	Low	Increase in Costs Decline in Revenue	Strengthen the management of the enterprise qualification cycle, normalize the filing of existing system qualifications, and establish a dynamic update mechanism; Study and judge the connection of the validity period of qualifications in advance, fully consider various irresistible factors, reasonably reserve the preparation cycle, and steadily promote relevant certification or re-evaluation. Strengthen external communication, and if there are factors that affect the progress of the audit and there is a risk of qualification certificate expiration, coordinate with relevant units in a timely manner to speed up the certification progress or issue relevant certification documents.
Business risk	Failure to improve testing methods in a timely and effective manner leads to continuous leakage of product quality problems.	Moderate	Medium	Medium	Increase in Costs	Strengthen leakage problem analysis, organize special tests and use case writing, and improve the content of release tests.
Quality risk	The auditor's business skills are not familiar, resulting in the audit being superficial; The non-conforming items found in the audit were not improved and followed up in time, resulting in long-term problems.	Moderately Serious	Very Low	Low	Increase in Costs	Conduct training for internal auditors; For non-conformities issued by internal audits, the responsible department must implement improvement measures, and the auditor will continue to follow up until the non-conforming items are closed.

Opportunity Type	Description of the Opportunity
Marketing Opportunities	Enhance brand influence, which is conducive to the Company's market sales; Gain strategic cooperation and capital favor; Increase your company's visibility and attract top talent.
Service Transformation Opportunities	Service transformation and upgrading bring potential customers to the Company.
Quality Awareness Improvement	Strengthen employees' understanding of the quality system, improve their quality awareness, and comprehensively improve the Company's quality management level and product quality.

Product and Service Impact, Risk and Opportunity Management

In accordance with the *Risk and Opportunity Control Procedures*, the Company carries out systematic risk identification and assessment work for product and service quality, and takes targeted measures to implement risk control according to the assessment results, effectively reducing the probability of risk occurrence and reducing the impact of risks. At the same time, the Internal Audit Department organizes an annual review of risks and opportunities to determine their effectiveness.



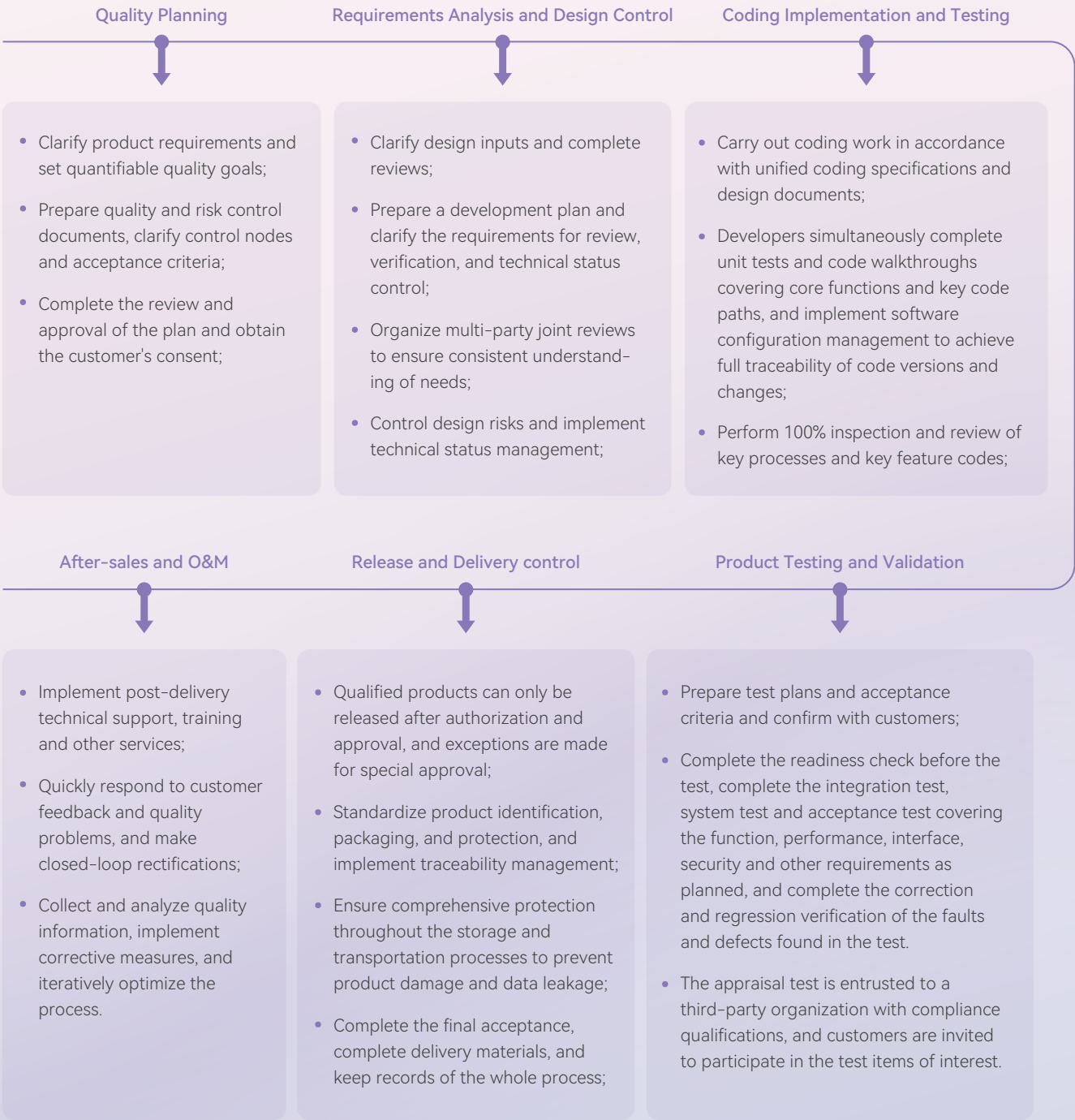
Product and Service Management Indicators and Goals

The Company has set clear quality management goals, comprehensively promoted the improvement of quality management and service levels, and is committed to providing customers with better product and service experience.



Product Life Cycle Management

In strict accordance with the requirements of the *Quality Manual*, the Company runs product quality control through the whole process of planning, design, coding testing, verification, release and delivery, and after-sales operation and maintenance. Through layer-by-layer control and full traceability, we can achieve closed-loop rectification of problems and continuous iterative optimization to ensure that product quality meets relevant standards and customer needs.



Customer Service Management

Customer Service System

In order to ensure the efficient operation of the service system, the Company has introduced and integrated a number of service standards, formulated a series of IT service management systems such as the *DAMENG Service Report Management System*, the *DAMENG Service Desk Management System* and *DAMENG Operation and Maintenance Service Capability Management System*, and built a matrix technical service system with "Region+Industry" as the core. Set up 7 regional service centers, 4 industry service centers, and 2 service support centers across the country to establish a service network covering the whole country and achieve rapid response within 2 hours.

In addition, DAMENG has set up an original technical service team, built an online service platform, opened a unified national 400 service hotline, and provided users with "Online+Of-line", "Pre-sales+Sales+After-sales" and "7×24 Hours" original technical service support.



After-sales Service Management

The Company formulates the *Customer Complaint Handling Management System*, which stipulates that the complaint acceptor needs to record the complaint information in the *Customer Complaint Handling Form* and notify the business relationship manager in a timely manner. Managers should reasonably assign complaints to deal with them; Each department organizes the handling of complaints according to the assigned tasks and feeds back the results to customers; If necessary, the service desk will make return visits to customers. As of the end of the reporting period, the Company has obtained GB/T 27922-2011 commodity after-sales service evaluation system, ISO/IEC 20000-1:2018 information technology service management system certification and ITSS Level 2 Certification for Operation and Maintenance Service.



In accordance with the *Technical Support and Service Procedures*, the Company provides customers with a full range of maintenance services, including technical training, online support, on-site service, quality problem handling, quality information collection and feedback, and regular inspections, etc., to ensure that customer problems are solved in a timely manner and the user experience is continuously optimized.

Customer Satisfaction

In order to continuously improve product quality and operation and maintenance service capabilities, the service desk formulates the *Customer Satisfaction Survey Plan* in accordance with the *Customer Satisfaction Survey Management System*, conducts two surveys in the form of questionnaires, and forms the *Customer Satisfaction Survey Summary Report* after analyzing and evaluating various indicators. During the reporting period, the Company's annual customer satisfaction rate was 96.15%.

Customer Service Training



Case: DAMENG Database Certification Special Training

With the rapid development of big data, cloud computing, Internet and other technologies, database technology is no longer limited to simple transaction management in the early days, but has been widely expanded to various application fields, and has become the core technology in the computer field. The Company has designed a certification training course system including DAE/DCA/DCP/DCM for different groups such as operators, DBAs, developers, students and educators in the field of DAMENG database. During the reporting period, the company organized and completed 41 certification training programs, with a total of 4,929 person-times trained, and issued 3,922 certificates. The certification pass rate of the technical service team reached 89%, effectively bridging the talent gap in technical services for domestic databases.



Case: DAMENG Database Industry Customized Special Training

Relying on the full-stack technology system of DAMENG database, combined with industry business characteristics and compliance requirements, focusing on the key points of digital transformation in various industries, the Company accurately designs courses for different industries, and adopts the mode of "Industry case dismantling+Offline practice+Expert Q&A" to carry out customized special training. During the reporting period, the Company trained a total of 2,300 people, and the overall training satisfaction rate reached 95%. Through the training, the trainees' independent database operation and maintenance capabilities and independent R&D adaptation capabilities have been significantly improved, providing technical support for the digital transformation and the implementation of independent technology goals in various industries.



Wuhan On-site-Customized DCA Certification Training



Beijing On-site - Petrochemical Research Institute DCA Special Training



Anhui On-site - DCA Certification Training



Hainan On-site - DAMENG Database Migration Special Training

Responsible Marketing

In accordance with the requirements of the *Integrity Management System*, the Company strictly controls sales and publicity to ensure that the advertising content published and used is true, does not deceive and misleads customers, does not contain false content, and complies with the requirements of laws, regulations and ethics. At the same time, the Company controls product descriptions, logos, labels and packaging to ensure that the product descriptions, logos and content it publishes and uses are true, legal and valid, consistent with product quality, and avoid misleading or unreasonable hints.

Information Security and Customer Privacy Protection

As an information technology company with R&D and service of database management system as the core, the Company is deeply aware of the important impact of information security on its long-term development and winning the lasting trust of customers. On this basis, the Company adheres to the information security management policy of "meeting customer requirements, complying with laws and regulations, implementing risk management, ensuring information security, and achieving continuous improvement", and actively establishes a sound information security management system to provide sufficient information security guarantees for all stakeholders. During the reporting period, the Company did not have any major information security incidents.

As of the end of the reporting period, the Company has passed the ISO/IEC 27001:2022 Information Security Management System Certification and obtained the IT Product Information Security Certification Certificate (EAL).



Information Security Governance

The Company strictly abides by the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China* and other laws and regulations, and formulates and improves the *Information Security Management Manual* and a series of supporting procedural documents in combination with the actual requirements of the Company's various businesses in terms of information security management to ensure that every link of information security management is based on evidence.

At the same time, the Company has established a comprehensive information security governance structure, clearly designated the general manager as the primary responsible person for corporate information security, who takes full charge of relevant work to ensure the effective implementation of the information security strategy in daily operations. It has also set up a dedicated information security management team with staff from all functional departments, so as to give full play to professional strengths and inter-departmental synergies and jointly safeguard the company's information security.



