

# 2025

Tigermed  
Sustainability Report

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# 1 | Leaders' Messages

Dear Stakeholders,

Against a backdrop of profound shifts in the global landscape and accelerated technological change, sustainable development has moved from shared consensus to concrete action, emerging as a defining imperative for enterprises in this era. As a leading company in the pharmaceutical industry, Tigermed has always positioned its development within the broader context of human health and social progress. We view our responsibilities with a long-term vision and address challenges through systematic action.

## Building a strong foundation for development through efficient governance

We have always regarded compliance as an essential safeguard for the Company's steady progress. In 2025, we continued to improve our Environmental, Social, and Governance (ESG) framework, built on a foundation of compliance, and promoted the integration of compliance requirements into strategic decision-making and business operations. In response to the accelerating adoption of artificial intelligence (AI) in pharmaceutical R&D, we issued the *Guidelines for Compliance Governance of Artificial Intelligence* to set clear boundaries for technological innovation through proactive institutional development, ensuring that clinical research advances in a trustworthy and responsible manner. Meanwhile, we focused on critical compliance risks across business operations and issued targeted compliance guidelines in phases to enable employees to make sound judgments in their day-to-day decision-making. In 2025, we further strengthened ESG and compliance capability building for senior management and employees in key positions, continuously fostering consensus on standardized governance and supporting the Company's long-term, steady development.

## Driving development through digital intelligence and quality assurance

Innovation is a core driver of our progress in pharmaceutical R&D and the industry's sustainable development. In 2025, we further deepened the application of digital and intelligent technologies in clinical research, integrating our technical capabilities with years of clinical execution experience to build more efficient, patient-centric, and scalable trial models. We steadily expanded use cases for decentralized clinical trials (DCT)

and issued the *Research and Analysis Report on the Current Development of Digitalized/Decentralized Clinical Trials* to share insights and provide actionable guidance for the industry. We also promoted the responsible use of AI in clinical research. Notably, the Taya AI Medical Writing Platform is transforming medical document creation and cross-language collaboration, strongly supporting global coordination in clinical research. In quality management, we have embedded Risk-based Quality Management (RBQM) as our framework to advance quality principles across our full business processes. We proactively align with the latest international regulatory trends to enhance the adaptability and effectiveness of our quality management system. By strengthening the capabilities of employees in key positions and fostering company-wide quality awareness, we are committed to building a clinical research system marked by professionalism, standardization, and reliability. Meanwhile, we strictly safeguarded the rights, interests, and safety of clinical trial participants and investigators, ensuring that all research activities adhere to international norms and the highest ethical standards.

## Empowering society through talent and value creation

Talent is our most valuable asset and the source of our organizational vitality and long-term competitiveness. In 2025, we continued to advance employee development and cultural development, integrating our core corporate values into daily management and practices. We issued the *Tigermed Cultural Values Behavioral Guidelines* to translate our values into clear, tangible standards. We refined our training and capability development system, establishing a *Competency Framework* covering 17 core positions. Through systematic talent development and career path design, we enhanced overall organizational effectiveness. In addition, we conducted an employee vitality survey and translated the insights gained into improvement actions, thereby enhancing employee engagement and organizational vitality and consolidating the internal foundation for high-quality development. We actively uphold our social responsibilities by establishing dedicated volunteer teams and advancing public welfare programs across medical assistance and educational support, with a cumulative investment of RMB 3.73 million. We recognize that corporate value stems not only from our own growth but also from our contribution to society. Through the integration of talent development, organizational vitality, and

public welfare initiatives, Tigermed remains committed to giving back to society and advancing global health and well-being.

## Shaping a low-carbon future through green operations

Green and low-carbon development embodies Tigermed's long-term mission, guiding us to protect our shared planet through responsible actions. In 2025, we closely integrated climate action with operations and conducted climate scenario analysis to systematically assess physical and transition risks, thereby providing a scientific basis for global asset allocation and key operational decisions. Meanwhile, Tigermed's greenhouse gas (CHG) reduction targets have been validated by the Science Based Targets initiative (SBTI). Based on the validated targets, we have systematically planned emission reduction pathways and advanced low-carbon practices. We embedded green principles into daily operations, reducing resource consumption and environmental impact by promoting green office measures and deepening our headquarters' efforts in energy-efficient design, resource optimization, and clean energy adoption, contributing to global ecological sustainability.

In 2025, Tigermed's efforts in ESG continued to receive recognition at home and abroad. We upgraded our MSCI ESG rating to AAA, the highest level, received a B rating in the CDP (Carbon Disclosure Project) climate change questionnaire, and earned multiple ESG-related honors. These achievements affirm our phased results and motivate us to set higher standards for future development, continuing to advance our sustainability journey.

Moving forward, Tigermed will continue to leverage innovation as our driver and sound governance as our foundation, empowering employee growth and community development to advance higher-quality development across the global healthcare industry. We look forward to collaborating with all partners to write a new chapter of development marked by greater resilience and value at the intersection of responsibility and innovation.

Chairman Dr. Ye Xiaoping  
General Manager Ms. Cao Xiaochun

## 2 | About Tigermed

### Company Profile

Tigermed (stock code: 300347.SZ/3347.HK) is a leading global provider of integrated research and development solutions for biopharmaceutical and medical device industries. Our professional team provides one-stop innovative R&D services and solutions to the global pharmaceutical and medical device industries. Through our comprehensive service system and top-level quality standards, we help the biopharmaceutical industry improve R&D efficiency, reduce R&D risks, ensure high-quality delivery of research projects, and accelerate the process of marketization of pharmaceutical products, honoring our commitments to the industry and patients.

In the course of fulfilling our commitments, we continuously expand our global collaboration network and capability footprint. At present, the Company has collaborated with more than 3,600 partners to build an innovative ecosystem that empowers the entire industry chain, driving innovation and development in the healthcare industry. As a global R&D platform, Tigermed has established over 180 branches and operating networks worldwide, with a professional team of more than 10,000 people, covering 42 countries and regions across five continents. As a key player in new drug development, we are dedicated to addressing the most challenging global health issues, meeting patients' unmet medical needs, creating social value, and benefiting human health.

Company Name: Hangzhou Tigermed Consulting Co., Ltd.

Stock Code: 300347.SZ / 3347.HK

Headquarters: Hangzhou, China

Year of Establishment: 2004

**10,000+** | Global Employees

**3,600+** | Global Customers

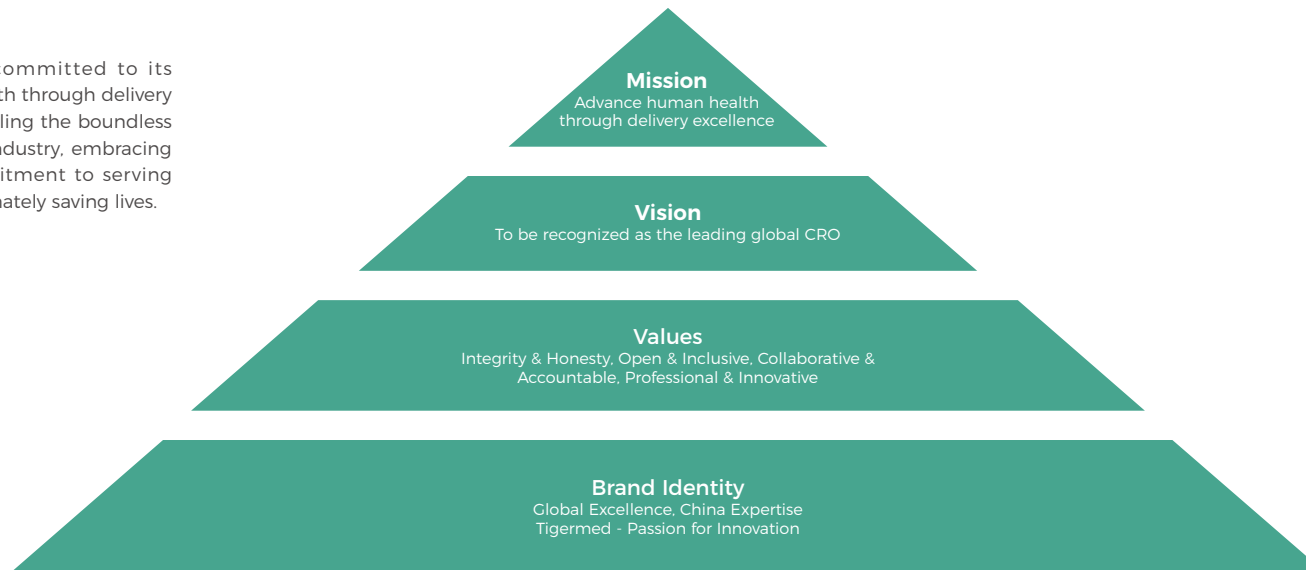
**180+** | Global Locations & Service Networks



## Vision and Corporate Culture

Tigermed has always been committed to its mission of “Advance human health through delivery excellence” and devoted to enabling the boundless possibilities for the healthcare industry, embracing challenges to fulfill our commitment to serving unmet patients’ needs, and ultimately saving lives.

## Tigermed Brand Positioning

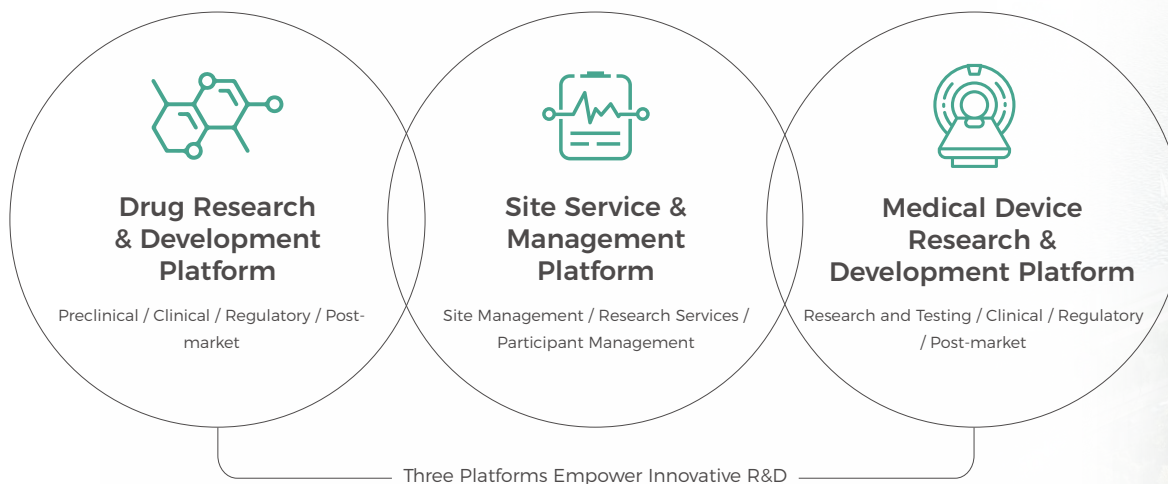


## Brand Pillars of Tigermed

Human Life	Quality	Delivery	Innovation	Talent
<p>Tigermed prides itself in placing people first. We prioritize human interaction by creating new solutions. We look beyond traditional research and always push the boundaries of what’s possible in order to transform the lives of tomorrow.</p>	<p>Quality is not an ambition; it is a lived reality. Delivery is nothing without quality. At Tigermed, our philosophy is ‘Do it right the first time’. We hire the best people, monitor and assess the quality of our products/services/projects continuously – and always strive to improve.</p>	<p>Our success is only found in your success. Our success is not simply meeting your expectations, it’s in delighting in exceeding them! With a shared passion of delivering life-changing therapies, we are all about providing great services, making a real difference, and driving customer success.</p>	<p>Innovation is limited without application. We continuously build better technologies from previous projects to find new solutions to shape the future. Using our vast experience, we seek the best solutions that are adaptable and responsive to your needs.</p>	<p>Talent is our number one asset. We firmly believe in cultivating an environment that is “people-oriented and connected”. We attract and retain industry experts that share our ideals and values. We are committed to increasing the diversity of our workforce and encouraging our employees to make an extraordinary impact.</p>

## Main Business

Through our integrated and whole-industry-chain R&D service platform, Tigermed provides full-service capabilities for drug and medical device R&D, covering the entire process of drug development and the entire lifecycle of device development, including laboratory services, analysis and testing, registration application, clinical development and operation, as well as post-marketing and real-world studies. Our customers are located throughout China, the United States, Europe, Asia Pacific, and other countries and regions, including the world's leading pharmaceutical companies, China's major pharmaceutical enterprises, small and medium-sized enterprises, and universities and their affiliated hospitals.



Three Platforms Empower Innovative R&D

As of the end of the reporting period, Tigermed has participated in and supported

**179** Class **1** innovative drugs approved in China.



# 3 | Sustainable Development Management



## Sustainable Development Concept

As a leading integrated biopharmaceutical R&D service platform in the industry, Tigermed anchors its areas of contribution to sustainable development and is committed to "Contributing to global health and well-being". It forges ahead steadfastly on the path of sustainability.

The Company further defined the key areas of sustainable development, forming a sustainable development model with "Compliance Development" as the cornerstone and "People and Community", "Quality and Innovation", and "Natural Environment" as its three major areas. The Company actively identified sustainable development strategies, and strived to meet the UN SDGs while realizing our own growth and sustainable development.

### The Sustainable Development Model of Tigermed



## Contributing to the Global Sustainable Development Goals (SDGs)

Contribution Area	Topic	Contribution to SDGs	Progress in 2025
Quality and Innovation	Innovation-driven		<ul style="list-style-type: none"> <li>With a continuously deepened global footprint, we've established an operating network spanning 42 countries and regions across five continents, with more than 180 branches and a professional team of over 10,000 employees;</li> <li>We've been committed to being a pioneer in industry service innovation, actively embracing technological innovation, and advancing DCT practices and the application of AI in clinical research, empowering pharmaceutical innovation through digital technologies;</li> <li>We've been upholding high ethical standards, safeguarding the R&amp;D ethics, promoting the sustainable development of clinical research, and striving to build a responsible life sciences innovation ecosystem;</li> <li>We've continuously strengthened the development of a company-wide quality culture, with RBQM as the core framework, to promote the integration of quality principles across the full business process and enhance the agility and effectiveness of our quality management system.</li> </ul>
	Research and development ethics		
	Service quality management		
People and Community	Talent growth and development	 	<ul style="list-style-type: none"> <li>We've established the <i>Competency Framework</i> to guide employees in formulating individual development plans, and continuously improved our training system as well as recruitment and promotion mechanisms to create diverse growth opportunities for employees;</li> <li>We've established diverse employee communication and incentive platforms, conducted employee vitality surveys, listened to employee opinions and concerns, and enhanced their sense of belonging;</li> <li>We've created a diverse, equal, open, inclusive, collaborative and supportive work environment that respects the cultural customs and beliefs of our employees. We focus on the rights and interests of female employees and have set up diversity objectives: the proportion of female new employees shall not be less than 50% each year;</li> <li>We've provided a safe and stable working environment for employees, paying attention to their physical and mental health. We've achieved occupational health and safety management objectives of zero work-related injuries and deaths, zero fire accidents, and zero occupational disease incidents;</li> <li>We've conducted public welfare activities and volunteer services in multiple areas, including medical health and educational support.</li> </ul>
	Employee rights and benefits		
	Diversity, equity, and inclusion		
	Contributions to the society		
Natural Environment	Addressing climate change	 	<ul style="list-style-type: none"> <li>We've actively identified climate change risks and opportunities for Tigermed, conducted climate scenario analysis, assessed the potential impacts of climate change on the Company's finances and operations, formulated science-based GHG emission reduction targets and pathways, and formally secured SBTi validation;</li> <li>We've advanced initiatives such as photovoltaic power generation, rainwater harvesting, and digital transformation through green office practices and refined management to systematically reduce energy consumption and environmental footprint;</li> <li>We've standardized the Company's exhaust and wastewater emissions, and the usage and management of hazardous and non-hazardous waste, as well as materials. We set quantitative environmental objectives, regularly disclose progress on environmental quantitative targets, and actively implement our environmental protection responsibilities.</li> </ul>
	Economical use of resources		
	Reduction of pollutant emissions		
Compliance Development	Compliance		<ul style="list-style-type: none"> <li>We've established a compliance management system covering operational compliance, financial and tax compliance, and information security compliance, issued the <i>Guidelines for Compliance Governance of Artificial Intelligence</i>, achieved 100% compliance training coverage and 100% resolution rate for compliance reporting incidents;</li> <li>We've formulated the <i>Anti-corruption and Anti-bribery Policy</i>, signed compliance commitments with executives and suppliers, expanded the coverage of anti-corruption audits continuously, and effectively prevented corruption and bribery.</li> </ul>
	Business ethics		

## Sustainable Development Governance

### ☉ Sustainable Development Management Framework and Duty

Tigermed incorporates ESG into its corporate management, employing solid ESG management as a methodology and pathway to achieve SDGs.

The Company has established a comprehensive ESG management system. The Board of Directors performs supervisory responsibilities on the Company's ESG matters and has formulated the *Terms of Reference of the Compliance, Environment, Social and Governance Management Committee*, which clarifies the terms of reference of the Compliance, Environment, Social and Governance Management Committee (hereinafter referred to as the "Compliance and ESG Committee").

The Compliance and ESG Committee of the Company has been established with the Company Director and General Manager serving as the Chairman of the Committee, with the Chief Compliance Officer, as a member of the committee, responsible for overseeing and coordinating the overall ESG management work. The Compliance and ESG Committee reports regularly to the Board of Directors on the progress of the Company's ESG management and obtains guidance from the Board of Directors.

#### Tigermed ESG Management Framework



#### The Company's Board of Directors is fully responsible for ESG strategy and reporting, including:

- Guiding and monitoring the development and implementation of ESG work and corporate social responsibility of the Company and its subsidiaries;
- Establishing and maintaining appropriate and effective ESG risk management and internal control systems;
- Assessing and determining the nature and extent of risks that the Company is willing to take to achieve its strategic objectives.

#### Authorized by the Board of Directors, the Compliance and ESG Committee is responsible for:

- Developing the Company's ESG management policy, objectives, strategy, and framework;
- Reviewing regularly the performance of the Company's ESG-related objectives and providing recommendations on actions to be taken to improve performance;
- Identifying and assessing the Company's ESG risks, opportunities, and their material impact on the Company's business, prioritizing material topics, and ensuring that appropriate and effective ESG risk management and internal control systems are in place;
- Promoting a top-down culture in the Company to ensure that compliance and ESG factors are integrated into management and business decision-making processes;
- Regularly reviewing the communication channels and methods between the Company and its stakeholders to ensure the effectiveness of relevant policies.

Subordinate to the Compliance and ESG Committee, there are the ESG Working Group and dedicated compliance working groups, which are responsible for implementing and executing compliance and ESG-related objectives and policies, and promoting and executing specific ESG matters. The Compliance and ESG Committee has formulated and released the *Tigermed Environmental, Social and Governance (ESG) Regulation* (hereinafter referred to as the "ESG Regulation").

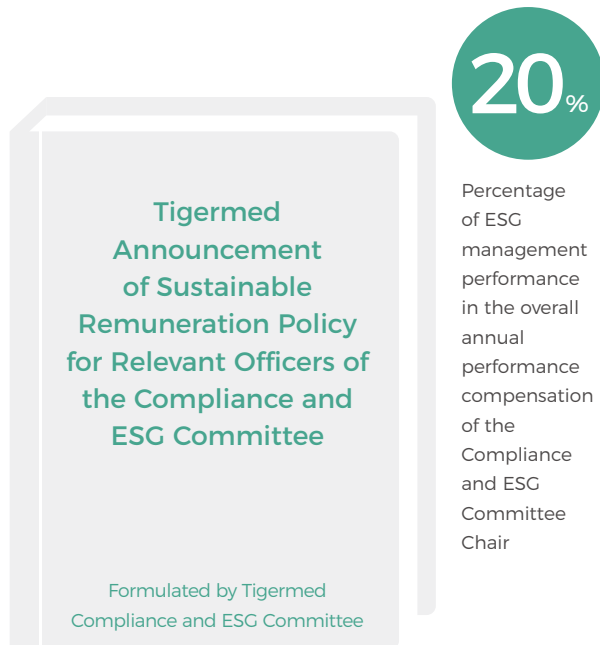
The ESG Working Group promotes the implementation of the Company's compliance and ESG management through reporting to the Compliance and ESG Committee, conducting studies on special compliance topics, annual training plans, compliance project team meetings, and internal publications.

## © Sustainable Development Governance Practices

The Compliance and ESG Committee of the Company issued the *Tigermed Announcement of Sustainable Remuneration Policy for Relevant Officers of the Compliance and ESG Committee*, establishing a sustainable remuneration policy for the Compliance and ESG Committee Chairman (General Manager), and for the Chief Compliance Officer and incorporating the job responsibilities of the Chairman of the Compliance and ESG Committee of the Board of Directors as well as the achievement of the Company's ESG management objectives in the year-end assessment of the General Manager. Based on the Company's management regulations, ESG management performance accounts for 20% of the overall annual performance compensation of the Compliance and ESG Committee Chair.






According to the *Terms of Reference of the Compliance, Environment, Social and Governance Management Committee*, the Company held four compliance and ESG committee meetings during the reporting period. During the meetings, the committee reviewed and approved the *2024 Sustainability Report* of the Company, confirmed the achievement of environmental management objectives and CHG emission reduction targets, and updated the responsibilities of various compliance task forces as well as the composition of the committee. In addition, the committee reviewed and approved a number of key proposals covering critical ESG areas such as compliance, employee rights protection, and business ethics development, continuously strengthening its role as a core decision-making supporter for ESG governance.

During the reporting period, the Company invited external professional institutions and industry experts and conducted two ESG-related training sessions for all senior management, including all members of the Compliance and ESG Committee, with the content covering such areas as domestic and international ESG policy trends, market regulation and climate information disclosure requirements, as well as the SBTi framework and implementation pathways, to enhance their understanding of domestic and international ESG policy trends and key topics.



## Contribution to Sustainable Development


### Key ESG Performance in 2025

 Economy	 Quality and Innovation	 People and Community	 Natural Environment	 Compliance Development
<p>RMB <b>887.89</b> Million Net profit attributable to shareholders of listed companies</p> <hr/> <p>RMB <b>391.73</b> Million Total tax</p> <hr/> <p>RMB <b>107.75</b> Million Total cash dividend</p> <hr/> <p>RMB <b>1.26</b> (Tax included) Proposed cash dividend distribution per 10 shares</p>	<p><b>100%</b> Employee training coverage rate for the quality management system training</p> <hr/> <p><b>6</b> New self-developed projects</p> <hr/> <p><b>8.42</b> Customer service satisfaction score</p>	<p><b>5,553</b> Number of employees covered by the talent resource inventory</p> <hr/> <p><b>16.26%</b> Employee internal mobility rate</p> <hr/> <p>RMB <b>3.73</b> Million Amount of external donations</p>	<p><b>0.32</b> tCO<sub>2</sub>e GHG emissions per capita (The scope of material impact on the Company's business operations)</p> <hr/> <p><b>100%</b> Compliance rate of waste disposal</p> <hr/> <p><b>0</b> Number of environmental safety accidents</p>	<p><b>100%</b> Employee training coverage rate for compliance system training</p> <hr/> <p><b>1,800 +</b> Number of entries in the drug regulatory policy database</p> <hr/> <p><b>35</b> Internal control audit projects</p>

## ESG Management Progress in 2025

During the reporting period, the Company made significant achievements in ESG development and received multiple authoritative recognitions and awards.


ESG Ratings



MSCI ESG Ratings

Receiving a rating at AAA level


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SZSE's CNI ESG Ratings

Remaining stable at AAA level

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CDP Climate Change Questionnaire

Remaining at Score B

Annual Honors

<p>Most Favored Listed Companies in Zhejiang (Shanghai and Shenzhen A-share Market) by Institutions</p> <p style="font-size: 2em; font-weight: bold; color: #c88e3c;">TOP10</p>	<p>Forbes China Go-International Flagship Brands</p> <p style="font-size: 2em; font-weight: bold; color: #c88e3c;">TOP30</p>	<p>LinkedIn Global Graduated</p> <p style="font-size: 1.2em; font-weight: bold; color: #c88e3c;">Magnet Employer</p>
<p>2025 Chinese Pharmaceutical Listed Companies in ESG Competitiveness</p> <p style="font-size: 2em; font-weight: bold; color: #c88e3c;">TOP20</p>	<p>National Intelligent Healthcare Security Contest 2025</p> <p style="font-size: 1.2em; font-weight: bold; color: #c88e3c;">First Prize and Second Prize</p>	
<p>Huxiu 2025 Sustainable Brand Model List</p> <p style="font-size: 1.2em; font-weight: bold; color: #c88e3c;">Enterprise Compliance Award</p>	<p>Xuechuang Award 2025</p> <p style="font-size: 1.2em; font-weight: bold; color: #c88e3c;">Gold Mentor Heritage Award</p>	

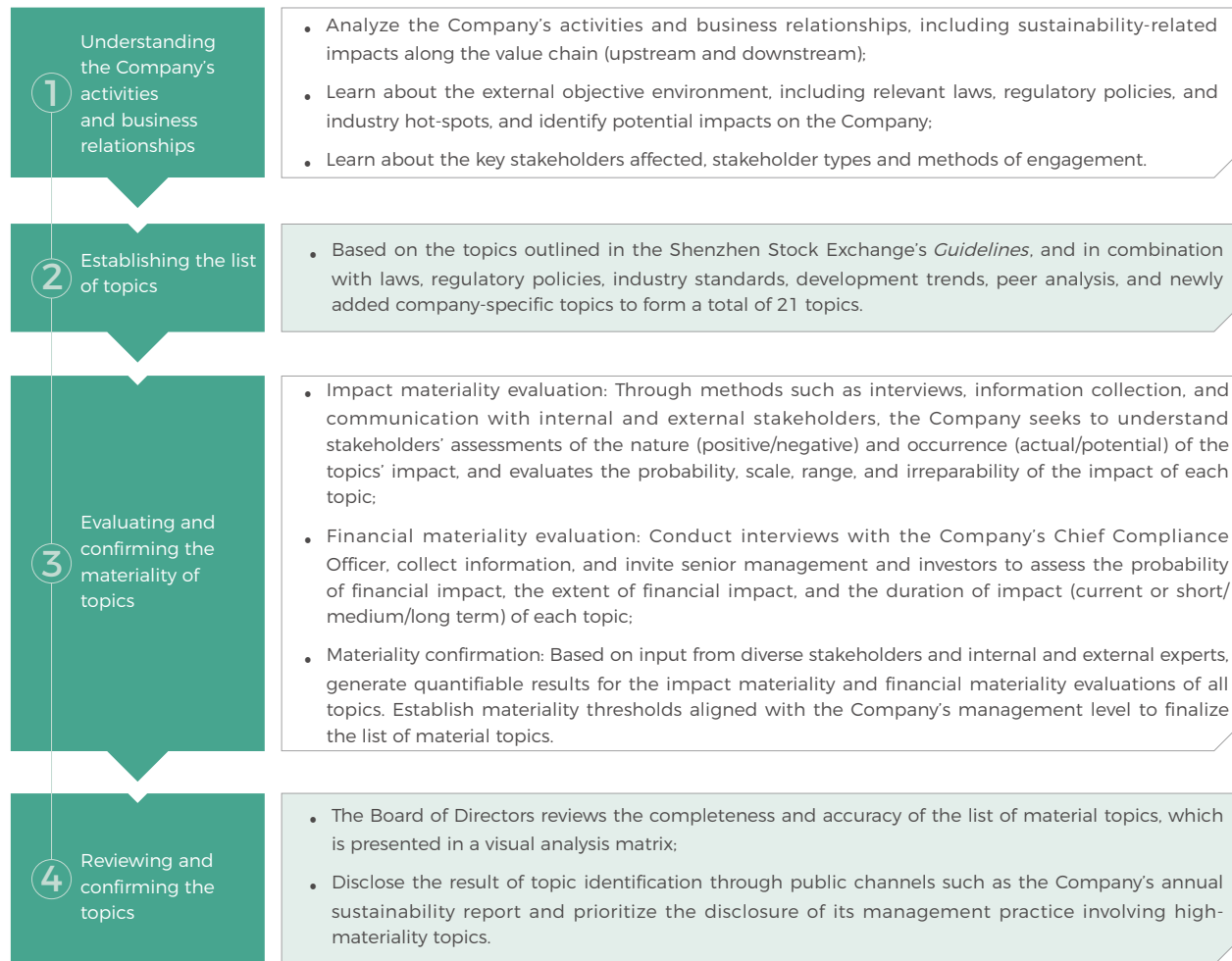
Note: The above rating results reflect the progress for the 2025 fiscal year and are based on information retrieved as of March 19, 2026.

## Materiality Analysis

Material topics assessment is a critical component of the Company's ESG management. It helps identify the direction of risks and opportunities, as well as clarify ESG strategic planning and key focus areas. In 2025, Tigermed conducted a dual materiality assessment of ESG topics, based on the "Materiality" principle outlined in the *Environmental, Social and Governance Reporting Code* issued by the Stock Exchange of Hong Kong (hereinafter referred to as the "HKEX"), and the *Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* issued by the Shenzhen Stock Exchange (hereinafter referred to as "SZSE") and with reference to other related sustainability standards.



### Dual Materiality Assessment Process

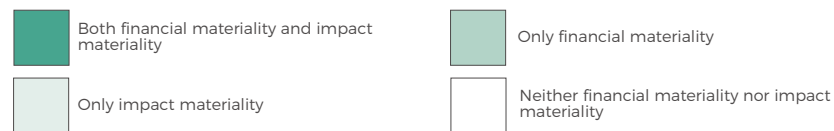
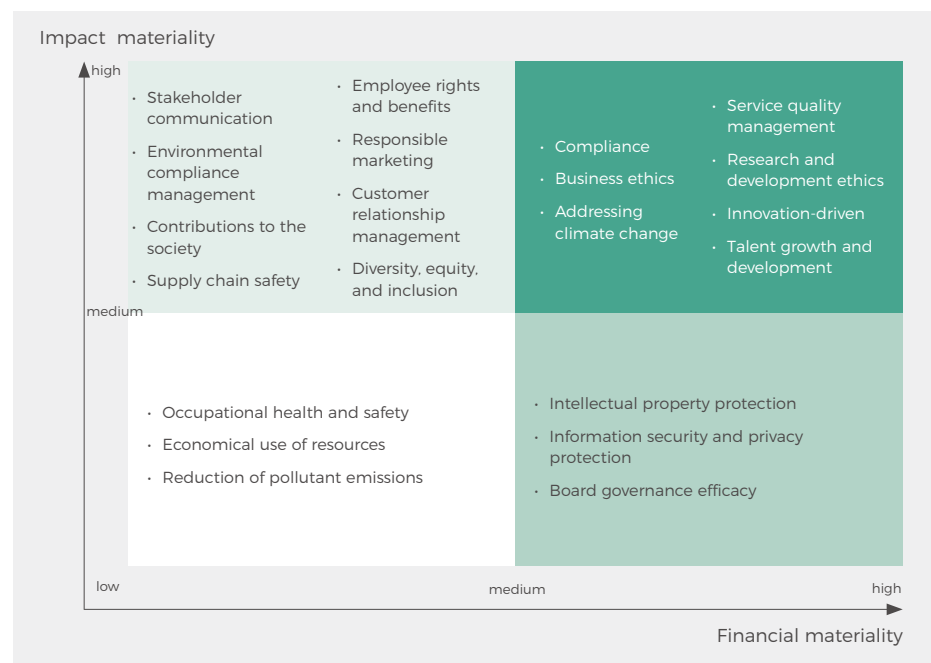


In 2025, through the dual materiality assessment process, Tigermed identified 21 ESG-related topics. Among them, we identified 3 topics as only having financial materiality and 8 topics as only having impact materiality, with 7 topics holding both financial and impact materiality and 3 topics holding neither financial nor impact materiality. We categorized the material topics into four quadrants based on their relative importance. ESG topics within the same quadrant are not ranked. The results are presented in the following matrix.

The Company's main business focuses on providing clinical research services, with limited involvement in manufacturing activities, thus a minimal direct impact on ecosystem and biodiversity and limited opportunities for resource circularity. Therefore, "Ecosystem and biodiversity protection" and "Circular economy" are not identified as material topics for the Company this year.

Compared to 2024, the Company made the following adjustments based on the 21 topics in the *Guidelines*, as well as research on laws, regulatory policies, and industry trends:








### Material Topics Matrix











Adjustment Method	Reason for Adjustment
Renamed the topic "Information security protection" to "Information security and privacy protection"	To expand the scope of the topic and emphasize equal emphasis on "information security" and "privacy protection".
Reclassified the topic "Addressing climate change" from a topic of impact materiality to a topic of dual materiality	In alignment with ESG rating requirements and the Company's actual context, this topic not only generates environmental and social impacts but also poses material risks and opportunities to the Company's finances, strategy, and long-term resilience.
Removed the topic "Information transparency"	The content of this topic has been integrated into related topics such as "Board governance efficacy". This optimization and consolidation aim to focus on key priorities and avoid duplication.

The Company conducts in-depth communication with stakeholders of Tigermed on material topics to fully identify potential opportunities and risks. Among them, the analysis of risks and opportunities related to financial materiality topics is presented in the corresponding sections of this report; the impact analysis for impact materiality topics is summarized and presented in this section.