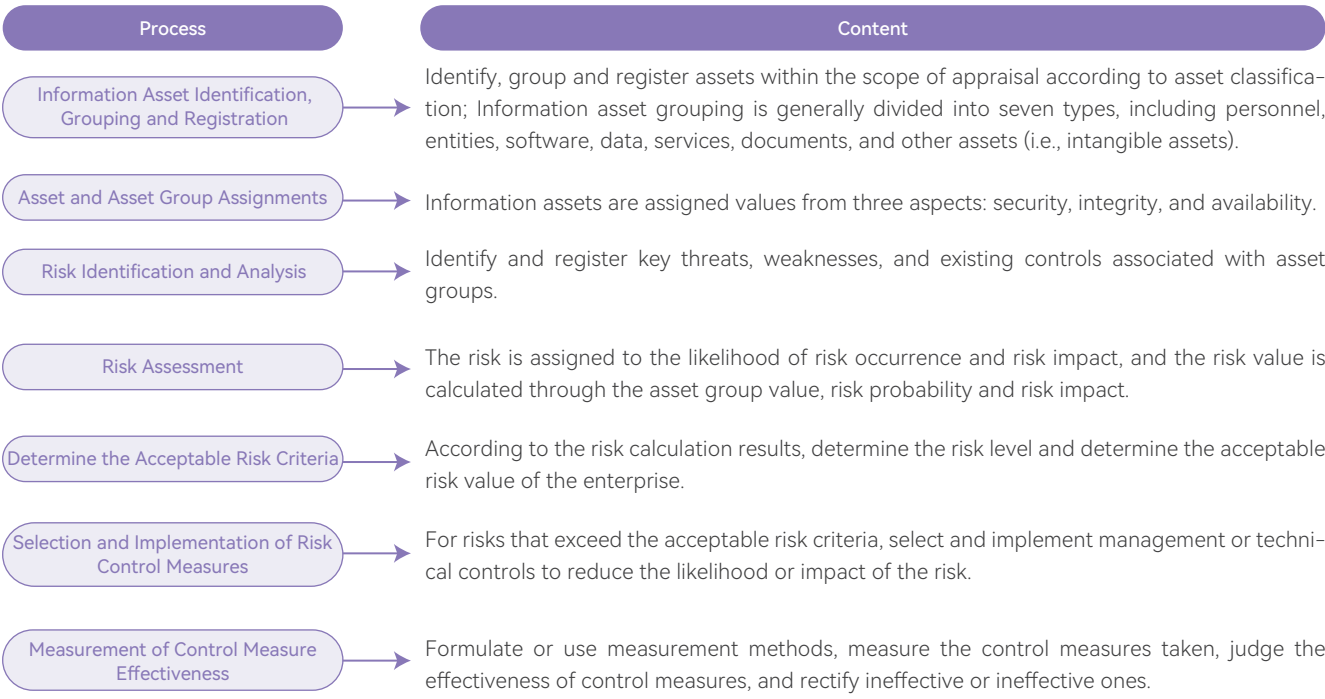
Information Security Strategy

DAMENG attaches great importance to the data security and privacy protection of the Company and customers, and carries out risk identification and assessment in the field of information security and privacy protection in accordance with the *Risk and Opportunity Control Procedures*, forms the *Risk and Opportunity Assessment and Analysis Report*, predicts various possible impacts, and formulates countermeasures.

Risk Type	Description	Risk Severity	Likelihood of Risk Occurrence	Risk Level	Financial Implications	Countermeasures
System Management Risks	The Company's core business data and key business processes are integrated into the internal management system, and the system load is high, which is prone to improper permission control, resulting in risks such as information leakage, illegal transmission and storage of important information, and data loss or leakage.	Serious	Medium	Medium	Increase in Costs Decline in Revenue	Clarify the authority of the post, and implement the authority application and recovery mechanism; Carry out regular self-inspection and mutual inspection; regularly clean up all kinds of work communication data; The reproduction of important information carriers needs to be strictly approved; Implement data backup and daily inspections, and do a good job of log recording.

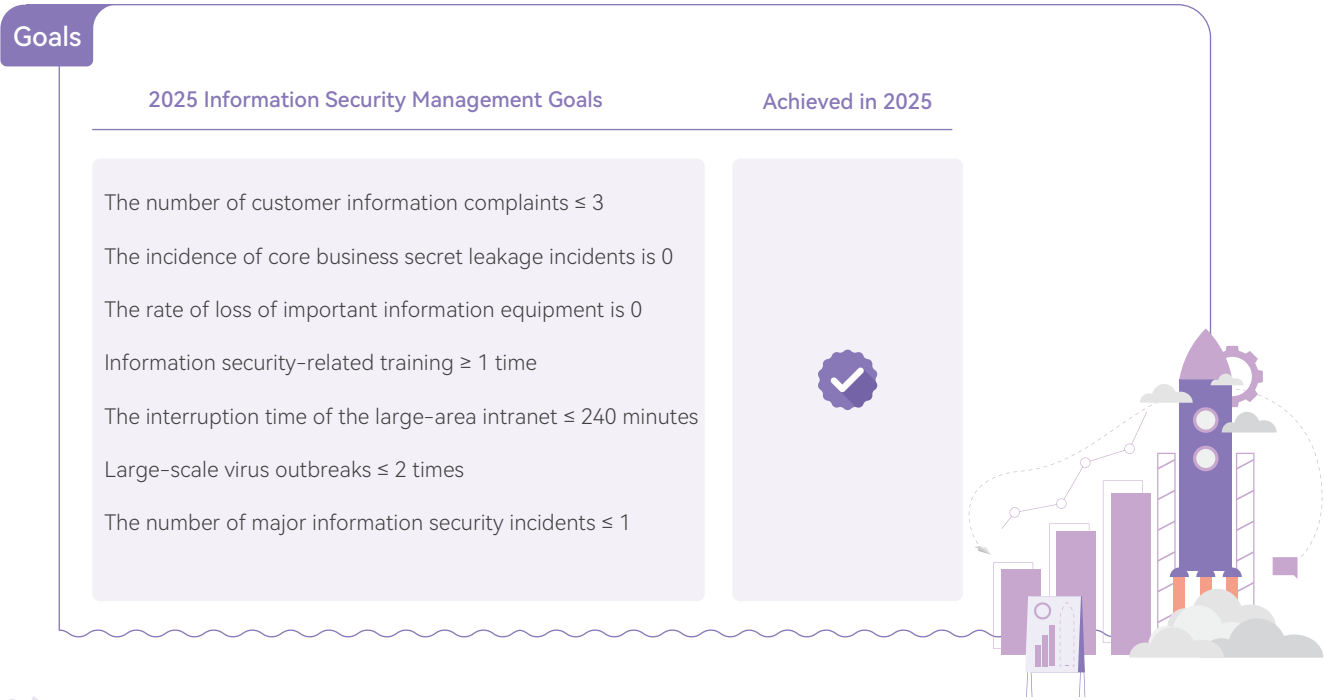
Information Security Impact, Risk and Opportunity Management

The Company formulates the *Information Security Risk Management Procedures*, establishes a risk assessment team, carries out information security risk assessment at least once a year, systematically sorts out and identifies information assets, carries out risk level assessment, and forms information security risk assessment reports; Based on the risk assessment results, comprehensively consider various factors such as the nature of the risk, the scope of impact, and the cost of control, and select appropriate countermeasures to deal with various risks to ensure that information security risks are controllable.



Information Security Indicators and Goals

The Company formulates the *Information Security Objectives and Effectiveness Measurement Procedures*, the *Internal Audit Management Procedures* and *Management Review Procedures*, regularly reviews and assesses the internal operation of the information security management system, regularly carries out assessment work, and strictly supervises all aspects of information security management.



Information Security Management Measures

Normalized Management

The Company has built a normalized information security management mechanism to form a multi-level and full-coverage data security protection system.

At the institutional process level

The Company has established a management system covering the whole life cycle of information systems, including system development, management, facility use, maintenance, upgrade and other links; and formulate standardized operating procedures for virus prevention and control, information backup and other fields to ensure the implementation of security measures. During the reporting period, the Company actively carried out information system audits and formed the *Special Report on Information System Audit*, which has been sorted out and the rectification work is steadily advancing.

Measures	Institutional Documents
Information System Management	<i>Information System Management and Control Procedures, Information System Development Management Procedures</i>
Facility Maintenance	<i>Information Processing Facilities Installation, Use, Maintenance Management Procedures*</i>
Virus Prevention and Control	<i>Malware and Virus Prevention Management Program</i>
Information Backup	<i>Important Information Backup Management Program</i>

At the network architecture level

The Company builds three independent networks through physical isolation: the R&D network is dedicated to core business development and is completely isolated from the external network; The office network is used for daily office use, and interacts with the external network through strict access control. The Internet provides services to the outside world, and is isolated from the intranet through border protection equipment.

At the level of technical protection

The Company is equipped with next-generation firewall (integrated IPS function), WAF (web application firewall), SkyEye (threat awareness system), vulnerability scanning tool, VPN, bastion host, network access system, Internet behavior management equipment, print audit system and network anti-virus software, etc., forming a protective barrier covering the entire chain of network boundary, application layer, terminal, and data transmission, effectively resisting external attacks, data leakage and malware intrusion.

At the level of operation and maintenance management

The Company has set up a professional security team to regularly carry out the following work:

- Active detection: Detect hidden system dangers in advance through vulnerability scanning, penetration testing, and weak password investigation.
- Real-time monitoring: Use traffic analysis tools to monitor abnormal behavior and block attack links in a timely manner.
- Closed-loop repair: Collaborate with data processors to quickly fix high-risk vulnerabilities, medium-risk vulnerabilities, weak passwords, and other issues, and verify the repair effect to ensure that the system, network, and data continue to be secure.

Emergency Management

The Company has prepared the *Network Security Incident Emergency Plan* to clarify the emergency response process of the Company's information system in the face of various network security incidents such as network attacks, data leaks, and system paralysis, so as to ensure the safe and stable operation of information infrastructure and minimize the possible losses caused by network security incidents. At the same time, emergency drills are carried out every year to comprehensively improve employees' emergency response capabilities and ensure that they respond quickly and effectively to sudden network security situations.



Case: Cybersecurity Risk Emergency Drill

In April 2025, the Company carried out emergency drills in a combination of actual combat and special projects. The drill simulated a network security incident scenario in which "hackers implanted ransomware by sending phishing emails, causing the Company's core business systems to be paralyzed and data encrypted", comprehensively tested the effectiveness of the Company's emergency response mechanism, and effectively improved the identification sensitivity, timeliness of reporting, disposal accuracy and recovery efficiency of relevant personnel in the face of network security incidents.

Awareness Improvement

The Company attaches great importance to the cultivation of information security awareness, and realizes the improvement of personal security literacy and enterprise risk resilience through information security training that combines theory and practice. During the reporting period, the Company carried out a total of 4 information security-related trainings for all employees.



Case: Information Security Awareness Training

In June 2025, the Company carried out information security system publicity and implementation training, covering basic information security knowledge, email security, mobile media security, password security standards, personal and working environment safety, etc., to enhance the information security protection capabilities of individuals and enterprises by mastering practical skills to prevent security accidents.



Case: Network Security Attack and Defense Training

In September 2025, the Company carried out practical training on network security, focusing on various phishing attack methods and their potential risks in social engineering, and strengthening employees' sensitivity and ability to deal with suspicious links, attachments, and requests through real cases.

Customer Privacy Protection

The Company strictly abides by the *Personal Information Protection Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China* and other laws and regulations, formulates the *Personal Information and Privacy Data Management System*, and realizes the two-way balance between corporate compliance operation and customer rights and interests protection by clarifying the scope of collection authorization, implementing classified and hierarchical storage, establishing the principle of minimum necessary use, standardizing the approval process for sharing and transfer, strengthening public disclosure risk assessment, and improving technical standards for deletion and destruction.

Supply Chain Security

Supplier Management System

The Company has built a dynamic closed-loop supplier life cycle management system, and through the formulation of the *Supplier Management System*, the purchasing department is clarified as the main management department, and the whole process of standardized control covering supplier access, cooperation, evaluation and exit is implemented, forming a supplier ecology of "Survival of the fittest and co-evolution", providing a reliable guarantee for the high-quality operation of the enterprise. The Company's supplier procurement is divided into self-use procurement and project procurement. Among them, self-use procurement refers to the procurement related to supporting the Company's product research and development, operation and daily management, and project procurement is mainly the Company's procurement of software, hardware and services from suppliers to complete solution projects.

At the same time, the Company has built a supply chain security risk management system, formulated the *Third-Party Component Safety Management System* for third-party components including software and hardware components in the process of R&D, testing and production, established a supply chain security management committee, responsible for carrying out system management, and guiding and supervising the actual operation, effectively preventing supply relationship risks, technical security risks and intellectual property risks hidden in the supply chain, and ensuring the continuous stable and safe operation of the business.

During the reporting period, the Company passed the ISO 28000:2022 Supply Chain Security Management System Certification.



DAMENG ISO 28000:2022 Supply Chain Security Management System Certification

Supplier Management Measures

Full Life Cycle Management

The Company fully implements the supplier life cycle management system, implements strict qualification audit and multi-dimensional capability assessment in the supplier introduction stage, and controls the quality of suppliers from the source. In the process of cooperation, the performance of suppliers is accurately measured with the help of quantitative performance indicators, combined with regular audit mechanisms, to achieve continuous optimization of supply quality.