### Identification and Analysis of Impact Material Topics

Impact Material Topics	Impact Materiality Analysis				
	Type of Impact	Scope of Impact	Stakeholders Affected		Impact Analysis
 <b>Service quality management</b>	<ul style="list-style-type: none"> <li>• Potential positive impacts</li> <li>• Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream</li> <li>• Own operations</li> <li>• Downstream</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Partners</li> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure the reliability of customers' R&amp;D data and the quality of deliverables</li> <li>• If poorly managed, it may impair customers' R&amp;D progress and drug accessibility</li> </ul>
 <b>Research and development ethics</b>	<ul style="list-style-type: none"> <li>• Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Own operations</li> <li>• Downstream</li> </ul>	<ul style="list-style-type: none"> <li>• Partners</li> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>• Community and public</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• If poorly managed, it may affect the rights, interests, and safety of participants; where animal testing is involved, it may cause unnecessary suffering to laboratory animals.</li> </ul>
 <b>Innovation-driven</b>	<ul style="list-style-type: none"> <li>• Actual positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream</li> <li>• Own operations</li> <li>• Downstream</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Partners</li> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Help customers accelerate new drug R&amp;D, benefiting a broader patient population</li> </ul>
 <b>Talent growth and development</b>	<ul style="list-style-type: none"> <li>• Actual positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Own operations</li> </ul>	<ul style="list-style-type: none"> <li>• Employees</li> </ul>		<ul style="list-style-type: none"> <li>• Cultivate and deliver professional talent to the industry, enhancing industry human capital</li> </ul>
 <b>Compliance</b>	<ul style="list-style-type: none"> <li>• Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream</li> <li>• Own operations</li> <li>• Downstream</li> </ul>	<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Partners</li> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Shareholders and investors</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• Where non-compliant conduct exists, it may disrupt the market and harm the public interest</li> </ul>
 <b>Business ethics</b>	<ul style="list-style-type: none"> <li>• Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream</li> <li>• Own operations</li> <li>• Downstream</li> </ul>	<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>• Partners</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• If business ethics are compromised, it may erode market fairness and the trust of partners</li> </ul>
 <b>Addressing climate change</b>	<ul style="list-style-type: none"> <li>• Potential positive impacts</li> <li>• Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Upstream</li> <li>• Own operations</li> <li>• Downstream</li> </ul>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Suppliers</li> <li>• Partners</li> </ul>	<ul style="list-style-type: none"> <li>• Government and regulators</li> <li>• Community and public</li> </ul>	<ul style="list-style-type: none"> <li>• Active emission reduction can help customers and the supply chain achieve green transition</li> <li>• Climate-related physical risks may affect business continuity and, in turn, impact supply chain stability</li> </ul>

Impact Material Topics	Impact Materiality Analysis			
	Type of Impact	Scope of Impact	Stakeholders Affected	Impact Analysis
 <b>Employee rights and benefits</b>	<ul style="list-style-type: none"> <li>Actual positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Safeguard employee well-being, promoting family stability and social harmony</li> </ul>
 <b>Responsible marketing</b>	<ul style="list-style-type: none"> <li>Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>Upstream</li> <li>Own operations</li> <li>Downstream</li> </ul>	<ul style="list-style-type: none"> <li>Partners</li> <li>Customers</li> <li>Community and public</li> <li>Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>Improper communication of information may affect public understanding of health</li> </ul>
 <b>Customer relationship management</b>	<ul style="list-style-type: none"> <li>Potential positive impacts</li> <li>Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>Upstream</li> <li>Own operations</li> <li>Downstream</li> </ul>	<ul style="list-style-type: none"> <li>Customers</li> <li>Suppliers</li> <li>Partners</li> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Sound relationships can improve customers' R&amp;D efficiency and success rates</li> <li>If the relationship breaks down or collaboration is ineffective, it may lead to project delays, impaired data quality, or cost overruns</li> </ul>
 <b>Diversity, equity, and inclusion</b>	<ul style="list-style-type: none"> <li>Potential positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> </ul>	<ul style="list-style-type: none"> <li>Promote workplace equality and set an example for inclusive social development</li> </ul>
 <b>Stakeholder communication</b>	<ul style="list-style-type: none"> <li>Potential positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>Upstream</li> <li>Own operations</li> <li>Downstream</li> </ul>	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Partners</li> <li>Employees</li> <li>Customers</li> <li>Shareholders and investors</li> <li>Government and regulators</li> <li>Community and public</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced transparency can promote industry-wide information sharing and sound development</li> </ul>
 <b>Environmental compliance management</b>	<ul style="list-style-type: none"> <li>Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Employees</li> <li>Government and regulators</li> <li>Community and public</li> </ul>	<ul style="list-style-type: none"> <li>Inadequate environmental protection measures may affect the local environment and the health of residents</li> </ul>
 <b>Contributions to the society</b>	<ul style="list-style-type: none"> <li>Actual positive impacts</li> </ul>	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Community and public</li> </ul>	<ul style="list-style-type: none"> <li>Public welfare initiatives can directly benefit communities and create shared value</li> </ul>
 <b>Supply chain safety</b>	<ul style="list-style-type: none"> <li>Potential negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>Upstream</li> <li>Own operations</li> <li>Downstream</li> </ul>	<ul style="list-style-type: none"> <li>Customers</li> <li>Suppliers</li> <li>Partners</li> </ul>	<ul style="list-style-type: none"> <li>Supply chain disruptions may delay customers' R&amp;D progress and drug accessibility</li> </ul>

## Stakeholder Engagement

Tigermed hopes to establish a long-term relationship of mutual trust with all stakeholders of the Company. By establishing regular communication mechanisms with stakeholders, we can gain a deeper understanding of their opinions, needs, and expectations towards the Company. Through maintaining a two-way communication and actively addressing stakeholders' concerns, we can fulfill our responsibility for sustainable development.

Key Stakeholders	 Government and regulators	 Shareholders and investors	 Customers	 Partners	 Suppliers	 Employees	 Community and public
Stakeholder Representatives	<ul style="list-style-type: none"> <li>Government departments in the health and sanitation sector</li> </ul>	<ul style="list-style-type: none"> <li>Investors who invest in equity or bonds of the Company</li> </ul>	<ul style="list-style-type: none"> <li>Pharmaceutical enterprises</li> <li>Biotechnology companies</li> <li>Medical device enterprises</li> <li>Clinical research centers</li> </ul>	<ul style="list-style-type: none"> <li>Industry associations</li> <li>Hospitals</li> </ul>	<ul style="list-style-type: none"> <li>Clinical research GxP suppliers</li> <li>Clinical research centers</li> <li>Non-GxP suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Grassroots employees</li> <li>Junior management</li> <li>Middle management</li> <li>Senior management</li> </ul>	<ul style="list-style-type: none"> <li>Communities in which the business operates</li> </ul>
Topics of Concern	<ul style="list-style-type: none"> <li>Compliance</li> <li>Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Board governance efficacy</li> </ul>	<ul style="list-style-type: none"> <li>Innovation-driven</li> <li>Service quality management</li> <li>Customer relationship management</li> <li>Information security and privacy protection</li> <li>Responsible marketing</li> <li>Intellectual property protection</li> <li>Research and development ethics</li> </ul>	<ul style="list-style-type: none"> <li>Compliance</li> <li>Research and development ethics</li> <li>Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Service quality management</li> <li>Innovation-driven</li> <li>Supply chain safety</li> <li>Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Talent growth and development</li> <li>Employee rights and benefits</li> <li>Occupational health and safety</li> <li>Diversity, equity, and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Contributions to the society</li> <li>Addressing climate change</li> <li>Reduction of pollutant emissions</li> <li>Environmental compliance management</li> <li>Economical use of resources</li> </ul>
Communication Methods/Channels	<ul style="list-style-type: none"> <li>Inspection by leaders and competent departments</li> <li>Regular work summary and official communication</li> <li>Daily communication over the telephone and by email</li> <li>Daily policy implementation</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meeting</li> <li>Regular reports and information disclosure on official website</li> <li>Investor hotline</li> <li>"irm.cninfo.com.cn" of SZSE and "hkexnews.hk" of HKEX</li> <li>Investor-specific appointment email</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Daily communication over the telephone and by email</li> <li>Customer service and complaints</li> <li>Customer visits</li> </ul>	<ul style="list-style-type: none"> <li>Business communication and agreement signing</li> <li>Industry events, such as exhibitions, seminars, etc.</li> <li>Satisfaction survey</li> </ul>	<ul style="list-style-type: none"> <li>Supplier quality audits</li> <li>Supplier Code of Conduct signing</li> </ul>	<ul style="list-style-type: none"> <li>Internal mail and public announcement</li> <li>Corporate culture platform</li> <li>Employee suggestion platform</li> <li>Internal publication</li> <li>Labor union</li> </ul>	<ul style="list-style-type: none"> <li>Health education activities</li> <li>Public inquiries and complaints</li> <li>Interview and communication</li> <li>External announcements and disclosures</li> </ul>
Progress during the Reporting Period	<ul style="list-style-type: none"> <li>Provided feedback and recommendations on policy and regulatory consultations to government agencies a total of <b>25</b> times</li> </ul>	<ul style="list-style-type: none"> <li><b>1</b> investment institution survey</li> <li>Over <b>100</b> roadshows and reverse roadshows</li> </ul>	<ul style="list-style-type: none"> <li><b>1</b> customer satisfaction survey, covering <b>388</b> enterprises</li> </ul>	<ul style="list-style-type: none"> <li>Industry associations spoke at and exhibited at <b>20</b> times, hosted <b>8</b> sub-forums</li> <li>Held <b>14</b> live sessions of Cloud Classroom</li> </ul>	<ul style="list-style-type: none"> <li>Completed <b>8</b> supplier quality inspections</li> <li>Supplier Code of Conduct signing rate: <b>78.13%</b></li> </ul>	<ul style="list-style-type: none"> <li>The "Tigermed Star" employee recognition platform received over <b>1,280</b> internal and external commendations.</li> </ul>	<ul style="list-style-type: none"> <li>Participated in <b>10</b> public welfare projects;</li> <li>Donated <b>10,000</b> copies of the Handbook for Metabolic Disease Clinical Trial Subjects</li> </ul>

# Efficient Governance, Empowering Development



Board Governance Efficacy

Protecting Investor Rights and Interests

Standardizing Related-party Transactions

# 04



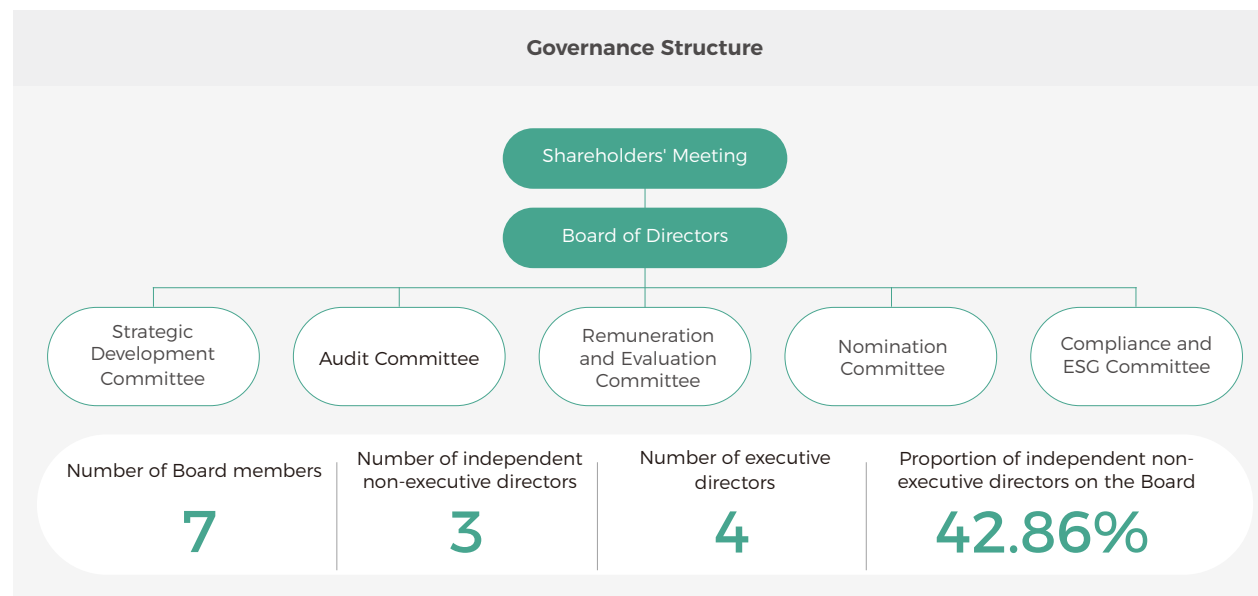
## Overview

A sound corporate governance structure is the cornerstone of Tigermed's sustainable development, and also a solid guarantee and action plan for the Company to cope with the complex market environment and achieve long-term stable operations. The Company has established a scientific governance system with clearly defined responsibilities and effective checks and balances. By continuously optimizing the governance structure and decision-making and supervision mechanisms of the Shareholders' Meeting, the Board of Directors, and senior management, we have consistently enhanced operational transparency and strategic execution.

Tigermed has always upheld high governance standards, with protecting shareholder rights as one of its core responsibilities. Through a stable shareholder return policy and proactive investor communication mechanisms, we have continuously strengthened market trust. Meanwhile, the Company prioritizes a diverse and professional composition of the Board of Directors, enhances the timeliness and transparency of information disclosure, and ensures effective performance of duties by all governance bodies. This provides systematic support for the Company in risk management, strategic decision-making, and sustainable value creation.

## Our Governance Approach

In accordance with the *Articles of Association of Tigermed*, Tigermed standardizes the selection, appointment, and dismissal of directors, continuously optimizes its governance structure comprising the Shareholders' Meeting, the Board of Directors, and senior management, and strengthens the decision-making process and supervisory functions, ensuring that the Board of Directors fully performs its duties and plays a key role in major decisions and business management.



In strict compliance with the revised the *Company Law of the People's Republic of China* (hereinafter referred to as the "Company Law"), the *Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange* (hereinafter referred to as the "ChiNext Listing Rules"), and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, among other relevant laws and regulations, the Company has established and continuously improves its corporate governance system, clearly defining the rights, obligations, responsibilities, and operational standards of each governance body.

During the reporting period, in accordance with the latest laws, regulations, and normative documents, such as the *Company Law* and the *Guidelines for the Articles of Association of Listed Companies*, and in light of the Company's actual day-to-day operations, the Company made adjustments to its governance framework. Adjustments include the removal of the Board of Supervisors, with its relevant functions assumed by the Audit Committee of the Board of Directors, and the addition of employee directors. In addition, the Company systematically revised, formulated and repealed 24 internal governance policies, including the *Working Rules for the General Manager*, the *Working Rules for the Audit Committee of the Board of Directors*, and the *Working Rules for the Nomination Committee of the Board of Directors*.

## Board Governance Efficacy

### Strategy

Tigermed is committed to continuously optimizing its governance framework by strengthening the division of responsibilities among the Board of Directors, management, and functional departments to enhance transparency and efficiency in decision-making. At the same time, by strengthening the functions of the Audit Committee of the Board of Directors, the Company further enhanced its supervision effectiveness to improve its ability to respond to external risks and challenges. Aligning with industry trends and evolving market demands, the Company actively identifies risks and opportunities to ensure a swift response to external changes.

#### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration <sup>1</sup>	Financial Impact
<ul style="list-style-type: none"> <li>With policies and regulations becoming increasingly stringent, failure to effectively supervise compliance system development may pose risks of administrative penalties or legal litigation.</li> <li>Decision-making biases may lead to strategic misjudgment and improper resource allocation, increasing business uncertainty for the Company.</li> <li>Non-transparent or inefficient governance mechanisms can easily lead to market skepticism and negative public opinion, damaging corporate credibility and investor confidence.</li> </ul>	<ul style="list-style-type: none"> <li>Optimizing the decision-making process and supervision mechanism helps strengthen risk prevention capabilities and improve corporate governance.</li> <li>Review and resource coordination can promote the concentration of capital, talent, and other elements on core fields to enhance resource allocation efficiency and operational effectiveness.</li> </ul>	Long-term	<ul style="list-style-type: none"> <li>By improving the accuracy of strategic decision-making and resource allocation efficiency, the Board governance efficiency can be enhanced, thereby promoting a continuous increase in investment return rates.</li> </ul>

Note 1: The Company defines the "Impact Duration" as follows: Short-term refers to within one year after the end of the Company's ESG reporting period, i.e., within 2026; medium-term refers to one to five years after the end of the Company's ESG reporting period, i.e., 2027 to 2031; long-term refers to more than five years after the end of the Company's ESG reporting period, i.e., 2032 and beyond, the same applies below.

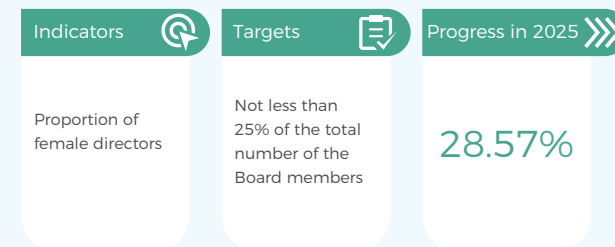
The Company always adheres to efficient and transparent governance principles, and is committed to enhancing overall governance capabilities to safeguard shareholder interests, strengthen social responsibility, and ensure its long-term competitiveness and positive reputation in the global market.

### Impact, Risk, and Opportunity Management Process

Tigermed regularly evaluates its governance structure and comprehensively reviews the composition of the Board of Directors, management operations, and internal control mechanisms in line with legal and regulatory requirements. By promoting the diversity of Board members and providing compliance training, the Company ensures the effectiveness of the Board in strategic decision-making and governance execution.

### Indicators and Targets

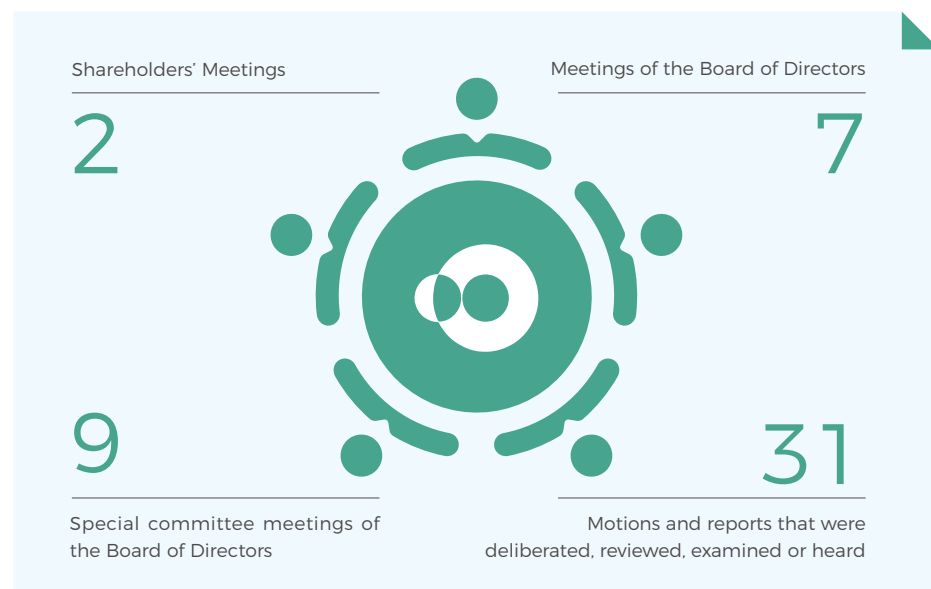
The Company sets governance-related objectives for the Board of Directors, continuously improves the governance structure and decision-making mechanisms, enhances the independence and professionalism of the Board, strengthens risk management and supervisory functions, and promotes the sound operation of its corporate governance system.



## ◎ Responsibilities of the Board of Directors

In accordance with the *Company Law* and the *ChiNext Listing Rules* along with other relevant laws, regulations, and normative documents, the Company has simultaneously updated the *Articles of Association of Tigermed*, the *Tigermed Related-Party Transaction System*, and the *Tigermed External Guarantee Management System*. In accordance with the relevant systems, the Company convenes Shareholders' Meetings and the Board meetings to enhance the Company's compliance management level.

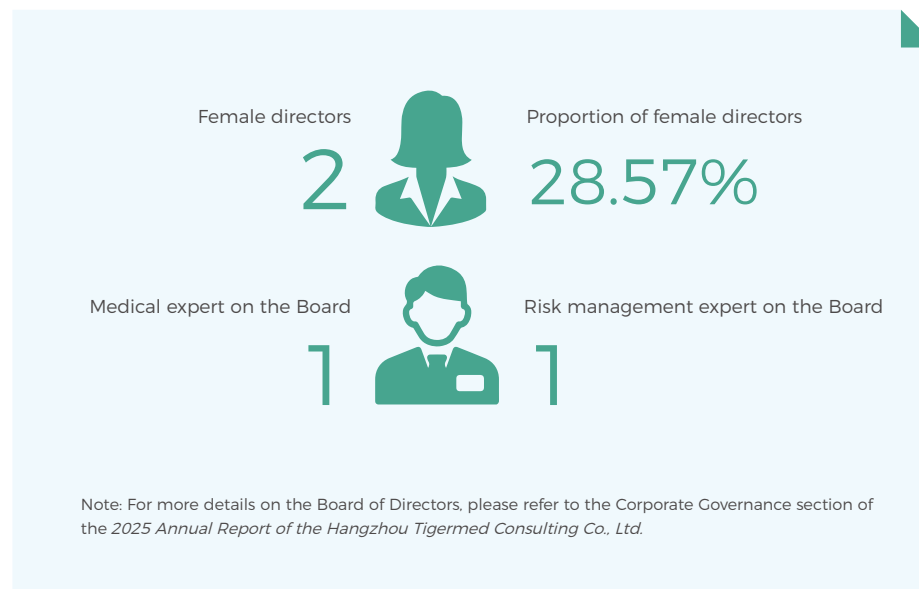
### Shareholders' Meetings and Board Meetings in 2025



The remuneration of directors and senior managers is determined by the Remuneration and Evaluation Committee of the Board of Directors. During the reporting period, the Company's executive directors received remuneration based on their position in the Company and did not receive director allowances. The annual allowance standard for the Company's independent non-executive directors is RMB 300,000 per year (tax inclusive). Senior managers are assessed by the Remuneration and Evaluation Committee of the Board of Directors based on annual performance to determine their annual remuneration.

## ◎ Board Diversity

The Company formulates the Board diversity policy, with the Nomination Committee responsible for reviewing the diversity of the Board of Directors. Based on the backgrounds of the candidates and the development status of the Company, it takes candidates' diversity factors into account, including but not limited to gender, age, nationality, cultural and educational background, and professional experience. In addition, our directors have a complementary mix of knowledge and skills, including theoretical knowledge and practical experience in business management, medical clinical research, scientific research, biostatistics, financial management, and accounting.



Note: For more details on the Board of Directors, please refer to the Corporate Governance section of the *2025 Annual Report of the Hangzhou Tigermed Consulting Co., Ltd.*

## Protecting Investor Rights and Interests

### Information Disclosure and Transparency

In strict compliance with the *Company Law*, the *Corporate Governance Code* as set out in Appendix C1 to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, the *Guidelines for the Standard Operation of Listed Companies on the ChiNext Board of Shenzhen Stock Exchange No. 2 - Standardized Operation of Listed Companies on Growth Enterprise Markets*, and other relevant local laws and regulations overseas, as well as the *Rules of Procedure of General Meeting*, Tigermed regularly convenes and holds shareholders' meetings to ensure shareholders' rights to be informed and participate in major matters of the Company as stipulated by laws, administrative regulations, and the Company's Articles of Association.

The Company has established the *Information Disclosure Management System*, and conducts information disclosure in accordance with the principles of authenticity, accuracy, completeness and timeliness. The Company actively discloses all information that may have a material impact on shareholders' or other stakeholders' decisions, and guarantees that all shareholders have equal access to such information. The information disclosure channels include, but are not limited to, the *Shanghai Securities News* (designated by the China Securities Regulatory Commission), [www.cninfo.com](http://www.cninfo.com), the HKEX website, and other platforms. During the reporting period, the Company formulated the *Market Value Management Policy* to strengthen market value management and actively safeguard the legitimate rights and interests of the Company, investors, and other stakeholders.

### Investor Relationship Management

Tigermed has established effective communication channels with shareholders. In addition to periodic reports, a dedicated email address for investor appointments has been set up, an Investors section on the Company's official website is

launched, and hotline services are provided for investors. The Company has designated the Board Secretary as the person in charge of investor relationship management, responsible for coordinating investor relations, receiving shareholder visits, answering investor inquiries, and providing disclosed company information. At the same time, we respect and fully protect the rights of all shareholders as owners of the Company, while protecting the equal status of small and medium shareholders. The Company opens online voting on the premise of the legality and effectiveness of the shareholders' meeting, which provides convenient conditions for small and medium shareholders to participate in voting, and ensures that they can deliberate on the Company's major proposals through online and onsite voting.

The Company consistently adheres to the "investor-centered" philosophy, using cash dividends as an important method to reward shareholders. Since its listing, the annual cash distribution has accounted for more than 30% of the net profit attributable to shareholders of the listed company, excluding non-recurring gains and losses, sharing growth results with all investors. To date, total A-share cash dividends have reached RMB 2.3 billion, over four times the net proceeds from its A-share IPO. Regarding share repurchases, as of the completion of the repurchase period on April 30, 2025, the Company had repurchased a total of 9,806,300 shares via centralized bidding, accounting for 1.32% of its total A-share capital, with a total transaction value of RMB 500 million (excluding transaction fees). The Company completed the cancellation of treasury shares in two tranches in May 2024 and May 2025, totaling 11,392,200 shares to improve its earnings per share, thereby directly enhancing shareholders' equity. In addition, the repurchase and cancellation signaled the management's confidence in the Company's intrinsic value, helped stabilize market expectations for the share price, and demonstrated the Company's determination for long-term development.

During the reporting period, in recognition of its outstanding performance in innovative practices and investor communication, the Company was listed on the Securities Times "Eighth West Lake Summit 2025 TOP List for Asset Management Serving the Real Economy", selected for the "Top 10 Most Favored Listed Companies in Zhejiang (Shanghai and Shenzhen A-share Market) by Institutions", and received high recognition from institutional investors.



### Standardizing Related-party Transactions

To regulate and reduce unnecessary related-party transactions, the Company has established the *Tigermed Related-Party Transaction System*, which specifies the approval authority for related-party transactions. The Company updates and reviews the *Related Party Investigation Form* every quarter, and incorporates the identification of related-party transactions into the online contract approval process to reduce the risk of missing disclosure of related-party transaction information. We also submit related-party transactions that meet disclosure standards to the Board of Directors or the shareholders' meeting for approval to fulfill the decision-making process and information disclosure obligations of related-party transactions, and meet compliance requirements.

## Compliance Advancement, Sustainable Growth

- ✓ Compliance
- ✓ Business Ethics
- ✓ Information Security and Privacy Protection
- ✓ Intellectual Property Protection

# 05



## Overview

A sound corporate governance framework is fundamental to Tigermed's compliant operations and sustainable development. The Company has continuously improved the governance structure and upgraded its compliance and risk management systems, to effectively enhance operational transparency and stability.

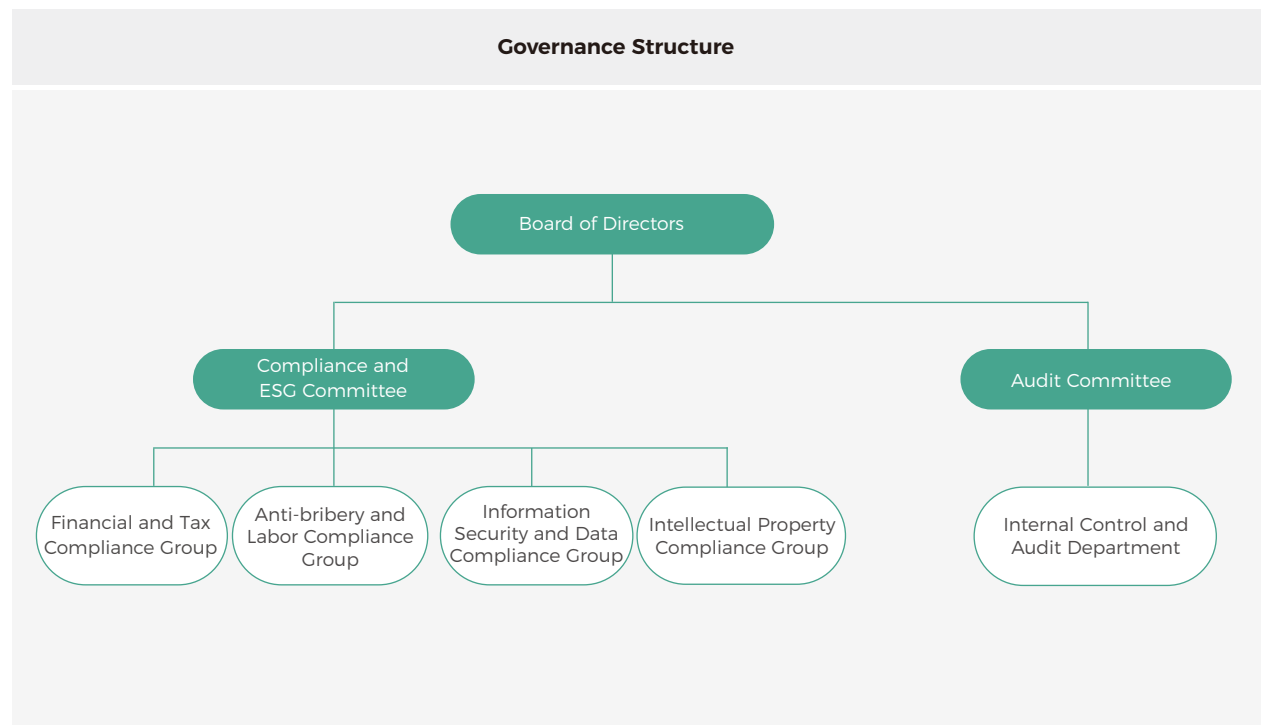
In terms of compliance, the Company has systematically advanced the development of the compliance and internal control system to ensure that all business activities meet domestic and international regulatory requirements. Regarding business ethics and anti-corruption, the Company continues to improve its integrity-based operations and supply chain compliance mechanisms, while strengthening end-to-end ethical risk management. At the same time, the Company places great emphasis on information security, data governance, and strategic intellectual property management. By strengthening technical safeguards, optimizing asset allocation, and promoting compliance synergies, we have comprehensively protected the security of core data assets and innovative achievements and enabled their value realization. These key initiatives have not only laid a solid foundation for the Company's long-term stable development, but have also continuously reinforced our compliance advantages and leadership position in global market competition by building a forward-looking, systematic, and executable governance ecosystem, thereby contributing to the healthy and sustainable development of the industry.



## Our Governance Approach

The Board of Directors of Tigermed fulfills its supervisory and guiding responsibilities regarding the Company's compliance matters, establishing a robust governance framework for compliance development through the coordinated efforts of the Compliance and ESG Committee and the Audit Committee.

The Compliance and ESG Committee is responsible for formulating management policies, objectives, strategies, and structures related to compliance, business ethics, information security protection, and intellectual property protection, and regularly reporting significant impacts, risks, and opportunities on material topics to the Board of Directors. The Audit Committee focuses on internal control and audit supervision, aiming to further enhance the independence and professionalism of the governance framework.



Our governance mechanisms for topics of financial materiality include:

## ◎ Compliance

The Company has established the Compliance and ESG Committee, with the Legal Affairs and Compliance Department collaborating with relevant functional departments to implement the specific functions of the Financial and Tax Compliance Group, the Anti-Bribery and Labor Compliance Group, the Information Security and Data Compliance Group, and the Intellectual Property Compliance Group. The groups manage practices related to key topics such as business ethics, information security protection, and intellectual property protection, and regularly report their progress to the Compliance and ESG Committee to ensure corporate compliance.

The Financial and Tax Compliance Group is responsible for formulating and optimizing the financial and tax compliance management system, overseeing tax compliance in procurement and business transactions, standardizing financial review processes, and identifying and preventing legal and financial risks. Through cross-departmental collaboration among functional teams, it ensures transparency and stability in the Company's financial management.

## ◎ Business Ethics

The Anti-Bribery and Labor Compliance Group, led by the Legal Affairs and Compliance Department in collaboration with relevant functional departments, coordinates the Company's efforts in business ethics, anti-corruption, and labor compliance. It is responsible for formulating and implementing anti-corruption and anti-bribery policies, identifying and assessing compliance risks, supervising labor compliance, and conducting regular training and internal audits to ensure that the Company's operations adhere to legal and ethical standards.

The Audit Committee is responsible for managing internal control and audit efforts, to ensure the effectiveness of corporate governance, risk management, and internal control. Under the Audit Committee, the Internal Control and Audit Department carries out specific audit tasks and regularly reports audit findings and rectification progress to the Audit Committee, thereby mitigating corporate governance risks and ensuring the Company's operational compliance and efficiency.

The Internal Control and Audit Department is responsible for the specific Company's internal control and audit functions. It independently and objectively assesses the effectiveness of corporate governance, risk management, and internal control, and conducts audits and issues internal control audit reports to ensure compliance and efficiency in the Company's operations. The Internal Control and Audit Department regularly reports audit findings and rectification progress to the Audit Committee of the Board of Directors, driving the optimization of the internal control system and reducing corporate governance risks.

## ◎ Information Security and Privacy Protection

The Company's information security and privacy protection efforts are managed by the Information Security and Data Compliance Group, which includes representatives from the Legal Affairs and Compliance Department and the Intelligent Research Institute. Together, they collaborate with the group leader, who also serves as the Company's Data Protection Officer (DPO), to establish a data security management system at the Group level.

The Information Security and Data Compliance Group is responsible for supervising, coordinating, and managing the Company's global compliance initiatives in terms of information security and personal information protection. It ensures adherence to laws and regulations on personal information protection, formulates, implements, and maintains the Company's data protection policies and procedures, conducts regular training sessions, and reports to the Compliance and ESG Committee. Tigermed SRL, as the Company's representative for personal data protection in the EU, handles and reports its personal information protection work in the EU in accordance with the Group's directives.

The Company has formulated the *Tigermed Information Asset Classification and Handling Policy* and the *Data Lifecycle Management* to further define the confidentiality levels of data and information assets, specify the disposal requirements for each classification, and establish comprehensive management procedures for data collection, circulation, sharing, processing, and decommissioning, enhancing and refining its data security governance system.

## ◎ Intellectual Property Protection

The Intellectual Property Compliance Group is responsible for ensuring the effective operation of the intellectual property compliance management system and regularly reporting performance and improvement needs to the Compliance and ESG Committee. Additionally, the Company conducts intellectual property training programs to enhance employees' awareness of intellectual property compliance.

The Company has developed the *Tigermed Intellectual Property Manual*, outlining its intellectual property policies, objectives, and guiding documents, and describing its intellectual property compliance management system, to ensure the allocation of necessary resources for system operations, thereby enabling continuous optimization and effective implementation of intellectual property compliance management.

# Compliance

## Strategy

Compliance is the cornerstone of the Company's stable development. Given the complexity and highly specialized nature of laws and regulations in the pharmaceutical industry, establishing a robust clinical research compliance management system is essential for pharmaceutical companies to build a sustainable competitive advantage and achieve high-quality development.

### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>Where artificial intelligence algorithms lack effective compliance review in data collection, use, and output, risks may arise relating to data sources, algorithmic discrimination, or content infringement, potentially resulting in regulatory accountability and legal disputes.</li> <li>If issues identified through internal audits are not promptly addressed, risks may escalate, further impacting the Company's compliance credibility.</li> </ul>	<ul style="list-style-type: none"> <li>By building an artificial intelligence governance system, the Company can transform compliance capabilities into trust advantages and innovation momentum.</li> <li>By actively contributing to the development of industry compliance culture, the Company can enhance its industry influence and leadership in pharmaceutical compliance, thereby securing more collaboration opportunities and market recognition.</li> </ul>	<p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>By building an artificial intelligence governance system, the Company can enhance customer trust and compliance operation capabilities, thereby driving revenue growth.</li> <li>Improved audit rectification efficiency and standardized compliance processes can reduce repetitive management investment and continuously optimize management expenses.</li> </ul>

Tigermed upholds the value of "Integrity and Honesty", integrating the concept of compliance into its business operations. It continuously enhances its compliance management system, covering operational compliance, financial and tax compliance, information security and data compliance, anti-bribery and labor compliance, and intellectual property compliance.




## Impact, Risk, and Opportunity Management Process

The Company has established a systematic compliance risk management process, with dedicated working groups regularly identifying, assessing, and addressing risks in business operations. In key areas such as information security compliance, financial and tax compliance, as well as anti-bribery and labor compliance, the Company continuously monitors regulatory changes, optimizes its management system, and leverages internal communication, internal audit and whistleblowing mechanisms to promptly identify risk points in business operations.

A multi-tiered supervision, risk identification, and investigation mechanism has been set up, covering the Company's headquarters, branches, subsidiaries, and business units. The dedicated compliance working group collects compliance issues and risks identified by various departments, records, assesses, and filters the risks, and organizes compliance meetings to categorize risks, formulate resolution and rectification plans, and track rectification progress. This approach mitigates legal and operational risks, ensuring compliance and sustainability in operations.

## Indicators and Targets

The Company has established compliance management targets, focusing on enhancing compliance transparency and processing efficiency, improving employees' compliance awareness and risk prevention capabilities, and promoting the robust operation of the compliance management system.

Indicators 	Targets 	Progress in 2025 
Resolution rate of compliance reporting incidents	Maintain annual coverage at 100%	100%
Employee coverage rate for compliance training	Maintain annual coverage at 100%	100%

## © Compliance Mechanism

New drug development is a highly regulated and closely monitored field. To regulate and guide new drug development more effectively, regulatory authorities continuously issue normative documents and technical guidelines. To stay aligned with the latest policy developments and promote compliant growth, the Company continuously updates its internal management system in response to changes in domestic and international drug regulatory policies.

Tigermed tracks domestic drug regulatory policies daily and uploads newly issued ones to its drug regulatory policy database in real time, enabling all business units to conveniently access and reference them. A drug regulatory policy monitoring group composed of representatives from relevant business departments has been set up to evaluate the impact of newly issued policies on business development, workflows, and professional training. As of the end of the reporting period, the database has collected over 1,800 drug regulatory policies issued since 2015, with approximately 120,000 visits during the reporting period.

In terms of policy development, we formulated and issued the *Guidelines for Compliance Governance of Artificial Intelligence* (hereinafter referred to as the "Guideline"), the Company's first dedicated compliance policy in the field of artificial intelligence covering the full lifecycle. This Guideline focuses on compliance requirements in three core scenarios, namely R&D, use, and application, clarifies the responsibilities at each process, and

applies to all employees, outsourced personnel, and cooperating third parties of the Company. At the same time, the Guideline provides layered protection for trade secrets through measures such as electronic evidence preservation and access control, and sets ethical safety red lines that include prohibitions on discriminatory outputs based on ethnicity, gender, and other factors. It establishes an institutional framework for end-to-end compliance governance of artificial intelligence technologies. The issuance of the Guideline marked the establishment of the Company's artificial intelligence governance framework and provided a compliance foundation for the intelligent transformation of pharmaceutical R&D.

Regarding legal text standardization, the Company drafted and refined core agreement templates, including those for entrusted receipt and payment. Through upfront financial and tax compliance reviews, it identified and mitigated potential contractual risks to ensure steady business operations within a secure financial and tax framework.

In knowledge management, we established a dynamically updated database of typical compliance cases, using it to conduct company-wide business development (BD) training. This successfully transformed case-specific experience into shared business knowledge for all commercial staff, enhancing front-line business teams' ability to identify and address financial and tax risks and achieving win-win progress in business expansion and financial and tax compliance.

Additionally, focusing on new policies, emerging issues, and evolving strategies in new drug development, we actively share our pharmaceutical compliance experience and continue to contribute to regulation development by pharmaceutical regulatory authorities. During the reporting period, the Company organized the annual conference on pharmaceutical regulatory science affairs and initiated seven sessions of the "Tigermed Drug Regulatory Policies Salon", inviting experts from the medical industry to share insights and discuss on the latest pharmaceutical laws and regulations.

### Tigermed's Engagement in Compliance-Related Industry Communication in 2025

Engagement Institutions	Category of Work	Specific Content
Government agencies	Solicitation of comments on policies and regulations	Tigermed offered feedback and suggestions 25 times to the National Medical Products Administration (NMPA), its subordinate center, and other related units for drug evaluation.
Industry	Standards	Tigermed participated in the formulation of the first domestic intellectual property group standard focusing on generative artificial intelligence, the <i>Intellectual Property Guidance for Generative Artificial Intelligence</i> (T/CECC 42-2025).

## Compliance Culture Building

A good compliance culture is an important part of corporate compliance management. The effective operation of the corporate compliance management system depends on the penetration and dissemination of compliance values at all levels of the Company. Based on compliance training, the Compliance Monthly Newsletter, and the compliance interactive platform, Tigermed is committed to building a compliance cultural promotion system covering all levels at home and abroad.

### Compliance Culture Building Activities and Mechanisms

Compliance Training	Compliance Monthly Newsletter	Overseas Legal and Compliance Platform
<p>The Company incorporates compliance training and satisfaction scores into the annual performance appraisal of relevant departments, requiring at least 15 compliance promotion training sessions during the reporting period. To ensure the effectiveness of the training, satisfaction ratings are set, and these ratings account for 25% of the final score.</p> <p>During the reporting period, the Company conducted a total of 16 compliance training sessions, covering topics including labor compliance, anti-corruption compliance, financial and tax compliance, information security and data compliance, cross-border data transfer regulations, intellectual property compliance, and ESG sustainable development concepts. The compliance training sessions covered 100% of the Company's employees.</p>	<p>The <i>Compliance Monthly Newsletter</i> is an innovative channel for Tigermed to strengthen compliance promotion to all employees and motivate the participation of all employees in compliance management. Through the <i>Compliance Monthly Newsletter</i>, the Company distributes the latest compliance updates to employees, shares progress on compliance and ESG initiatives, disseminates business-related legal knowledge, addresses legal inquiries, and publishes compliance reporting channels.</p> <p>During the reporting period, the Company successfully published 11 issues of the <i>Compliance Monthly Newsletter</i> and innovatively introduced a three-step communication model of "Monthly Theme + Poster Snapshot + Article Analysis". Centered on practical topics such as micro compliance cases and framework agreements, this model helped employees grasp compliance content in a more readable, understandable, and memorable manner.</p>	<p>The Overseas Legal and Compliance Platform is designed for overseas employees, aiming to help them stay informed about the Company's compliance progress, learn compliance policies, and provide feedback on work-related challenges.</p> <p>The platform features diverse modules, including compliance news and updates, team introduction, compliance guidelines and classroom, subsidiary information, and violation reporting channels. It serves as a shared channel for compliance communication, ensuring the alignment of compliance standards across the Company's global operations.</p>

The Company has set up various compliance reporting channels such as official website, compliance hotline, and reporting email. For any reporting incident, a working group is set up to investigate and evaluate each report and deal with it according to the investigation results. The Company has stipulated strict whistleblower protection measures to protect the rights and interests of whistleblowers. For instance, we keep the personal information of whistleblowers and the information they provide strictly confidential through telephone encryption and other means, and regularly pay attention to the situation of whistleblowers to avoid retaliation against them for reporting or testifying. Once the whistleblower is verified to have been retaliated against, the Company will strictly deal with the personnel involved and take legal measures when appropriate.

### Compliance Reporting Channels of Tigermed

-  Official Website: The column "Compliance Concern" is opened up on the homepage of the Tigermed official website. Whistleblowers can fill in the forms and report according to the prompts on the page, and may choose to report either anonymously or under their real-names.
-  Compliance Hotline: 0571-28887227-8077
-  Email:
  - For anti-corruption compliance: [compliance.officer@tigermedgrp.com](mailto:compliance.officer@tigermedgrp.com)
  - For information security and data compliance: [DPO@tigermedgrp.com](mailto:DPO@tigermedgrp.com)
  - For financial and tax compliance: [tax-compliance-team@tigermedgrp.com](mailto:tax-compliance-team@tigermedgrp.com)
  - For labor compliance: [labor-compliance-team@tigermedgrp.com](mailto:labor-compliance-team@tigermedgrp.com)
  - For intellectual property compliance: [ip-compliance-team@tigermedgrp.com](mailto:ip-compliance-team@tigermedgrp.com)

## Internal Control and Audit

Internal control and audit are integral to the Company's compliance and risk management. By standardizing operational processes, supervising compliance, and assessing the effectiveness of risk management, the Company ensures the timely identification of and response to potential risks, maintaining operational stability and compliance.

In alignment with the *Basic Standards for Enterprise Internal Control* and the *Application Guidelines for Enterprise Internal Control* jointly issued by the Ministry of Finance, the China Securities Regulatory Commission, the National Audit Office, and the China Banking and Insurance Regulatory Commission, Tigermed has developed the *Tigermed Internal Control Management Manual* (hereinafter referred to as the "*Internal Control Management Manual*") based on its existing internal management system, continuously strengthening its internal control system, risk prevention capabilities, and operational benefits. During the reporting period, the Company comprehensively updated the *Internal Control Management Manual* and simultaneously issued supporting implementation rules at the level of business units.

The *Internal Control Management Manual* serves as the core basis for establishing, implementing, evaluating, and verifying the Company's internal controls. It comprehensively covers 19 key operational and management processes, detailing control objectives, the internal control framework, division of responsibilities, process flowcharts, and the risk control matrix, to ensure comprehensive control measures and efficient execution.

The Company's internal control activities are led by the Internal Control and Audit Department, which organizes relevant departments to carry out key tasks such as internal control design, inspection, modification, and testing. Internal control representatives for key processes are designated to lead and coordinate internal control management within their respective business operations, ensuring compliance with applicable laws, regulations, and requirements of the *Internal Control Management Manual*.

During the reporting period, the Company organized dedicated internal control training for senior management and key control personnel, while also fully embedding risk prevention and control concepts among all employees, aiming to enhance employees' understanding of the internal control system and their execution capabilities at all levels, thereby ensuring the effective implementation of internal control measures.

### Tigermed's Risk and Internal Control Training in 2025

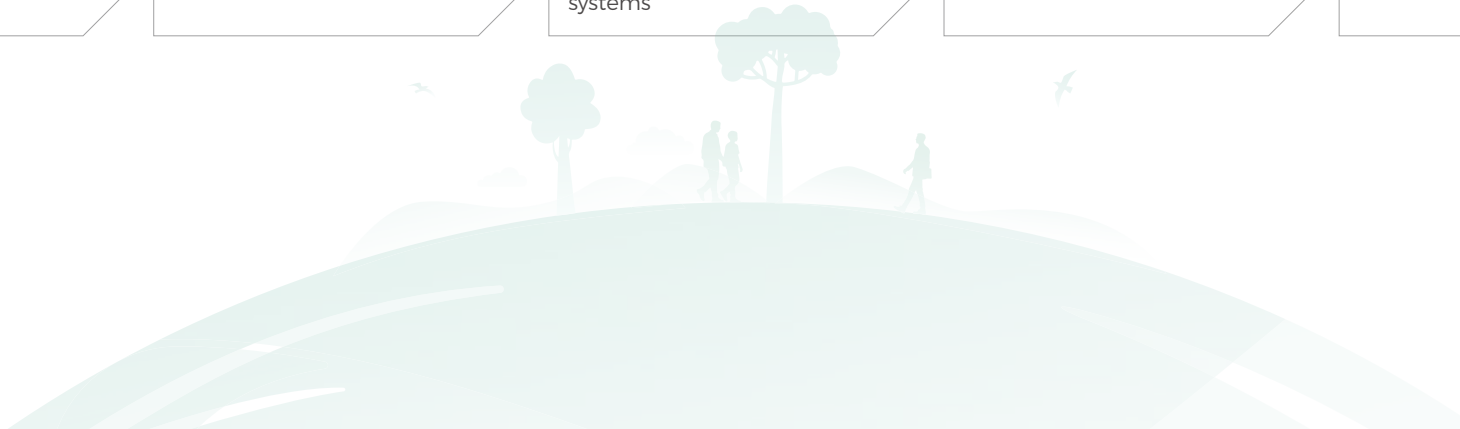
Trainees	Independent directors	Senior management	Internal control representatives
Details	The Audit Committee presents and reports on risks related to internal control and response measures to all independent directors every quarter, providing an opportunity for independent directors to supervise and review risk management measures, and ensuring the Board's comprehensive understanding and supervision of the Company's internal control.	The Company introduces the construction status of its internal control system to all senior management members at the director level and above, aiming to ensure that the senior management can effectively implement and enforce relevant internal control measures, thereby enhancing the Company's overall risk management capabilities.	The Company provided training on the <i>Internal Control Management Manual</i> to 76 internal control representatives from 21 key departments and business units, who were responsible for leading and coordinating internal control management within the scope of their respective business operations, so as to ensure that internal controls complied with relevant laws and regulations as well as the requirements of the Internal Control Management Manual.

During the reporting period, the Company conducted its 2025 internal control evaluation, which revealed no significant internal control deficiencies.

The Company prepares an annual internal audit plan, conducts audits, and issues internal control audit reports. For findings from the audits, the Internal Control and Audit Department communicates with the relevant business departments to determine rectification plans and timelines, tracks progress on a quarterly basis and reports to the Company's management and the Audit Committee. During the reporting period, the Company conducted 35 audit projects and extended the audit scope to overseas subsidiaries, increasing the audit coverage rate of global subsidiaries, with no significant compliance issues identified.

## 2025 Audit Project Review

Statutory audit	Subsidiary audit	Internal audit	Compliance audit	Special audit
<ul style="list-style-type: none"> <li> Audits of significant activities <b>semiannually</b></li> <li> <b>Annual</b> internal control evaluations, etc.</li> </ul>	<p>Subsidiaries of five business units audited this year, covering accounting information, internal operations, internal controls, information security, and business ethics, etc., representing 80% of the sales revenue of global subsidiaries (excluding overseas listed companies)</p>	<p>19 business processes audited, involving organizational structure, development strategy, human resources, social responsibility, corporate culture, sales, procurement, investment management, cash management, research and development, engineering projects, intangible asset management, fixed asset management, financial reporting, comprehensive budgeting, contract management, external guarantees, information communication, information systems</p>	<ul style="list-style-type: none"> <li>• Procurement process</li> <li>• Infrastructure projects</li> <li>• Employee reimbursements</li> </ul>	<ul style="list-style-type: none"> <li>• Information security</li> <li>• Bidding processes</li> <li>• Project management processes</li> </ul>



## Business Ethics

### Strategy

Tigermed remains committed to the highest standards of business ethics, promoting high-standard ethical conduct and compliance. Through comprehensive risk and opportunity identification, the Company actively responds to global anti-corruption regulatory changes and compliance requirements, continuously enhances its anti-bribery management system, and strengthens internal control and supervision mechanisms, to ensure integrity in operations, enhance market competitiveness, and achieve sustainable development.

#### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>If internal supervision mechanisms and supply chain business ethics management are not effectively implemented, the Company's reputation may be damaged, regulatory investigations may be triggered, and this may in turn result in a loss of customer trust, financial losses, and a decline in market competitiveness.</li> </ul>	<ul style="list-style-type: none"> <li>A robust anti-corruption compliance system helps enhance corporate credibility, strengthen trust among global pharmaceutical customers, and foster long-term, stable partnerships.</li> </ul>	<p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>A sound anti-bribery and anti-corruption compliance system can effectively prevent regulatory investigations and legal disputes, thereby reducing fines and litigation expenses arising from potential violations.</li> <li>The normalization of anti-corruption mechanisms can reduce repetitive rectification of issues and spending on crisis public relations, promote compliance management efficiency, and lower administrative expenses.</li> </ul>




The Company firmly prohibits all forms of corruption and bribery, continuously improves its integrity compliance system, and promotes the development of a value chain based on integrity and fairness. It is committed to fostering an honest and fair business environment while delivering high-quality services to its customers.

### Impact, Risk, and Opportunity Management Process

The Company continuously monitors regulatory trends in business ethics and anti-corruption, formulates and strictly enforces anti-corruption and anti-bribery policies, and conducts regular training and internal audits to enhance employees' integrity awareness, ensuring compliance with ethical and legal requirements in its operations. For risk identification and response, the Company has established an external regulatory feedback mechanism to improve response efficiency and effectively mitigate compliance risks in business practices. Additionally, Tigermed has implemented a whistleblowing mechanism to promptly detect, investigate, and address violations, forming a closed-loop management system that drives continuous improvement of its integrity framework and empowers compliant operations and sustainable development.

### Indicators and Targets <sup>1</sup>

The Company has set business ethics management targets to reinforce integrity in operations, strengthen employees' ethical awareness and sense of responsibility, and enhance anti-corruption and fair competition mechanisms, fostering a robust corporate integrity culture.

Indicators 	Targets 	Progress in 2025 
Employee coverage rate for business ethics and anti-corruption training	Maintain annual coverage at 100%	<b>100%</b>

Note 1: The indicator and target data for the topic of business ethics do not include subsidiary Frontage Holdings.

Business ethics and anti-corruption are essential components of Tigermed's compliance management. The Company adheres to the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, and the *Compliance Guidelines for Preventing Commercial Bribery Risks in Pharmaceutical Enterprises* (hereinafter referred to as the "*Compliance Guidelines*"), as well as relevant laws and regulations overseas. Based on these, the Company has established the *Anti-corruption and Anti-bribery Policy of Tigermed* to strengthen business ethics and rigorously manage corruption risks. During the reporting period, the Company continued to advance the international rollout of anti-corruption management. It researched local laws and regulations overseas and drafted *An Employee's Guide to the Foreign Corrupt Practices Act* for relevant colleagues' reference. Meanwhile, we also advanced, in an orderly manner, the research and development of policies for regions with special compliance requirements.

To implement the requirements of the *Compliance Guidelines for Healthcare Companies to Prevent Commercial Bribery Risks* issued by the State Administration for Market Regulation and to strengthen employees' awareness of integrity and self-discipline, during the reporting period, we, in light of our actual business operations, researched and formulated compliance guidelines for preventing commercial bribery in such areas as business hospitality, outsourced services, and consulting services, and completed the promotion for all domestic employees in three phases.

The Company sets clear requirements and regularly updates the *Tigermed Code of Conduct* on business ethics and anti-corruption, and strictly manages topics such as anti-corruption, anti-bribery, anti-money laundering, fair competition, insider trading prohibition, and conflict of interest prevention.

The Company has established the *Tigermed Conflict of Interest Policy*, with the Compliance and ESG Committee responsible for management and the Chief Compliance Officer responsible for forming a Conflict of Interest Judgment Working Team to address related issues. Additionally, all employees at the director's level and above, including directors and senior

managers, are required to sign the *Tigermed Conflict of Interest Statement* or an employment agreement with conflict of interest provisions, committing to prohibiting improper gifts and remuneration. The policy also sets clear value limits on business interactions such as gifts and dining to ensure compliance and ethical conduct.

The Company conducts business ethics and anti-corruption audits in key areas on an annual basis, and determines the scope of audits and business areas based on a comprehensive risk assessment, covering all of the Company's business processes every three years. During the reporting period, the Company conducted anti-corruption audits in key risk areas, such as procurement, infrastructure construction, and finance, and in its subsidiaries, with the audit scope extended overseas for the first time. In addition, the Company carried out special audits of suppliers, covering such areas as product quality, business ethics, and anti-corruption, with a focus on supplier admission, inquiry and quotation, budget management, and conflicts of interest. No material issues were identified in these audits.

As a critical risk control measure, the Company strengthens the anti-corruption management of suppliers in the procurement process. New suppliers are required to sign the *Tigermed Supplier Code of Conduct* and its Annex 1 *Anti-Bribery and Anti-Corruption Commitment*, during the admission stage to ensure awareness of the Company's anti-bribery and anti-corruption policies among suppliers. In 2025, the Company sent special holiday compliance reminders to suppliers through the Supplier Relationship Management (SRM) platform and organized a special live session for suppliers on compliant use of the SRM system, continuously promoting compliance awareness and collaborative efficiency across the supply chain.

During the reporting period, the Company did not experience any legal litigation cases related to corruption, bribery, conflicts of interest, fraud, money laundering, extortion, or unfair competition.



# Information Security and Privacy Protection

## Strategy

Upholding a strong sense of responsibility, Tigermed considers information security and data privacy protection as key pillars of its sustainable development. The Company continuously enhances its data security management system to ensure compliance and stability in business operations.

### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>In the face of increasingly complex cybersecurity threats, the Company may be exposed to risks such as sensitive data leakages, business disruptions, and financial losses.</li> <li>In the context of increasingly stringent regulation of cross-border data flows, insufficient compliance responses by the Company may expose us to data transmission and operational risks.</li> <li>With the tightening of data protection regulations worldwide, the Company must continuously update its compliance strategy to ensure that cross-border data transfers and personal privacy protection align with the latest compliance requirements; failure to do so may result in legal liabilities or fines.</li> </ul>	<ul style="list-style-type: none"> <li>By establishing a robust information security management framework and data privacy compliance system, the Company can ensure the security of customer and partner data, protect personal information, strengthen its market reputation, enhance its brand credibility, and gain a competitive edge.</li> <li>A strong data security foundation enables the Company to advance its digital transformation, including big data analytics and intelligent management, improving operational benefits and optimizing decision-making.</li> <li>Proactively adapting to global data compliance requirements supports the Company's expansion into overseas markets, enhances its international competitiveness, and minimizes business restrictions caused by compliance risks.</li> </ul>	<p>Short-term</p> <p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>The continuous improvement of the information security management system can reduce business interruption risk, thereby lowering the operational cost of handling data leakage incidents.</li> <li>Actively adapting to global data compliance requirements can prevent asset devaluation caused by penalties or business restrictions due to violations, protect data assets, and continuously create value.</li> </ul>



Tigermed strictly complies with domestic and international data protection regulations, committed to ensuring the security of customer, partner, and employee information through robust data compliance management. By strengthening cybersecurity measures, optimizing data lifecycle management, and enhancing access control, the Company rigorously enforces data compliance requirements, effectively mitigating risks of data leakage and non-compliance while ensuring effective protection of privacy and trade secrets.

## Impact, Risk, and Opportunity Management Process

The Company regularly assesses potential risks in data security, privacy protection, and cyber threats through a rigorous risk identification process. In data security management, Tigermed closely monitors regulatory developments both domestically and internationally to ensure compliance with the latest requirements for data storage, cross-border transmission, and access control. Additionally, internal audits on information security are conducted regularly to promptly detect and address potential vulnerabilities. To strengthen cybersecurity, the Company updates its security defense system, enhances encryption technologies, tightens access controls, and improves anomaly detection mechanisms to prevent risks such as hacking, data leakage, and information misuse, ensuring operational stability and compliance.

## Indicators and Targets

The Company has set information security management targets to continuously enhance its data security framework, strengthen employees' information security awareness and protective capabilities, and refine cybersecurity and privacy protection mechanisms, thereby ensuring the security of corporate and customer information.

Indicators 	Targets 	Progress in 2025 
Employee coverage rate for information security training	Maintain annual coverage at 100%	100%
Number of major data security incidents <sup>1</sup>	Maintain annually at 0	0

Note 1: Major data security incidents refer to situations where system functionality failures or anomalies cause core business interruptions, rendering operations unable to proceed normally, or where regulatory violations trigger major clinical non-compliance events leading to clinical trial failure.

## ◎ Data Security

The Company strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. It has established its information security management system based on the ISO/IEC 27001:2022 standard and continuously updates management documents such as the *Information System Code of Conduct for Users*. During the reporting period, the Company completed the upgrade of its information security management system certification from ISO/IEC 27001:2013 to ISO/IEC 27001:2022. Additionally, the Company's Clinical Trial Management System (CTMS), Business Development System (BDS), Tigermud Secure Apps (TSA) obtained Level III National Information Security Certification, further enhancing its information security management capabilities.

The Company closely monitors data-related policies, such as the *Guidelines for the Construction of the National Data Standards System* and the *Opinions of the CPC Central Committee and the State Council on Establishing a Basic Data System and Better Leveraging the Role of Data as a Factor of Production*. Actively promoting digital transformation, the Company conducts institutional research on key areas, including data ownership, data security, public data, corporate data, and personal data. In response to the evolving regulatory environment, the Company regularly evaluates the necessity of system and process development to ensure compliance and efficiency in the digital transformation.

The Company formulated the *Data Lifecycle Management Policy* to standardize data definition, classification, access, and circulation principles, established clear information security classification standards, and strictly enforced access control mechanisms to ensure that employees of different functions and levels can only access information within their authorized scope. During the reporting period, the Company further formulated and implemented such management policies as the *Data Indicator Management Specifications* and *Data Warehouse Management*, thereby systematically improving the data governance process and management system. At the same time, under a unified management framework, the

Company launched a special data governance initiative for the project domain, and developed and launched a series of data products, including the Project Experience Dashboard and the Project Indicator Tree, to support business departments in efficiently retrieving historical project and site data. Based on such measures as role- and position-based access control, sensitive data masking, and backend log auditing, the Company achieved data sharing on the basis of ensuring data security.

The Company continuously conducts information asset security risk assessments. It performs quarterly vulnerability scans on core application systems and existing system risks, followed by tracking and remediation to reduce the risk of external threats. During the reporting period, based on the maintenance of information security in infrastructure, we optimized and upgraded the standard operating procedures such as the *Information Security Management*, the *Computerized System Release Management*, and the *Computerized System Retirement Management*, standardizing processes such as vulnerability scanning, system and software patch management, data migration, and data destruction to enhance system stability and data security.

In addition, the Company continued to advance the development of its "Two-Site, Three-Center" disaster recovery system, planning to deploy three data centers in Jiaxing and another city. During the reporting period, the construction of dual data centers in Jiaxing was completed, and the construction of the data center in another city is underway. The Company migrated all core business systems to a more reliable Internet Data Center (IDC) equipped with dual power supply and an Uninterruptible Power Supply (UPS). At the same time, the Company achieved real-time data synchronization with its self-built data centers through dedicated fiber-optic connections, attaining a zero recovery point objective for data recovery between data centers within Jiaxing.



## Data Security Management Measures

### Information Security Training

Organize an information security training session on "Preventing Social Engineering Attacks" for all employees, focusing on the main methods, typical scenarios, and prevention strategies of social engineering attacks, with particular emphasis on the identification of and response measures for phishing emails.

### Network Security Inspection

Invite a third party to conduct network security inspections, which should cover the four aspects including analysis of cyber attack incidents, discovery and management of system vulnerabilities, security operation retrospective reports, and service component optimization, so as to achieve 7 × 24 hours network monitoring and ensure timely detection and immediate handling of issues.

### Phishing Email Drills and Training

During the reporting period, the Company conducted phishing email and ransomware prevention training sessions for all employees. It carried out practical drills by simulating credential-based phishing scenarios, such as fake OneDrive sharing links and remote login alerts, to continuously enhance employees' information security awareness and risk identification capabilities. A total of 4 simulation trainings were organized, covering all the Company's email users.

### Annual Penetration Testing

Invite a third party to conduct annual penetration testing on the core business system and fix the vulnerabilities discovered during the testing.

### Disaster Recovery Planning (DRP) Drills

Every year, launch Business Continuity Plan (BCP) and DRP drills in business units and the Data Center, and conduct recovery simulation tests on the corresponding servers and systems at the backup site to address the risks of power outages, network disruptions, and data loss resulting from sudden natural disasters.

### Endpoint Security Control

Deploy the IPCuard endpoint security management solution to address delays in endpoint policy synchronization, prevent security vulnerabilities and data leakage risks, and improve the compliance and efficiency of software installation.

Tigermed has established and continuously updates the data security management mechanism to protect data security and ensure compliant data management and secure operations. During the reporting period, the Company did not violate any laws or regulations related to information security.

## Data Security Management Mechanism



### Establishing systems and codes of conduct

- Establish the Information Security and Data Protection Group, and regularly update internal management systems.
- Sign a mutual confidentiality agreement with customers and potential partners.
- Provide regular private information security training for employees in various positions.



### Technical support

- Encrypt confidential information and establish a website whitelist, restricting internal network access to only approved websites and applications.
- Implement minimum access settings for information users.



### Regular internal and external audits

- Perform information security audits, with a focus on reviewing management measures relating to information classification, access authorization, disaster recovery, and cross-border data transmission, as well as the protection of the privacy of participants, investigators, clients, and employees.

## © Privacy Protection

In the daily operation process, the Company needs to collect and process personal information about participants, investigators, employees, and partners. The Company strictly abides by the *Personal Information Protection Law of the People's Republic of China*, the *Regulations on Promoting and Regulating Cross-border Data Flow* and other laws and regulations, strengthens the protection of personal information and privacy, and formulates and updates the *Tigermed Protection of Personal Data Policy* and the *Personal Information Leakage Handling Procedure of Tigermed*, establishing a personal information and privacy protection system that meets international requirements.

During the clinical trial process, the Company strengthens the protection of the privacy of participants and investigators by signing a consent form for the processing of personal information, and minimizing the collection of personal information of participants and investigators, thereby effectively reducing the risk of privacy leakage (specific management measures are detailed in the section "Protection of the Rights and Interests of Participants and Investigators"). To further strengthen data privacy protection, the Company's clinical projects include only project numbers and participant numbers. All privacy data related to participants can only be entered into the system after being masked, and relevant access permissions are strictly assigned according to the roles in the project.



We fully understand the importance of customer information and sign a confidentiality agreement at the contract negotiation stage to define the confidentiality obligations of both parties. Strict confidentiality measures are adopted to protect customer information. Additionally, the Company has reviewed system management permissions to restrict access to customer information to the minimum necessary personnel on a "need-to-know" basis. In addition, the Company has deployed an independent cloud desktop server to establish a dedicated "Data Security Perimeter". For specific projects, all relevant employees must remotely access the designated cloud desktop to perform work, and local storage of any materials or data is prohibited. The server also restricts access from external AI tools and is equipped with a Data Leakage Prevention (DLP) system to ensure that information is not leaked or used for model training after being accessed by AI.

Tigermed incorporates personal information security and privacy protection into project-level performance assessments, including whether any incidents related to customer information and participant privacy protection have occurred, as well as the corrective and preventive measures taken in response.

With the expansion of global business, and in order to effectively safeguard the rights and interests of personal information subjects in cross-border business scenarios, the Company strictly adheres to the *Regulations on Promoting and Regulating Cross-border Data Flow*, fully integrating personal information protection requirements into the management of cross-border data transmission. During the reporting period, the Company formulated and implemented the *Management of Cross-border Personal Data Transfer*, establishing a systematic, closed-loop collaborative management mechanism covering initial project assessment, compliance review, and customer confirmation. By clarifying the responsibilities and collaboration processes of all parties involved, the mechanism ensures that relevant business activities are integrated into the compliance framework from the outset, achieving standardized management and risk control throughout the entire process.

The Company has conducted a series of privacy protection training sessions on cross-border data compliance requirements. The training covers security assessment requirements under China's cross-border data regulations, signing and filing obligations for standard contracts, and data regulatory requirements in major overseas countries and regions, continuously enhancing the Company's cross-border privacy compliance management capabilities at the organizational level.

### Tigermed's Privacy Protection Training in 2025 (Partial)

Training Activities	Main Content	Scope of Coverage
 <p><b>Compliance Essentials for Personal Information Protection in Medical Device Clinical Trials</b></p>	<p>Draw on practical experience in medical device clinical trials and analyze how to protect participants' personal information in clinical trials to ensure compliance with laws and regulations.</p>	<ul style="list-style-type: none"> <li>Medical Device Department</li> </ul>
 <p><b>International Cross-Border Data Transmission Rules and Regulatory Essentials</b></p>	<p>Introduce key regulatory requirements for cross-border data transmission in major countries and regions worldwide, and analyze compliance implementation measures in conjunction with routine business operations.</p>	<ul style="list-style-type: none"> <li>Medical Device Department, Statistics Department, and certain senior managers</li> </ul>

# Intellectual Property Protection

## Strategy

As intellectual property plays an increasingly vital role in economic development and international trade, it has gained greater attention from countries and enterprises alike. Tigermed adheres to the principle of “enhancing core competitiveness through intellectual property and driving corporate transformation through technological innovation”. It regards patent strategies as a priority in intellectual property management, integrates them into the overall strategic planning, and drives the transformation of intellectual property from a “cost center” to a “strategic asset”, providing systematic support for building long-term technological barriers and core competitiveness.

### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>Failure to implement systematic patent strategies may expose the Company to potential intellectual property infringement disputes in technology R&amp;D and service provision, increasing legal litigation risks and market losses.</li> <li>Failure to establish unified patent management standards and cross-departmental collaboration mechanisms may result in duplicated investment among business divisions and reduced resource efficiency, thereby impairing overall strategic alignment and the effectiveness of strategy implementation.</li> </ul>	<ul style="list-style-type: none"> <li>By establishing a patent value assessment mechanism, the Company can systematically identify high-value technological achievements, provide decision-making support for technology commercialization and market competition, help seize development opportunities, and enhance strategic initiative.</li> <li>By formulating the patent classification and evaluation standards and optimizing control over project R&amp;D processes, the Company has built a unified and standardized management system, improved the quality and efficiency of patent applications, and realized cost reduction and efficiency enhancement in intellectual property management.</li> </ul>	<p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>Unified patent management standards and cross-departmental collaboration can reduce duplicate R&amp;D investment and infringement disputes, thereby reducing related operating costs.</li> <li>The conversion of high-value patents can enhance service technology barriers and bargaining capabilities, driving revenue growth.</li> </ul>

Tigermed actively responds to changes in global patent regulations, strengthens patent strategies and trademark protection, optimizes the intellectual property compliance management system, and promotes the digital management of intellectual property to ensure that innovation results are effectively protected and efficiently transformed. At the same time, the Company strengthens the intellectual property risk management mechanism to safeguard business security, promote the creation, use, management, and protection of intellectual property, and provide strong support for its sustainable development.

## Impact, Risk, and Opportunity Management Process

The Company has established an intellectual property compliance management system covering the entire process. By conducting patent inventory checks at the Company's headquarters and subsidiaries, it systematically assesses its overall intellectual property portfolio and establishes a communication mechanism between the headquarters and subsidiaries. Relying on such tools as the *Technological Achievement Planning and Mining Form* and the *Patent Strategy Objectives and Potential Commercialization Form*, the Company systematically collects information on technological achievement planning and commercialization assessment from various business units, identifying potential technological opportunities and strategic directions. On this basis, in coordination with the annual intellectual property budget, the Company further clarifies the key areas and priorities for resource allocation, thereby providing a basis for strategic decision-making.

For the identified opportunities, the Company organizes business units and external professional institutions to carry out technical mining and discussions on patent strategies. During the reporting period, 54 technological points with application value had been identified. To strengthen risk control in the R&D process, the Company embeds such steps as intellectual property background analysis, competitor research, and achievement risk assessment into milestones in project initiation and development, and adds information on expected patent output and commercialization assessment to project cards, thereby realizing the front-end management of intellectual property risks. At the same time, by formulating patent classification and assessment procedures and optimizing the strategy approval mechanism, the Company further improves the full-process management system for intellectual property from creation to commercialization.

## Indicators and Targets <sup>1</sup>

The Company has established intellectual property protection management targets and continuously improves the intellectual property management system, to enhance employees' awareness of intellectual property compliance and risk prevention capabilities, strengthen the protection and application of technological innovation achievements, and ensure the security and compliance of intellectual property.

Indicators 	Targets 	Progress in 2025 
Number of intellectual property applications	50 applications from 2024 to 2027	80 applications from 2024 to 2025
Number of invention patent applications	2 applications from 2024 to 2029	6 applications from 2024 to 2025

Note 1: The indicator and target data for the topic of intellectual property protection cover only Hangzhou Tigermed Consulting Co., Ltd.