Manage the Process

Supplier Access

Supplier Audits

Supplier Classification

Find suitable suppliers through diversified channels, and require the suppliers to fill in the *Supplier Basic Information Questionnaire*; The procurement personnel will conduct a preliminary review according to the questionnaire.

Fill in the *New External Supplier Evaluation Form* according to the needs and investigations, organize relevant departments to conduct evaluations, and include suppliers in the *Qualified External Supplier List*, and be responsible for the regular maintenance and update evaluation of supplier documents.

According to the contract price and importance provided by the external supplier, it is divided into three categories: A, B, and C, and is reviewed or inspected according to different levels.

Supplier Withdrawal

Supplier Assessment

When the supplier seriously violates the terms of the contract, the quality of the products or services continuously provided is not up to standard and there is no improvement after rectification, or there is no cooperation for a long time (there has been no cooperation within two years since the last cooperation), the Company will activate the supplier withdrawal mechanism and fill in the *Application Form for Deletion of Qualified External Suppliers* to delete the supplier.

Organize a graded evaluation of the existing qualified suppliers every year, and fill in the *External Supplier Periodic Evaluation Form*, and if the ability of the qualified supplier changes or there are major quality problems in the products and services provided, the purchasing department will organize relevant departments to re-evaluate in a timely manner.

Supplier Integrity Management

The Company adheres to the cooperation concept of fairness, justice, integrity and integrity, and requires all suppliers to sign the *Promise of Integrity and Honesty* in order to create a clean, healthy and orderly business cooperation environment and effectively protect the legitimate rights and interests of both parties. Suppliers must strictly abide by their commitments, put an end to gifts in any form such as cash and valuables, and must not organize relevant personnel to participate in activities that may affect fair cooperation such as tourism and high-consumption entertainment, so as to prevent the occurrence of bribery from the source. During the reporting period, the signing rate of the *Promise of Integrity and Honesty* of suppliers was 100%.

Digital Management of Suppliers

In order to optimize the supply chain management system, improve the efficiency and transparency of supply chain operations, and realize the refined and intelligent control of the whole supply chain process, the Company has built a digital management platform to unify the management of key processes such as supplier investigation, evaluation and withdrawal, so that the information flow between various links is smooth, the collaborative work is more efficient, the supply chain response time is shortened, and the operating cost is reduced.

Equal Treatment to Small and Medium-sized Enterprises

DAMENG adheres to the principles of fairness and justice and win-win cooperation, and respects and treats all cooperative small and medium-sized enterprises equally. The Company actively joins hands with small and medium-sized enterprises to give full play to their respective advantages, jointly explore new market opportunities, open up new space for development, inject strong impetus into the healthy and orderly development of the industry, and help form an industrial ecological pattern of mutual benefit and win-win and benign interaction. During the reporting period, the Company treated small and medium-sized enterprises equally, and there was no situation where the payment of small and medium-sized enterprises was overdue.



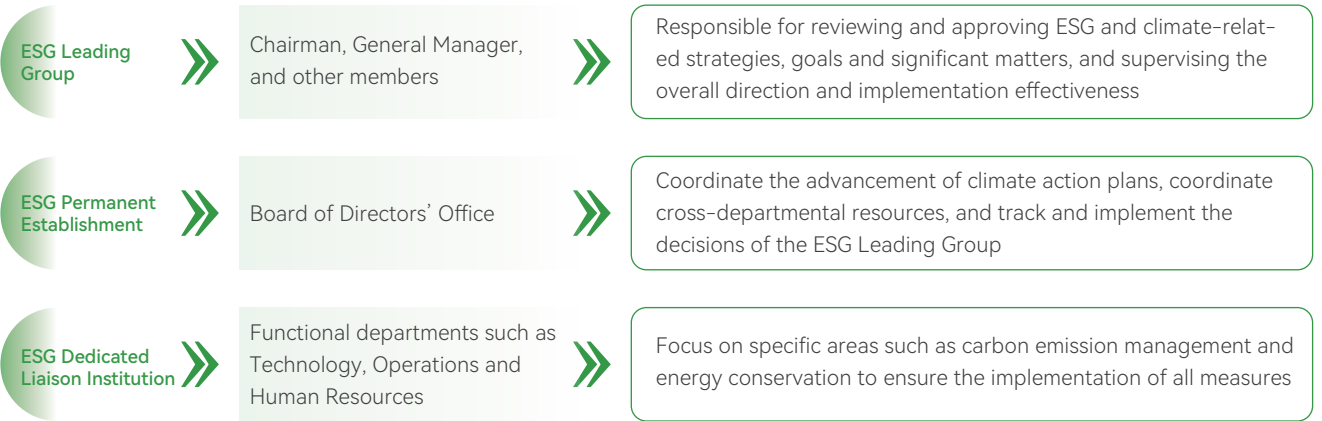
Environmental Protection

Addressing Climate Change

In response to global climate change trends, DAMENG actively responds to the national “Dual Carbon” Strategy. Referring to the *Guidelines No. 13 of Shanghai Stock Exchange for Self-Regulation of Listed Companies on the STAR Market—Preparation of Sustainable Development Report - No.2 Climate change tackling*, the Company identifies possible risks and opportunities brought by climate change to operations. Starting from four dimensions of governance, strategy, impact; risk and opportunity management; indicators and goals, we gradually establish a response system to enhance the adaptability under climate-related scenarios.

Climate Governance

The Company integrates climate change into the Company's ESG governance framework and defines responsibilities across all levels for related management activities, including climate strategy development and carbon emission management. As an enterprise in the software and information technology services sector, the Company's operational greenhouse gas emissions primarily stem from employee commuting, business travel, Company vehicles, as well as electricity consumption for office use and facilities such as servers.

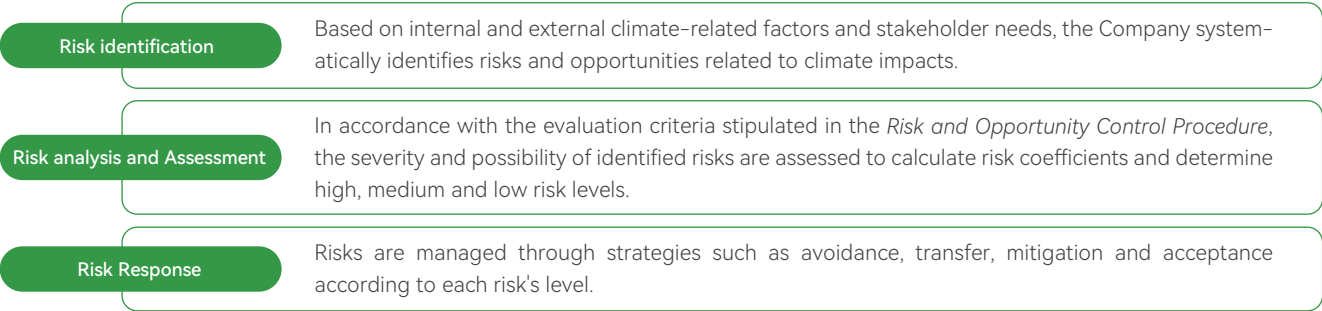


Climate Strategy

Risk Type	Description	Risk Severity	Likelihood of Risk Occurrence	Risk Level	Financial Implications	Countermeasures
Physical Risks	Extreme heat, heavy rainfall and power outages cause disruptions to data centers and cloud services, affecting delivery and operation.	Moderately Serious	Low	Low	Decline in Revenue	Multi-region disaster recovery configuration, standby power supply deployment, machine room temperature control upgrade and business continuity drills.
Transition Risks	As Dual Carbon policies become stricter, energy consumption requirements for data centers rise, and compliance costs rising.	Moderate	Very Low	Low	Increase in Costs	Promote energy-saving upgrades in data centers and establish a carbon management and compliance system.

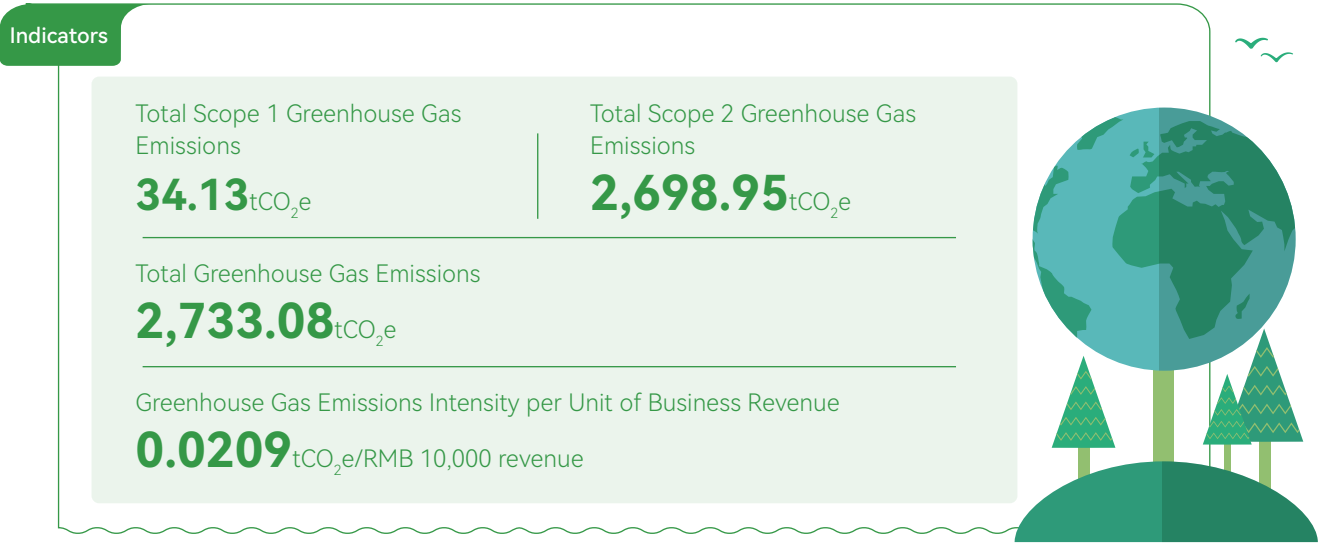
Climate Impact, Risk and Opportunity Management

The Company establishes the *Risk and Opportunity Control Procedure* to identify, analyze, evaluate, and respond to climate-related impacts, risks and opportunities, so as to enhance the climate adaptability of business and strategy, and support the sustained and stable development of the enterprise in the changing climate and market environment.



Climate Indicators and Goals

The Company actively supports the national “Dual Carbon” goals, gradually integrating the concept of green development into the Company's daily operations, continuously focusing on energy-saving and emission-reduction technologies and practices, and actively exploring feasible pathways for low-carbon operations. As of the end of the reporting period, the Company has been continuously advancing the green transformation of transportation and office operations. The Company has replaced all 5 employee shuttle buses and 3 Company vehicles with pure electric vehicles, achieving zero tailpipe emissions during vehicle operation and directly reducing emissions of greenhouse gases and pollutants such as carbon dioxide (CO₂) and nitrogen oxides (NO_x). At the same time, charging piles have been installed in parking lots to encourage employees to commute by electric vehicles. The remaining fuel-powered Company vehicles are planned to be gradually replaced in a phased manner in the future, systematically promoting low-carbon operations.



Note: Greenhouse gas accounting is conducted in strict accordance with regulatory documents such as Appendix 2 of the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Enterprises in Other Industrial Sectors (Trial)*, Appendix 4 of the *China Energy Statistics Yearbook* (which lists reference conversion factors for various energy sources to standard coal), the *2023 Carbon Dioxide Emission Factors for Electricity*, and the *General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020)*. The calculation is based on the core logic of activity data multiplied by emission factors, primarily focusing on the statistical collection and quantitative calculation of emissions from two categories of sources—fixed sources and mobile sources—in office and data center operations. This calculation does not currently include data related to fugitive emissions, and the relevant results are not verified by a third-party verification body.