In compliance with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and other relevant laws and regulations, Tigermed has established 19 procedural documents, including the *Control Procedure for Intellectual Property Acquisition* and the *Control Procedure for Intellectual Property Maintenance*, which systematically standardizes the entire process of acquisition, utilization, protection, and management of intellectual property. Hangzhou Tigermed Consulting Co., Ltd. has obtained certification under the GB/T 29490-2023 Enterprise Intellectual Property Compliance Management System. During the reporting period, in order to further improve management effectiveness, the Company, in light of organizational structure optimization and business development needs, systematically updated such core policies as the *Intellectual Property Manual* and the *Compilation of Intellectual Property Procedure Documents*, and newly introduced the *Patent Classification and Evaluation Standards*, thereby continuously enhancing the applicability and effectiveness of the intellectual property compliance management system.

In order to establish a clearer, fairer, and more target-oriented innovation incentive mechanism, during the reporting period, the Company optimized and upgraded the *Intellectual Property Incentive Policy of Tigermed*: In terms of reward allocation, we subdivided patents into strategic patents and general patents, and established differentiated incentive standards; regarding collaborative allocation, the Company improved the cross-departmental reward allocation mechanism and contribution assessment system; and standardized the full-process management from application and review to distribution. At the same time, the Company granted patent authorization rewards to two of these patents, further demonstrating its commitment to technological innovation and intellectual property protection.




 **Second Intellectual Property Awareness Month**

With the rapid development of AI technologies, the integration of intellectual property protection and AI application has become a major industry focus. To proactively respond to the challenges and opportunities for intellectual property in the AI era, the Company organized two expert lecture sessions themed "Infringement Response and Trade Secret Protection" and "Approaches to Deploying Enterprise AI Large Language Models and Compliance Essentials". These sessions were open to all employees, with particular focus on the Intelligent Research Institute and related teams. The training content closely addressed such core topics as copyright protection for software fonts and artificial intelligence generated content (AIGC), as well as compliance for the deployment of AI large language models. These activities effectively enhanced employees' awareness of the risks of infringement involving fonts, images, and software, and provided clear compliance frameworks and risk control guidance for teams such as the Intelligent Research Institute in the course of AI R&D.



The Company focuses on strategic intellectual property planning and proactively submits trademark, copyright, and patent applications. Meanwhile, Tigermed streamlines and integrates the intellectual property-related service provider database to meet its diverse strategic needs.

The Company's intellectual property registrations, including trademarks, copyrights, and patents, during the reporting period are shown in the table below.

Area	Progress in 2025 <sup>1</sup>
 <b>Trademark</b>	4 new registrations, 99 registered in total - 40 domestic - 59 overseas
 <b>Software Copyright</b>	10 new registrations 171 registered in total
 <b>Patent</b>	5 new invention patent applications 5 patents granted

Note 1: The annual progress data on intellectual property cover only Hangzhou Tigermed Consulting Co., Ltd.

## Innovation Empowerment, Quality Assurance

- ✓ Innovation-Driven
  - ✓ Research and Development Ethics
  - ✓ Service Quality Management
- Customer Relationship Management  
Supply Chain Safety

# 06



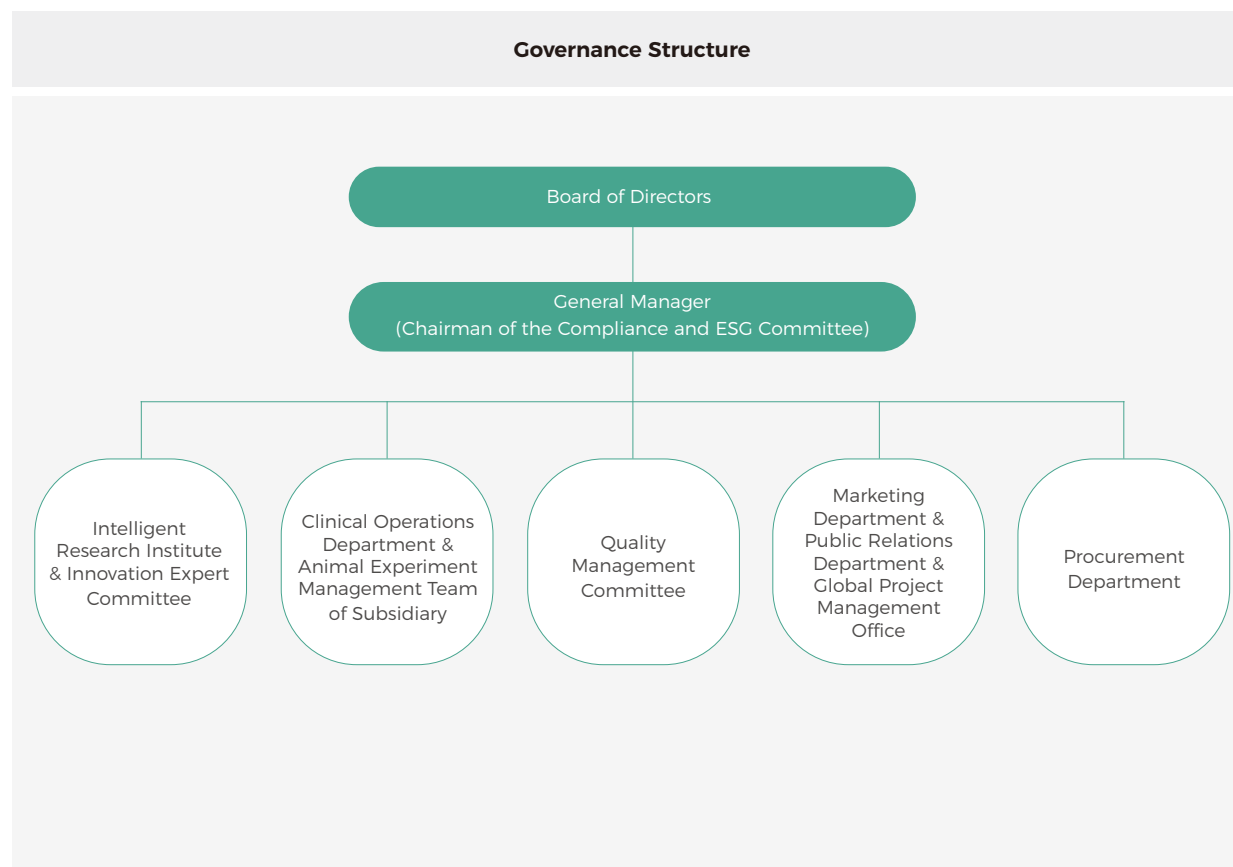
## Overview

Contract Research Organizations (CRO) serve as a vital bridge between pharmaceutical research and clinical practice, playing an indispensable role in the development and commercialization of new drugs. As a leading CRO, Tigermed is committed to ensuring seamless collaboration and efficient operations across key business functions, including supply chain procurement, research and innovation, service quality management, clinical trials, and customer service. By continuously enhancing customer satisfaction, the Company strengthens its market competitiveness.

Given the industry's high level of specialization, technology-driven nature, and stringent compliance requirements, the Company focuses on critical areas such as innovation management, digital transformation, R&D ethics and clinical research. By continuously optimizing resource allocation and integrating high-quality operations with innovation, the Company reinforces its core competitiveness to navigate industry complexities and achieve long-term sustainable growth. Innovation-driven development, adherence to R&D ethics, and service quality management collectively ensure the accuracy and compliance of the Company's service, advancing technological progress and drug development while contributing to public health improvements.

## Our Governance Approach

Tigermed's General Manager, as the Chairman of the Compliance and ESG Committee, is responsible for formulating and overseeing the management policies, objectives, strategies, and framework for key topics such as innovation-driven, R&D ethics, and service quality management. The General Manager regularly reports major impacts, risks, and opportunities related to these topics to the Board of Directors, ensuring supervision and guidance from the Board. Under the General Manager's leadership, the Company has established dedicated management bodies for these topics, headed by management personnel from various business units, operational departments, or subsidiaries. These bodies conduct regular reviews of risk management processes and action progress to ensure management effectiveness.



Our governance mechanisms for topics of financial materiality include:

## 🕒 Innovation-Driven

The Company has established the Intelligent Research Institute and formed the Innovation Expert Committee for integrated management of innovation projects, R&D expenses, and innovation R&D personnel. The Company's Intelligent Research Institute is responsible for developing, promoting and supervising innovative systems and the innovation project process, and organizing the initiation, advancement and acceptance of major innovation projects in the Group, and providing practical solutions for the Company's digital strategy, thereby advancing the application of digital tools and intelligent technologies represented by AI in clinical research. The Innovation Expert Committee provides decisive professional advice for the Company's innovation by approving the strategic direction, implementation plan, and task layout of innovation, and coordinating the allocation of internal and external resources across disciplines and departments.



### Innovation Management Policy of Tigermed

The *Innovation Management Policy of Tigermed* systematically sets out the management responsibilities, operating procedures, R&D investment, and talent support mechanisms for innovation projects, covering innovative activities around "innovative service", "innovative management", and "innovative technology", and supporting the R&D implementation, commercialization, and application of innovation projects.

## 🕒 Research and Development Ethics

The Clinical Operations Department, as a key department for protecting the rights and interests of participants and investigators, develops and supervises the implementation of the informed consent system, privacy protection standards, and ethics training to ensure that clinical trials are conducted in a compliant, efficient, and transparent manner.

Tigermed's subsidiaries, Jyton Testing and Frontage Holdings, are involved in animal experiments. Therefore, the Company mandates that these subsidiaries strictly adhere to relevant laws, regulations, and ethical standards during animal experiments, ensuring that animal welfare is fully protected. Jyton Testing has established an Animal Experiment Management Team, led by the deputy general manager as the overall person in charge, with professional physicians as team members. This team supervises the implementation of animal management and use plans, reviews animal use protocols, and inspects facilities and activity areas, ensuring that the experiment process complies with the highest ethical standards.

Frontage Holdings has established an Institutional Animal Care and Use Committee (IACUC), which is responsible for assessing and supervising the use and care of animals, reviewing animal use protocols, conducting on-site inspections, and providing animal welfare training to relevant personnel to ensure the compliant conduct of animal experiments.

## 🕒 Service Quality Management

The Company establishes a Quality Management Committee to ensure that the quality management system is consistent with the Company's overall strategy and to coordinate the allocation of resources to achieve Tigermed's quality management objectives. The main responsibilities of the Quality Management Committee include promoting the effective operation and continuous improvement of the quality management system; organizing regular quality review activities to systematically assess the overall quality of the Company; and reviewing quality risks and related corrective measures. The senior management of the Quality Management Committee and their teams are responsible for implementing and maintaining Tigermed's quality management system within their respective business units, subsidiaries, and across various countries or regions.

Under the Quality Management Committee, the Company has established quality management supervision and execution personnel responsible for facilitating cross-departmental communication as well as leading and coordinating quality and compliance management within their respective business operations, to ensure that all services it provides comply with relevant laws, regulations, and Tigermed's quality management system requirements. The Company has also implemented a quality representative system across its business units, operational departments, and regions, designating dedicated personnel as quality representatives to carry out various coordination tasks.

In terms of system development, the Company has formulated the *Tigermed Quality Manual*, which systematically sets out the overall framework of the quality management system, clarifies the quality management policy, organizational structure and division of responsibilities, as well as the coordination and operating mechanisms among various quality management elements, and specifies the global quality standards and fundamental quality management principles for different service types.

## Innovation-Driven

### Strategy

Against the backdrop of the “Healthy China” strategy, Tigermed has continued to track the impacts, risks, and opportunities brought to the industry by changes in clinical research models, the regulatory environment, and digital technologies. The Company deeply recognizes that R&D guided by clinical needs will become key to the future development of the pharmaceutical industry, and firmly believes that empowering innovation through digital technologies is an inevitable choice for advancing the pharmaceutical industry. Accordingly, the Company has taken digital and intelligent transformation as an important strategic direction for innovation-driven development, aiming to enhance R&D efficiency and our overall competitiveness through continuous technological innovation.

#### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>In the short term, the Company may face adaptation challenges arising from rapid technological evolution, particularly the swift development of AI technologies. If the introduction, transformation, and application of relevant technologies do not advance in step with business needs, this may lead to a lag in the development of the Company's innovation capabilities and, in turn, weaken its competitiveness in the industry.</li> </ul>	<ul style="list-style-type: none"> <li>Major regulators around the world have continued to improve the regulatory framework for AI in clinical research, and the pathways for compliant application have gradually become clearer, creating favorable conditions for the conversion of the Company's innovative technological achievements into business capabilities.</li> <li>Against the backdrop of continuous technological iteration, the gradual embedding of digital and intelligent technologies into the Company's existing clinical research processes and management systems will help promote the efficient integration and application of knowledge, improve research quality and efficiency, and further consolidate the Company's competitive advantages in the industry.</li> </ul>	<p>Short-term</p> <p>Medium-term</p>	<ul style="list-style-type: none"> <li>The introduction, transformation, and application of AI technology require preliminary R&amp;D investment, which may lead to an increase in R&amp;D expenses in the short term.</li> <li>The deep integration of digital and intelligent technologies with clinical research processes helps improve research quality and efficiency, enhance project undertaking capabilities, compensate for initial investment costs, and drive revenue growth.</li> </ul>

Tigermed will continue to strengthen the integrated innovation of cutting-edge technologies such as data analytics and artificial intelligence with the Company's existing digital platforms, and systematically expand the depth of coverage and breadth of application of digital solutions in clinical research. On the premise of ensuring compliance and high-quality standards, the Company will promote more efficient, precise, and controllable clinical trial execution, provide reliable support for biopharmaceutical innovation, and create long-term value for customers, the industry, and society.



### Impact, Risk, and Opportunity Management Process

The Company drives the implementation of an innovation culture by establishing the key roles of “Innovation Liaisons” and “Efficiency Pioneers”. “Innovation Liaisons” and “Efficiency Pioneers” are responsible for collecting and consolidating the business needs of various departments and subsidiaries, forming potential directions for innovation projects, and identifying relevant risks and opportunities in the process. The Intelligent Research Institute prioritizes the identified risks and opportunities in order of materiality so as to optimize resource allocation, focus on innovation directions that are more critical to the Company's strategy and business value, and achieve comprehensive risk assessment and opportunity identification before the implementation of innovation projects.

Through the planning, management, and control of innovation activities across departments and subsidiaries by “Innovation Liaisons”, the Company can promptly monitor the execution of each innovation project and make adjustments and optimizations based on actual circumstances. The Company regularly conducts risk monitoring of project progress, evaluates the feasibility and potential of innovation projects, strives to align innovation activities with the Company's strategic direction, and seizes market or technological opportunities at the appropriate time.

## Indicators and Targets

The Company has established R&D innovation targets, set up a regular review mechanism to continuously track the progress of the targets, and enhanced transparency through regular disclosures to ensure the effective implementation and achievement of R&D innovation targets.

Indicators	Targets	Progress in 2025
Number of innovation projects	Continuously operate 6 innovative projects annually	8
Innovation talent development	Develop 10 new innovation talents annually	10 new Efficiency Pioneers

## Innovation System Development

In reference to documents such as the *14th Five-Year Plan for the Development of the Pharmaceutical Industry*, the *Administrative Measures for the Recognition of High-tech Enterprises*, and the ISO 56000 standards, the Company has continuously improved its institutional system and operating mechanisms covering the entire innovation process. With continuous technological innovation and R&D investment, Hangzhou Tigermed Consulting Co., Ltd. has been recognized as a high-tech enterprise and remains valid as of the end of the reporting period.

Through independent research and development, collaborative research, and the introduction of advanced technology tools in the industry, Tigermed empowers the whole process of clinical research in a digital manner in multiple dimensions, builds a patient-centered, ecological, intelligent, and integrated platform connecting research centers, patients, and CROs, and develops solutions and supporting systems applicable to Chinese and international multi-regional clinical trials, providing foundational support for organizational coordination and data integration in clinical research.



## ◎ Application of Innovative Technologies

Tigermed is committed to improving the efficiency and quality of clinical research. In response to the rapid development of pharmaceutical R&D digitalization and decentralized clinical research, the Company has integrated digital and intelligent technologies with years of clinical execution experience to build an innovative research model that is efficient, patient-friendly, and supportive of remote collaboration. These innovative technologies have gradually been implemented in actual clinical research projects, forming replicable solutions that effectively overcome limitations relating to geography, scale, and complexity.

During the reporting period, the Company, together with the Beijing Collaboration Medical Advance Center (CMAC), published the *Research and Analysis Report on the Current Development of Digitalized/Decentralized Clinical Trials*, systematically reviewing the latest trends in the DCT industry and providing references and guidance for the industry. As of the end of the reporting period, the Company has applied DCT elements to multiple clinical trials, covering diseases such as oncology, vaccines, and infectious diseases.



### DCT Technology Platform

Tigermed's DCT Technology Platform (iTigermed Platform) is an integrated digital solution for clinical research independently developed by the Company. By integrating multiple DCT functional modules, it supports the remote implementation of clinical trials in such key processes as participant management, data collection, and expense settlement. The platform strictly complies with GxP (Good x Practice) regulatory requirements and is equipped with such mechanisms as data encryption, access control, and operation logs. Through standardized and automated modules, it improves the timeliness, accuracy, and completeness of data collection, while also providing participants with more flexible ways to take part in clinical trials.

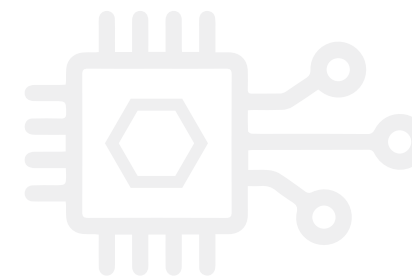
During the reporting period, the Company continuously upgraded the platform's capabilities around "Decentralization" and "Process Digitalization", with a focus on integrating the mobile and web versions of the Clinical Trial Remote Monitoring (CTRM) system, the Clinical Trial Centralized Monitoring (CTCM) system, the participant enrollment eligibility discussion system, and the Safety Portal for the distribution and acknowledgment of safety reports, thereby building a digitally collaborative system covering monitoring, enrollment, and safety management. The platform has been implemented in dozens of clinical projects and more than 400 research centers, significantly shortening data processing and decision-making cycles while reducing the costs and resource consumption associated with on-site visits and paper-based circulation.



### E-SITE System

Tigermed's E-SITE system, based on multi-dimensional data cube modeling and search engine technologies, has established a centralized information database covering the full lifecycle of research centers, enabling the structured management of data from various subsidiaries and the research centers of the Group. With use of dynamic site profiling and 360-degree visualization, this system provides project teams with precise and efficient capabilities for research center search and comparison. With the support of its built-in workflow platform, it also enables resource sharing and coordinated allocation among research centers, thereby improving project operational efficiency and reducing labor costs and quality risks.

During the reporting period, the Company upgraded E-SITE into an intelligent decision-making engine, achieving global coverage of the research centers on the iTigermed Cloud platform and wide adoption across the Group. Through unified data standards and coding, the upgraded system enables seamless interoperability with multiple systems across the Group. Combined with AI models for the rapid analysis and processing of project issues, it effectively shortens decision-making cycles, improves site selection efficiency, and provides data support for the precise deployment of clinical projects and resource optimization.





### AI Technology Empowers Key Clinical R&D Processes

To address such challenges in clinical R&D as complex documentation, sensitive data, and the difficulty of promptly identifying protocol deviations, during the reporting period, Tigermed leveraged AI technologies to implement multiple innovative applications at different key processes of clinical R&D, thereby building efficient, intelligent, and controllable clinical R&D support capabilities.

**Taya AI Medical Writing Platform:** Based on clinical protocols, study reports, and related data, this platform can automatically generate key documents such as clinical study reports (CSR). Through intelligent linking functions, it enables information reuse and cross-departmental collaboration, supports version synchronization and process connectivity, and improves the efficiency of first-draft generation by approximately 90%. The platform has completed the filing for deep synthesis service algorithms with the Cyberspace Administration of China, and is qualified for lawful commercial use, compliant deployment, and secure and controllable operation, providing efficient and reliable intelligent document generation capabilities for clinical research documentation.

**Document Auto-Desensitization System Powered by AI Technology:** By combining a service backend with front-end tools, this system enables the automatic identification, batch processing, visual review, and watermarking of sensitive information in investigators' resumes. During the reporting period, the system achieved a desensitization accuracy rate of 93.8%, with an average processing time of only 6.3 seconds per resume, effectively safeguarding data compliance and privacy security while reducing the risks associated with manual operations.

**Protocol Deviation (PD) Automated Review Technology:** Leveraging the semantic understanding capabilities of large language models, this technology automatically parses heterogeneous data in the CTMS and EDC systems, enabling semantic consistency checks of deviation records and the identification of classification errors. It shortens the review process from several days to minutes, effectively improving review efficiency and strengthening quality management capabilities.



## ◎ Innovative Culture Development

Over the years, the Company has been committed to creating an innovative culture that covers all employees, spreading the culture of proactive innovation to the front line of operation, cultivating and discovering innovative talents, and advancing the development of corporate innovation.

### Innovation Platforms Building

The Company has built the Tigermed Innovation Center Portal to provide innovation project leaders with a more comprehensive and clear project approval process and information, empower efficiency pioneers with training resources from government, industry, academia, and medical fields, and effectively promote the construction of the organization's innovation culture system. Furthermore, it facilitates the co-construction and sharing of innovation projects, strengthens cross-departmental innovation cooperation in multiple fields, and boosts the Company's innovation development.

Additionally, the Company encourages every employee to propose innovative suggestions for development. On the "Dialogue" suggestion platform, we have a section called "Innovation and Development" to encourage employees to share their ideas and suggestions. At the same time, we have a complete system for reviewing and managing innovative project initiation, providing necessary resources and support for employees with innovative ideas, and encouraging them to transform their innovative ideas into innovative achievements.



## Innovation Talent Incentives

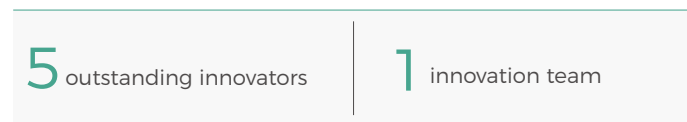
The Company has established a comprehensive innovation talent incentive mechanism, fully stimulating employees' innovation enthusiasm and creativity through multi-dimensional and multi-level incentive measures. The Company carries out annual evaluations of major innovation projects with reference to the innovation capability evaluation index for national high-tech enterprises, and rates and awards those outstanding ones according to core indicators such as "intellectual property rights", "ability to transform scientific and technological achievement", "level of R&D organization and management" and "revenue generated from related projects".

To strengthen the transformation and value realization of innovation results, the Company has established an organizational implementation and incentive reward system for the transformation of scientific and technological achievements, built an open platform for innovative entrepreneurship, and improved the training and further education of scientific and technological personnel, employee skills training, the introduction of outstanding talents, as well as the talent performance evaluation and reward system, all of which fully stimulated employees' enthusiasm for innovation.

During the reporting period, the Company reformed and upgraded its innovation talent evaluation mechanism and launched the "Efficiency Pioneers" selection. The selected results are as follows:



At the same time, the Company carried out its annual innovation excellence evaluation. The selected results are as follows:



By showcasing their innovation achievements, we leveraged role models to foster a strong atmosphere that encourages innovation.

## Innovation Activity Co-creation

The Company has launched a series of innovation lectures, expanding new ideas and information for various business departments and employees to carry out innovation activities through cross-departmental collaboration and knowledge sharing, and promoting the construction of Tigermed's innovative organizational culture. In addition, the Company organizes skills training and innovation competitions based on actual business needs, guiding employees to translate innovative ideas into practical process optimization, knowledge management, and business improvement initiatives, thereby enhancing the organization's overall innovation capability and execution efficiency and achieving the organic integration of culture, capability, and practice.



### AI-themed Innovation Seminar

Against the backdrop of AI rapidly being integrated into drug R&D and reshaping the industry landscape, incorporating AI-driven integrated solutions into the clinical development process is expected to accelerate drug development and create unique value. During the reporting period, Tigermed organized an "AI Innovation Seminar", bringing together various business departments and technical teams across the Group to jointly explore the application of AI technologies in such areas as drug screening, clinical trial design, development cost optimization, and improvement of project success rates. This enabled employees to gain an in-depth understanding of the application value and practical experience of integrating AI with CRO services, become familiar with the use of intelligent tools in the R&D process, and support the accelerated implementation of innovative technologies, the optimization of business processes, and the establishment of the Group's AI system and platform, thereby advancing internal innovation capability building and the implementation of cutting-edge technologies.



### First Simo Efficiency Pioneer Innovation Competition

To encourage front-line employees to proactively identify and solve business pain points and promote improvements in operational efficiency, our subsidiary Simo held its first Efficiency Pioneer Innovation Competition in June 2025. Centered on "solving real business problems", the competition covered key business areas such as project management, clinical coordination, knowledge empowerment, and data governance. Through proposal solicitation, voting, and professional review, ten solutions with the greatest business value were selected from more than 30 innovation proposals. For example, to address the "knowledge barrier" faced by new employees, one participating team established a structured knowledge base and an intelligent Q&A platform, enabling more than 3,000 CRCs to quickly acquire business knowledge.

The competition provided employees with a platform to showcase innovative ideas and practical experience, while also promoting process improvement, knowledge management, and team capability enhancement, strengthening the application of systematic tools in day-to-day work, and further driving the Company's continuous innovation in digitalization and lean operations.

# Research and Development Ethics

## Strategy

Tigermed actively responds to changes in pharmaceutical industry regulations and ethical compliance challenges. The Company strictly complies with ethical regulations such as the *Declaration of Helsinki* and the *Guideline for Good Clinical Practice E6(R3)* issued by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (hereinafter referred to as "ICH E6(R3)"), ensuring the trial process is conducted in a standardized manner.

### Identification of Risks and Opportunities

Risks	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>Informed consent of participants and animal welfare are core requirements in clinical research and animal experiments. Failure to comply with these requirements may lead to compliance and reputational risks.</li> </ul>	<ul style="list-style-type: none"> <li>Short-term</li> <li>Medium-term</li> </ul>	<ul style="list-style-type: none"> <li>If ethical or compliance issues arise, they may result in regulatory penalties and increase compliance costs.</li> </ul>




The Company firmly safeguards the participants' right to informed consent, voluntariness, and privacy protection, protects the privacy and personal rights of investigators, and advocates attention to animal ethics. It also complies with scientific ethics, respects the scientific spirit, and leverages the positive effects of science and technology. The Company promotes the sustainable development of clinical research and animal experiments through high-standard ethical practices and is committed to building a responsible innovation ecosystem for life sciences.

## Impact, Risk, and Opportunity Management Process

Through a rigorous risk identification process, the Company regularly assesses risks related to the protection of the rights and interests of participants and investigators and risks related to animal welfare and the application of new technologies. Based on GCP standards and clinical trial practices, the main risks related to the rights and interests of participants include health safety, privacy and data security, informed consent, economic considerations and fairness, as well as other risks of infringement upon rights and interests. In response to the above risks, the Company continuously tracks changes in domestic and international regulations and ethical guidelines to ensure the strict implementation of the informed consent, privacy protection, and voluntariness principle, and pays attention to the potential impact of intelligent tools on professional judgment and the boundaries of responsibility in clinical research. Meanwhile, the Company promptly identifies and responds to potential compliance risks through compliance training, internal reviews, and risk assessments. For animal welfare, the Company regularly reviews animal use protocols and experimental facilities to ensure that trial design and implementation comply with ethical requirements, minimizing animal suffering and injuries during trials and avoiding unnecessary risks.

## Indicators and Targets

The Company sets clinical trial management targets to continuously optimize the clinical trial compliance system, enhance investigators' capabilities in standardized operations and risk prevention and control, ensure the scientific nature, ethical compliance, and data reliability of the trial process, and promote the high-quality development of clinical research.

Indicators 	Targets 	Progress in 2025 
Informed consent signing rate before participants participate in clinical trials	Maintain annual coverage at 100%	100%

## ☉ Protection of the Rights and Interests of Participants and Investigators

During the clinical trial process, the Company strictly abides by the relevant laws and regulations, including the *Good Clinical Practice (GCP)*, the *Declaration of Helsinki*, the *Personal Information Protection Law of the People's Republic of China*, and ICH E6(R3), and adheres to the requirements of the Ethics Committee to ensure that the rights and safety of the participants are protected. The Company continuously conducts regulatory monitoring and gap analysis, promptly assesses the compliance of internal processes and SOPs, and revises them as necessary to ensure that the entire clinical trial process consistently complies with the latest regulatory and ethical requirements. During the reporting period, the Company did not experience any violations of laws and regulations that harmed the rights and interests of participants or investigators.

In terms of participants' informed consent, the Company requires investigators to ensure that all participants sign an informed consent form before the start of clinical trials. The form includes the objectives of the trial, the design and procedures, possible benefits and the likelihood of not benefiting, other treatment options and their potential risks, trial-related compensation and costs. The Company formulates the *Informed Consent Form Elements Checklist* and the *Guidance to Informed Consent Form* to ensure that informed consent forms are standardized and complete. During the reporting period, the Company initiated revisions to the template of the informed consent form, strengthening the "patient-centered" approach and adding a mechanism for disclosing research results, under which participants may, in accordance with the law, obtain information on their treatment group and the overall study results after the conclusion of the trial.

The Company strictly adheres to the principle of voluntariness for participants. Participants may decline to participate or withdraw from the trial at any time, without affecting their medical treatment and rights and interests and without being discriminated against or retaliated against.

With respect to the protection of participants' personal information, the Company formulated the *Consent Form for the Handling of Personal Information in Clinical Trials*, which explains the methods by which personal information is collected, used, transmitted, stored, and disclosed, and informs participants of their rights, including the rights to access, copy, correct, and delete their personal information. During the reporting period, the Company updated and upgraded this consent form to provide a detailed list of the categories of information collected, including medical history, medication records, test and examination data, biological samples, and genetic information, as well as the data processors and the purposes of use. For projects involving cross-border data transmission, the Company further disclosed the overseas recipient and its contact information, the purpose of processing, and the types of data involved, and added separate consent items for the collection of sensitive personal information and the cross-border transfer of data, ensuring that participants lawfully consent to the cross-border transfer of their information on the basis of being fully informed.

With respect to the protection of participants' privacy, the Company strictly implements the principle of information confidentiality throughout the entire clinical trial process to prevent unauthorized access, disclosure, use, modification, or damage. For remote monitoring and electronic data systems, the Company adopts such measures as hospital-local deployment, access control, data desensitization, the principle of minimum necessity, and log auditing to reduce the risks of information leakage and misuse. During the reporting period, the Company introduced a hospital-based remote monitoring system to ensure that data operated within the research center and continuously strengthened data security and privacy management.

With respect to investigators' rights and interests, the Company collects personal information from investigators prior to the start of a clinical project to analyze their competency, and

informs them through the *Subject Consent Notice Regarding the Processing of Personal Data* of their rights, including the right to access, copy, correct, explain, and delete their personal information. During the reporting period, the Company updated this notice to clarify that investigators' resumes, qualifications, and research experience information may, subject to authorization, be included in the Company's investigator database, while also specifying possible cross-border transmission scenarios to ensure that information processing is lawful and transparent.

With the application of intelligent technologies in the R&D process, the Company pays close attention to their potential impact on participant safety and investigators' judgment. The Company uses AI technologies only in auxiliary processes such as document processing, data analysis, and knowledge support, and does not apply them directly to participants or clinical operations. All generated content is subject to rigorous human review, and high standards of privacy protection are followed in data processing and use.

The Company continues to carry out training on the protection of the rights and interests of participants and investigators. During the reporting period, the Company conducted multi-level and multi-format training and promotion activities around such themes as compliance and integrity, clinical quality, GCP, and participant protection. Through online courses, policy updates, and refresher training mechanisms, we ensured that 100% of front-line employees directly involved in clinical research completed the training, continuously enhancing the Company's professional capabilities and compliance awareness in protecting the rights and interests of participants and investigators.

### 2025 Participant Interests Protection Related Training Activities (Partial)

Training Activities	Main Content	Scope of Coverage
ICH E6(R3) Training	Share key updates and revision highlights to strengthen employees' understanding of the regulations and safeguard participant safety and rights and interests	All members of the Clinical Operations Department
Integrity Training	Enhance employees' awareness of integrity to ensure the accuracy and reliability of research data	Project management and monitoring teams of the Clinical Operations Department
Participant Protection Training	Enhance employees' awareness of protecting the rights and interests of clinical trial participants to ensure their safety and legitimate rights and interests	Newly hired employees of the Clinical Operations Department
Case Sharing on the Development, Management, and Use of Informed Consent Forms	Ensure that employees are familiar with the requirements for the development and management of informed consent forms and prevent issues relating to informed consent	Project management and monitoring teams of the Clinical Operations Department
Training on the Protection of Participants' Personal Information	Clarify privacy protection requirements, enhance awareness of information protection, and safeguard legitimate rights and interests	Project management and monitoring teams of the Clinical Operations Department

### 🌐 Animal Welfare

Tigermed's subsidiaries, Frontage Holdings and Jyton Testing, involve the use of laboratory animals and strictly adhere to the *Regulations on the Administration of Laboratory Animals* issued by the Chinese Government and other domestic and international regulations or guidelines on animal welfare (such as the *Animal Welfare Acts* issued by the United States and the *Laboratory Animal Management Measures* issued by Zhejiang Province), and are committed to implementing ethical principles in all activities involving animals.

The Company adheres to the "3Rs" (Replacement; Reduction; Refinement) in animal experiments, only using animals when there is no other way to obtain the basic safety and efficacy data of the drug proved by strong scientific evidence, thereby minimizing harm to animals and enhancing the ethical and scientific levels of research.

The Company strictly implements animal management plans, holds experimental animal use licenses, and regularly reviews animal use agreements to ensure compliance with laboratory animal welfare and ethics. The animal welfare management system of the Company's subsidiary, Frontage Holdings, has been certified by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC); Jyton Testing, another subsidiary, has obtained laboratory accreditation from the China National Accreditation Service (CNAS), and the China Inspection Body and Laboratory Mandatory Approval by the China Metrology Accreditation (CMA).

To enhance employees' awareness of and capabilities in animal welfare in daily animal experiments, the Company provides annual training to relevant employees. During the reporting period, the Company's subsidiary Jyton Testing organized training sessions themed "Animal Welfare and Biosafety" and "Ethical Review of Laboratory Animal Welfare", enabling employees to become familiar with animal welfare management requirements, master methods for pain identification, analgesia, and anesthesia, enhance biosafety awareness and ethical review capabilities, and further safeguard the welfare of laboratory animals.

Additionally, the Company has developed a series of emergency response plans for laboratory animal management to address emergencies in animal laboratories, effectively prevent, control, and eliminate the biosafety incidents, ensure the safety of laboratory animals and working personnel, and reduce potential losses.

During the reporting period, no adverse events occurred in the Company's use, management, and experimental processes involving laboratory animals.

## Service Quality Management

### Strategy

Tigermed is committed to high-quality development and has established its clear strategic planning through comprehensive risk and opportunity identification. The Company continuously drives the construction of its quality system and digital transformation, incorporating the construction of a comprehensive quality culture as part of its strategy to constantly enhance service levels and promote the Company's innovation and development in the field of quality management.