Environmental Compliance

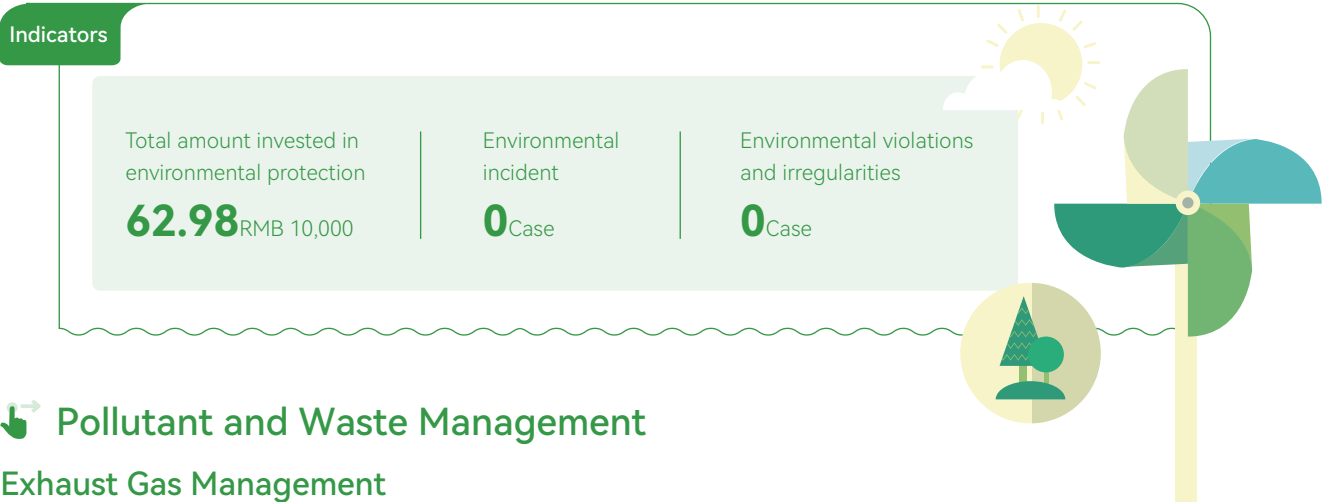
Environmental Management

DAMENG strictly complies with laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*. The Company has formulated and implemented management systems including the *Environmental Safety Management Regulation*, clarifying that the Administrative Service Center shall effectively control energy, waste disposal, wastewater discharge and other aspects, and earnestly practice the concept of green development. At the same time, the Company has established and improved the environmental risk management and control system, formulated the *Identification, Evaluation and Control of Environmental Factors Procedure*, and organized relevant departments to systematically carry out the identification and evaluation of environmental factors. Comprehensive risk management and control is implemented through measures such as goals management plans, operational control and emergency response. The Company dynamically follows up on regulatory updates and business development changes to continuously optimize management and control measures. As of the end of the reporting period, the Company has been certified under the ISO 14001 Environmental Management System Certification.



In addition, the Company attaches importance to cultivating an environmental protection cultural atmosphere, and integrates the concept of environmental protection into the daily operations of the Company through various ways such as internal training and promotional posters.

Environmental Management Goals	Goals Value	2025 Achievement Status
Number of major environmental incidents	0 times	
Compliant discharge of exhaust gases, wastewater, and noise	100%	
Number of complaints from sanitation companies, nearby businesses, and residents	0 times	



Pollutant and Waste Management

Exhaust Gas Management

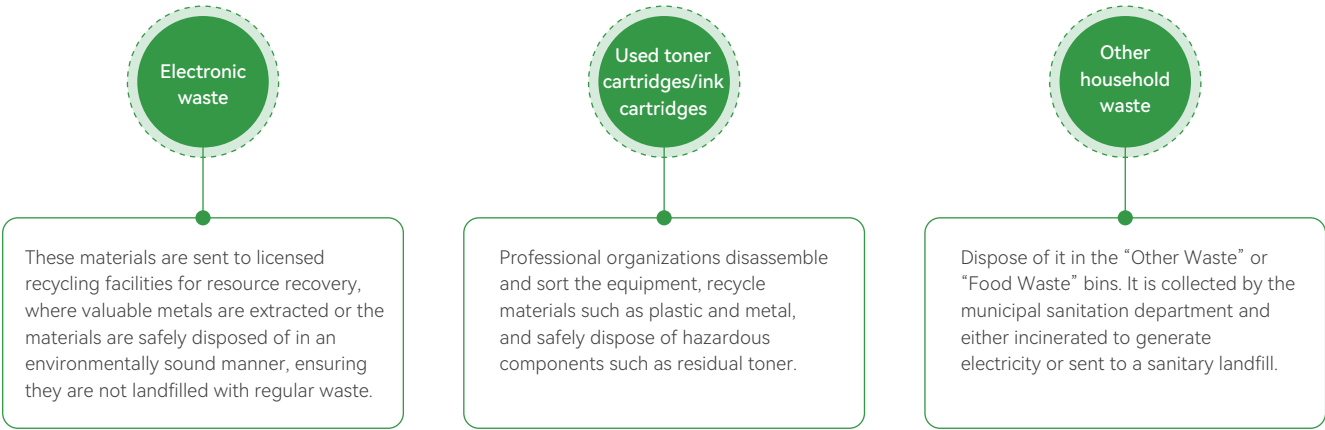
DAMENG does not generate exhaust emissions during the Company's production processes, the only sources of exhaust emissions stem from daily operations, such as kitchen fumes from the cafeteria, generator use, and exhaust from commuter buses. To manage exhaust emissions, the Company conducts regular annual inspections of its vehicles to ensure emissions comply with national standards. Additionally, all five employee shuttle buses and three Company vehicles have been replaced with pure electric vehicles. The cafeteria has installed exhaust purification systems, which undergo regular maintenance.

Wastewater Management

DAMENG does not generate wastewater in production processes, the main wastewater is domestic wastewater produced by restrooms and sinks. The Company formulates the *Wastewater Discharge Management Regulation*, clarifying the Administrative Department as the responsible department, and implements full-process control over sewage discharge of all units. It reduces wastewater generation through source control, standardizes wastewater treatment and discharge procedures, strictly prohibits discharging harmful substances into sewers. All sewage is uniformly treated by the property Company and discharged into the municipal sewage pipe network in accordance with regulations, ensuring compliance with relevant national standards and effectively reducing the risk of water resource pollution.

Waste Management

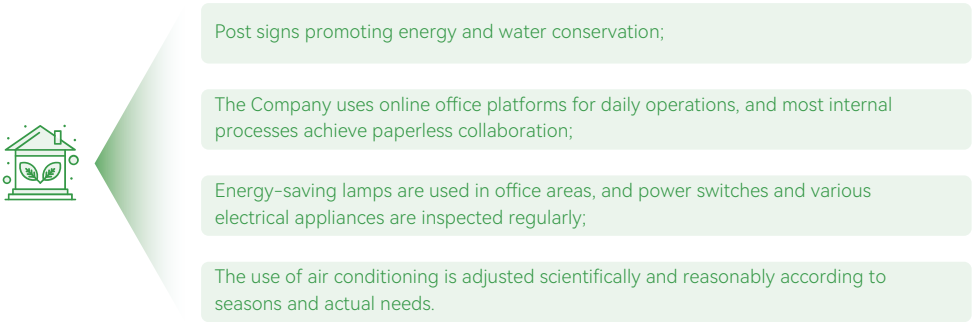
During its operations, the Company generates non-hazardous waste such as household trash, waste paper, and used toner and ink cartridges, as well as hazardous waste such as electronic waste. Adhering to the principle of "Promoting Resource Conservation and Reducing Waste", the Company formulates the *Solid Waste Management Regulation*, which designates the Administrative Service Center as the responsible department for the classification, standardized labeling and storage of waste. General waste is collected by the property management team. Recyclable waste is uniformly delivered to recycling facilities by the Administrative Department, while non-recyclable waste is entrusted to qualified entities for compliant disposal. Concurrently, the Company strengthens transportation controls and conducts regular inspections to ensure that waste disposal complies with legal and regulatory requirements and effectively prevents pollution.



Practicing Green Operations

Green Office

The Company fully integrates the low-carbon and environmental protection concept into all links of daily operation and management. It carries out training, publicity and other activities to cultivate employees' environmental awareness, encourages all staff to actively participate in green actions, fulfills corporate responsibility with practical actions, and builds a green office environment featuring low carbon, environmental protection and energy conservation.



Green Products and Services

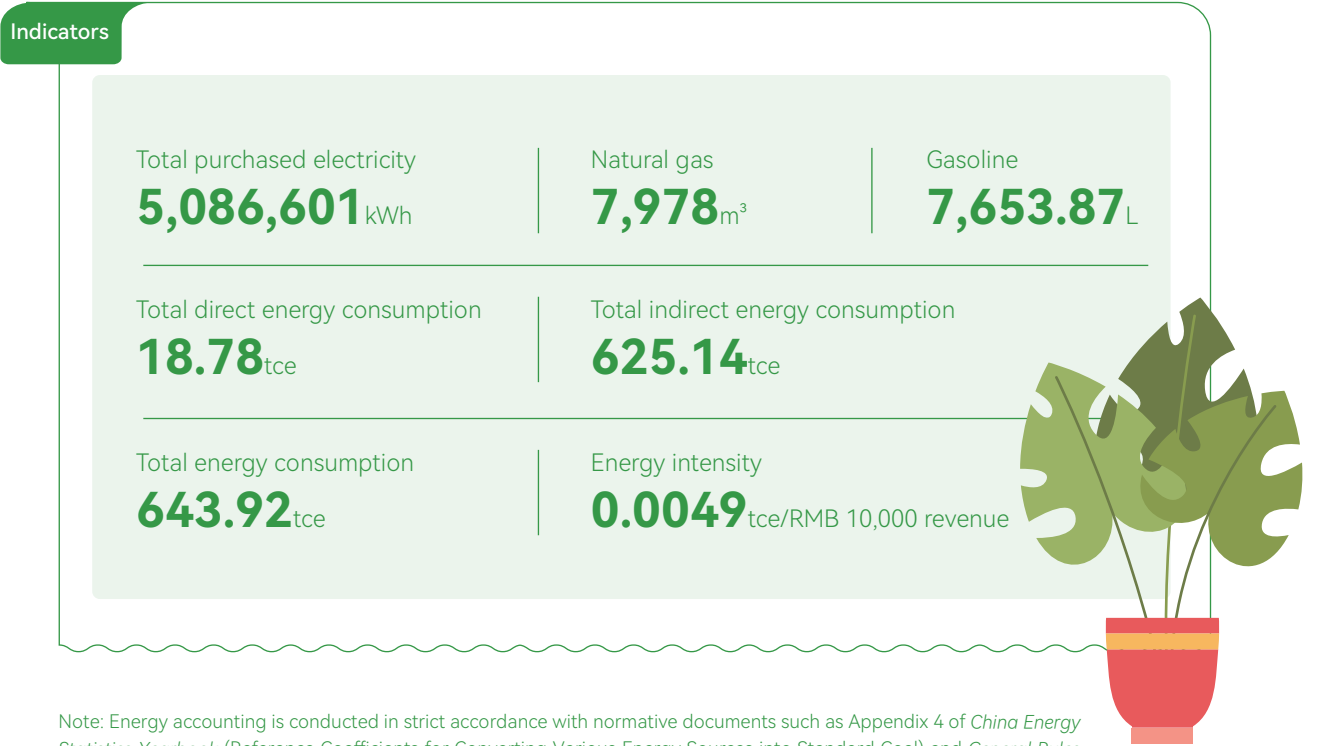
DAMENG deeply integrates the green development philosophy into the whole process of product R&D and services. Relying on the Company's self-developed full-stack data product system, the Company has launched a number of green data products. The multi-modal database adopts a native multi-model storage engine to realize unified storage of diverse data, eliminate redundant storage and migration costs of heterogeneous databases, and improve the utilization efficiency of data processing resources. The database PAI realizes in-depth integration of software and hardware as well as optimized resource allocation, effectively reducing energy consumption during deployment, operation and maintenance. Meanwhile, relying on the Company's nationwide service system, the Company provides customers with full-lifecycle green technical support, develops digital low-carbon solutions, and helps various industries realize precise carbon footprint management. It empowers the green and low-carbon transformation of industries with digital technologies, and earnestly fulfills the Company's corporate green development responsibilities.

Resource Utilization and Circular Economy

Energy Usage

Energy Management System

The Company complies with laws and regulations such as the *Energy Conservation Law of the People's Republic of China*, and has formulated internal regulations including the *Office Area Energy and Resource Management Regulation*, the *Construction Site Energy and Resource Management Regulation* and the *Energy and Resource Use Management Regulation*. The above regulations clearly define the management responsibilities of each department and the supervision duties of the Administrative Department. The Company implements refined management and control in key areas such as water, electricity and paper use, and incorporates energy and resource conservation education into the training plan to strengthen employees' awareness of energy conservation and environmental protection.