### Identification of Risks and Opportunities

Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>In the face of stricter global regulatory policies, uncertainties in data quality posed by new technologies (such as AI), and increasing complexity in clinical trial designs (like decentralized clinical trials and adaptive trial designs), the Company may face higher challenges in technical implementation and quality management.</li> <li>As regulations and guidelines related to clinical research continue to be updated, such as the latest revision to ICH E6(R3), failure by the Company to fully implement the relevant requirements in clinical trials, including risk-based quality management throughout the lifecycle, may give rise to compliance risks.</li> </ul>	<ul style="list-style-type: none"> <li>Based on the Company's established and robust quality management system, extensive experience in clinical R&amp;D of innovative drugs, digital technology empowerment, participation in setting of industry standards, and strengthened international cooperation, the Company can enhance the quality and efficiency of clinical trials, strengthen quality management capabilities, improve quality service capabilities in segmented treatment areas, and further enhance customer satisfaction in the medium to long term, thereby increasing market share and revenue.</li> </ul>	Short-term Medium-term Long-term	<ul style="list-style-type: none"> <li>Stricter regulations and increasing complexity in clinical trials require continuous upgrading of quality management capabilities, driving up operational costs in the short term.</li> <li>Enhanced digital empowerment and international capabilities can improve service delivery quality and customer stickiness, leading to revenue growth.</li> </ul>

The Company reinforces regular evaluations and internal audits of its quality system, and continually optimizes the quality control of clinical trials through RBQM methodologies. It promotes quality awareness among employees at all levels and strengthens cross-departmental collaboration internally. Tigermed will continue to focus on serving innovative pharmaceutical enterprises, improving the success rate of new drug development, and accelerating new drug launches, to enhance service quality and customer satisfaction, and boost its market competitiveness in the future.

## Impact, Risk, and Opportunity Management Process

Tigermed applies the Plan, Do, Check and Act (PDCA) cycle management approach to ensure effective implementation of quality management across all business segments, enabling the Company to deliver efficient services while effectively managing and controlling quality risks.

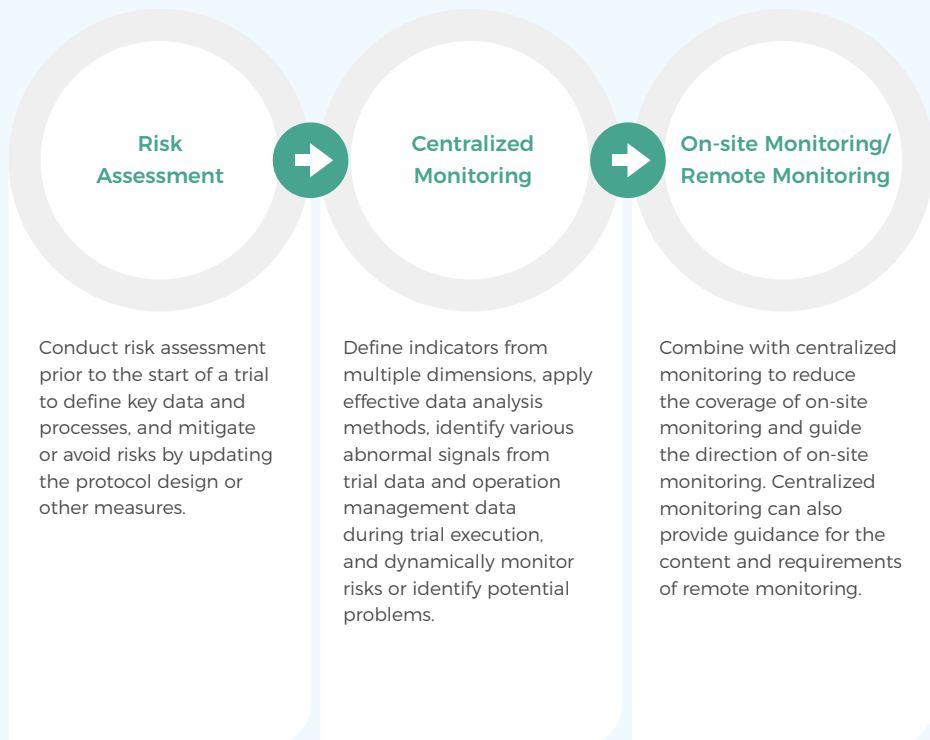
### Tigermed Quality Risk Management Model

<p><b>Plan:</b> Quality plan</p>	<p><b>Responsible person:</b> Senior management of business domains / Quality Management Committee</p>	<ul style="list-style-type: none"> <li>Employee qualifications and resources</li> <li>Process management: setting quality goals; planning process systems related to quality goals</li> </ul>	<p>Identify and clarify the quality risk management objectives and methods</p>
<p><b>Do:</b> Business quality</p>	<p><b>Responsible person:</b> Departments of business domains</p>	<ul style="list-style-type: none"> <li>Process management: ensuring process execution; performance management</li> <li>Issue management and Corrective Actions and Preventive Actions (CAPA)</li> <li>Knowledge (information) management</li> <li>Control of documents and records</li> <li>Digital system construction</li> <li>QSD</li> </ul>	<p>Prevent potential risks and ensure stable quality</p>
<p><b>Check:</b> Quality assessment</p>	<p><b>Responsible person:</b> Headquarter QA / President Office of Administration / business domains</p>	<ul style="list-style-type: none"> <li>Internal assessment: monitoring and quality control activities; audits (process/system); quality indicators, trends and analysis</li> <li>External assessment: customer satisfaction surveys; customer audits; regulatory audits</li> </ul>	<p>Monitor and screen quality risks</p>
<p><b>Act:</b> Response to quality assessment results</p>	<p><b>Responsible person:</b> Senior management of business domains / Quality Management Committee</p>	<ul style="list-style-type: none"> <li>Management review</li> <li>Continuous improvement: process optimization and digitization</li> <li>Knowledge (information) management</li> <li>Quality risk management: audit strategy and audit methodology</li> </ul>	<p>Ensure that the quality management system could continuously adapt to and address new risk challenges</p>

Currently, RBQM has become an advanced quality management concept within the CRO industry. RBQM is based on risk assessment and incorporates "quality by design" into the trial design and quality management plans in a digital, intelligent, and forward-looking manner, enabling quality management activities in clinical trials (e.g. monitoring, quality control visits, audits, etc.) to precisely focus on those aspects that have the greatest impact on participant safety and data quality.




The Company has thoroughly and systematically reviewed RBQM processes and SOP documents based on the business needs related to implementation of RBQM in clinical trials. Given the significance of centralized monitoring technology in RBQM operations, the Company established a dedicated centralized monitoring team to provide full-time centralized monitoring services for RBQM operations.

### RBQM Business Process



### Indicators and Targets

The Company's Quality Assurance Department assists each key department/business department in setting annual quality targets, regularly monitors and analyzes quality targets, and helps business departments achieve quality targets and improve business quality.

Indicators 	Targets 	Progress in 2025 
Employee coverage rate for the quality management system training	Maintain annual coverage at 100%	100%



## ☉ Quality Management System Construction

Tigermed adheres to a high-standard quality system and follows global quality standards, and has improved the construction and evaluation of its quality management system based on ICH E6(R3), China's GCP, TransCelerate's Clinical Quality Management System, and ISO 9001 Quality Management System. During the reporting period, following the implementation of ICH E6(R3), the Company established a cross-functional working group to analyze the gaps between the Company's existing quality management system and ICH E6(R3), and to propose improvement plans, ensuring that Tigermed's services comply with regulatory requirements.

The Company has developed Quality System Documentation (QSD) to define and guide the quality management practices throughout business operations. By implementing an "end-to-end" process system, the Company strengthens cross-departmental collaboration, and promotes the construction of a flexible, proactive, and innovative process-oriented quality management model, to enhance work efficiency and ensure its compliance. During the reporting period, we added and updated 95 QSD documents based on the global development and regulations, covering general processes, end-to-end processes, and various business processes such as clinical operations, data management, statistics, pharmacovigilance, medical writing, medical monitoring, IT, and registration.

Simultaneously, the Company focuses on issue management and knowledge system management. The Company continuously improves its issue management QSD and expands its scope to cover complex quality issues, customer complaints related to service quality, and audits of external research centers, ensuring timely responses and solutions to various quality issues, minimizing the impact of the quality issues and preventing recurrence of the same issues.

The Company also continuously optimizes its training management processes, unifying training outlines to promote the centralized management of clinical trial business knowledge and enhance the overall competency and professional capabilities of its employees. To ensure that personnel participating in clinical research and pharmacovigilance activities possess the appropriate qualifications and capabilities, the Company has established a systematic role and training system, aligning knowledge and training with job responsibilities and covering all clinical drug research positions regulated under GxP requirements. During the reporting period, the Company completed the development of role lists and role-based training curricula for nine key clinical research roles, and completed the preparation of key process documents and system initialization, thereby providing assurance for the standardization and traceability of knowledge management and training.



The Company conducts a quality management system assessment every six months to summarize the practices and key quality indicators over the stage, and generate a monitoring report. This report includes overall data on the quality issues identified through regulatory inspections, internal and external audits, and employee reports, providing comprehensive information on quality monitoring. During the reporting period, the majority of the issues identified in the Company's quality monitoring results were classified as minor, accounting for 70% of the total number of issues identified. This result indicates that the current quality system of the Company is stable, but still requires continuous improvement to adapt to internal and external changes. During the reporting period, the Company did not have any service- or quality-related compliance violations.

## ☉ Quality Audits

In the process of establishing a quality management system, Tigermed also attaches great importance to the supervision and inspection of system implementation. The Company conducts regular supervision and audits to obtain accurate and independent assessments of its quality management system. Moreover, the Company continuously optimizes the quality management system according to the audit results to ensure that the project implementation meets the laws and regulations and the internal management requirements of the Company.

Adhering to the principle of PDCA, we conduct internal project audits by the audit team of Quality Assurance (QA) Department at headquarters every year and internal system audits for key processes, business departments, and subsidiaries every three years, while accepting audits and inspections from customers and the NMPA on an irregular basis. The Company develops an annual audit plan, continuously tracks and evaluates the audit execution quarterly, and publishes an annual audit assessment report to ensure compliance and continuous improvement of audit activities.

During the reporting period, the Company systematically reviewed and optimized the management process for regulatory inspections, covering the entire process from preparation and execution to follow-up, and established a mechanism for forming inspection management task forces. At the same time, the Company introduced a procedure for the use of the Inspection Manual to standardize the planning and execution of inspection activities, thereby better supporting the reception of inspections and the follow-up of related issues. The Company continued to implement the optimized procedures and, in accordance with the customer audit preparation checklists and guides, ensured that every step of audit activities, from preparation, implementation, to follow-up, recording, and archiving, meet customer requirements and standards, enhancing audit efficiency and quality, and improving the transparency and reliability of the Company's quality management system.

For the quality events found by internal and external audits, we follow the internal specifications of the *Handling of Quality Issues* and the *Corrective Actions and Preventive Actions* to investigate the incidents at once, clarify the types of events, and implement handling measures; furthermore, we follow the PDCA principle to optimize the process and formulate corrective and preventive actions one by one to achieve continuous improvement and prevent the recurrence of similar issues. Given that the Company's business focuses on clinical research services, it does not involve physical product testing and product recall.

Through a risk-based audit management system, the Company formulates system audit plans and project audit plans to achieve precise identification and effective management of high-risk areas. System audit plans are based on the evaluation data of QMS and key quality indicators, and identify overall risks through data trend analysis, thereby providing a basis for the rational allocation of audit resources; project audit plans take into account customer types, project characteristics, project progress, and quality indicator data, focus on high-risk projects, and expand audit types to cover research centers and the Trial Master File (TMF), thereby ensuring the comprehensiveness of audit activities and enhancing risk control capabilities.

### Progress in Quality Audits and External Audits in 2025

For the Company's key clinical trial processes and related subsidiaries, the Company conducted 5 system audits and 67 clinical trial project audits, and underwent 67 audits from domestic and international customers.

All audits did not involve material issues affecting participant safety or data integrity, and the Company's quality management system was recognized and affirmed by the customers both domestically and internationally.

For suppliers, the Company completed audits of 8 high-risk suppliers under collaboration and assessments of 26 new suppliers, with no suppliers disqualified due to major quality issues.

Upon completion of the audits, the Company guided suppliers, through meetings or other forms of communication, in formulating corrective and preventive action plans, put forward improvement recommendations, and collected evidence of rectification, thereby continuously enhancing suppliers' quality management capabilities and ensuring that supply chain quality risks were effectively controlled.

The Company continuously pays attention to the development of professional skills of the audit team, formulates a long-term development plan for auditors, and carries out multi-level activities to improve their skills. The Company conducts auditors review meetings on a monthly basis to improve auditors' skills through review discussions and experience summaries; for each audit project, the Company invites the corresponding audit program lead (APL) or an experienced peer reviewer to conduct a one-on-one audit report review; line managers provide one-on-one guidance to auditors on audit plan formulation, issues identified during projects, and the grading and classification of audit findings.

In addition to annual online refresher courses, the Company regularly organizes annual audit training for all employees, combining theoretical knowledge with practical cases and conducting group discussions and experience sharing. The Company also organizes offline Good Laboratory Practice audit training to further strengthen practical audit capabilities. The Company has also established qualification requirements for auditors to ensure that only qualified auditors can perform audits, thereby safeguarding audit quality and compliance.

To meet the Company's business development needs and build overseas audit capabilities, the Company continuously cultivates QA personnel in overseas regions, arranging line managers to conduct one-on-one field training and mentoring, and combining with local laws and regulations to provide precise and efficient service support for local business teams, ensuring that overseas QA personnel understand and implement Tigermed's quality management system to better safeguard the quality of the Company's overseas business. Personnel in overseas regions undergo internal and external training, complete corresponding QSD courses as required by their work, and receive monthly one-on-one mentoring from line managers for guidance on work debriefing, as well as Q&A sessions.



## ◎ Digital Quality Management

The Company continues to promote the digitalization of quality management and improve the efficiency of quality management. We have established two major system platforms, QMS and QSD, and leveraged the technology to digitize the audit management, issue management, and process management. This enables us to obtain the support of objective data trend analysis based on risk management, achieve online life-cycle management of QSDs and further enhance the quality management level of Tigermed. During the reporting period, the Company completed the review of upgrade requirements for the QSD system, providing support for the system's continuous optimization.

Meanwhile, based on data from internal audits, sponsors audits, third-party audits commissioned by the sponsors, and inspection by regulatory agencies, the Company has developed a Self Service Analysis (SSA) System and put it into operation. The System has established a data-driven decision-making infrastructure, providing a basis for evaluating the compliance of clinical trials as well as the effectiveness and efficiency of Tigermed's quality management system through trend analysis of quality data. During the reporting period, the Company generated a "Trend Analysis of Quality Data" based on the SSA system and released a *Quality Monitoring Report* to help business departments identify weak areas and improve the quality of clinical trial services.

Based on the rich experience and continuous investment in integrated clinical trial services, combined with international advanced experience and domestic needs, Tigermed continuously improves the RBQM solutions to meet regulatory requirements and trial needs. The Company has successfully developed and deployed the RBQM system, with RBQM strategies implemented within the quality system. During the reporting period, the RBQM system received an invention patent certificate from the National Copyright Administration.

### Progress in RBQM System Development and Application in 2025

#### System R&D

- Relying on the Risk-based Quality Control (RBQC) system, the Company can further delve into a research, identify and develop more reasonable risk management plans, to ensure the efficient allocation of resources.
- The Company has continuously optimized the system interface to improve internal review efficiency and risk control capabilities. A new medical review visualization module was added to enable real-time presentation and trend analysis of medical data, to proactively identify potential risks from a medical perspective, and to support precise risk control and the resolution of hidden data risks.

#### Customer Service

- By advancing the practice and application of RBQM in the clinical trial field, the Company has provided RBQM services for 23 clinical trials conducted by multiple domestic and foreign pharmaceutical and biotechnology companies, enhancing the safety protection of research participants and data integrity in clinical trials.

## © Comprehensive Quality Culture Development

The Company defines quality culture as “an environment in which every employee is responsible for quality”, and integrates the concept of “Full Participation” into quality management. By establishing a knowledge management system, the Company shares quality management experience and practical methods with all employees. In addition, we link the performance evaluation of the Project Manager (PM) and the Clinical Research Associate (CRA) in the clinical operations team with the quality-related Key Performance Indicators (KPIs), boosting employee motivation while driving the transformation of knowledge and experience into practical abilities.

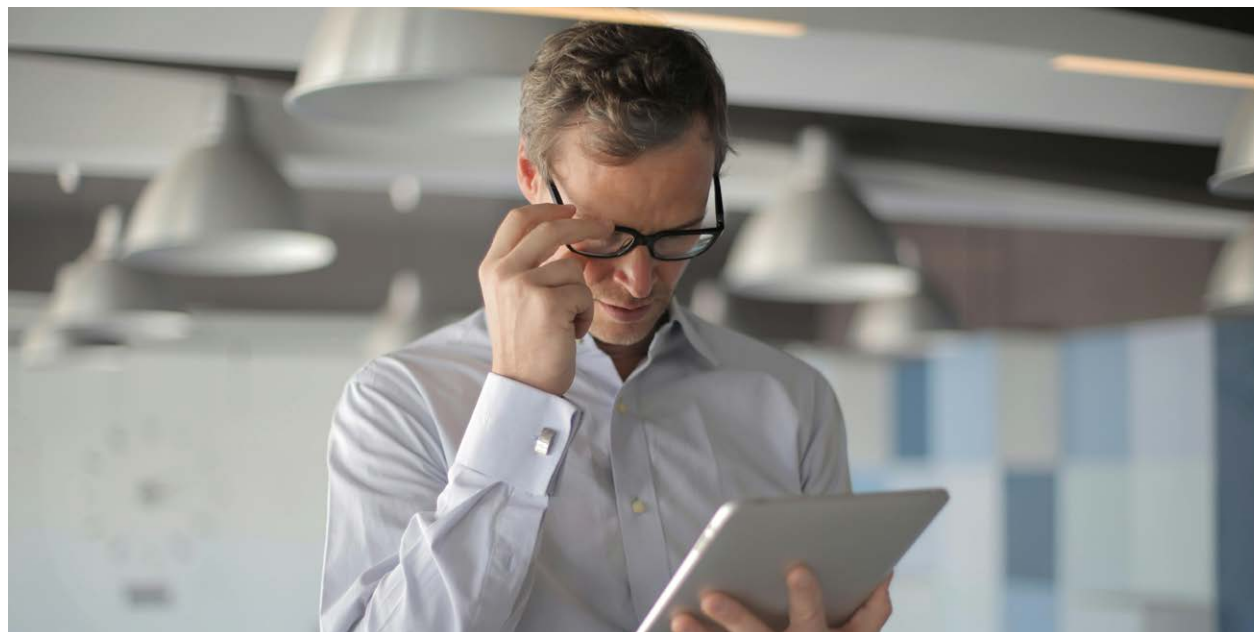
The Company's quality management system training achieves 100% coverage of all employees, with a frequency sufficient to ensure employees remain familiar with applicable requirements and processes. The quality training includes policies, quality manuals, standard operating procedures, work practice documents, regulatory list, etc. Among them, company policies and the code of conduct are mandatory for all employees, with training completion monitored and documented. Standard operating procedures, operating practice documents, etc. are assigned to specific roles. The regulation list and customized regulation training plans are provided to employees in specific countries/regions.

To respond to the requirements of the newly effective ICH E6(R3) for clinical trial management, the Company organized training for all employees during the reporting period to ensure that the Company's quality management system remained aligned with the latest regulations and was effectively implemented. At the same time, the Company launched an ICH E6(R3) training course certified by TransCelerate, covering such core modules as investigator responsibilities and supervision, Ethics Committee, informed consent, sponsor responsibilities, safety monitoring and reporting, data governance, and the identification and management of serious breaches, thereby providing employees with systematic regulatory interpretation and operational guidance and strengthening their understanding of regulatory requirements and practical application capabilities.

The Company places strong emphasis on enhancing the quality capabilities of employees in key positions. During the reporting period, the Company conducted online thematic training for all CRAs on such topics as safety management and monitoring, management and monitoring of drugs used in clinical trials, and protocol compliance. Combined with practical cases, the training enhanced CRAs' quality awareness and compliance awareness. The Company consolidates and expands the SME network, promoting continuous improvement of cross-departmental processes and effective dissemination of specialized knowledge. Every year, the Company optimizes the SME team based on quality management processes, promotes the participation of more overseas SMEs, and updates the SME list to facilitate employees in quickly finding SMEs related to

specific processes, improving management efficiency and facilitating application updates across departments.

In addition to the quality of our own services, we also value the quality of our upstream suppliers' products and services. Supplier quality management is carried out by the Quality Assurance Department in collaboration with the Procurement Department. We conduct regular performance evaluation and maintenance for all suppliers. For important suppliers such as clinical trial suppliers, we have developed a comprehensive supplier qualification management process and involved SMEs in the supplier access process to enhance the professionalism of evaluation and reduce the quality risks associated with supplier products and services.

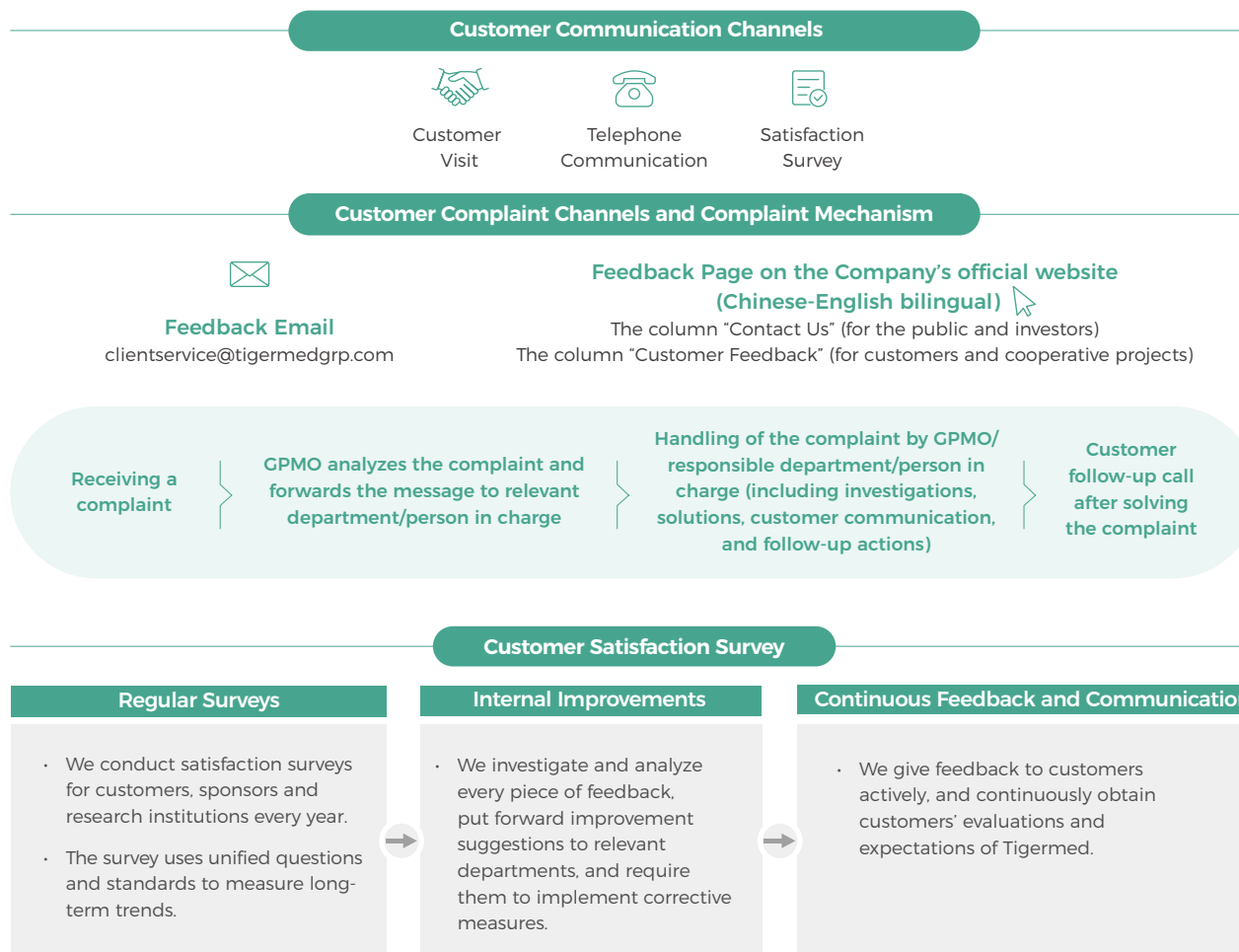


# Customer Relationship Management

## Customer Communication

Tigermed has established a Global Project Management Office (GPMO) to coordinate global project management and operational processes, and to take charge of the centralized receipt and coordinated handling of customer complaints, continuously strengthening the supervision and management of project execution quality. The Company has formulated the *Customer Complaint Management Process*, which clearly defines customer complaints as any events in the service process that deviate from customer value commitments, as well as customer suggestions and feedback. In handling complaints, the Company remains focused on customer needs from the customer's perspective and follows the principles of "commitment and accountability, timely response, transparency and fairness, complete and accessible information, and continuous improvement", so as to ensure that complaints are handled efficiently and fairly. We divide customer complaints by priority into four levels of urgent, high, medium, and low. Corresponding response requirements and reporting timelines are established to ensure timely follow-up on handling results.

The Company has established well-functioning customer communication channels, through which customers may submit opinions or complaints via the feedback email address, the Company's official website, and other channels. The Company's headquarters, subsidiaries, and business units carry out targeted surveys in combination with their own business and project conditions, so as to better understand and follow up on customer feedback. In addition, the Company develops a data platform for internal market and customer surveys to further enhance the efficiency of satisfaction surveys. During the reporting period, we conducted satisfaction surveys among domestic and international customers and sponsors, sending invitations to 388 global customers. The overall service satisfaction score reached 8.42 out of 10.



## © Responsible Marketing

In marketing activities, we strictly abide by the laws, regulations, and industry standards, including the *Advertising Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and the *General Data Protection Regulation (GDPR)* of the European Union. During the reporting period, the Company did not experience any violations related to marketing or labeling.

In external communication, the Company has formulated and implemented the *External Communication Management Regulations*, the *Practical Guidance for External Communication Compliance*, and the *Crisis Management Manual*, which are applicable to all employees (including full-time and part-time employees, contract workers, and interns) and used to regulate communication activities and code of conduct, clarify the key points of external communication compliance, and standardize the process of crisis management execution. We set up the Article Review Committee within the Company to review the compliance of all the news and publicity materials, ensuring that the content does not involve any infringement or violation of applicable laws and regulations. At the same time, the Company has set up approval processes for the release of publicity materials, public speeches, and external interviews in the Office Automation (OA) system. During the reporting period, the Company conducted nearly 50 approvals for communication and marketing materials submitted by the Group, subsidiaries, and relevant employees.

In addition, the Company has formulated the *Tigermed Brand and Visual Identity Guideline* and updates it in a timely manner as needed, which stipulate unified standards for literal expression, oral expressions, and the use of the Company logo.

### The approval of the external communication shall comply with the following requirements (partial):

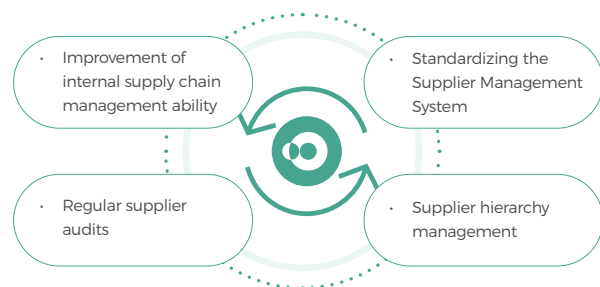
- All advertising and promotional materials and any form of marketing content must undergo the necessary approval to ensure an accurate description of Tigermed's services and business;
- Only authorized employees may speak or present on behalf of the Company in external public presentations;
- Product information used or communicated to the public shall comply with objective facts, be complete and unambiguous, and be free of misleading statements;
- Pictures, portraits, music, videos, fonts, and other materials in external communication content must use materials that are properly authorized and obtained from legitimate sources;
- The content of external communication shall not use, whether directly or in any disguised manner, the name or image of state organs or state organ staff, and shall not use terms such as "national level", "highest level" and "best".



# Supply Chain Safety

## Ensuring Supply Chain Stability

Tigermed develops a well-designed supplier management system to strengthen supply chain management capability. We have established the *Tigermed Procurement Management Policy* and formulated management regulations for different types of suppliers (direct suppliers and sub-suppliers).






According to the relationship with clinical operations and the requirements of refined management, the Company's suppliers can be divided into three categories, namely, the clinical research GxP, clinical research center, and non-GxP. We have set up higher requirements on the access threshold, quality compliance, and ESG management for the clinical trial GxP suppliers that are closely related to our business (such as those engaged in clinical trial execution and study product management) in accordance with the principles of fully covered and prioritized management. Meanwhile, we invest more resources to improve their management capabilities. For clinical research service suppliers, the Company has formulated the *Clinical Study Service Provider Management Policy* to ensure reliable supplier qualifications and controllable services through lifecycle management.

During the reporting period, the Company launched the Supplier Relationship Management system, covering such processes as supplier admission, procurement applications, contract signing, and performance evaluation, thereby realizing digital management of the entire process from demand submission to settlement and payment, effectively enhancing supply chain transparency and traceability, and ensuring procurement stability and overall operational efficiency.

To avoid procurement risks in emergency situations, the Company has established a dual supplier procurement mechanism and signed procurement agreements with multiple suppliers for important product categories. For key suppliers, we have signed framework agreements with them to ensure long-term, stable supply. Based on actual needs, the Company selects local procurement or collaborates with local suppliers in certain projects to enhance procurement responsiveness and flexibility. In addition, in light of the development needs of our overseas business, the Company expands its reserve resources of suppliers in key overseas regions and adds 31 overseas suppliers in such categories as pharmacovigilance (PV), central laboratories, and biospecimen management, thereby reinforcing the global stability of the supply chain.

In the new supplier admission process, the Company conducts surveys through basic information assessments, questionnaires/on-site inspections, sample testing, and comprehensive evaluations, incorporating sustainability requirements such as product quality, after-sales service, business ethics, social responsibility, and health, safety, and environmental considerations into evaluations. Through such surveys, the Company also understands the suppliers' source regions, assesses regional policy risks and industry risks in the supply chain ensuring that suppliers operate in a responsible manner. For newly added clinical research GxP suppliers, the Company will introduce the concept of sustainable supply chains before project initiation.

The Company strengthens dynamic monitoring of supplier qualification management for new suppliers, and classifies supplier risk levels based on the complexity, criticality, and novelty of the services provided. The supplier risk levels are dynamically adjusted annually based on the cooperation and performance evaluation, so as to concentrate resources on managing high-risk suppliers. We adopt different qualification assessment schemes for suppliers at different risk levels.

 <b>High-risk suppliers</b>	Complete qualification assessment during admission. Supplier audits are conducted every three years
 <b>Medium-risk suppliers</b>	Complete qualification assessment during admission and for-cause audits
 <b>Low-risk suppliers</b>	Basic assessment for admission and regular review

Note: For-cause audit refers to an audit that is triggered by specific circumstances (e.g., major errors, scientific misconduct, or service quality not meeting requirements, etc.).

For existing suppliers, the Company further assessed their supply/service capabilities during the reporting period, categorized them into qualified and preferred levels based on the different product categories they provide, and established a comprehensive supplier database. During procurement, the Company selects suppliers of corresponding levels based on project needs, giving priority to preferred suppliers for new projects or business opportunities. Additionally, the Company reviews the qualified suppliers every two years and adjusts their levels as appropriate to continuously optimize the supply chain.

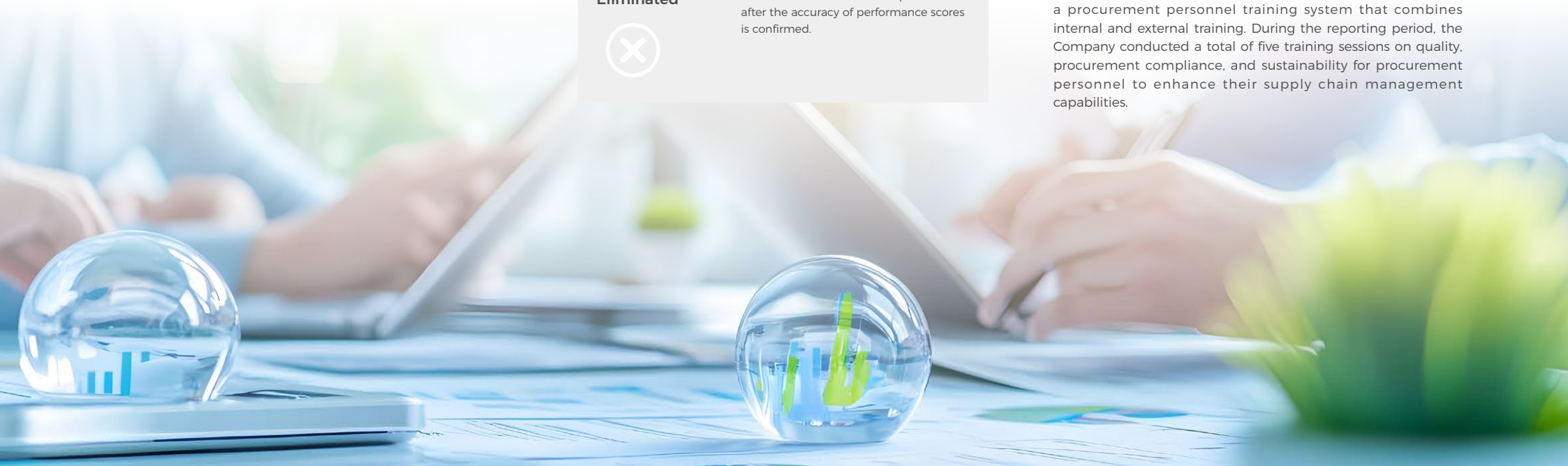
The Company conducts annual performance assessments of suppliers, organized by the Procurement Department. Employees from using/demanding departments carry out quantitative evaluations according to scoring standards, drive continuous improvement in suppliers' quality, delivery, and sustainability. We classify performance assessment results into four levels: excellent, qualified, improvement required, and eliminated, and adjust the supply shares based on the assessment results. For excellent and qualified suppliers, we continue our cooperation; for those rated as "improvement required" or "eliminated", we implement corresponding handling measures.

Assessment Results	Handling Measures
<p><b>Improvement required</b></p> 	<ul style="list-style-type: none"> <li>After the assessment results are verified, the Company assists suppliers in identifying deficiencies from multiple dimensions such as quality system construction, personnel qualifications, and training;</li> <li>Online quality training courses are provided to suppliers to enhance their quality management capabilities;</li> <li>During the rectification period, supplier orders are reduced and audits are intensified;</li> <li>Re-evaluation is conducted after the rectification; suppliers that still do not meet requirements will have their supply or cooperation qualifications revoked and be listed on the list of eliminated suppliers.</li> </ul>
<p><b>Eliminated</b></p> 	<ul style="list-style-type: none"> <li>Elimination measures are implemented after the accuracy of performance scores is confirmed.</li> </ul>

During the reporting period, the Company conducted performance assessments of 203 suppliers on three dimensions: quality, delivery, and service, and verified and followed up on the assessment results. We invited 361 employees from demanding departments to participate in the assessment, and approximately 33.49% of suppliers achieved excellent performance and were given more business opportunities in subsequent cooperation. At the same time, based on the assessment results, the Company continuously optimized its supplier structure, promoted rectification by suppliers whose performance failed to meet requirements or adjusted cooperation arrangements with them, and further strengthened supply chain management and control.