Note: Energy accounting is conducted in strict accordance with normative documents such as Appendix 4 of *China Energy Statistics Yearbook* (Reference Coefficients for Converting Various Energy Sources into Standard Coal) and *General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020)*; Energy accounting covers power consumption for daily office and production activities.

Energy-Saving Measures

The Company has established an energy conservation management system covering offices, industrial parks and construction scenarios, and continuously promotes energy conservation and consumption reduction through institutional regulations.

Energy conservation in office areas and industrial parks

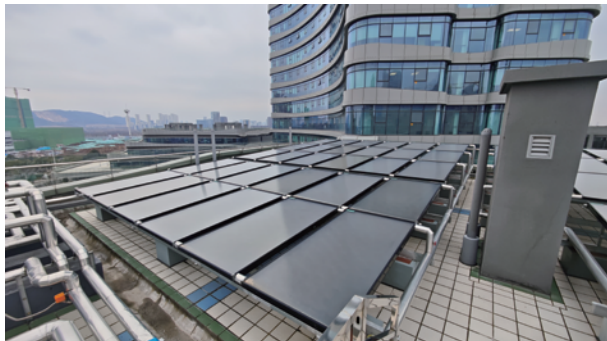
Electricity Management: Promote energy-saving lamps and small energy-saving electrical appliances, standardize the use of air conditioners, lighting and other equipment, cut off power supply after leaving the workplace, and avoid energy loss from idle operation;
Fuel Management: The Company implements designated refueling and monthly fuel consumption statistics for Company vehicles, and reasonably deploys vehicles to improve utilization efficiency and reduce fuel consumption.

Energy conservation in construction zones

Electricity Management: Establish electricity consumption ledgers, arrange temporary power lines reasonably in accordance with the construction organization design, prioritize energy-saving lighting equipment, turn on equipment only when needed and turn it off when not in use, and reduce power consumption in construction activities.

Case Study: Installation of an Air-Source Heat Pump Water Heating System in Employee Dormitories

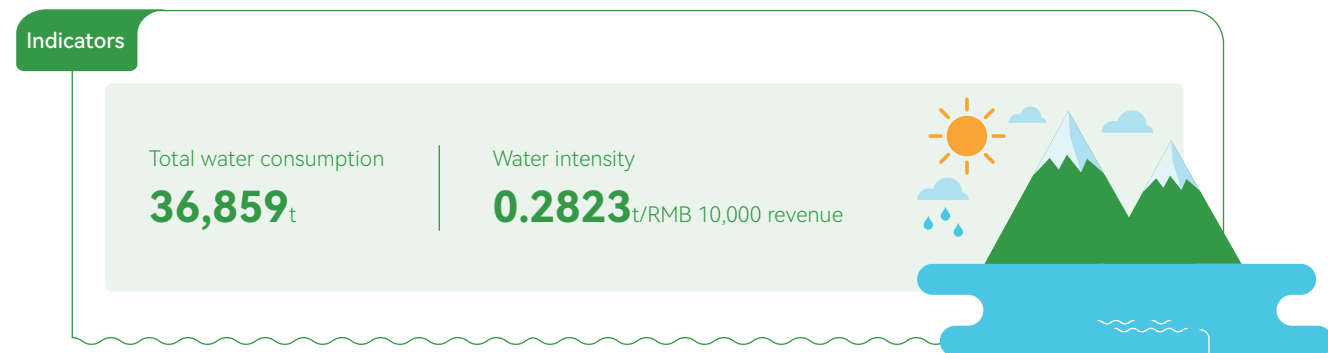
The Company advances the construction of air-source heat pump water heating systems in employee dormitories in accordance with the principles of "Energy Conservation First, Compact And Suitable Design, Stability And Reliability, Cost-Effectiveness, And Standardized Construction." The project utilizes compact, high-efficiency equipment, incorporates water temperature monitoring devices, and enhances the system's insulation to minimize heat loss. Compared to traditional electric water heating systems, this system reduces energy consumption by more than 60%, thereby implementing a development philosophy centered on green energy conservation and low-carbon environmental protection.



Usage of Water Resources

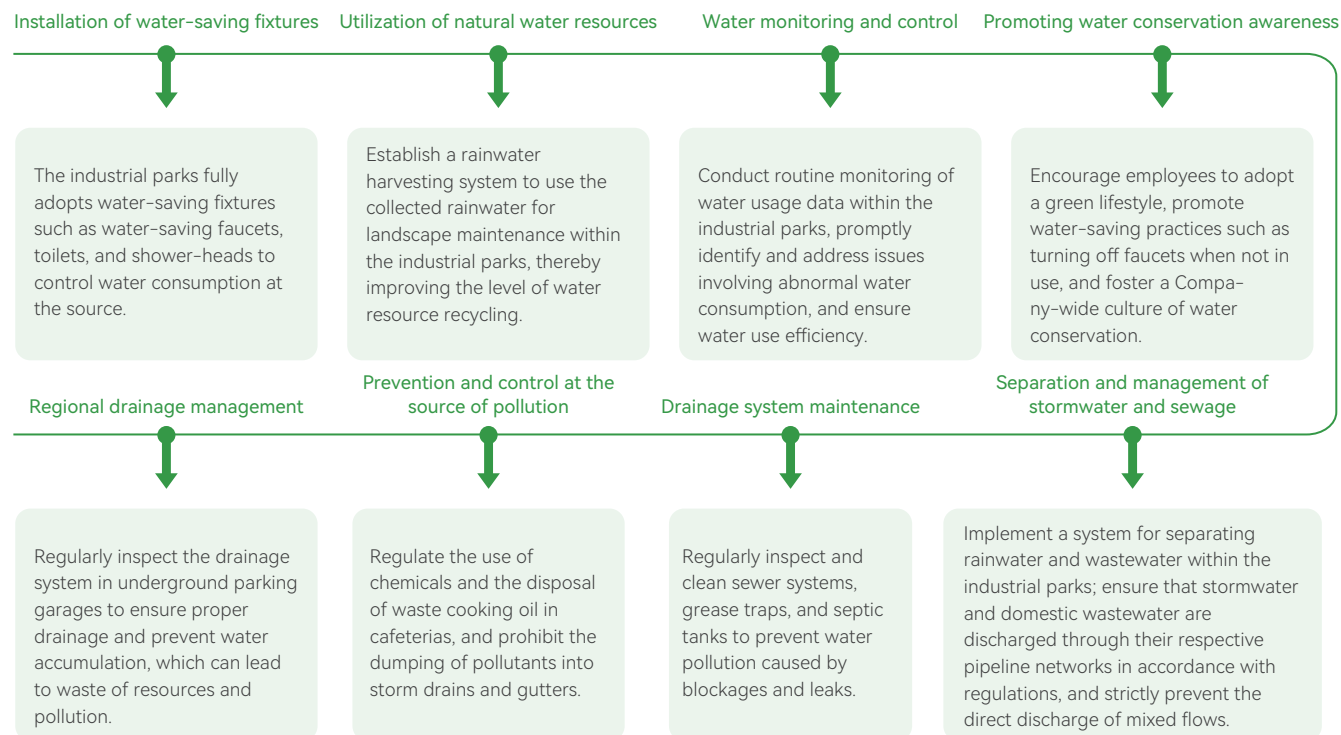
Water Resource Management System

The Company focuses on key areas such as public spaces, cafeterias, employee dormitories, and underground parking garages. The Company establishes internal rules, including the *Water Resource Conservation and Management Regulation*, to create a comprehensive water resource management system covering all areas across the industrial parks. By clearly defining requirements for water resource conservation, pollution prevention and control, and water conservation in each area, the Company implements targeted, region-specific management and coordinated efforts to ensure the effective implementation of these measures and fulfill the Company's ecological and environmental responsibilities.



Water-Saving Measures

The Company strictly implements the requirements of the *Water Resource Protection and Management Regulation*. Focusing on key areas such as water-saving fixtures, resource recycling, behavioral guidance, and pollution prevention and control, the Company is committed to improving water use efficiency and building a strong defense for water resource protection through measures including the installation of water-saving facilities, the reuse of natural water resources, enhanced water usage monitoring, and the separation of stormwater and wastewater.



Case Study: Rainwater Reuse in Landscape Ponds

Guided by the core principles of "Scientific Collection, Efficient Purification, Recirculation And Conveyance, Standardized Maintenance", the Company establishes a comprehensive collection and zoned diversion system. The Company implements multi-stage filtration and disinfection processes, deploys recirculation equipment, and establishes a routine operation and maintenance mechanism to achieve a closed-loop rainwater utilization system. At the same time, the Company strengthens the system's waterproofing and anti-seepage measures, safety controls, and emergency water replenishment safeguards. By balancing landscape aesthetics with functionality, the Company reduces tap water consumption and steadily improves water resource recycling through scientific measures, thereby putting the concept of green water conservation into practice.



Material Utilization

The Company's production process involves no complex material handling steps. For ancillary materials such as packaging boxes and installation CDs, we strictly enforce inventory counts and labeling procedures for both incoming and outgoing shipments, and standardize the processes for material receipt, issuance, and storage. At the same time, we conduct regular warehouse inventory counts and reorganization, strictly implement a first-in, first-out (FIFO) control mechanism, effectively prevent material wastage and obsolescence caused by long-term storage, and ensure that material management operations are conducted in a standardized and orderly manner.

Biodiversity Conservation

DAMENG strictly complies with relevant laws, regulations, and policy requirements such as the *Soil Pollution Prevention and Control Law of the People's Republic of China* and the *Opinions Issued on Strengthening Biodiversity Conservation*. The Company is committed to integrating ecosystem and biodiversity protection into the Company's production and business operations. Through the implementation of systematic environmental management and pollution prevention and control measures, the Company ensures that the Company's operational activities meet relevant ecological conservation standards. None of the Company's production bases are located in key biodiversity conservation areas or sensitive zones, and no incidents involving harm to biodiversity occur during the reporting period.