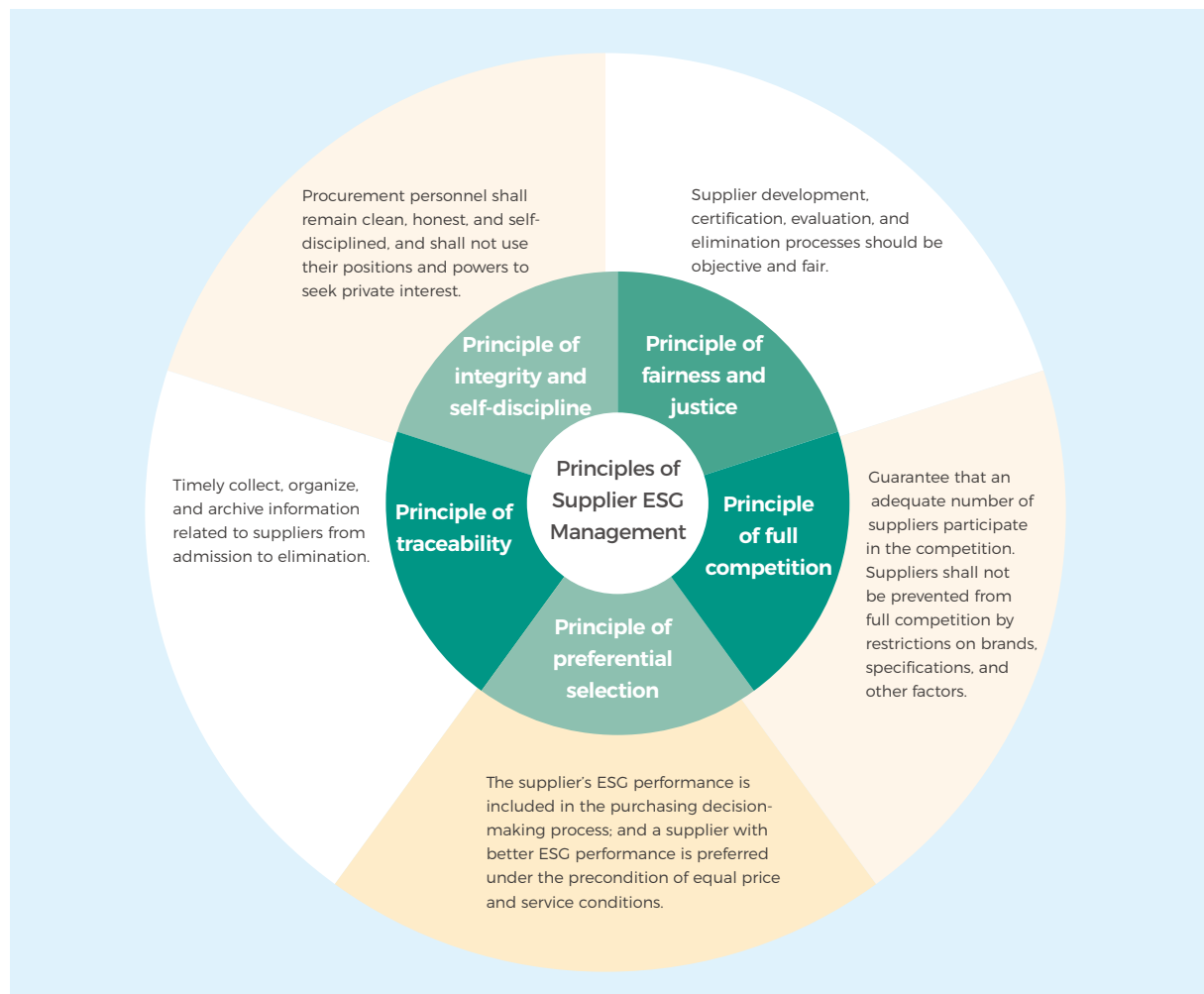
The Company conducted on-site audits of some suppliers (such as those managing study products), covering areas such as quality management systems, employee and training management, project management, and document management. For sub-suppliers of the Company that have an important influence on the quality of our service, the suppliers agree that Tigermed reserves the right to review sub-suppliers and will actively cooperate with Tigermed to obtain relevant review information. Tigermed will regularly review the sub-suppliers through questionnaires.

The Company values the capabilities and growth of internal supply chain management personnel, and has developed a procurement personnel training system that combines internal and external training. During the reporting period, the Company conducted a total of five training sessions on quality, procurement compliance, and sustainability for procurement personnel to enhance their supply chain management capabilities.



## ☉ Building a Responsible Supply Chain

The Company always adheres to the principles of fairness, justice, full competition, integrity, and self-discipline in supplier selection, and establishes a long-term and healthy relationship with them. At the same time, the Company upholds the principle of honest operation, pays suppliers on time and actively safeguards the rights and interests of small and medium-sized enterprises.



The Company has formulated *Tigermed Supplier Code of Conduct*, communicated to suppliers Tigermed's management principles in environmental, social, and governance aspects, covering environmental management, labor rights, anti-corruption, data protection, and many other fields, and encouraged suppliers to use environmentally friendly products and services. During the reporting period, the Company achieved a 78.13% signing rate for the Tigermed Supplier Code of Conduct among suppliers (excluding clinical research centers and individual suppliers in non-GxP categories). In addition, through the SRM platform, the Company issued two compliance reminder notices to suppliers and conducted online livestream sessions for suppliers, continuously communicating requirements relating to integrity and compliance, anti-commercial bribery, and standards of cooperative conduct.

The Company refers to the relevant content of *PSCI Principles for Responsible Supply Chain Management* to perform supply chain ESG management. Given that the clinical research GxP suppliers have an important impact on the Company's quality system, we conduct social responsibility due diligence on clinical research GxP suppliers through various forms such as external information research, due diligence questionnaires, and materials review, to understand the current status of supplier ESG management. During the reporting period, the Company conducted due diligence work on major clinical research GxP suppliers, and all suppliers passed the questionnaire survey.

To promote sustainable supply chain development, the Company actively explores and implements ESG initiatives and procurement solutions, integrating ESG-related indicators into the procurement process to enhance the sustainability of the Company's operations and resource utilization efficiency. During the reporting period, the Company implemented green procurement requirements in the procurement of equipment and materials, including giving priority to environmentally friendly refrigerant R410a in compliance with national regulations, selecting equipment with Grade 1 energy efficiency to reduce energy consumption and GHG emissions, thereby reducing resource consumption and environmental impacts.

## Talent Foundation, Value Co-creation

### ✔ Talent Growth and Development

Employee Rights and Benefits

Diversity, Equity, and Inclusion

Industry Development

Contributions to the Society

# 07



## Overview

Tigermed has always adhered to a people-oriented approach, committed to ensuring that every employee can achieve personal growth in a fair, safe, and inclusive work environment. We encourage employees to actively participate in company affairs, fully utilize their professional advantages, and extend their personal influence to social welfare, thereby promoting the common development of the Company and society. We firmly believe that the comprehensive growth of talents is not only an important cornerstone of the Company's achievements but also a core driver of social progress and industry innovation. We view talent development as a strategic focus of the Company, and continuously increase investment to build a competitive growth platform and safeguard the Company's long-term development and social progress. By cultivating high-quality talent, we not only drive technological progress in the industry, but also cultivate and deliver professional talent resources for society, thereby injecting long-term momentum into high-quality socioeconomic development.



## Our Governance Approach

The Chairman of Tigermed's Compliance and ESG Committee takes overall responsibility for the management policies and implementation framework relating to such topics as talent growth, industry development, and contributions to the society, and regularly reports material impacts, risks, and opportunities to the Board of Directors. At the same time, the Company has established dedicated management departments for various topics to advance talent development and organizational effectiveness improvement, industry collaboration and international expansion, as well as the planning and compliant implementation of public welfare programs, thereby ensuring that these issues are managed on a continuous, standardized, and effective basis.



Our governance mechanisms for topics of financial materiality include:

### ☉ Talent Growth and Development

The Human Resources Department is responsible for coordinating the Company's talent development strategy, providing tailored human resources management solutions for various business segments based on business needs at different development stages, and ensuring the achievement of the Company's strategic targets and business targets. Its main responsibilities include: building diverse career development paths, improving the training system covering all employees, innovating talent development models, and optimizing the incentive and recognition mechanism, to provide solid talent support for the Company's sustainable development.

The Company has formulated and implemented system documents such as the *Tigermed Training Management Policy* and the *Tigermed Global Talent Mobility Policy* to systematically promote employee training and development, optimize the talent flow and management mechanism, and enhance employees' professional capabilities and overall quality. By clarifying the training targets, standardizing the flow paths, and strengthening evaluation and feedback, we ensure the effective implementation of relevant systems, and safeguard the continuous growth of employees.

# Talent Growth and Development

## Strategy

With the expansion of business scale as well as the acceleration of diversification, globalization, and integration processes, the Company urgently needs to build a diverse and multi-dimensional talent team, continuously reserve and cultivate talents to meet future development needs, expand and improve the talent generation mechanism, and retain key talents through diversified incentive measures to ensure the Company remains competitive in a rapidly changing market. At the same time, we actively identify risks and opportunities in talent development, deeply analyze industry trends, technological changes, and market demand changes, thereby quickly responding to and precisely adjusting talent strategies to ensure that talent capabilities closely match the Company's development needs.

### Identification of Risks and Opportunities

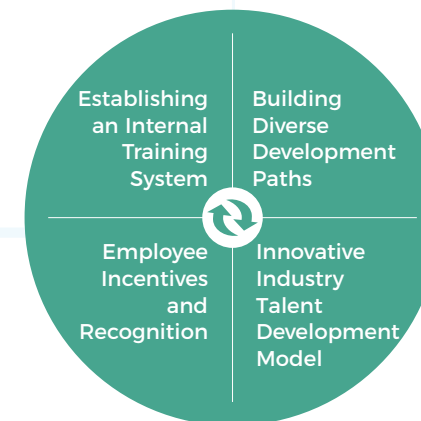
Risks	Opportunities	Impact Duration	Financial Impact
<ul style="list-style-type: none"> <li>Large-scale personnel adjustments and replacements occurring in core management positions or key professional roles in the short term may create a gap in certain business units in terms of capability succession and experience transfer, thereby affecting business continuity and stability.</li> <li>With technological and industry development, employees' existing experience, knowledge reserves, or existing skills may not fully meet the new capability requirements of their positions and teams due to innovation and change.</li> </ul>	<ul style="list-style-type: none"> <li>With years of experience in clinical trial services and an industry-leading quality management system, the Company empowers employees to rapidly grow in their professional fields and continuously provide high-quality, efficient services to customers, thereby driving the Company to achieve business growth.</li> <li>The Company has a complete global industrial chain and ecosystem in the field of clinical trial services, providing employees with diverse career development paths and maintaining market competitiveness in the rapidly changing industry through cultivation of inter-disciplinary talent.</li> </ul>	<p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>Adjustments in key positions and technological changes necessitate the Company to invest in the need for employee capability upgrades, impacting operating costs to some extent.</li> <li>Empowering employee professional growth and cross-domain talent development improves service quality and delivery efficiency, helping to enhance customer loyalty and drive revenue growth.</li> </ul>

We have launched the global talent value proposition "Inspire to Excel, Empower to Achieve", aiming to build a talent development platform featured with professional innovation and rich resources covering all employees, and provide comprehensive career growth opportunities for employees. We are committed to promoting continuous progress of employees in a global environment, helping them leverage their professional expertise and creativity in different work scenarios. By providing fair and diverse incentive mechanisms and career development paths, we build a global talent network, to further stimulate employee potential, and help each employee achieve career advancement and excellence, thereby continuously driving the Company's innovative development and maintaining its industry-leading position.

## Tigermed Talent Growth and Development Strategy

The system covers full-time employees and aims to develop professional and general skills, reserving management talents for key positions through leadership training

We build position sequence and capability models, identifying key talents through talent resource inventory, match employees with suitable positions based on their capabilities, and design cross-position sequence development channels to reserve inter-disciplinary talents



We have formed a mechanism of employee incentives and recognition, including material incentives such as performance bonuses and equity incentives, as well as spiritual incentives such as recognition of outstanding employees, the instant employee recognition platform "Tigermed Star", and the "Talent Honor Points Ranking"

We cooperate with universities to cultivate an outstanding industry talent pool and train key technical talents of the industry through the establishment of co-built centers to maintain competitiveness

## Impact, Risk, and Opportunity Management Process

The Company continuously identifies and addresses potential human resource risks through systematic organization and talent management mechanism, providing strategic support for sustainable development. The Company diagnoses organizational operations through regular questionnaire surveys (e.g., employee engagement and vitality surveys), in combination with irregular interviews with managers and employees, to identify key issues at the current stage, and enhance overall performance to ensure alignment with and achievement of business targets.

Among these initiatives, the employee engagement survey is conducted at a frequency of no more than once every three years, according to organizational development and employee structure. Based on the 3C model of engagement (Committed, Contributing, Captivated), it comprehensively measures the state of the organization and employees from dimensions such as job satisfaction, perceived value of targets, and level of commitment, and analyzes risks and areas for improvement

in human resource management. The Company determines the degree of influence and priority of related factors based on its development stage and business targets, and adopts such indicators to optimize and improve human resource policies and initiatives.




In talent management, the Company deepens talent resource inventory by using the Nine-Box Grid model to assess employees from two dimensions (job competence and job performance) with additional consideration of individual trait assessments and 360-degree leadership evaluations. This helps employees recognize their strengths and areas for improvement and develop personal development plans based on their career aspirations and organizational targets. During the reporting period, the talent resource inventory covered a total of 5,553 employees in the Company's major business departments.

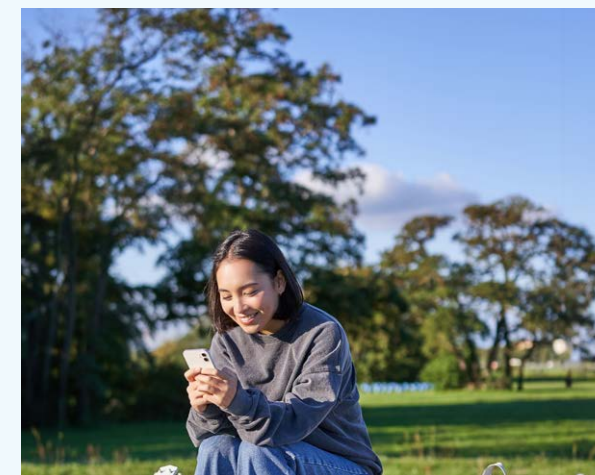
Through the inventory, the Company identified 434 high-potential and high-performing "Star Employees" and

1,843 employees in key positions, and provided them with appropriate preferential treatment under human resources policies such as promotion, salary adjustment, and incentives, while implementing differentiated development and retention mechanisms to support them in creating greater value within the organization and driving team growth. At the same time, through training, internal flows, and cross-functional assignment practice, the Company has continued to design composite development paths for professionals and talents with special skills who meet strategic needs, gradually forming an innovative talent team with inter-disciplinary knowledge, digital thinking, and international vision, and providing a strong driving force for the Company's transformation and sustainable development.

## Indicators and Targets

The Company sets talent growth and development targets, and continuously improves employee capabilities and career development through systematic internal talent flow and employee training mechanisms to ensure effective implementation and achievement of the targets.

Indicators 	Targets 	Progress in 2025 
Employee internal mobility rate	No less than 8% annually	16.26%
Training coverage rate of employees	Maintain annual coverage at 100%	100%



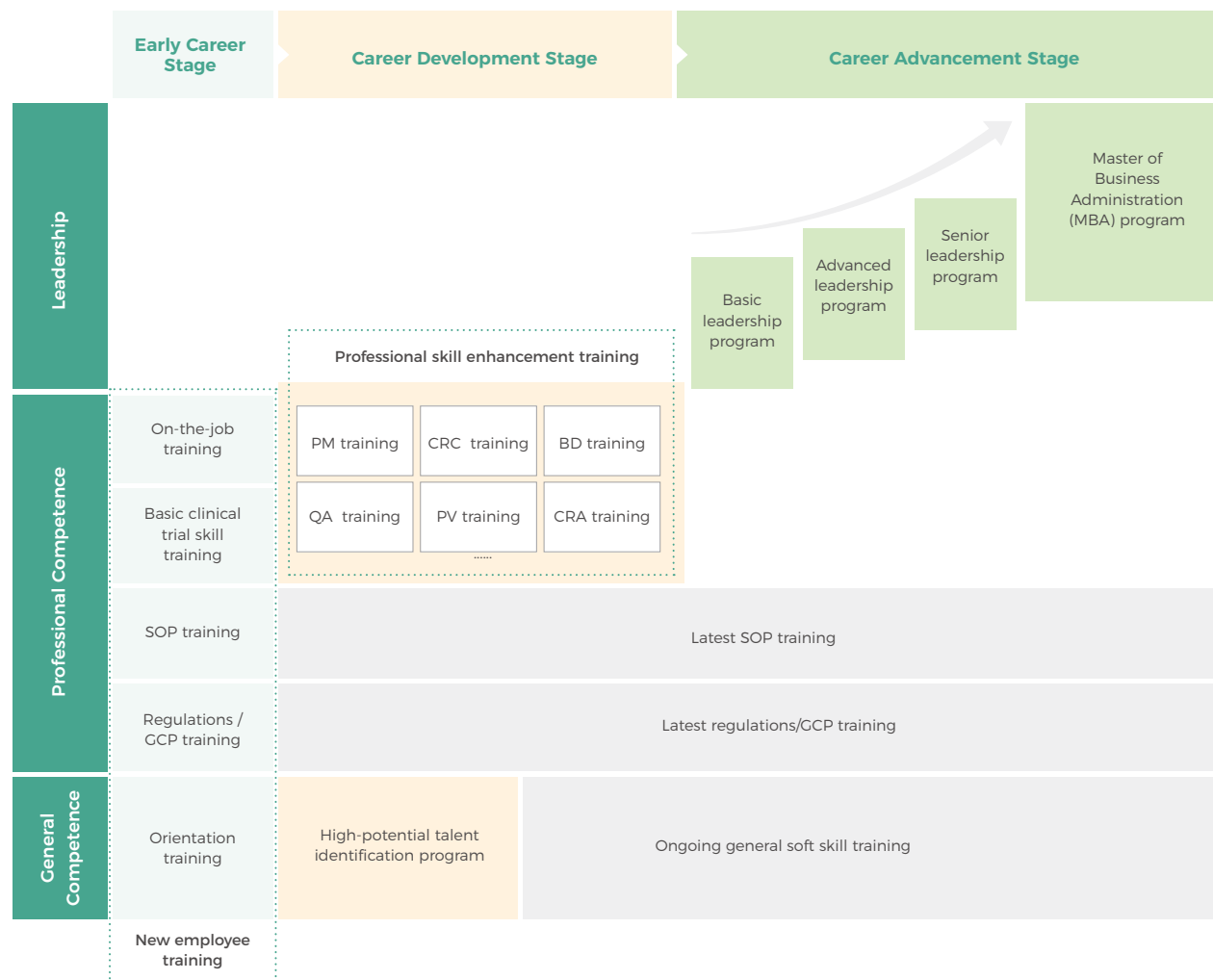
## Establishing an Internal Training System

Tigermed continuously improves its employee training system to help employees enhance their professional capabilities and expand their career development opportunities. In accordance with the *Tigermed Training Management Policy*, a unified training program for all employees, including full-time, part-time and contract employees. With the support of the Tigermed E-Learning Platform (TELP), we have gradually integrated various resources such as talent system, course system, lecturer team, and training management system to adapt to the expanding training scale.

During the reporting period, the Company issued the *Training Management for CxP Compliance SOP*, systematically upgrading its training management. Specifically, the management logic was upgraded to a role-based training management model, under which positions were divided into CxP-related roles and other non-CxP roles for clinical research. Supporting guidance documents on course management, training plan and budget management, and system administrator management were also issued, thereby building a training management system covering the entire process and full lifecycle. During the reporting period, the Company conducted more than 2,600 training sessions, covering all employees.

While continuously improving the training system, the Company also regards corporate culture and core values as important components of employee development. To this end, the Company has formulated the *Tigermed Cultural Values Behavioral Guidelines*, breaking down the Company's core values into specific, observable, and assessable behavioral standards. Through such means as conducting promotion and implementation sessions for management and strengthening guidance in employees' day-to-day management and work communication, we promote the transformation of culture from concepts into behaviors and reinforce the soft power foundation for organizational development.




Tigermed Employee Learning and Development System



We are committed to improving the professional competence and skills of our employees to continuously enhance our service level and R&D efficiency, to maintain high quality delivery of research projects, and to honor our commitment to the industry and patients. We have accumulated rich professional experience in our past employee training and incubated a series of high-quality courses. Meanwhile, we value the development of the lecturer team, providing strong support for the development of high-quality courses. During the reporting period, the Company formulated the *Trainer Management Guidelines*, adjusted the registration categories and standards for trainers, and refined the qualification certification process for internal trainers to ensure training quality.

Leadership is one of the most critical abilities in company management. It can drive leaders to lead the team towards stated common goals. Leadership training is a key course type that we focus on. The Company has established a system of leadership training courses that covers all levels of managers, aiming to build a strong management team to drive innovation and change within the Company and to maximize the potential and vitality of employees.

### Tigermed Leadership Training Course

Trainees	Introduction	Progress in 2025
<p><b>Senior management</b></p> 	<ul style="list-style-type: none"> <li>• <b>Project name:</b> Executive Leadership Program (ELP)</li> <li>• <b>Training content:</b> Apply roundtable meeting tools to discuss strategic implementation and challenges encountered in business operations, so as to unify solutions swiftly and build a strong senior management team, to systematically address key issues in the Company's strategic development</li> </ul>	<ul style="list-style-type: none"> <li>• 2 sessions held throughout the year</li> <li>• Empowering 62 senior managers, including 48 women</li> <li>• Average 16 hours of training per person</li> </ul>
<p><b>Middle management</b></p> 	<ul style="list-style-type: none"> <li>• <b>Project name:</b> Advanced Leadership Program (ALP)</li> <li>• <b>Training content:</b> Help middle managers upgrade their mindset, promote leadership innovation and change, and strengthen organizational capacity building through systematic study of classic MBA course content and classic case studies and sharing</li> </ul>	<ul style="list-style-type: none"> <li>• 1 session held throughout the year</li> <li>• Empowering 38 mid-level managers, including 31 women</li> <li>• Average 63 hours of training per person</li> </ul>
<p><b>Junior management</b> (including frontline managers and newly promoted/recruited managers)</p> 	<ul style="list-style-type: none"> <li>• <b>Project name:</b> Foundational Leadership Program (FLP)</li> <li>• <b>Training content:</b> Online execution-based hybrid training program that aims to clarify the role of managers, consolidate management knowledge and skills, and improve team performance</li> </ul>	<ul style="list-style-type: none"> <li>• 4 sessions held throughout the year</li> <li>• Empowering 283 junior managers, including 254 women</li> <li>• Average 20 hours of training per person</li> </ul>



### Global Clinical Project Management (PM-GPM) Capability Enhancement Program

As the globalization of innovative drugs accelerates, the complexity of the Company's management of Multi-Regional Clinical Trial (MRCT) projects has continued to increase. Although Chinese project managers have extensive experience in managing domestic clinical trials, they still face capability challenges in cross-functional resource integration, overall project financial management, risk planning, and cross-cultural communication when serving as GPMs or Co-GPMs for MRCT projects. To address this, the Company launched the PM-GPM Development Program, focusing on such core capabilities as cross-functional project management, project risk and financial management, project metrics and review procedures, as well as cross-cultural communication and business expression, helping participants gradually develop the professional competencies required to independently manage MRCT projects.

During the reporting period, this program was implemented for the domestic innovative drug business segment. Combining coursework, on-the-job practice, and one-on-one coaching, the program was delivered by overseas GPMs with extensive MRCT experience serving as trainers. Using real MRCT projects as practical scenarios, the training effectively strengthened participants' capabilities in cross-cultural communication and comprehensive international project management through staged assignments and outcome evaluations.



### International Talent Cultivation and Development Program

Based on Tigermed's strategic layout, the Company urgently needs to build a reserve of international talent with a global perspective, cross-cultural communication capabilities, and the ability to manage diverse teams as it advances its global business expansion. To this end, the Company launched an international talent development program for managers, and international potential. The training covered such core capability modules as global mindset, cross-cultural communication, and diverse team management. Through case sharing and final project presentations, the program combined theoretical learning with practical application, helping participants understand the business from a global perspective and master management approaches for advancing business internationalization.

During the reporting period, the Company conducted statistics and evaluation on the first program launched in 2024. Participants accumulated 62 training hours, the overall satisfaction rate for the program reached 92.4%, and satisfaction with both the course content and the lecturers' teaching quality exceeded 90%. Based on the evaluation results, the Company optimized the content of the new program cycle by adding training on cross-cultural communication skills to better align the program with the practical needs of international business operations. Through systematic training and on-the-job coaching, participants achieved significant improvement in cross-cultural communication, diverse team management, and international business thinking, providing solid talent support for the Company's global business expansion.

The Company encourages employees to participate in external vocational training related to job skills and obtain professional qualifications, and also supports employee participation in educational advancement training programs offered by universities or professional institutions, such as MBA programs and part-time graduate studies, while providing corresponding financial subsidies. During the reporting period, a total of 319 employees obtained National Medical Products Administration GCP certificates, and other employees completed educational advancement programs, further expanding employees' professional capabilities and career development potential.

On this basis, the Company actively cooperated with well-known external education and consulting institutions, including China Europe International Business School (CEIBS) and Clarify 4D, to carry out professional training programs tailored to different positions and stages of development. The training content covers such modules as basic leadership, international talent development, cross-cultural communication and negotiation, business etiquette, and personality assessment. Through a variety of formats, including online courses, workshops, and assessment tools, the Company provides employees with systematic capability development support, helping them achieve all-round improvement in both professional skills and managerial competence. During the reporting period, the relevant training programs covered a total of 1,161 employees.



319

Employees who obtained National Medical Products Administration GCP certificates



1,161

Employees covered by relevant training

## ◎ Building Diverse Development Paths

To standardize position management, the Company formulated and issued the *Position Grading Management Manual* during the reporting period, which defines the position grading system, assessment tools and application logic, providing institutional guidance for the management of performance, compensation and career development. By benchmarking position grades against external market standards, the Company has implemented differentiated performance target setting and optimized its compensation framework, while offering employees dual career paths in professional and management tracks.

At the same time, the Company has continued to construct position sequence and capability models to help clarify the recruitment standards, improve recruitment efficiency, and support new employees in quickly adapting to job requirements. The Company can evaluate the suitability of candidates by comparing their competencies with model requirements, providing a basis for selecting high-potential talents. During the reporting period, the Company developed the *Competency Framework* based on its existing competency models, which sets systematic competency requirements for each position sequence across dimensions including mindset, work outcomes, interpersonal collaboration and personal effectiveness. This supports horizontal competency comparison among different types of positions and enhances systematic and scientific talent management. Through vertical career path design and horizontal competency comparison, the Company further promotes the improvement of employees' comprehensive capabilities and the building of organizational capacity.

By considering the job competence requirements, we continuously improve the candidate pool for key management positions and leadership through internal talent development and external talent introduction, and organize the implementation of successor plans.



### Internal Talent Development

We give priority to our talent reserve of key positions based on various internal training mechanisms such as internal promotion, rotation and transfer, leadership training, overseas dispatch, and individual development plans to maximize the effectiveness of our existing talent resources.

### External Talent Introduction

Every year, we identify high-potential talents and discover professional elites through various forms such as external recruitment and internal referral, widely attracting outstanding talents at home and abroad.

**Foundation: Clear internal job structure and dual-channel development pathway**

The Company encourages employees to expand their responsibilities and explore paths suitable for their development through internal job transfers, internal dispatch, part-time roles, and secondments. To this end, the Company has established an internal recruitment platform to publish internal job vacancies and cross-team project recruitment information based on actual needs, and enhance two-way interaction between employees and the Company, thereby meeting employees' needs for capability enhancement. Employees can learn about job transfer opportunities across various business modules of the Company through the platform and achieve internal job transfers through processes such as submitting resumes and participating in interviews. During the reporting period, the Company published over 1,000 internal recruitment positions, facilitating job transfers for 379 employees. At the same time, the Company optimized the internal job transfer process, with the recruitment team centrally managing the entire process, thereby achieving better position matching and improving the talent pool to provide systematic support for talent selection and allocation.

In addition, the Company encourages outstanding talents within the Group to respond to global business needs and promotes the flow of talents both domestically and internationally. The Company announces major Group projects and solicits members, allowing employees to participate in projects on a part-time basis based on their interests, experience, development plans, and time availability, provided they meet the requirements.

To further promote internal talent flow, the Company provides support policies such as secondment subsidies for relevant personnel. For employees who excel in part-time, dispatch, and secondment roles, the Company will provide promotions, recognition, or other talent development incentives.

📁
**Individual Development Plan (IDP)**

The IDP actions aim to support employees' career development and potential realization, and to promote growth of both the Company and its employees. With the support of the Human Resources Department and business managers, employees participate in the IDP actions either through self-applications or recommendations. Based on employees' career aspirations, the Company formulates career development or rotation plans and supports them with assessments, training, and continuous feedback, thereby forming a systematic talent development mechanism. During the reporting period, the Company continued to advance the IDP actions in conjunction with the 2024 performance evaluation results. Among employees participating in the IDP actions, 3.6% achieved job rotations or transfers, while 24.4% expanded their scope of responsibilities in their current positions, and employees' professional capabilities and job competence were effectively enhanced.

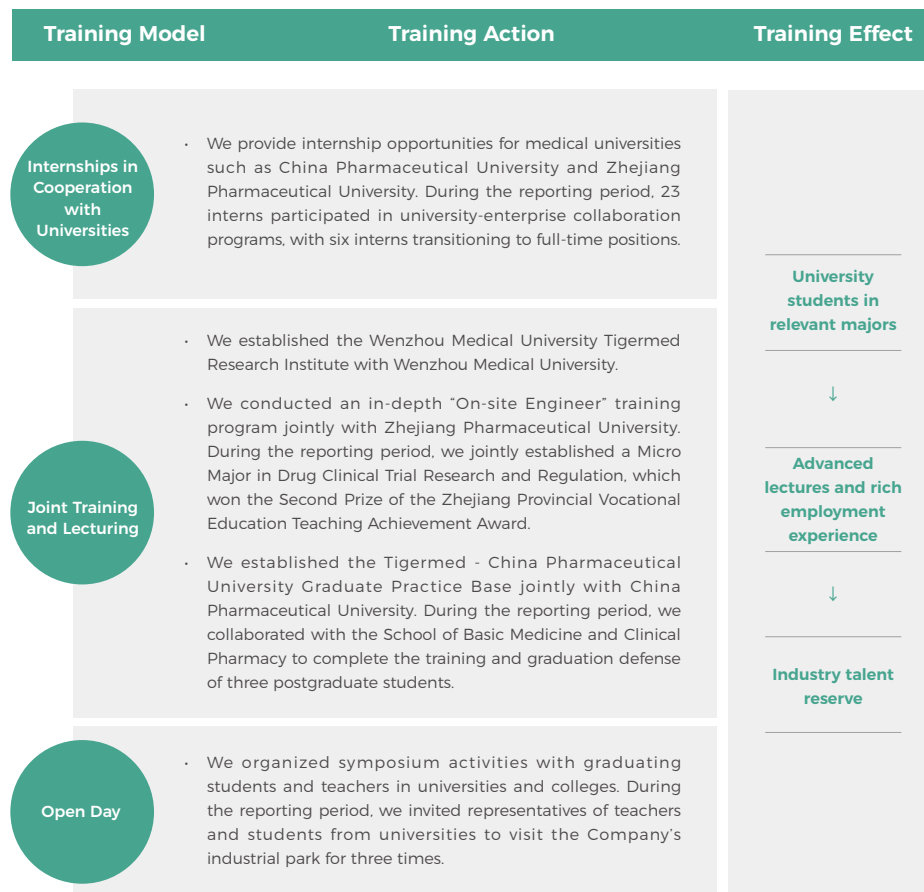
## 🕒 Innovative Industry Talent Development Model

Industrial talents with key technical skills are one of the important forces for the Company to maintain sustainable competitiveness. Through signing strategic cooperation agreements with universities and carrying out targeted training programs through university-enterprise cooperation, the Company joins hands with universities to cultivate professional talents in clinical pharmacy through professional lectures, job internships, and skills training, enriching the talent team of Tigermed while bringing more excellent new talents to the clinical industry.

The Company has established a mature intern training system and collaborated with multiple universities on joint training and internship programs. Students are selectively enrolled for professional training and relevant internships. The interns with outstanding performance have the opportunity to take full-time positions. Additionally, the Company offers multiple internship positions and accepts resumes from university students, broadening selection channels. During the

reporting period, the Company provided 600 internship opportunities, including 560 clinical trial-related positions, offering students practical opportunities to gain a deeper understanding of the pharmaceutical industry and clinical trial work. A total of 940 students participated in internships, and 85 interns of them successfully transitioned to full-time positions based on their outstanding performance.

### Tigermed Industry Talent Training System





### School-Enterprise Collaboration in Cultivating Clinical Trial Talent

Tigermed has always been committed to the concept of deepening the integration of industry and education, school-enterprise cooperation, and collaborative education. By promoting the organic integration between the education chain, talent chain, industry chain, and innovation chain, we provide abundant job opportunities for students upgrading from Junior College to Bachelor's Degree Programs. The Company conducted an "On-site Engineer" training program jointly with Zhejiang Pharmaceutical University, selected the outstanding talents who align with the Company's core values from students upgrading from junior college to bachelor's degree programs, matched them with frontline positions such as CRCs and CRAs, and implemented a training program combining instruction by teachers and senior experts with corporate internships. During the reporting period, 23 students participated in internships, and enjoyed preferential recruitment policies upon graduation. This provided stable and high-quality talent reserves for the Company.

In addition, the Company and Zhejiang Pharmaceutical University jointly established the "Micro Major in Drug Clinical Trial Research and Regulation", focusing on the compliant implementation and internationalized management of the entire process of drug clinical trials. The curriculum covers such core areas as basic medicine and pharmacy, GCP implementation and management, and clinical trial coordinator practice. Through corporate practice projects, virtual simulation platforms, and a dual-instructor teaching system, the major aims to cultivate high-level technical and skilled talent who are familiar with the entire clinical trial process and possess integrated capabilities in both technical practice and regulatory compliance.

During the reporting period, the above talent development system won the Second Prize in the Zhejiang Provincial Vocational Education Teaching Achievement Evaluation, fully demonstrating the Company's exemplary value and innovation capability in school-enterprise collaborative education, integration of industry and education, and the cultivation of clinical trial talent.



## ☉ Employee Incentives and Recognition

We build a culture of internal recognition and strive to establish Tigermed role models. Through employing a combination of employee incentives, we reward employees who have made outstanding contributions to the Company. We stimulate the vitality of talent through material incentives such as a diversified salary system, performance bonuses, as well as spiritual incentives such as recognition of excellent employees.

During the reporting period, the Company further refined our employee incentive mechanism, evaluating and rewarding employees at all levels across different dimensions to stimulate their work enthusiasm and sense of responsibility.



### ✿ In terms of material incentives ✿

- Employee bonuses are determined based on position and business type, and are dynamically adjusted according to the Company's performance.
- Management bonuses are structured based on business stages: mature businesses are linked to financial targets and organizational performance, while for innovative businesses, the assessment indicators are set according to their development stages and bonuses are distributed based on profit data.



### ✿ In terms of spiritual incentives ✿

The Company continues to conduct annual excellence awards and offers real-time recognition opportunities through the "Tigermed Star" employee recognition platform. During the reporting period, the recognition platform collected over 1,280 recognition entries from both internal and external sources. We used these materials to interview and report on 14 outstanding employees, providing them with spiritual encouragement and support.

Additionally, the Company has introduced "Talent Honor Points", under which point dimensions and detailed rules are set according to the annual talent priorities, thereby building a talent incentive mechanism that gives equal weight to value orientation and capability development, and encouraging employees to achieve outstanding results in such areas as practicing cultural values, enhancing professional competence, and contributing to talent development. The Company attached importance to internal talent flows and awarded incentive points to managers who actively promoted the cross-business mobility of outstanding talent. On this basis, the Company carried out excellence evaluation around three core dimensions, namely cultural inheritance, knowledge sharing, and internal talent flows. During the reporting period, more than 20 employees received the Group's Talent Honor Points awards.

## The Combination of Employee Incentives and Recognition at Tigermed

### Recognition of Outstanding Employees



We select outstanding employees of the year, motivate outstanding employees in different positions, and reward employees who have made contributions to the Company's strategy and development, and those who possess professional abilities and have achieved outstanding results.

We promote the "Tigermed Star" instant recognition platform for employees, introducing a "Talent Honor Points" system to highlight employees with leading point rankings as role models.

### Affirmation of Long-term Service



We issue commemorative rewards for employees who have worked for the Company for a certain number of years, to express the Company's recognition and encouragement of these employees.

### Equity Incentives



The Company maintains the equity incentive mechanism, and actively explores incentive methods for eligible employees, to promote the alignment of employees to the Company's goals and achieve long-term, balanced, and synergistic development of the Company's and employees' interests.

In recognition of its management achievements in the global talent development system, organizational culture building, and sustainable talent strategy, Tigermed received LinkedIn "Global Graduated Magnet Employer" award in 2025.



2025 Global Graduated Magnet Employer

## Employee Rights and Benefits

### ☉ Employee Rights Protection

Tigermed strictly abides by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, and overseas local labor-related laws and regulations. We advocate the management principles of equity, justice, and non-discrimination, build a complete and standardized human resource management system and regime, and provide employees with a standardized, orderly working environment. During the reporting period, there were no incidents of hiring child labor or forced labor, and no violations of laws or regulations related to recruitment and dismissal, remuneration, working hours and leaves, promotion and equal opportunity, anti-discrimination and diversity, or other violations of labor standards.

We are committed to ensuring that all employees enjoy dignity and respect. We have formulated the *Tigermed Labor Standards* and the *Tigermed Code of Conduct*, with reference to the 28 international labor conventions approved by the International Labor Organization in China. The Company explicitly prohibits child labor, human trafficking, or other forms of forced labor. We oppose discrimination and harassment, and guarantee employees' freedom of association and collective bargaining rights. Meanwhile, the Company respects employees' privacy and diverse differences.

The Company has extended its employee rights protection philosophy to the management of mergers and acquisitions by establishing a standardized and modular human resources integration process and overall plan for M&A projects, covering human resources work arrangements, key risk control points, and cultural integration tools throughout the entire cycle of due diligence, closing, and post-investment integration. This mechanism clearly specifies key workstreams such as employee information management, position matching and title alignment, coordination of compensation and benefits, training and development, performance management, recruitment, and labor contract management, thereby safeguarding the legitimate rights and interests of employees of acquired enterprises and ensuring a smooth transition.

During the reporting period, the Company organized Group-level live communication sessions for management and employees of newly acquired subsidiaries. Heads of various business units introduced business positioning, collaboration models, and development directions, conveying the Group's philosophy of integrated development to all employees and enhancing the organizational identity and collaborative awareness of new teams.

In addition, the Company opened the Group's training platform and course resources to acquired subsidiaries, supported employees in participating in various development programs, and, taking into account the characteristics of overseas acquired enterprises, provided specialized training on performance management, business processes, and policy standards, together with customized learning plans, to help subsidiary employees quickly integrate into the Group system and strengthen their development opportunities and career stability.

#### Tigermed Employee Rights Protection Measures

- Daily management**

During the onboarding process, the Company conducts strict screenings, carefully verifies employee identification information, and ensures through daily supervision that there are no instances of employing child labor or forced labor.
- Remedial measures**

If any illegal incident occurs, the Company will take legal measures. Once any employment of child labor or forced labor is found, their labor contracts will be terminated immediately, reported to the relevant management department, and the responsible person will be held accountable as appropriate. At the same time, the Company will actively provide necessary legal assistance and psychological support to relevant employees to ensure their legal rights are protected while strengthening internal training and supervision.
- Risk assessment of forced labor**

The Company has developed the internal *Tigermed Forced Labor Risk Assessment Guidelines* to ensure the compliance of the Company's recruitment documents and actual employment through targeted personnel interviews, information sampling, and random employee interviews, making sure that employees work on a voluntary basis.

The Company regularly conducts forced labor risk assessments and continuously expands the coverage of employees under evaluation. Currently, the assessment covers all employees in the Hangzhou region, including full-time employees (including rehired retirees), part-time employees, and interns. Based on the assessment, no risks of forced labor have been identified.

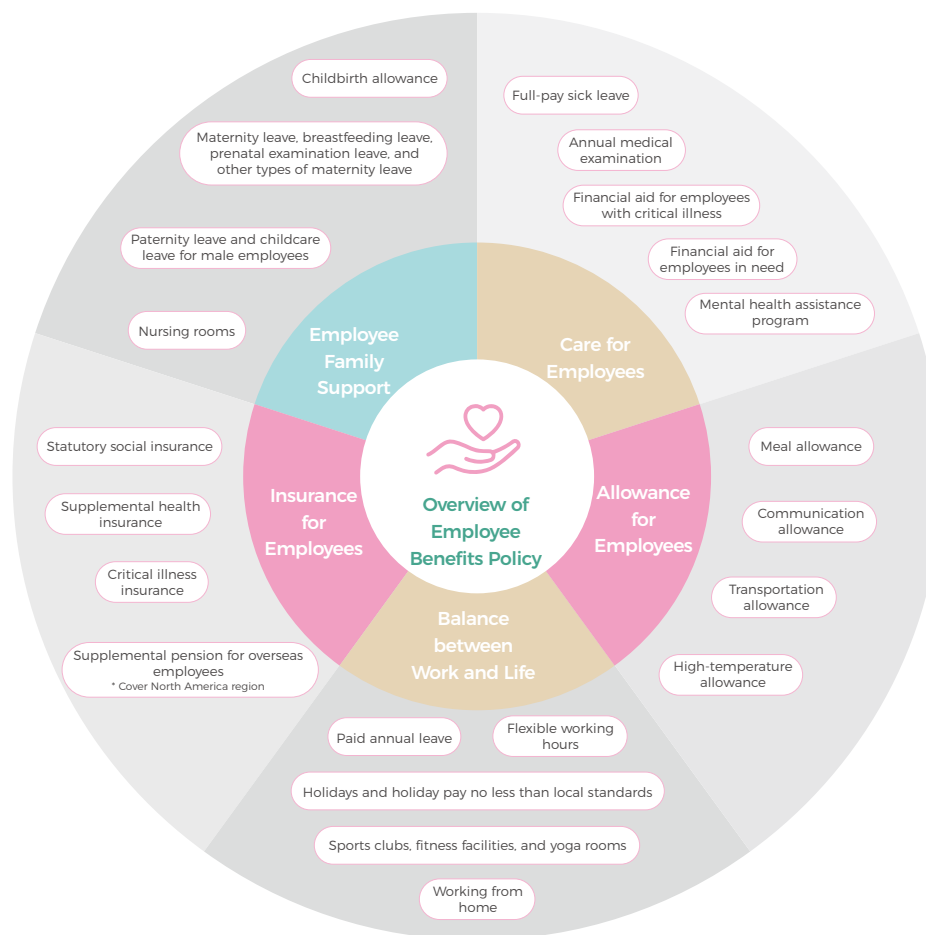
## ☉ Compensation, Performance and Benefits Management

Tigermed has established a comprehensive salary management system, adhering to the principle of equal pay for equal work, and implemented fair pay based on position, performance, and ability. At the same time, competitive salary levels are set to motivate employees to work with high quality and efficiency.

The Company has formulated the *Tigermed Compensation and Benefits Policy*, which clearly defines the remuneration items related to fixed wages, annual target bonuses, business-specific bonuses, and long-term incentives, and regulates the adjustment and distribution of employees' remuneration. Meanwhile, based on the *Tigermed Employee Performance Management System* and the *Tigermed Organization Performance Management System*, the Company links manager and employee target bonuses with team performance and individual performance.

The Company has established a performance management policy that is results-oriented and process-driven to manage employee performance effectively. KPIs are set for each employee and organizational leader, ensuring that at least one performance evaluation is conducted annually to comprehensively assess individual and team performance outcomes. The Company also values the demonstration of core values and leadership by employees and managers in their work and management practices. Through methods such as 360-degree evaluations and case-based assessments, annual reviews and evaluations are conducted.

The Company has established a comprehensive and impactful benefits system, promoting a balance between work and life. It strictly adheres to statutory insurance and paid leave requirements in each operating location and continuously improves benefit offerings based on employee needs to enhance workplace well-being.



### Performance Improvement Plan (PIP)

The Company continuously improves its development-oriented performance management mechanism and systematically advances employee PIP, promoting the continuous improvement of employee performance and enhancing their engagement and motivation at work. For employees whose performance falls short of expectations, the Human Resources Department, in coordination with business managers, maintains full communication with employees to clarify the issues to be improved and the expected performance targets, work together to develop an executable improvement plan, and follow up continuously through the regular evaluation and feedback mechanism. At the same time, we provide employees with diversified support resources, including targeted training, mentoring, and ongoing guidance, to help them effectively address stage-specific challenges in their career development. During the reporting period, through this supportive performance improvement mechanism, approximately 60% of employees participating in PIP achieved significant performance improvement and met their improvement targets.

## Occupational Health and Safety Protection

The Company has always advocated for employees to balance their work and life, providing employees with a safe working environment and caring for their physical and mental health. The Company strictly abides by the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, and relevant overseas local laws and regulations. Under the guidance and supervision of the Board of Directors, the Company formulated the *Tigermed Environment, Health and Safety Management Policy*, and established the occupational health and safety management objectives and regularly reported the management progress.

### Occupational Health and Safety Management Objectives



During the past three years of the reporting period, the Company did not record any cases of occupational diseases caused by exposure to dust, radioactive substances, and other toxic and harmful factors during employees' work activities. In addition, the Company did not experience any employee fatalities caused by work-related injuries or any major safety accidents such as fires.

The Company continues to optimize occupational health and safety measures, actively fostering a healthy work and living environment. Tigermed engages in clinical CRO business, mainly providing clinical research services, with fewer occupational health and safety hazards in daily office operations. Subsidiaries Frontage Holdings, Jyton Testing, and Teddylab engage in laboratory testing services, while Bioquick is involved in secondary pharmaceutical packaging. In response to the occupational health and safety risks that may arise from the relevant business, each subsidiary has adopted corresponding prevention and control measures, and provides specialized occupational health and safety training for these employees, regularly organizes specialized emergency drills to ensure they can effectively prevent risks at work.

### Tigermed Employee Occupational Health and Safety Initiatives

#### Caring for employees' mental health

- We continue to carry out the Employee Assistance Program (EAP), such as the Tigermed Mental Health program, and help employees better meet challenges in stressful work and maintain their mental health through activities such as a psychological counseling hotline, promotion of psychological knowledge articles, and open classes.

#### Caring for employees' physical health

- We purchase supplemental health insurance and critical illness insurance for all employees, with 100% coverage for domestic employees. We also arrange regular health checkups for all employees, with 100% coverage for employees during the reporting period;
- We encourage employees to exercise physically and prevent repetitive strain injuries by providing fitness facilities and yoga rooms, organizing diverse sports, health clubs, employee activities, and badminton competitions, and offering Baduanjin training classes.

#### Prevention of sudden security incidents and emergency rescue

- We ensure that the office, dormitory and canteen areas are equipped with fire-fighting accesses, fire-fighting facilities, and emergency lighting. The safety exits and evacuation exits are also prominently marked;
- We invite external professional institutions to carry out monthly or annual inspection and maintenance of buildings and fire protection facilities on a regular basis;
- We organize the administrative personnel to participate in fire drills on an annual basis, and provide office safety training and fire extinguisher use training for all employees to improve their safety awareness and fire response ability;
- To respond to the accidents that employees may suffer in the office area in case of emergency, the emergency medicine box is always available in the office area. We also arrange for relevant personnel to participate in first-aid training to obtain first-aid certificates;
- We have formulated emergency response plans for work safety accidents, including special plans for fire and explosion incidents, chemical leakage incidents, and natural disaster incidents. We conduct emergency drills for relevant employees on biosafety, special equipment safety, and accidental exposure incidents.

#### Preventing occupational disease risks

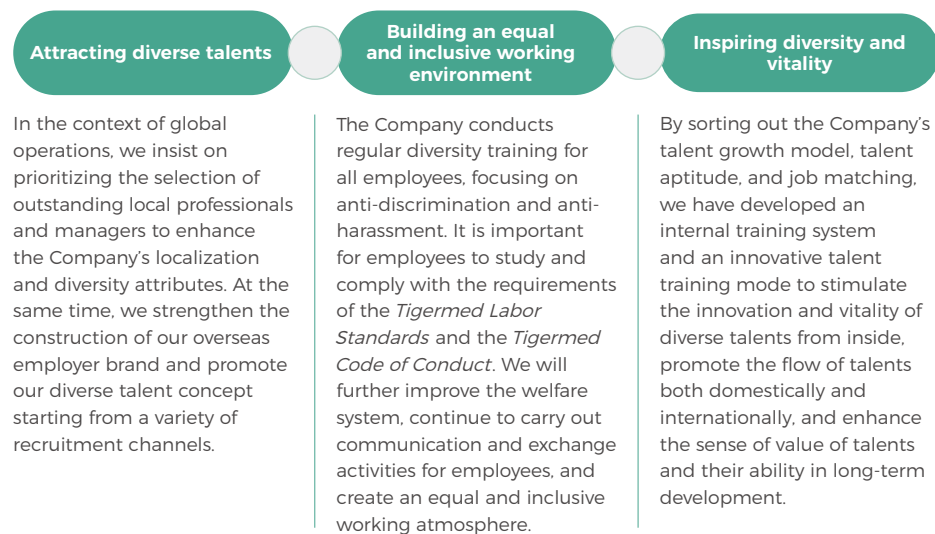
- We regularly entrust third-party agencies to identify occupational disease hazards. All employees exposed to occupational disease hazards undergo pre-employment, annual in-service, and post-employment health check-ups based on the type of hazards;
- In accordance with the "three simultaneities" (simultaneous design, construction, and operation of occupational disease prevention facilities and the main project) requirements in the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, we implement measures such as administrative management, engineering technology, training and education, individual protection, and emergency response for construction projects;
- In operations involving experimental testing and contact with pharmaceuticals, we provide employees with the necessary protective facilities and equipment, as well as related protection training, to ensure adequate safety protection during operations;
- We provide occupational health training for all employees exposed to occupational disease hazards, covering hazard identification, protective measures, and hazard reporting to ensure effective prevention of occupational diseases.

## Diversity, Equity, and Inclusion

With the continuous progress of Tigermed's global strategy, we have employees of different genders, nationalities, races, and skin colors, coming with diverse ways of thinking, educational backgrounds, cultural beliefs, and value orientations. We always believe that the collision of minds and diverse backgrounds can make the team more creative and energetic. Therefore, it is increasingly important for us to create a diverse, supportive, and inclusive working environment that maximizes the potential of our employees.

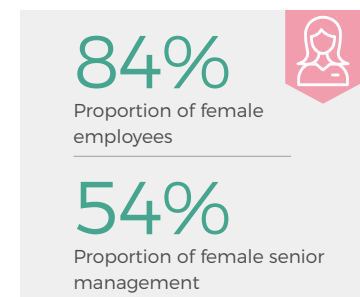
The Company is committed to creating a diverse, equal, open, inclusive, collaborative, and supportive workplace, so that every employee can feel valued and a sense of belonging. Our vision of Diversity, Equity and Inclusion (DE&I) is deeply rooted in our commitment to addressing unfairness, combating discrimination, and breaking down barriers of bias. It is integrated into every aspect of our employees' daily management and corporate culture development.

### Tigermed DE&I Development Model



## Building a Female-friendly Workplace

Success should not be labeled with gender. We have established diversity management targets for our employees, ensuring that the proportion of women among new hires each year should be no less than 50%, and then we track the annual progress of these targets. During the reporting period, approximately 84% of our employees and 54% of our senior management were women, excluding Frontage Holdings. This is our proud achievement in DE&I construction, which also reflects the significant value and crucial role of female employees in Tigermed from the frontline of medical research to strategic leadership positions.



To showcase the unique value and leadership appeal of female managers in the workplace, the Company launched the "Tigermed Wonder Women" feature series. Through in-depth conversations with internal female managers, the series presents their professional experience, management practices, and the cultural stories behind them. Since 2023, the Company has featured the stories of 24 female managers, vividly demonstrating their professional growth and unique charm.

The Company is committed to building a female-friendly workplace, focusing on protecting women's rights and providing support for employees' personal growth and family life. The Company provides statutory and additional holidays and benefits to all female employees, including marriage leave, maternity leave, breastfeeding leave, prenatal examination leaves, and childcare leave no less than the local standards, and provides paternity leave for male employees. In China, in accordance with local regulations, the Company provides eligible employees with 5 to 20 days of paid childcare leave each year and offers maternity subsidies at the highest local standard. We set up a nursing room in the office to provide convenience for female employees after childbirth. Additionally, pregnant female employees have the right to work flexibly according to their working conditions.

The Company has zero tolerance for all types of harassment, including sexual harassment, and prohibits any physical or verbal violence against individuals, including coercive, threatening, abusive, or exploitative behaviors. Once relevant incidents of discrimination or harassment occur, anyone can report them through channels such as the Company's compliance hotline or designated compliance team. The Company will conduct necessary internal and external investigations in strict accordance with whistleblower protection regulations. Based on the investigation findings, management actions (including but not limited to disciplinary measures and penalties) and corrective measures will be taken, and psychological support and assistance will be provided to the victims.

## ◎ Promoting Multicultural Communication and Integration

We believe that multi-level and multi-channel communication is an effective way to promote the deep integration of a culture of openness, equity, and diversity in the Company and to advance our corporate culture development. We have established a corporate culture communication platform and cross-cultural workshops, striving to promote cross-cultural communication and cooperation among employees to help overseas new employees integrate into the Company. We improve the welfare system to safeguard the rights and interests of employees from ethnic minority employees and their freedom of religious belief, and enhance the diversity and inclusivity of corporate culture in many aspects.

We have opened the "CEO's Insights" podcast and invited General Manager Ms. Cao Xiaochun as our cultural spokesperson. She has deeply interpreted the content of corporate culture with English subtitles based on Tigermed's strategies and values, unifying everyone's consensus on corporate value to the greatest extent and enhancing the cohesion of global employees. During the reporting period, 6 episodes were released for the podcast series with the theme of "CEO's Insights Inspiring Ideas", focusing on the Company's strategy, innovation practices, cross-departmental collaboration, talent development, and corporate milestones, helping employees better understand and align with the Company's development targets and cultural philosophy.

We also continue to promote cross-cultural exchange among diverse talent through the "Four-Season Tea Party" live events, where business leaders and employee representatives communicate face to face and discuss such topics as employer branding, strategic development, and corporate culture. During the reporting period, four live events were held, covering such topics as the interpretation of corporate cultural values, sharing by recognized employees, business collaboration, and customer cooperation. After each event, the Company summarized the content and released it in a bilingual version to global employees, further enhancing cross-cultural interaction and cooperation and enhancing employees' understanding of the Company's strategy and culture.

We have established an exclusive digital communication platform for overseas employees to help new employees quickly fit into the Company and local teams, assist overseas teams

in conveniently obtaining the Group's management systems, work processes, and support resources and facilitate day-to-day communication and cross-cultural collaboration. During the reporting period, with "Digital Integration and Humanistic Care" as the core, the Company built customized Group-level and region-level portal websites and integrated them with day-to-day office systems, enabling employees to access and use the information they need in a centralized and efficient manner. As of the end of the reporting period, the platform and its supporting processes had been operating smoothly and played a positive role in improving information access efficiency and supporting employees' adaptation to the organizational environment. The satisfaction of newly hired overseas employees with onboarding experience, information accessibility, and corporate support improved compared with previous years.

In addition, our employees at home come from nearly 30 ethnic minorities and have various religious beliefs. Taking into account these different nationalities and religious beliefs, we provide corresponding ethnic/religious holidays and consider the customs and habits of different ethnic groups when distributing the Company's in-kind benefits, so that employees of minor ethnic groups can feel the Company's respect and care.

### 📁 Overseas Basic Leadership Program

Tigermed has developed a dedicated leadership development program for high-potential supervisors and basic managers overseas, with participants drawn from core overseas business teams in North America, Australia, Southeast Asia, and Europe. Aiming to systematically enhance participants' core management capabilities, the program covers such key management areas as communication, finance, strategy, motivation, operations, and performance. It adopts a blended development model, integrating four modules: online autonomous learning, external expert workshops, sharing by internal business experts, and on-the-job coaching by direct supervisors. Through phased task implementation, the conversion of real business outcomes, and closed-loop management of action plans, participants are able to apply what they have learned efficiently in their actual work and continuously improve their team management, business operation, and overall leadership capabilities.



## ◎ Strengthening Employee Engagement and Expression

The Company is committed to building an efficient and transparent communication and exchange mechanism to gain an in-depth understanding of employees' demands and feedback and to understand their genuine views. We foster an open and inclusive work environment where employees feel safe, respected, and trusted, and encourage them to freely express their opinions, participate in discussions, and propose improvement suggestions, to ensure that employees enjoy full rights to engage and express themselves.

In China, Tigermed Labor Union negotiates with the Company on salary and various rights and interests on behalf of all employees. It has signed collective contracts with the Company, including the *Collective Contract for Labor Safety and Health*, the *Text of Collective Wage Negotiation*, the *Special Collective Contract for "Skill-based Pay"*, and the *Special Collective Contract on Protection of Rights and Interests of Female Employees*, to guarantee the salary of all employees, occupational health and safety, and the legitimate rights and interests of female employees.

We continue to optimize employee service and communication channels. During the reporting period, the Company launched the HR Employee Service Portal, centrally providing employees with inquiry and support services relating to team information, systems and policies, benefits matters, and learning resources, thereby further improving the convenience and transparency of employee access to information.

In addition, we have built a platform for cultural communication, providing opportunities for direct dialogue between senior management and frontline employees. Employees can get access to the contact information of management through the Company's internal system and raise reasonable demands concerning their jobs. All employees can also submit suggestions concerning management on Tigermed Dialogue, the employee suggestion platform of Tigermed. The platform will continuously track and inform the employees of the progress, ensuring closed-loop communication and transparent execution.



### Tigermed Employee Vitality Survey

To systematically assess organizational health and continuously improve employee experience and organizational effectiveness, during the reporting period, the Company cooperated with Mercer, a human resources consulting firm, to conduct a Group-wide organizational vitality survey, providing data support for subsequent management improvements.

The survey was conducted through a standardized questionnaire for employees worldwide, covering all regions, business units, and position levels, with an employee participation rate of 75%. The survey results showed that the Group's overall organizational vitality had improved significantly compared with benchmark data, and that both the vitality index and engagement level were higher than the average of the life sciences industry. In particular, the Company performed strongly in such dimensions as cultural recognition, empowerment mechanisms, realization of potential, and collaborative environment, reflecting the continued effectiveness of the Company's organizational management and culture development.

Based on the survey results, the Company works with each business unit to systematically advance improvement action plans, focusing on organizational transparency, communication quality, and talent development capabilities:

#### Enhancing communication transparency

The Company improves the multi-channel information communication mechanism to ensure that major decisions, operating results, and strategic priorities are communicated to all employees in a timely and clear manner, helping employees effectively align their personal work goals with the Company's development direction.

#### Strengthening two-way communication

The executive team regularly goes deep into frontline business units to communicate face to face with employees, listen to their opinions and suggestions, and promote trust-building and the implementation of feedback on innovative ideas.

#### Improving the talent training and development system

The Company builds systematic learning programs covering all levels and professional sequences to support employees in realizing their potential and achieving continuous growth.

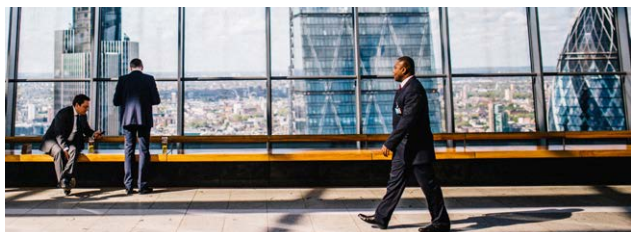
By translating survey insights into concrete actions, the Company is committed to continuously enhancing organizational vitality and employee engagement, thereby consolidating the organizational foundation for long-term, high-quality development.

## Industry Development

### ☉ Supporting the Development of Health Industry

The Company is committed to promoting the innovation of the clinical research ecosystem and the collaborative development of the industrial chain to support the long-term growth of the health industry. By actively participating in industry associations, attending major domestic and international academic conferences, engaging in cutting-edge technology research and industry policy formulation, and establishing strategic partnerships with hospitals and leading industry enterprises, the Company shares its practical experience and professional insights, and collaborates with industry peers to explore the latest trends in new drug development and regulatory policy updates, driving industrial innovation and high-quality development. During the reporting period, the Company participated in industry exhibitions and professional conferences in more than ten countries and regions, including the United States, Europe, Japan, South Korea, and Malaysia, to promote mutual learning and coordinated development in global pharmaceutical R&D.

The Company actively promotes the construction of the clinical research ecosystem by establishing clinical research centers jointly with hospitals and research institutions across the country, and improves the clinical research system and regulations through lectures and training to enhance industry research capabilities. At the same time, the Company continues to host online live broadcasts of "Tigermed Cloud Class", inviting industry experts to share professional knowledge and experience in the field of clinical research, covering academic frontiers and regulatory interpretations, to provide learning and exchange opportunities for medical peers.



#### Tigermed's Participation in Industry Associations (Partial)

China Pharmaceutical Innovation and Research Development Association	Member
China Quality Association for Pharmaceuticals CRO Branch	Member
China Biomedical Industry Innovation and Transformation Association (CBIITA)	Council member
China Society for Drug Regulation	Council member
China Diabetes and Metabolic Disease Clinical Trial Collaboration Network	Council member
Zhejiang Pharmaceutical Association	Member
Hangzhou High-tech Zone (Binjiang) Biomedical Innovation Association (BIA)	Council member The Company's General Manager is a member of the second board of directors



### Highlights of Tigermed's Industry Events in 2025

- In May 2025, Tigermed, together with its subsidiaries, attended the 2025 Drug Information Association (DIA) China Annual Meeting. Featuring full-cycle R&D services and a global ecosystem strategy, the Company engaged with thousands of industry professionals through interactive booths, thematic presentations and roundtable discussions, exploring new trends in pharmaceutical R&D and innovative pathways for clinical research.



- In October 2025, Tigermed's European and Chinese clinical teams participated in the European Society for Medical Oncology (ESMO) Congress 2025. The Company also hosted a customer gala on the sidelines of the event, where it discussed cutting-edge innovation opportunities with more than 50 customers and partners from over 10 countries and shared China's unique strengths in global clinical development.

## International Development and Cooperation

Driven by the wave of globalization, going overseas has become a strategic height for innovation and development in the Chinese pharmaceutical industry. Tigermed deeply recognizes the importance of "going global", continuously enhances its influence in the international pharmaceutical field through a global layout, and helps China's medical innovation to go global.

During the reporting period, Tigermed signed a memorandum of cooperation with Africare Biopharma in Africa to cooperate on building full-chain clinical research service capabilities in Africa, establishing digital platforms for clinical research, and enhancing the capabilities of research centers and talent. Leveraging our strengths in full-process clinical research services and digital innovation, the Company will promote the implementation of the DCT model in Africa, support the improvement of clinical research standards in the region, and enhance the health and well-being of people in Africa.

In addition, Tigermed completed the acquisition of Micron, a Japanese CRO company, further deepening our business footprint in Japan and the Asia-Pacific region. Following the completion of the acquisition, Micron will become an important component of Tigermed's layout in the Japanese market. The Company will fully leverage Micron's technological and local advantages in medical imaging and clinical research, integrate the Group's global resources, enhance its integrated clinical research and medical imaging service capabilities, strengthen its overall competitiveness in the Asia-Pacific region, and continuously advance its international development strategy.

# Contributions to the Society

## Public Welfare and Charity



Tigermed regards addressing social needs and seeking common development with society as important aspects of corporate social responsibility, and collaborates with various sectors of society to give back to the community. The Company complies with the *Charity Law of the People's Republic of China* and the *Law of the People's Republic of China on Donation for Public Welfare* and other relevant laws and regulations, and regulates the conduct of public welfare.

Based on the *Tigermed Public Welfare Program Management Policy*, the Company builds a sound mechanism for decision-making, implementation, and supervision of public welfare projects. The Company ensures that each link, from project evaluation, initiation, supervision and execution, to budget control and activity feedback, follows a scientific, standardized, and efficient process. Also, the Company has set up a dedicated public welfare project management department and assigned project specialists to manage and supervise the public welfare projects.

The Tigermed public welfare projects consist of independent public welfare projects continuously carried out at the Company level and department level, as well as the public welfare projects funded by the Company's donations to the Hangzhou Tigermed Charity Foundation, helping to broaden the Company's public welfare engagement areas and beneficiary groups. During the reporting period, the Company continued to carry out activities focusing on healthcare and educational support.



### Tigermed Public Welfare Projects

Public Welfare Area	Public Welfare Projects and Company Actions	Progress in 2025
 <b>Healthcare</b>	<ul style="list-style-type: none"> <li> <b>Public Welfare Program for Promoting Clinical Research</b>                      The Company jointly established the Clinical Research Promotion Foundation (CRPF) with large hospitals, pharmaceutical companies, and other organizations across the country, and set up a WeChat official account to disseminate information on clinical research to the public.                 </li> </ul>	We donated RMB 500,000 to the Beijing Century Charity Foundation, cooperated in compiling and publishing the educational <i>Handbook for Metabolic Disease Clinical Trial Subjects</i> , and donated 10,000 copies to research centers and patients.
	<ul style="list-style-type: none"> <li> <b>Rare Disease Multi-Stakeholder Workshop</b>                      Together with the Hope for Care Foundation, we support exchange activities among multiple stakeholders in rare diseases to promote scientific research cooperation and coordinated development.                 </li> </ul>	We arranged for two internal medical experts to serve as lecturers in the relevant exchanges and coordinated the implementation of the activities.
 <b>Educational Support</b>	<ul style="list-style-type: none"> <li> <b>Supporting the Development of Medical Universities</b>                      We support the scientific research development, discipline construction, and faculty team building of Xiangya School of Pharmaceutical Sciences at Central South University, and China Pharmaceutical University, to strengthen the practical training on innovation and entrepreneurship.                 </li> </ul>	The Company donated RMB 600,000 to the Central South University Education Foundation and RMB 200,000 to the China Pharmaceutical University Education Development Foundation.
	<ul style="list-style-type: none"> <li> <b>"Tigermed-Zeneng" Scholarship</b>                      We support the cultivation of outstanding talents at Xiangya School of Pharmaceutical Sciences at Central South University and help the impoverished university students realize their dreams in the universities.                 </li> </ul>	The Company donated RMB 200,000 through the Hangzhou Tigermed Charity Foundation to the Central South University Education Foundation, specifically for rewarding outstanding students and assisting impoverished students at Xiangya School of Pharmaceutical Sciences.
	<ul style="list-style-type: none"> <li> <b>WEALOVE Special Fund</b>                      We provide assistance and rewards to impoverished medical students at medical universities, combining charity support with the cultivation of scarce medical talents to alleviate the current "healthcare talent crisis".                 </li> </ul>	The Company provided RMB 50,000 in support, covering the study and living expenses of 12 medical students.
	<ul style="list-style-type: none"> <li> <b>Su Binghua Biostatistics Special Scholarship</b>                      The Company has established the "Su Binghua Biostatistics Scholarship" to support the cultivation of more high-quality biostatistics/clinical trial statistics talents in the pharmaceutical industry.                 </li> </ul>	Through the Hangzhou Tigermed Charity Foundation, we donated RMB 600,000 specifically for the cultivation of statistics-related talent. The project cooperated with 15 universities to select 17 outstanding students and awarded them scholarships.

## © Volunteer Services

As an enterprise in the clinical research service, Tigermed actively fulfills its social responsibility, continues to promote employee participation in volunteer activities and makes efforts to combine public welfare activities and employee volunteering to enhance the effectiveness of public welfare projects. During the reporting period, the Company formed a dedicated volunteer service team. Multiple employees participated in related volunteer services in an orderly manner, contributing a cumulative 1,128 service hours.



### Tigermed Employee Volunteer Activities

#### “Smiling Tiger” Handicraft Activities

The Company organized employees to participate in 2 handicraft public welfare activities. Employees personally made “Smiling Tiger” dolls, and gifted them to children with cleft lip and palate. The dolls would accompany them through their surgery and recovery periods.



#### Tigermed Book-sharing Activities

The Company organized employees to participate in volunteer book-sharing activities. Employees donated unused high-quality children’s books, collecting 1,485 children’s books for student reading, benefiting more than 400 students.



## Green Operations, Shared Climate Responsibility

✓ Addressing Climate Change

Environmental Compliance Management

Economical Use of Resources

Reduction of Pollutant Emissions

# 08



## Overview

Achieving harmonious coexistence with nature is an important responsibility and mission for enterprises. Tigermed strictly adheres to environmental protection-related laws and regulations and strives to reduce its negative environmental impact and actively fulfills its corporate environmental responsibility through the establishment of an environmental management system, the strengthening of emission and waste management, and the promotion of resource conservation.

Currently, climate change has become a major issue affecting global sustainable development. To address this global challenge, Tigermed regards improvement of energy efficiency and reduction of GHG emissions as the strategic priorities, actively contributing to global climate action. We continuously promote energy conservation and emission reduction, committed to reducing our operational consumption of natural resources and promoting environmental protection and ecological balance.