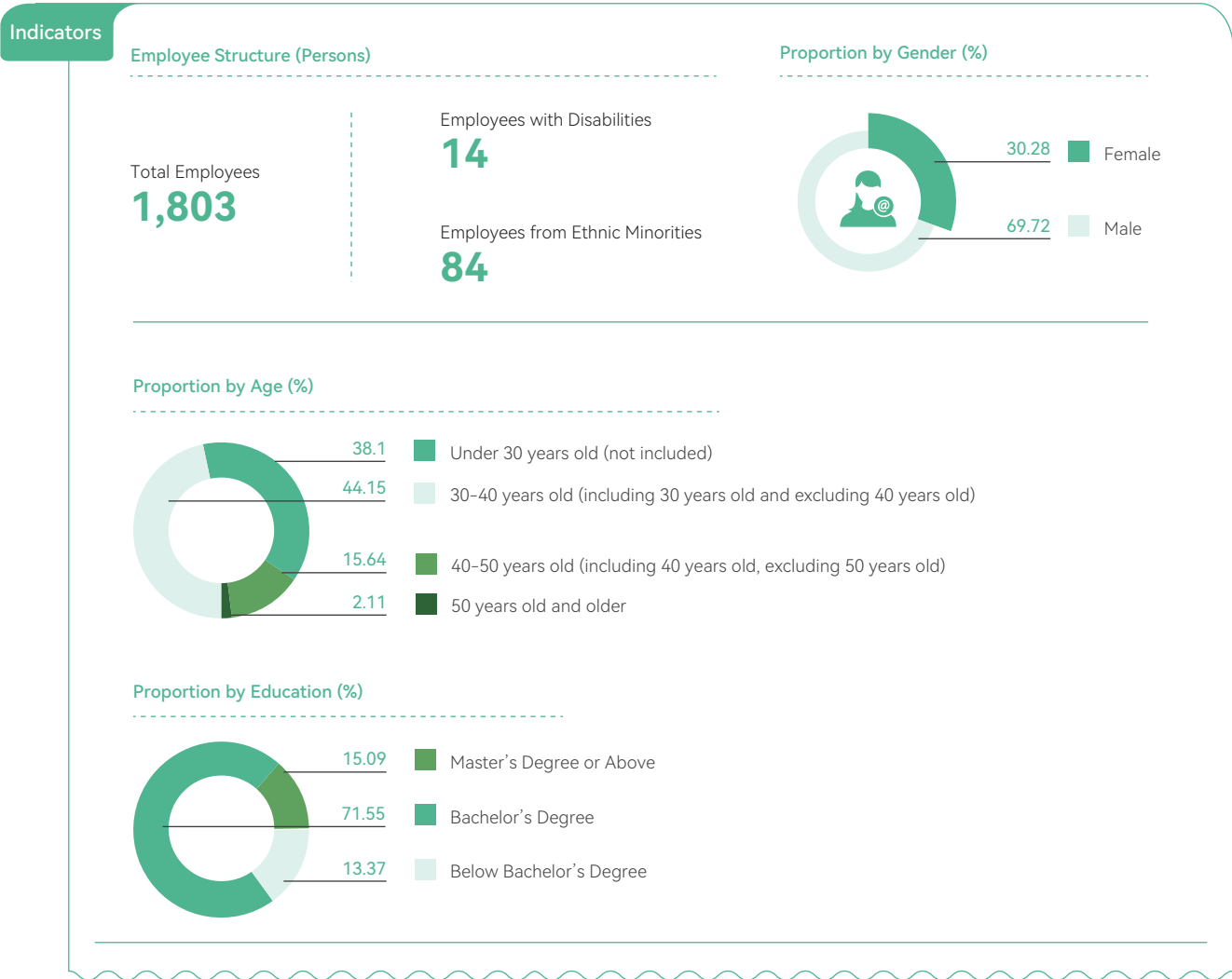
Better Life

Employee Rights and Interests Protection

Talent Attraction and Recruitment

Recruitment Management System

DAMENG adheres to the principles of "Open recruitment, fair competition, and merit-based employment". The Company formulates the *Employee Handbook*, *Human Resource Management System* and other policies to clarify the openness and impartiality of the entire recruitment process. All vacant positions are publicly announced to ensure that eligible candidates have equal opportunities to participate in competitions. Standardized evaluation criteria are established for interviews, assessments and other links to conduct comprehensive evaluations of candidates, so as to select outstanding talents suitable for the positions in an objective and transparent manner. During the reporting period, the Company signs labor contracts with employees in accordance with the law. The signing rate of labor contracts (including flexible employment agreements such as re-employment agreements) reaches 100%, and the social insurance coverage rate of employees who shall be insured reaches 100%.





Nursery Room



Women's Day Event Activities

Salary and Welfare Management

Salary Management

The Company formulates the *Human Resources Management System*, which follows the principles of varying positions, salary adjustment, and incentive sharing to ensure external competitiveness and internal fairness, so as to attract and retain outstanding talents. The salary of regular employees is composed of basic salary, performance salary and various subsidies, according to the nature of the three major job sequences of function, technology and marketing, different salary ratios are set, and the broadband salary system is implemented, and the professional ability evaluation and grading results are dynamically adjusted every year, so that the salary is directly linked to performance and job ability.

Welfare Benefits

To enhance employees' sense of belonging and happiness, the Company has established a diversified welfare system covering material security, personal growth, and life care. It provides basic guarantees and care such as statutory welfare, health check-ups, and holiday greetings; sets up growth incentives such as training funds, fully meeting the needs of employees and stimulating the team's cohesion.

On November 27, 2025, the Company deliberated and adopted the *Proposal on the Initial Grant of Restricted Shares to Incentive Objects*, and granted 3,038,350 restricted shares to 600 key employees eligible for grant at a grant price of RMB 131.85 per share, integrating the interests of shareholders, the Company and the core team.

Welfare Categories	Statutory Welfare Five insurances and one housing fund : pension insurance, medical insurance, unemployment insurance, industrial injury insurance, maternity insurance and housing provident fund.	Life and Convenience Services Catering: meal allowance, industrial parks canteen; Accommodation/commuting: staff dormitory, shuttle bus, transportation allowance, free parking spaces; Culture and sports: gym, courts, ball games, group travel, interest clubs, etc.
	Salary and Bonus System Fixed salary: Basic salary with market competitiveness; Variable bonus: Performance bonus, linked to individual, team, and the Company performance; Special awards: project award, JinYi Award, bole Award; Long-term incentives: Equity incentives, such as restricted shares.	Other Special Benefits Festival and birthday welfare: shopping cards/gifts, festival activities, birthday parties; Education and development: employee education funds, JinYi Award, on-the-job degree promotion channel, multi-dimensional professional title application channel; Financial welfare: communication allowance, reimbursement for overtime taxi.
	Holiday System Statutory holidays: Paid annual leave, marriage leave, maternity leave/paternal leave, etc.; Welfare annual leave: Statutory paid annual leave; Care leave: Parental leave, nursing leave, etc.	
	Insurance and Health Protection Commercial insurance: Major illness insurance, accidental injury insurance; Health management: Annual comprehensive physical examination, health lectures, sports competitions, etc.	

Performance and Appeal

The Company follows the principles of Fairness, impartiality, openness, communication improvement and performance improvement, establishes a performance appraisal mechanism, and formulates annual plans such as the *Department Head Assessment Plan* and *Individual Performance Appraisal Plan*. The appraisal process is divided into six links: target formulation, performance coaching, appraisal implementation, feedback and communication, appeal and result application, so as to ensure the fairness of results through open and transparent process. Meanwhile, the Company promotes the continuous improvement of organizational and employee performance through two-way communication and feedback, and provides guidance and training for employees who fail the appraisal continuously, so as to achieve a win-win situation of organizational efficiency and personal development. If employees have objections to the appraisal results, they may feedback through internal departments, HR, HR public email and other channels after the results are announced, so as to ensure appraisal fairness and effectively respond to employees' rights and development needs.

Employee Care and Communication

Democratic Management

The Company has established and improved the democratic management system, established trade unions in accordance with the law, and held regular employee congresses to integrate democratic management into all aspects of enterprise operation and management. Workers' Congress fully protects employees' right to know, participate and supervise, builds a formal channel for employees to express their opinions, and realizes two-way communication between enterprise development and employee demands.

Key Performance During the reporting period, the Company held 3 workers' congresses; The number of items approved by the Workers' Congress was 3; As of the end of the reporting period, DAMENG's employees accounted for 100% of trade union members.

Employee Care

The Company always practices the concept of Humanistic care and cares about the warmth and coldness of employees' lives. When employees' relatives are in trouble due to illness, the Company launches a call for love and help, advocating that all employees lend a helping hand and send support and warmth to the families of employees in need through voluntary donations and warm care. As of the end of the reporting period, a total of RMB 126,223.8 has been raised, with the collective strength to relieve the difficulties of employees, so that employees can feel the warmth and cohesion of the enterprise family.

In addition, the Company attaches great importance to emotional inheritance. In 2025, the Administrative Department took the lead in holding a farewell ceremony for retired employees, paying tribute to their years of diligent dedication and contributions, enabling every employee to perceive the warmth and cohesion of the corporate big family.



Labor Relations Management

Labor Dispute Management

To standardize the process of handling labor disputes, the Company stipulates that the Human Resources Center and the Trade Union Committee are jointly responsible for the handling of labor disputes, adhering to the principle of priority consultation and mediation, and advancing the process according to the following steps: "employee raises a dispute — departmental internal coordination — if no agreement is reached, feedback to the Human Resources Center — if necessary, report to the Trade Union — investigation and verification — organize mediation." For disputes that cannot be mediated, the Company provides handling suggestions, and employees may also apply for arbitration to the local labor arbitration institution. As of the end of the reporting period, the Company has not had any labor arbitration cases, effectively maintaining a harmonious and stable employment relationship.

Separation management

The Company establishes a separation management mechanism to ensure a smooth transition of the employment relationship and the security of the Company's core information. Employees who wish to resign must submit a written application in advance. The resignation process is initiated through an information platform, and after multiple rounds of approval, the office account is canceled, a resignation certificate is issued, and wages are settled. All separating employees must sign an information security commitment letter, and special positions also require signing a non-compete agreement to ensure the orderly connection of work.

Employee Training and Development

Employee Training System

The Company formulates the *Training Management Procedure* and builds a full-process management system for employee training. The Company's training administrator collects needs based on the Company's strategy, job requirements and annual training summary, jointly formulates and approves the training plan with human resources managers and senior leaders, outputs the *Training Demand Questionnaire* and *Training Plan*, and promotes the training process according to the plan, teaching materials and external applications. At the same time, the Company optimizes teachers, equipment, and course resources with the help of external training and online training platforms, forms annual training reports, and realizes closed-loop management from demand to practice to optimization, helping employees improve their capabilities and develop enterprises.

Key Performance

During the reporting period, DAMENG invested RMB **468,000** in employee training; **115** training sessions, with a total of **11,272** person-times of participation, and a total training duration of **16,565** hours; the training coverage rate was **100%**.

Graded Training

The Company focuses on the core of "Focusing on strategic targets and solving business problems", closely aligning with the development path of employees and the requirements of their positions, conducting layered and categorized training. Tailored training content is matched for different positions such as sales, technology, and new employees. At the same time, the Company encourages employees to choose appropriate learning paths based on their career development directions, achieving dual advancement in personal abilities and professional competitiveness.

Case: New Employee Training

The Company conducts special training for new employees, setting up courses around corporate culture, job skills, and workplace norms, combining safety operations and career development planning, and arranging mentorship to help new employees smoothly transition from campus to the workplace. During the reporting period, the Company conducted 13 sessions of new employee training, with a 100% coverage rate for new employee training.



Case: Leadership Training

The Company invites professional teachers to deliver the course "Building Product Management (IPD) and Incremental Performance, Breaking Through the Growth Bottleneck of Enterprises," focusing on the practical points of the IPD product management system. Through case analysis, interactive discussions, and other methods, the cognition of participants is deepened. All senior management actively participated, deeply discussing the implementation path of the system, laying a foundation for optimizing the product management process of the enterprise.



Case: Professional Skills Training

The Company holds the "Youth Dreamer" technology salon event for the technical team, with the core of "Frontier sharing, open exchange, technical collaboration, and win-win creation," focusing on key technical directions such as CXL new hardware. Young employees interact with invited guests to broaden their technical horizons, achieving the dual goals of talent growth and organizational cohesion enhancement.

Internal Training Instructors

In order to strengthen internal training capabilities, DAMENG has set up an internal lecturer leading group and a management group to coordinate the whole process of lecturer selection and training. Lecturers need to be regular employees and are hired after self-recommendation, trial lectures, evaluation, and approval. In order to ensure the professionalism and vitality of the lecturer team, the Company has established a lecturer assessment, promotion and exit mechanism to inject long-term impetus into the construction of talent echelon and the inheritance of business capabilities.

The Company formulated multi-dimensional incentive measures for internal lecturers, providing exclusive development remuneration to lecturers who developed new courses; special incentives were granted to lecturers of annual high-quality courses. Through the annual satisfaction survey, "Excellent Internal Trainers" were selected and honorary certificates were awarded. Meanwhile, lecturers' teaching experience was taken as an important reference for employee evaluation and promotion.

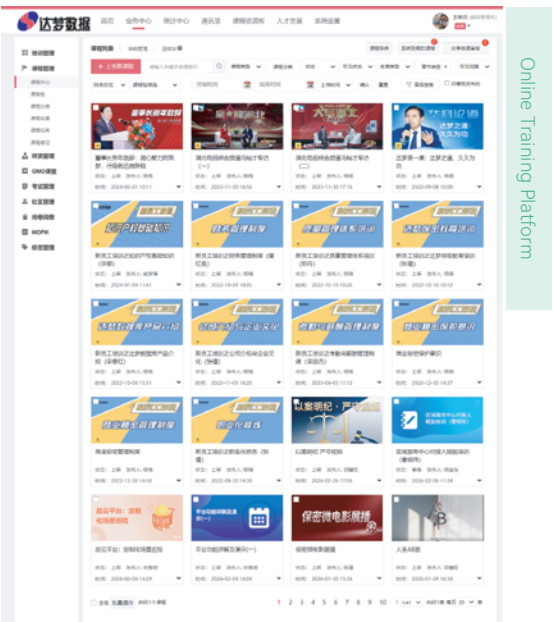
The construction of the internal lecturer team

The Company currently has 131 in-house lecturers and is stable in scale. The lecturer team is mainly middle-level with deep professional experience; 44% of lecturers with 3-6 years of service, with balanced qualifications; There are 84 lecturers in the technical department, supplemented by lecturers from the sales and functional departments, which can fully support the professional training needs of various business lines.

Online Learning Platform

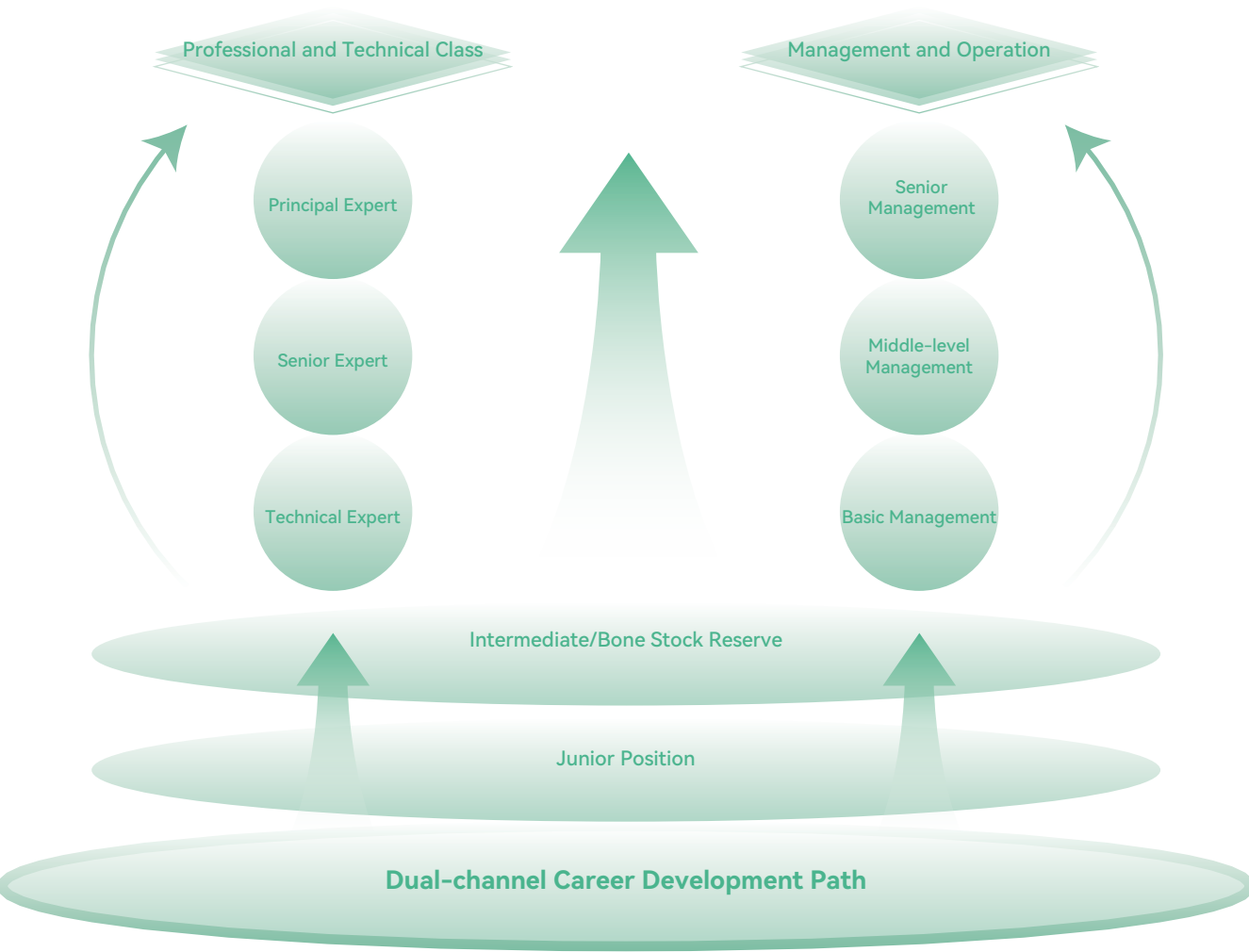
The Company has built an internal online learning platform for the "DAMENG Course" to provide support for employees' continuous learning and ability improvement, with rich course resources and fine classification, covering technology, general skills, management system, party building and other fields, and supporting various examinations to test learning results. The courses are accurately divided according to functions, and employees can access learning in real time, quickly locate job-related resources, and greatly improve the pertinence and efficiency of learning.

As of the end of the reporting period, a total of 856 courses have been launched on the DAMENG course online platform, including 649 courses in use and 207 courses that have not yet been opened.



Employee Career Development

The Company has formulated the *Trial Management Measures for the Management of Job Qualifications*, built a dual-channel career development path of "management and operation (M sequence)" and "professional technology (D sequence)", and the two channels are mutually exclusive and follow the principle of "high or low" treatment. All employees shall meet basic promotion prerequisites including confirmation of regular employment, no records of violations against compliance and integrity red lines, and satisfactory performance in recent years. For the professional and technical sequence, quantitative criteria are formulated centered on post behavioral requirements and competency elements. For the management sequence, personnel appointment shall adhere to the principles of "Party leadership over cadres, political integrity and professional competence, emphasis on practical performance, and democracy and openness". The appointment process shall include democratic recommendation, pre-appointment inspection and public announcement. For senior-level positions, inspection shall involve the Party organization and disciplinary inspection authorities, with proposals submitted to corresponding meetings for deliberation. This framework builds a clear and standardized career development pathway for all types of employees.



Occupational Health and Safety

Occupational Health and Safety Management System

The Company follows the occupational health and safety policy of "People-oriented, safety first; control pollution, achieve standard discharge; reduce accidents, eliminate hazards; honesty and law-abiding, serve the society," formulates the *Environmental and Occupational Health and Safety Management Handbook* and builds a clear rights and responsibilities occupational health and safety management system: the general manager as the first responsible person is responsible for the overall planning, policy formulation and resource guarantee of the system; the representative of the manager takes the lead in implementing the system, performance monitoring and internal audit management; the occupational health and safety representative elected by the employees is responsible for conveying the demands from the front line, participating in risk identification and event investigation, forming a governance loop, and comprehensively guaranteeing the occupational health and safety rights and interests of employees. By the end of the reporting period, the Company has passed the ISO 45001:2018 Occupational Health and Safety Management System certification.



DAMENG ISO 45001:2018 occupational health and safety management system certification

The Company established an occupational health and safety governance, audit and improvement mechanism. Internal audits were planned by the management representative and implemented by the Quality Management Department, where non-conformities were identified and rectification actions were promoted through on-site inspections. The General Manager presided over at least one management review each year, evaluating the suitability and effectiveness of the system and defining improvement directions based on multi-dimensional inputs such as internal audit results and performance trends. For non-conformities identified during audits, the Company initiated corrective actions and maintained relevant records. Meanwhile, the Company promoted the continuous improvement of the system in accordance with the *Organizational Process Improvement Procedure*, ensuring the effective operation and continuous optimization of the occupational health and safety management system.

Occupational Health and Safety Management Measures

Safety Emergency Management

The Company implements the policy "prevention first, combination of prevention and fire fighting", formulates the *Fire Emergency Contin-gency Plan and Response Plan*, and sets up a fire safety leading Group, with professional teams such as the fire fighting operation team and the communication and liaison team established under it. In the event of a fire or explosion accident, the alarm and reporting procedures shall be activated immediately. Afterwards, the causes shall be investigated and rectification measures implemented in accordance with the principle of "three no letting go", so as to form an emergency management mechanism of "prevention – response – disposal – improve-ment". During the reporting period, the Company conducted a total of 4 safety emergency drills.



Case: Fire Emergency Evacuation Drill

In November 2025, the Company organized a fire emergency evacuation drill in the office building, simulating a fire scenario on the floors during working hours. The emergency teams responded quickly and coordinated the handling, and the employees conduct-ed practical fire extinguishing and first aid under the guidance of professionals, effectively enhancing the employees' fire safety awareness and emergency response capabilities, and testing the effectiveness of the Company's fire management system.



Investigation of Potential Safety Hazards

The Company attaches great importance to the investigation of hidden dangers, carries out hidden danger investigations covering all scenarios and processes, reduces various potential risks from the source, and builds a solid barrier for the stable operation of enterprises and the safety of employees.



Case: Pre-holiday Hazard Identification and Elimination

In December 2025, the Company conducted a work safety hidden danger inspection ahead of the New Year's Day holiday. The inspection covered key areas including equipment rooms, construction sites and public areas. Adopting a combined approach of on-site patrols, account record checks and equipment testing, the Company addressed all identified issues following the principles of immediate rectification upon discovery, rectification within a time limit, and coordinated follow-up.

Occupational Health Protection

In order to protect the occupational health of employees, the Company strictly confirms the technical parameters of equipment and does a good job in facility maintenance to reduce job risks; At the same time, regular physical examinations are organized for all employees, and potential risks are detected and intervened in a timely manner through normalized health management to ensure the health of employees. During the reporting period, the Company's physical examination coverage rate was 100%.

Occupational Health and Safety Training

The Company regularly organizes occupational health and safety training, through systematic content communication to establish a safety concept among all employees, through practical training to improve capabilities, and strengthening the safety responsibility awareness and job performance capabilities of all employees.

Case: Environmental and Occupational Health and Safety Management System and Safety Production Training

The Company organized the Environmental and Occupational Health and Safety Management System and Safety Production Training, covering system introduction, emergency response, and health knowledge, and strengthening the awareness of "Every person is the first person responsible for safety." After the training, a total of 405 employees participated and passed the examination, further enhancing the employees' risk identification and emergency response capabilities.

Stakeholder Safety Management

The Company signs formal cooperation contracts with relevant parties, clearly defining the rights and responsibilities, work standards, and compliance requirements of both parties. For the performance of relevant parties, it conducts comprehensive checks through diversified methods such as regular supervision and inspection, irregular spot checks, and regular satisfaction surveys to ensure that the operational behavior of relevant parties complies with the Company's management specifications and industry-related requirements, building a collaborative and orderly, compliant and win-win cooperation ecosystem.

Social Contribution

DAMENG integrates social responsibility into its corporate development strategy, using a dual drive of "Education empowerment + Technology inclusiveness" to build a sustainable public welfare ecosystem. By promoting collaborative innovation in industry-university-research, and through the open sharing of technological resources, it injects sustained momentum into advancing the construction of China's database industry ecosystem and the implementation of the Digital China strategy.

Education Empowerment

Case: Education Donation

In December 2020, the School of Computer Science and Technology of Huazhong University of Science and Technology held a scholarship establishment ceremony. At the ceremony, DAMENG injected RMB 300,000 into the college and set up the "DAMENG Database Scholarship", and the relevant funds were allocated in three years to inject impetus into the talent training of the college. At the scholarship establishment ceremony, the chairman of the Company said with emotion that the college had provided him with a platform for growth, and expressed the hope that through this capital investment, it would effectively help the school's talent training work and contribute the wisdom and strength of DAMENG to the vigorous development of China's database industry. DAMENG continued to deepen cooperation with the college and actively built an industry-university-research cooperation platform.

DAMENG adhered to the philosophy of giving back to education, school-enterprise collaboration, and talent cultivation for industrial development, and further deepened its cooperation with universities in Hubei Province. In 2022, it donated RMB 60,000 to the Wuhan University of Technology Education Development Foundation; in 2025, the Company once again fulfilled its social responsibilities and donated RMB 98,000 to Central China Normal University, further expanding the scope of school-enterprise cooperation and supporting talent cultivation.

Case: "Long Term Achievement" Book Donation

In September 2024, on the occasion of the successful holding of the 6th Huazhong University of Science and Technology EMBA Forum on Science and Business Integration, the Company donated 1,000 copies of the book "Long Term Achievement" to the School of Management of Huazhong University of Science and Technology, contributing to the cause of education with practical actions, and conveying the firm inheritance and promotion of the spirit of scientific and technological self-reliance and innovation.

Technology Inclusiveness

Case: Smart Sharing

During the reporting period, DAMENG actively practiced the ESG concept of "Technology inclusion and social responsibility", and launched online free open courses for the public and practitioners in various industries to build an open and shared information construction industry ecology and improve the digital technology literacy of the whole people, and successfully held a total of 22 open classes, attracting more than 9,300 person-times from all over the country to actively participate. The course content was divided into three modules: basic popularization, technological advancement, ecology and trend. Relying on the online live broadcast platform, it was equipped with a playback function and free learning materials, and an online Q&A session was set up, and an electronic version of the learning manual and practical material package were distributed after class to ensure the learning effect of students.

Rural Revitalization

The Company actively responds to the national rural revitalization strategy, pays close attention to rural construction and long-term development, based on its own main business advantages and development positioning, continues to explore the fit point and direction of helping rural revitalization, and is willing to empower rural development with its own resources and capabilities, and contribute to the steady advancement of rural revitalization.

Report Appendix

Key Performance Table

Governance Dimension			
Objective	Indicators	Unit	2025
The Company Operation Performance Indicators	operating revenue	RMB 10,000	130,584.99
	Net Profit Attributable to Listed Company Shareholders	RMB 10,000	51,661.98
	Total Tax Payment	RMB 10,000	22,754.23
Company Governance	General Meeting of Shareholders		
	Number of Convened Shareholders' Meetings	Times	7
	Board of Directors		
	Number of Members of the Board of Directors	Persons	11
	Number of Board of Directors Meetings Held	Times	11
	Classified by Gender		
	Male	Persons	9
	Female	Persons	2
	Classified by Type		
	Independent Director	Persons	4
	Non-independent Director	Persons	6
	Employee Director	Persons	1
	Remuneration Policy		
	Remuneration of Directors and Senior Management (including current and former)	RMB 10,000	2,773.91
	Investor Communication		
	Number of Investor Reception Activities	Times	11
Investor Relations Management	Total Number of Investor Questions on E-interview	Times	28
	Number of Investor Questions Answered on E-interview	Times	28
	Response Rate to Investors on E-interview	%	100

Governance Dimension			
Objective	Indicators	Unit	2025
Business Ethics	Anti-commercial Bribery and Anti-corruption		
	Number of Trainings on Anti-commercial Bribery and Anti-corruption	Times	8
	Total Number of Participants in Anti-commercial Bribery and Anti-corruption Trainings	Persons	1,479
	Including: Directors and Senior Management	Persons	45
	Percentage of Directors Who Received Anti-commercial Bribery and Anti-corruption Training	%	27.27
	Percentage of Management Personnel Who Received Anti-commercial Bribery and Anti-corruption Training	%	87.50
	Percentage of Employees Who Received Anti-commercial Bribery and Anti-corruption Training	%	21.19
	Signing Rate of Integrity Agreements and Other Relevant Commercial Conduct Documents	%	100
	Responsible Marketing		
	Total Number of Incidents Violating Laws and/or Voluntary Codes on Product and Service Information and Labeling	Case	0
Innovation-driven	Total Number of Incidents Violating Laws and/or Voluntary Codes on Marketing Communications (including advertising, promotion and sponsorship)	Case	0

Industrial Value Dimension			
Objective	Indicators	Unit	2025
Innovation-driven	R&D Investment	RMB 10,000	25,344.94
	Ratio of R&D Investment to operating revenue	%	19.41
	Innovation Achievements		
	Cumulative Number of Authorized Patents (Number of Patents in Valid Period)	Items	436
	Classified by Patent Type		
	Cumulative Number of Authorized Invention Patents	Items	434
	Cumulative Number of Authorized Design Patents	Items	2
	Cumulative Number of Software Copyrights	Items	435
	Cumulative Number of Trademarks	Items	59
	Cumulative Number of Published Papers	Pieces	13
	Cumulative Number of Specialized, Refined, Peculiar and Novel Enterprises	Entities	2
	Cumulative Number of National High-tech Enterprises	Entities	2
	Cumulative Number of National Recognized Enterprise Technology Centers	Entity	1

Industrial Value Dimension			
Objective	Indicators	Unit	2025
Safety and Quality of Products and Services	Product Quality and Safety		
	Product Qualification Rate	%	100
	Number of Annual Quality Internal Audits	Times	1
	Number of Sampling Inspections Conducted by Third-Party Institutions	Times	33
	Number of Product Recalls	Case	0
	Quality Training		
	Number of Person-Times of Quality Training	Person-times	2,655
	Total Duration of Quality Training	Hours	3,616
	Number of Quality Training Sessions	Times	15
	Customer Service		
	Number of Customer Complaints	Times	0
	Number of Customers Participating in Customer Satisfaction Survey	Persons	794
	Customer Satisfaction Rate	%	96.15
Supply Chain Security	Number of Events with Significant Risks and Impacts in the Supply Chain	Case	0
Equal Treatment to Small and Medium-sized Enterprises	Amount of Overdue Unpaid Amounts to Small and Medium-sized Enterprises at the End of the Report Period	RMB 10,000	0
Information Security and Customer Privacy Protection	Information Security Training		
	Number of Training Sessions on Information Security/Customer Privacy Protection	Times	4
	Total Duration of Training on Information Security/Customer Privacy Protection	Hours	549
	Number of Person-Times Participating in Training on Information Security/Customer Privacy Protection	Person-times	549
	Coverage Rate of Training on Information Security/Customer Privacy Protection	%	22.40
	Information Security Management		
	Specific Amount Involved in Information Security Incidents	RMB 10,000	0
	Specific Amount Involved in Customer Privacy Leakage Incidents	RMB 10,000	0
	Number of Incidents Involving Customer Information Leakage	Case	0
	Verified Complaints Involving Infringement of Customer Privacy and Loss of Customer Data	Case	0
	Total Number of Confirmed Leaked, Stolen or Lost Customer Data	Case	0
Environmental Protection Dimension			
Objective	Indicators	Unit	2025
Addressing Climate Change	Total Scope 1 Greenhouse Gas Emissions	tCO ₂ e	34.13
	Total Scope 2 Greenhouse Gas Emissions	tCO ₂ e	2,698.95
	Total Greenhouse Gas Emissions	tCO ₂ e	2,733.08
	Greenhouse Gas Emissions Intensity per Unit of Business Revenue	tCO ₂ e/RMB 10,000 revenue	0.0209

Environmental Protection Dimension			
Objective	Indicators	Unit	2025
Environmental Compliance	Total Amount Invested In Environmental Protection	RMB 10,000	62.98
	Environmental Incident	Case	0
	Environmental Violations And Irregularities	Case	0
Usage of Water Resources	Total Water Consumption	t	36,859
	Water Intensity	t/RMB 10,000 revenue	0.2823
Energy Usage	Total Purchased Electricity	kWh	5,086,601
	Natural Gas	m³	7,978
	Gasoline	L	7,653.87
	Total Direct Energy Consumption	tce	18.78
	Total Indirect Energy Consumption	tce	625.14
	Total Energy Consumption	tce	643.92
	Energy Intensity	tce/RMB 10,000 revenue	0.0049

Human Resources			
Objective	Indicators	Unit	2025
Employee Rights and Interests	Employee Democratic Management		
	Number of Employees' Congress Held	Times	3
	Number of Projects Reviewed and Approved by the Employees' Congress	Items	3
	Number of Projects Reviewed and Approved by the Trade Union	Items	8
	Proportion of Trade Union Members Among On-the-job Employees	%	100
	Number of Labor Dispute Cases	Case	0
	Number of Employee Complaints Received	Case	0
Employee Training and Development	Employee Training		
	Employee Training Investment	RMB 10,000	46.8
	Number of Employee Training Sessions	Sessions	115
	Total Number of Person-Times Receiving Training	Person-times	11,272
	Employee Training Coverage Rate	%	100
	Total Training Duration	Hours	16,565
Occupational Health and Safety	Work Safety		
	Number of Work Safety Accidents	Case	0
	Number of Hidden Dangers That Have Been Rectified and Completed	Times	17
	Total Number of Hidden Dangers Identified	Times	17
	Number of Work Safety Emergency Drills	Sessions	4
	Safety Training		
	Number of Safety Training Sessions	Sessions	2
	Number of Person-Times Participating in Safety Training	Person-times	426
	Total Duration of Safety Training	Hours	426
	Occupational Health		
	Employee Physical Examination Coverage Rate	%	100
Social Contribution	Public Welfare and Charity Investment	RMB 10,000	9.8

Indicator Index

Corresponding Chapter	Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)	CASS-ESG 6.0 General Framework of Guidelines for Sustainability Reporting for Chinese Enterprises (CASS-ESG6.0)	GRI Sustainability Reporting Standards
About This Report	/	P1.1-1.2	2-1, 2-2, 2-3
Chairman's Statement	/	P2.1	2-22
About DAMENG	/	P3.1-3.3	2-6
Sustainable Development Governance	Article 9, Article 19, Article 51, Article 53	G1.1.1-1.1.9, G1.1.11, G1.3.1-1.3.2	2-9, 2-12, 2-29, 3-1, 3-2
Corporate Governance			
Corporate Governance	Article 12	/	2-9, 2-10, 2-12, 2-19, 207-1, 207-2
Investor Relations Management and Shareholder Rights	/	/	/
Compliance Operation and Risk Management	/	/	/
Business Ethics	Article 54, Article 55, Article 56	G2.1.1-2.1.3, G2.2.1-2.2.3	205-2
Industrial Value			
Innovation-driven	Article 11, Article 41, Article 42	S2.1.1-2.1.7, S2.1.9-2.1.13	203-2
Safety and Quality of Products and Services	Article 11, Article 47	S3.3.1-3.3.6	417-1, 417-2
Information Security and Customer Privacy Protection	Article 11, Article 48	S3.4.1-3.4.4	418-1
Supply Chain Security	Article 44, Article 45	S3.1.1-3.1.4	308-1, 414-1
Environmental Protection			
Addressing Climate Change	Article 11, Article 20, Article 21, Article 22, Article 23, Article 24, Article 25, Article 27	E1.1.1-1.1.8, E1.1.13, E1.1.16	201-2, 305-1, 305-2, 305-3
Environmental Compliance	Article 29, Article 30, Article 31, Article 33	E2.1.1, E2.1.6, E2.2.1, E2.2.3, E2.2.5-2.2.6, E2.4.1-2.4.2	303-4, 306-1, 306-2, 306-3
Resource Utilization and Circular Economy	Article 34, Article 35, Article 36, Article 37	E3.1.1-3.1.5, E3.2.3-3.2.4, E3.3.1-3.3.4	301-1, 301-3, 302-1, 302-3, 302-4, 302-5, 303-1, 303-3, 303-5
Biodiversity Conservation	Article 32	E2.3.2-2.3.3	304-1, 304-2

Corresponding Chapter	Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)	CASS-ESG 6.0 General Framework of Guidelines for Sustainability Reporting for Chinese Enterprises (CASS-ESG6.0)	GRI Sustainability Reporting Standards
Better Life			
Employee Rights and Interests Protection	Article 49, Article 50	S4.1.1, S4.1.3-4.1.6, S4.1.11-4.1.12	2-7, 2-30, 401-1, 401-2, 404-2, 405-1, 406-1, 408-1, 409-1
Employee Training and Development	Article 49, Article 50	S4.3.1-4.3.6	404-2
Occupational Health and Safety	Article 49, Article 50	S4.2.1-4.2.6	403-1, 403-2, 403-3, 403-5
Social Contribution	Article 38, Article 40	S1.2.1-1.2.3, S1.2.5	203-1, 413-1
Report Appendix			
Key Performance Table	/	A2	/
Indicator Index	Article 50	A3	/
Feedback	/	A6	/

 Feedback

Thank you for reading *the DAMENG 2025 Annual Sustainability Report*. In order to improve DAMENG's work in sustainable development, further enhance the Company's sustainable development capabilities and levels, and strengthen communication with all sectors of society, we sincerely hope that you can provide valuable comments and suggestions on our work and reports in your busy schedule.

Your Information

Name: _____ Tel: _____

Organization: _____ Email: _____

Multiple Choice (Please tick ✓)

1.Your overall evaluation of DAMENG's 2025 Annual Sustainability Report:

☐ good ☐ generally ☐ need to be improved ☐ don't understand

2.How do you think DAMENG is doing in terms of customer service?

☐ good ☐ generally ☐ need to be improved ☐ don't understand

3.How do you think DAMENG has done in terms of scientific and technological innovation?

☐ good ☐ generally ☐ need to be improved ☐ don't understand

4.How do you think DAMENG is doing in terms of corporate governance?

☐ good ☐ generally ☐ need to be improved ☐ don't understand

5.How do you think DAMENG is doing in terms of employee team building?

☐ good ☐ generally ☐ need to be improved ☐ don't understand

6.How do you think DAMENG is doing in terms of social welfare?

☐ good ☐ generally ☐ need to be improved ☐ don't understand

7.How do you think DAMENG is doing in terms of sustainable supply chains?

☐ good ☐ generally ☐ need to be improved ☐ don't understand

8.What other comments do you have on DAMENG in terms of sustainability?



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