## Our Governance Approach

Tigermed has institutionalized climate change as a material ESG priority, implementing a robust climate governance framework. The Board of Directors, as the highest governance and decision-making body for climate change topic, is responsible for overseeing the formulation of the Company's climate strategy, setting emission reduction targets, and assessing climate risks and opportunities, and systematically considers climate factors when approving long-term strategies, and annual plans.

### Governance Structure



The Board of Directors has established a Compliance and ESG Committee that annually reports the Company's ESG management progress to the Board of Directors. Under the supervision of the Board of Directors, the Compliance and ESG Committee is responsible for making major decisions related to climate change, supporting the Company's application to join the Science-Based Targets initiative (SBTi), and reviewing the setting and implementation progress of climate change-related targets. Additionally, the Compliance and ESG Committee is responsible for identifying climate risks and opportunities and submitting the results to the Board of Directors for review, enabling the Company to take further response measures for the climate changes.

The ESG Working Group, as an important executive department for the Company's response to climate change topic, is responsible for identifying and assessing the material impacts of climate risks and opportunities on the Company, regularly tracking the performance of climate change-related targets, and providing recommendations for improvement actions. Furthermore, the ESG Working Group coordinates various departments to carry out climate actions, ensuring that the Company's overall strategy aligns with sustainable development goals.

The General Administration Department, as a support department, is responsible for promoting resource conservation and efficient use in office operations, implementing green office initiatives, organizing regular employee training and advocacy to reduce GHG emissions in daily operations.

Some subsidiaries have established Environment, Health and Safety (EHS) Department responsible for supervising and managing the environmental and safety risks in operational activities, implementing the breakdown of Company's climate change-related targets, promoting the implementation of green practices, reducing the environmental impact in their own operational links, and regularly reporting the management performance.

Through collaborative efforts across departments, the Company has basically established a climate action framework, providing robust support for achieving sustainable development goals.

To systematically enhance the Company's supervision and response to climate risks and opportunities, it has established a normalized capacity-building system. For the Board of Directors and the Compliance and ESG Committee, we continuously enhance their awareness of and supervision over climate-related financial impacts by regularly inviting external experts to interpret industry trends and policies, and incorporate climate-related performance indicators into the General Manager's compensation assessment system to strengthen governance responsibility and incentive constraints (see "Sustainable Development Governance Practices" for details). For the ESG Working Group and various business departments, we systematically conduct training on policies, standards, and carbon reduction pathways to improve internal translation and execution of climate-related topics. At the same time, by incorporating climate requirements into supplier evaluation and review, we promote coordinated action across the value chain.

# Addressing Climate Change



## Strategy

### Identifying Climate Risks and Opportunities

Climate change has emerged as a global environmental challenge. It poses varying degrees of risks to our business and value chain management, as well as to well-being of surrounding communities and public health. It also promotes us to join hands with other stakeholders to explore ways to scientifically reduce the carbon footprint along the entire value chain and to seek development opportunities in risks.

In accordance with the requirements of the HKEX ESG Code, IFRS S2 Climate-related Disclosures, and other relevant standards, the Company has, based on its own business model and each step in the value chain, systematically identified material physical risks, transition risks, and transition opportunities that affect the Company, so as to respond to potential challenges and seize sustainable development opportunities.

### Tigermed's Climate Risks and Opportunities

Risks/ Opportunities	Risk/Opportunity Type	Key Risk/Opportunity Drivers	Impact Duration	Financial Impact
Physical risks	Acute physical risk	Typhoon, High temperatures and heatwaves	Medium-term Long-term	<ul style="list-style-type: none"> <li>To cope with acute climate risks such as typhoons, high temperatures and heat waves, funds to be invested in upgrading infrastructure and emergency response systems, impacting capital expenditures in the short term.</li> <li>Improving energy use efficiency and adopting clean energy can reduce electricity consumption and GHG emissions during operations, thereby lowering energy costs.</li> </ul>
	Chronic physical risk	Water scarcity, Rise of sea level, Ecological environment degradation		
Transition risks	Market risk	Greater customer focus on value chain carbon footprint		
	Policy and regulatory risk	Domestic and international climate policies, laws, and regulations		
	Reputational risk	External stakeholder expectations		
Transition opportunities	Resilience opportunity	Overall transition to a low-carbon economy		
	Resource efficiency opportunity	Improved efficiency in energy and water use		
	Energy source opportunity	Sources of clean energy		
	Product and service opportunity	Development of low-carbon clinical trial solutions		
	Market opportunity	Customer demand for green clinical R&D		

## • Climate Scenario Analysis

To systematically assess the potential impact of climate change on the Company, the Company carried out climate scenario analysis in 2025. The climate risk scenario analysis takes 2050 as the key time horizon and covers two core categories of scenarios: physical risks and transition risks. The Company has incorporated this analysis into a long-term mechanism and plans to update it regularly following its first implementation this year, or to conduct assessment adjustments when significant strategic or operational changes occur or when external regulatory requirements are updated, so as to continuously track the evolving trends of related risks.

The physical risk scenario analysis focuses on domestic assets, with emphasis on assessing the physical risks faced by assets in various locations under different scenarios and the severity of the associated disasters. The analysis selected the Intergovernmental Panel on Climate Change (IPCC) SSP2-4.5 and SSP5-8.5 scenarios to examine the long-term physical risks faced by relevant assets under intermediate and high GHG emissions scenarios. The physical risks covered by the scenario analysis include: high temperatures and heatwaves, extreme cold, drought, water scarcity, heavy rainfall, typhoons, wildfire, rise of sea level, and ecological environment degradation. For each type of physical risk, relevant key indicators from internationally recognized climate scenario databases are selected for analysis to reflect the severity of physical risk disasters faced by assets under different climate scenarios.

### Physical Risk Scenario Selection and Scenario Assumptions

Scenario	IPCC SSP2-4.5	IPCC SSP5-8.5
Projected Global Temperature Rise by 2100	Approximately 2.7°C above pre-industrial levels	More than 4°C above pre-industrial levels
Characteristics	Intermediate scenario	High warming scenario
Scenario Assumptions	An intermediate emission scenario with a certain degree of climate change policy intervention. Under this scenario, global GHG emissions generally remain at current levels until around the middle of this century and then decline, with the global average temperature rising by approximately 2.7°C above pre-industrial levels by the end of the century.	Under this scenario, total global GHG emissions and concentrations continue to increase, with the global average temperature rising by more than 4°C above pre-industrial levels by the end of the century.

The analysis results show that the Company's operations in the Chinese mainland are distributed across 16 cities in 12 provinces, of which Hangzhou in Zhejiang, Shanghai, Jiaxing in Zhejiang, and Beijing are the 4 locations with concentrated assets and business operations. The scenario analysis indicates that, under both the high emission scenario (SSP5-8.5) and the intermediate emission scenario (SSP2-4.5), the Company faces relatively high risks from high temperatures and heatwaves and typhoons. Among these, typhoon risk shows a relatively clear geographic distribution, particularly in Zhejiang, where assets are more concentrated. In addition, some of the Company's assets is located in areas under relatively high water stress. However, as the Company's business operations require relatively low water

consumption, the impact is relatively limited under China's macro-level regional water resource regulation and water pricing control mechanisms.

### Climate Physical Risk Exposure

Risk Type	2050	
	SSP5-8.5	SSP2-4.5
High temperatures and heatwaves	15.83%	15.58%
Extreme cold	0.00%	0.00%
Drought	0.00%	0.00%
Water scarcity	16.16%	16.16%
Heavy rainfall	0.00%	0.00%
Typhoon	76.96%	76.96%
Wildfire	0.00%	15.58%
Rise of sea level	0.00%	0.00%
Ecological environment degradation	0.00%	0.00%

Note: The physical risk exposure in this table refers to the proportion of high-risk assets, calculated based on the value of assets held.

In response to the three types of physical risks identified through scenario analysis as having relatively material impacts, the Company has launched an impact assessment across the full value chain, systematically reviewed risk transmission pathways, assessed their financial impacts, and formulated targeted response measures based on business characteristics. These measures have been integrated into the Company's sustainable development strategy and day-to-day operational risk management to continuously enhance overall operational resilience.

### Analysis of Material Physical Risk Impacts and Responses

Risk Type	Impact Pathways and Affected Business	Impact Duration <sup>1</sup>	Scope of Impact	Anticipated Financial Effect	Current Financial Effect <sup>2</sup>	Responses
Typhoon	Strong winds, heavy rainfall, and storm surges may damage offices or laboratories located in coastal or riverside areas, resulting in equipment damage, data loss, or trial interruption.	<p>Short-term</p> <p>Medium-term</p>	<ul style="list-style-type: none"> <li>Own operations</li> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Disruption of key operational nodes, impairment of fixed asset value, and an increase in operating costs</li> </ul>	<ul style="list-style-type: none"> <li>Increase expenditure related to emergency response and disaster prevention</li> </ul>	<ul style="list-style-type: none"> <li>Establish business continuity management plans and conduct tabletop exercises for extreme weather events;</li> <li>Implement dual backup of data and business for key trial office locations or laboratories.</li> </ul>
High temperatures and heatwaves	Persistent extreme high temperatures may overload cooling systems in offices and data centers, cause equipment failures, affect employee health and work efficiency, and increase operational and maintenance costs.	<p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>Own operations</li> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Increase in cooling energy consumption and equipment maintenance costs, and a decline in employee efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Increase expenditure on heat allowances and equipment maintenance</li> </ul>	<ul style="list-style-type: none"> <li>Upgrade the energy efficiency of air-conditioning systems in data centers and laboratories;</li> <li>Implement flexible working hours and remote working arrangements during periods of high temperatures;</li> <li>Include heat protection training in employee health programs;</li> <li>Incorporate climate resilience assessments into future site selection.</li> </ul>
Water scarcity	Regional water supply shortages may affect the daily operation of office premises. However, due to the Company's relatively low water consumption, the impact is limited under the macro-level water resource regulation mechanism.	<p>Medium-term</p> <p>Long-term</p>	<ul style="list-style-type: none"> <li>Own operations</li> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Fluctuations in water prices may lead to a slight increase in water costs</li> </ul>	<ul style="list-style-type: none"> <li>Increase investment in water-saving equipment and water expenses</li> </ul>	<ul style="list-style-type: none"> <li>Promote circulating water cooling and water-saving cleaning equipment in laboratories;</li> <li>Set water conservation targets and dynamically adjust them by tracking policy changes.</li> </ul>

Note 1: To ensure consistency and coherence in information disclosure, when analyzing climate risks and opportunities, we aligned the definition of "Impact Duration" with the above materiality analysis. Short-term refers to within one year after the end of the Company's ESG reporting period, i.e., within 2026; medium-term refers to one to five years after the end of the Company's ESG reporting period, i.e., 2027 to 2031; long-term refers to more than five years after the end of the Company's ESG reporting period, i.e., 2032 and beyond.

Note 2: According to the *Environmental, Social and Governance Reporting Code* of the HKEX, as the measurement of climate-related financial impacts involves a high degree of uncertainty and is difficult to identify separately, the Company has not yet disclosed quantitative data. However, this section provides qualitative analysis to explain the financial statement items that may be affected and the related risk factors.

The above notes also apply to the disclosures in the section on important transition risks and opportunities below.

The transition risk scenario analysis covers the Company's global assets, using the carbon price level in the countries where assets are located as the core variable to assess the marginal abatement costs faced by the Company in each country where it operates. The analysis selects the Net Zero 2050 scenario and the Delayed Transition scenario of the Network for Greening the Financial System (NGFS), which respectively reflect the potential risks under orderly transition and disorderly transition. The transition risk scenario analysis focuses on policy risks represented by carbon price. Carbon price refers to the price of avoiding or emitting carbon dioxide (CO<sub>2</sub>) emissions or avoiding or emitting carbon dioxide equivalent (CO<sub>2</sub>e) emissions, reflecting marginal abatement costs under various climate policies.

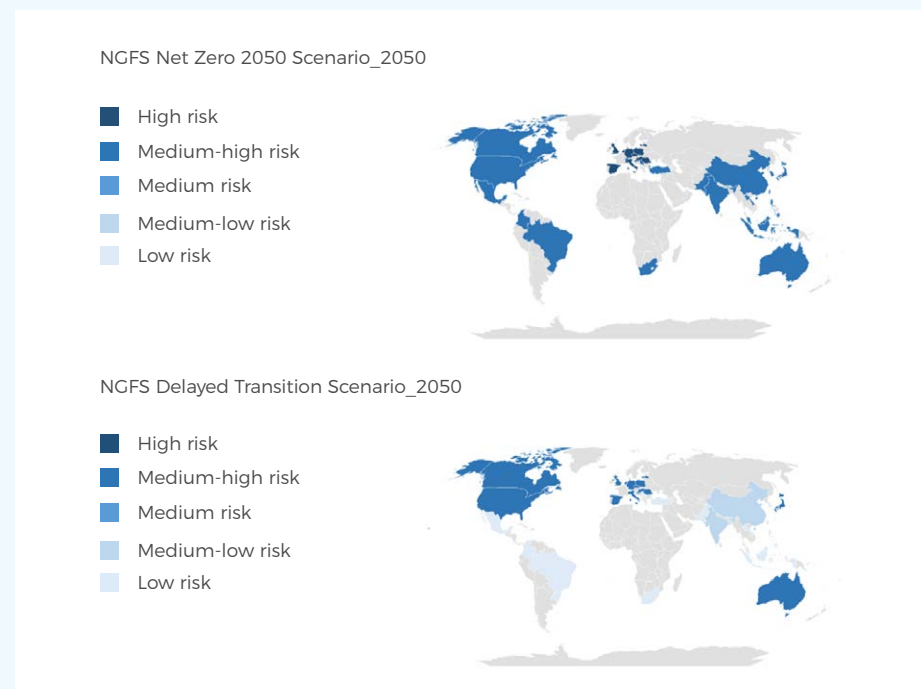
### Transition Risk Scenario Selection and Scenario Assumptions

Scenario	NGFS Delayed Transition	NGFS 2050 Net Zero Scenario
Projected Global Temperature Rise by 2100	2°C above pre-industrial levels	Within 1.5°C above pre-industrial levels
Characteristics	Disorderly transition scenario	Orderly transition scenario, strong transition policies
Scenario Assumptions	Governments introduce low-carbon transition policies at a later stage, usually after 2030, and abruptly, with policy intensity increasing rapidly year by year, ultimately achieving the <i>Paris Agreement's</i> 2°C temperature control target.	The NGFS Net Zero 2050 scenario assumes that effective climate policies are introduced globally at present, enabling an orderly global transition, achieving net-zero emissions by 2050, and meeting the <i>Paris Agreement's</i> 1.5°C temperature control target by the end of the century.

The analysis results show that, under the Regional Model of Investments and Development (REMIND) in the NGFS Net Zero 2050 scenario, carbon prices rise rapidly across countries, and marginal carbon abatement costs increase rapidly year by year. Under the REMIND model in the Delayed Transition scenario, carbon prices across countries increase to varying degrees from 2030 onward with the introduction of carbon reduction policies.

Tigermed operates in 42 countries and regions worldwide. As a CRO company, Tigermed's current core business does not belong to a high-carbon-emission industry. The GHG emission intensity of our direct operations is relatively low, and the impact of changes in marginal abatement costs resulting from climate-related policies is limited. Going forward, the Company will continue to pay attention to the potential indirect impacts on the Company arising from emissions reduction pressures on customers and the supply chain in regions with high transition risks, while carrying out our own emission reduction planning and strengthening the climate resilience of the overall business.

### Distribution of Climate Transition Risks



Through continuous monitoring and dynamic adjustment of climate risks and opportunities, we are committed to transforming climate challenges into a driving force for promoting the Company's green and low-carbon operations. In this process, we systematically identify and assess the transmission pathways of transition risks and the realization models of potential opportunities, formulate response strategies, and integrate the relevant measures into the Company's strategy and operations system to enhance our adaptability and competitiveness in the low-carbon economy.

## Analysis of Material Transition Risks and Opportunities and Responses

Risk Type/ Opportunity	Impact Pathways and Affected Business	Impact Duration <sup>1</sup>	Scope of Impact	Anticipated Financial Effect	Current Financial Effect <sup>2</sup>	Responses
Market risk	Customers are increasingly concerned about the carbon footprint of the value chain and require contributions to reducing GHG emissions across the entire value chain. The Company needs to develop an integrated climate change response strategy and continue to promote its green, low-carbon operations. Otherwise, it may affect the normal operation of the Company's business.	Short-term Medium-term Long-term	<ul style="list-style-type: none"> <li>Upstream of the value chain</li> <li>Own operations</li> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Increase in management costs to meet customers' climate-related requirements</li> <li>Potential order loss, reducing operating revenue</li> </ul>	<ul style="list-style-type: none"> <li>Increase expenditure on customer carbon footprint certification</li> </ul>	<ul style="list-style-type: none"> <li>Obtained SBTi validation in 2025, and uses science-based targets to promote emissions reduction across the value chain;</li> <li>Collaborate with customers on carbon reduction across the value chain.</li> </ul>
Policy and regulatory risk	Domestic and international climate policies, laws, and regulations encourage companies to take active action against climate change and restrict them from carrying out adverse actions. The Company needs to adjust its strategies in aspects such as energy use, emissions, and climate information disclosure to adapt to these changes. Otherwise, it may face legal liabilities such as lawsuits because the current state of environmental management may not meet the requirements.	Short-term Medium-term	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>An increase in operating costs due to adherence to disclosure and compliance requirements</li> </ul>	<ul style="list-style-type: none"> <li>Increase compliance and verification expenses</li> </ul>	<ul style="list-style-type: none"> <li>Conduct regular tracking and review of laws and regulations;</li> <li>Carry out annual GHG inventories;</li> <li>Incorporate climate-related indicators into executive remuneration performance.</li> </ul>
Reputational risk	If the Company fails to take proactive and effective climate action and timely disclose information to respond to the demands of external stakeholders, it may damage the Company's reputation and thus affect the normal operation of its investment, financing, and services.	Short-term Medium-term Long-term	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Decline in operating income due to poor ESG performance</li> </ul>	<ul style="list-style-type: none"> <li>Identify no material financing or customer losses</li> </ul>	<ul style="list-style-type: none"> <li>Publish a sustainability report on a regular annual basis;</li> <li>Establish an ESG section on the Company's official website to provide regular updates on ESG management progress.</li> </ul>
Resilience opportunity	The Company can seek growth plans in the new market of low carbon/green economy and participate in the construction of green supply chain to diversify business and take a place in the low carbon economy.	Medium-term Long-term	<ul style="list-style-type: none"> <li>Upstream of the value chain</li> <li>Own operations</li> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Reduced operating costs and increased operating income due to green supply chain and diversified operations</li> </ul>	<ul style="list-style-type: none"> <li>Increase investment in research and planning for green supply chains</li> </ul>	<ul style="list-style-type: none"> <li>Engage in low-carbon cooperation within the supply chain, collaboratively set carbon reduction targets and implementation pathways, and enhance the competitive advantage of a green supply chain;</li> <li>Provide suppliers with ESG capability training to promote carbon reduction collaboration across the value chain.</li> </ul>
Resource efficiency opportunity	The Company can reduce operating costs by improving utilization efficiency of energy and water resources in its R&D and operational processes.	Short-term Medium-term Long-term	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Reduced operating costs resulting from the improvement of the resource use efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Reduce operating expenditure on energy-saving retrofit projects</li> </ul>	<ul style="list-style-type: none"> <li>Continue to advance energy-saving retrofit projects such as Light Emitting Diode (LED) lighting and inverter air-conditioning systems;</li> <li>Promote energy-saving and water-saving initiatives and awareness campaigns within the Company.</li> </ul>
Energy source opportunity	By upgrading equipment, optimizing energy management systems, and implementing energy-saving measures, the Company can reduce energy consumption and save energy costs.	Medium-term Long-term	<ul style="list-style-type: none"> <li>Own operations</li> </ul>	<ul style="list-style-type: none"> <li>Reduced operating costs due to clean energy substitution and energy efficiency improvement</li> </ul>	<ul style="list-style-type: none"> <li>Increase expenditure on equipment upgrades and energy mix adjustment</li> </ul>	<ul style="list-style-type: none"> <li>Install photovoltaic power generation facilities in the new park;</li> <li>Continuously assess and optimize the energy mix in operations to increase the proportion of clean energy.</li> </ul>
Product and service opportunity	The Company can reduce costs associated with clinical trials by developing low-carbon clinical trial solutions, such as reducing paper use through electronic data collection and promoting remote monitoring technologies to reduce travel needs.	Medium-term Long-term	<ul style="list-style-type: none"> <li>Own operations</li> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Reduced operating costs due to low-carbon service innovation</li> </ul>	<ul style="list-style-type: none"> <li>Reduce travel and operating expenses</li> </ul>	<ul style="list-style-type: none"> <li>Integrate low-carbon requirements into the design of clinical trials.</li> <li>Promote the application of digital tools such as EDC and remote monitoring.</li> </ul>
Market opportunity	With increased global awareness of climate change, pharmaceutical and medical device companies are increasingly adopting green R&D practices. This trend may drive demand for low-carbon clinical trial services in the industry, thereby creating growth opportunities for the Company's related business.	Long-term	<ul style="list-style-type: none"> <li>Downstream of the value chain</li> </ul>	<ul style="list-style-type: none"> <li>Increase in operating income due to the growth in demand for low-carbon clinical trial services</li> </ul>	<ul style="list-style-type: none"> <li>Increase marketing spending for such services</li> </ul>	<ul style="list-style-type: none"> <li>Develop relevant case studies and solution materials and conduct targeted promotion to prospective customers;</li> <li>Participate in DCT industry research and publish the <i>Research and Analysis Report on the Current Development of Digitalized/Decentralized Clinical Trials</i>, summarizing real feedback from the industry on DCT technology maturity, regulatory clarity, and practical difficulties.</li> </ul>

For the definition of the relevant impact duration and the explanation of quantitative financial impacts, please refer to "Note 1" and "Note 2" under the section of material physical risks above.

## Impact, Risk, and Opportunity Management Process

With regard to potential climate change risks and opportunities, Tigermed has established a "Climate Focus Group" to conduct internal research. On this basis, we integrate industry development trends, external expert opinions, and climate scenario analysis results to identify the types of climate risks and opportunities that have significant potential impacts on the Company. We have integrated climate risk management into the Company's overall management system to ensure it is an integral part of the Company's strategic decision-making process, and we carry out ongoing control through regular risk assessments and key indicator tracking.

In the assessment process, the Company ranks the importance of climate risks and opportunities from four dimensions: Likelihood, Impact Level, Adaptability, and Resilience. Among these, the Likelihood and Impact Level are assessed through a combination of qualitative judgment and quantitative analysis to represent the influence of risks or opportunities on a company, while Adaptability and Resilience reflect the Company's ability to respond to risks. During the reporting period, we introduced climate scenario analysis tools into our risk assessment and conducted resilience testing on the physical and transition risks faced by the Company under different climate scenarios. On this basis, we further analyzed potential transition opportunities, such as developing a green supply chain and improving operational energy efficiency.

We have identified the Company's GHG emission sources, and by considering the ranking results of risks and opportunities, we have conducted targeted research on climate change-related policies in the industry, resource conservation, emission reduction and other mitigation and adaptation actions to systematically enhance the Company's resilience to climate change.

## Indicators and Targets

During the reporting period, the Company systematically reviewed and disclosed Scope 1, Scope 2, and Scope 3 GHG emission data, continuously improving the level of emission management and information disclosure.


Indicator <sup>1</sup>	Unit	2025 Data <sup>2</sup>
Scope 1 (direct) GHG emissions	tCO <sub>2</sub> e	81.02
Scope 2 (indirect) GHG emissions (market-based)	tCO <sub>2</sub> e	2,753.83
Scope 2 (indirect) GHG emissions (location-based)	tCO <sub>2</sub> e	2,406.48
Scope 3 (indirect) GHG emissions <sup>2</sup>	tCO <sub>2</sub> e	256,878.91

Note 1: The Company conducts GHG emissions accounting in accordance with the GHG Protocol, determines the organizational boundary using the operational control approach, and sets SBTi targets accordingly. Subsidiaries Frontage Holdings, Teddylab, and Dream CIS, due to their specific business nature or development stage, have a high degree of independence in routine management and are therefore not included in the accounting of Scope 1 and Scope 2 GHG emissions.

Note 2: Subsidiaries newly included in the consolidated financial statements in the second half of fiscal year 2025 have not had their relevant data included in the scope of this report's disclosure due to the short period since their inclusion.

Note 3: The accounting of Scope 3 GHG emissions is based on the *Corporate Value Chain (Scope 3) Accounting and Reporting Standard* published by the GHG Protocol. The Company conducts Scope 3 emission category identification based on the principle of materiality, incorporating all material indirect GHG emissions into the accounting scope, specifically including Category 1 (purchased goods and services), Category 2 (capital goods), Category 3 (fuel and energy-related activities), Category 4 (upstream transportation and distribution), Category 5 (waste generated from operations), Category 6 (business travel), Category 7 (employee commuting), Category 9 (downstream transportation and distribution), and Category 15 (investments).

In June 2025, the Company formally obtained validation from the SBTi, marking the international recognition of our GHG reduction targets. We regularly compile statistics on GHG emissions and emissions intensity, continue to promote green and low-carbon operations, assess the progress of the Company's climate-related targets, and ensure the advancement and achievement of these targets.

Indicators 	Targets 	Progress in 2025 <sup>1</sup> 
Absolute Scope 1 and Scope 2 GHG emissions	42% reduction by 2030 from the 2023 baseline	An increase of 7.48% compared to 2023
Absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, downstream transportation and distribution, and investments	25% reduction by 2030 from the 2023 baseline	An increase of 54.26% compared to 2023

Note 1: The data boundary for 2025 progress is consistent with the aforementioned indicators. Due to the impact of the headquarters park construction project, Scope 3 Category 2 (capital goods) emissions have increased compared to the baseline year.

To formulate scientific emission reduction targets and strategies, the Company has established a dedicated team. The Compliance and ESG Committee has organized the General Administration Department, Finance Department, and subsidiaries' EHS departments for the team work, and has conducted specialized training to promote the Company's GHG emission reduction. To date, the Company has not introduced a carbon pricing mechanism into its internal operations and decision-making. In the future, we will evaluate the feasibility of its application in due course based on policy requirements and business development needs.



## Environmental Compliance Management



Adhering to the management policy of “people-oriented, care for health, emission reduction, and sustainable development”, Tigermed establishes a sound environmental management system and, on the basis of compliance management, moves toward a more sustainable business model.

The Company strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes* and relevant overseas local laws and regulations. During the reporting period, the Company did not experience any incidents that violated environmental protection laws and regulations.

The Company has established and published the *Tigermed Environment, Health and Safety Management System* and the *Tigermed Office Management Rules*, covering the full process of our operations and office activities. These systems cover key operational areas such as emissions of exhaust gases and wastewater, waste sorting and management, and the use of energy and water resources. They also clarify the office's environmental, occupational health, and safety management requirements, integrating the concept of green office into daily management, and jointly building a corporate environmental protection responsibility system.

The Company established and optimized the organizational structure of the environmental management team during the reporting period and clarified their respective responsibilities. The Compliance and ESG Committee is responsible for integrating the environmental management requirements into the Company's strategy formulation and daily operations, and for developing and regularly assessing progress towards environmental management objectives. The committee reports periodically to the board of directors, receiving guidance and supervision from the board.

In 2025, the Company fully achieved its phased water and energy management objectives for 2019-2025. Meanwhile, the Company is setting a new round of environmental management objectives approved by the Board of Directors, aiming to further improve the water and energy efficiency. Tigermed and its subsidiaries of consolidated financial statements (excluding Frontage Holdings) have relatively small emissions of hazardous and nonhazardous waste, and no waste-related management objectives have been established at present. We will continue to strengthen the management of key environmental quantitative performance indicators and, based on actual operations, continuously expand the scope of environmental indicators' statistical coverage.

	Environmental Management Objectives <sup>1</sup>	Progress in 2025
 <p><b>Water Conservation Target</b></p>	Strengthen water conservation and promote reasonable water usage	We established a rainwater harvesting system and put it into use for landscaping and cleaning, while fully implementing inspection and management measures for water-saving equipment.
 <p><b>Energy Efficiency Target</b></p>	Systematically improve energy efficiency and optimize the energy mix	We advanced the construction of photovoltaic power generation systems, completed energy-saving retrofits for lighting in key areas, and promoted the concept of “low-carbon office life” to encourage employees to practice energy conservation in their daily work.

Note 1: As multiple newly established office premises will gradually commence operations during 2025-2026, the related operational and energy consumption data have not yet formed a stable baseline. Therefore, the environmental performance management for this year is primarily described qualitatively, with a focus on management direction and improvement measures. The Company will continue to monitor data performance and set quantitative performance targets after operations stabilize.

Tigermed primarily engages in clinical operations and project management, providing integrated services ranging from technical support to market approval consultation, as well as post-market clinical research services. Overall, the environmental management risks are relatively low. Some subsidiaries with higher environmental management requirements, such as Beijing Yaxincheng, have conducted third-party environmental assessments and obtained ISO 14001:2015 Environmental Management System certification, which remains valid during the reporting period.

## Economical Use of Resources

GHG emissions from the Company's operational processes mainly stem from energy use during daily office operations. In office and operations, the Company consumes purchased electricity and purchased heat, resulting in Scope 2 (indirect) GHG emissions; the Company's own vehicles consume gasoline and diesel, resulting in Scope 1 (direct) GHG emissions. Additionally, the water consumption in Company's office and canteen mainly comes from municipal water supplies, presenting low risks in terms of water source availability or suitability. Based on this, we have integrated GHG emission reduction and resource conservation into daily business activities. By promoting sustainable office practices and refined management, we have systematically implemented various measures to reduce consumption and improve efficiency.

We implement the *Tigermed Office Management Rules*, and integrate green office practices into the entire operational process, focusing on key areas such as awareness enhancement, space optimization, and resource management. By cultivating employees' energy-saving habits, optimizing office space layout, and promoting resource recycling and clean energy applications, we have effectively reduced resource consumption and environmental impacts and gradually built a low-carbon, efficient, and sustainable office model. In advancing the construction of our headquarters, we uphold the sustainable development concept and emphasize green and energy-saving design and material selection. At the same time, we are continuously improving information disclosure methods to communicate the Company's practices in addressing climate change to stakeholders. The Company regularly responds to the CDP Climate Change Questionnaire. It achieved a B score (Management Level) during the reporting period.



### Key Measures for Green Office

#### Cultivating a green office culture

- Enhance employees' green office awareness through regular communication, periodic training, setting up energy saving slogans, and publishing advocacy posters, thereby reducing energy and water consumption;
- Uniformly control the set temperature of the Company's air conditioners and check the air conditioning panel of each area before closing of business to eliminate energy waste;
- Reduce paper waste through print permission control, count management, and the promotion of double-sided printing, etc.



#### Green space planning and facility development

- Plan the office space layouts in a scientific and reasonable way, make full use of natural lighting and ventilation to reduce over-reliance on artificial lighting and air conditioning, and optimize decorative lighting management in non-office areas by reasonably setting lighting intensity and timings;
- Fully adopt E0-grade environmentally friendly materials in the decoration of Jiaxing and Hangzhou parks to reduce environmental pollution in the indoor office environment, and use large-area glass curtain walls to enhance natural lighting and reduce daytime lighting energy consumption;
- Optimize building shading design in Jiaxing and Hangzhou parks by selecting curtains with a high shading coefficient for west-facing areas of the park to reduce cooling loads caused by thermal radiation;
- Advance park greening in Hangzhou park, with a green area of 5,060.81 square meters and a greening ratio of over 20%, creating an ecological office environment and contributing to microclimate regulation and environmental quality improvement;
- Establish a shared exhibition hall within the digital smart park in Hangzhou to integrate functional space and reduce duplicated construction and material consumption.

## Resource recycling and energy substitution

- Improve the digital transformation of office work, and apply online review processes and electronic seals, to significantly reduce the use of paper documents.
- Promote the recycling of office supplies, such as office desks and chairs, etc.; implement a digital office supply management system and allocate inventory reasonably.
- Install a rainwater collection system in Hangzhou park, enabling a one-time rainwater collection capacity of 240 cubic meters, which is reused for irrigation and road cleaning, thereby improving water use efficiency.
- Build a distributed photovoltaic power generation system in the Hangzhou park with an installed capacity of 93.6 kW and an annual power generation amount of about 93.6 MWh, effectively reducing electricity costs and environmental impact.
- Carry out an energy-saving retrofit for lighting in the underground garage of the Jiaxing park, with all fixtures replaced by high-efficiency LED lights and sectional control, thereby systematically improving energy efficiency, optimizing the visual health environment.



## Key Measures for Green Operations

### Resource recycling and materials management

- Realize cascading utilization of packaging materials by converting decommissioned expanded polystyrene (EPS) temperature-controlled boxes no longer used for temperature control into ordinary transport boxes for repeated use as protective packaging materials for room-temperature pharmaceuticals and devices, thereby reducing the use of corrugated cartons and other disposable packaging materials.
- Promote the circular use and reduced packaging design of outer cartons for room-temperature transportation in the transport process to reduce the consumption of packaging materials.



### Operational efficiency and energy optimization

- Implement a lean label production process to reduce the label loss rate and minimize raw material waste.
- Add external protective covers to temperature-controlled boxes to extend their service life and reduce equipment replacement frequency and waste generation.
- Integrate cold-chain transportation resources and shift dry ice management to a centralized professional supplier model to lower resource loss in transportation.
- Establish a climate-responsive mechanism for process energy consumption whereby phase change material preheating is activated only when the outside temperature falls below 15°C.
- Promote end-to-end digital operations through order automation, electronic transaction processing, and paperless approval workflows, to systematically improve operational efficiency.

Tigermed has systematically implemented the principles of green operations in the logistics and transportation business of its subsidiary, Bioquick. Focusing on two main directions—resource recycling and materials management, and operational efficiency and energy optimization—the Company systematically reduces its environmental footprint and continuously improves resource utilization efficiency through measures such as cascading equipment use, process energy-saving retrofits, and end-to-end digitalization.

## Reduction of Pollutant Emissions




Tigermed carries out clinical related services. Apart from subsidiaries Frontage Holdings, Jyton Testing, and Teddylab that are involved in laboratory business, for other business types, the emissions and waste involved are relatively small, mainly including sanitary sewage, general solid waste, and a small amount of hazardous waste generated from daily office activities, which are minor in terms of harm to the environment. The Company disposes of discharges and wastes in compliance primarily through property management of office areas and a few third-party organizations on a daily basis.

### Measures for Emissions and Waste Management in Office Operations

- The domestic wastewater is discharged into sewer network for centralized treatment;
- The non-hazardous solid waste mainly includes office wastepaper, cleaning supplies waste, food waste, etc. The Company strictly counts and manages the amount of daily office non-hazardous waste, which is regularly cleared and transported by the environmental protection department through waste classification;
- Hazardous waste mainly includes printer cartridges, discarded fluorescent tubes, used laptop batteries, and other small amounts of hazardous waste generated by offices, which are uniformly handed over to third-party organizations or property management for disposal.

In the clinical research process, we also integrate the concept of green development into daily operations, focusing on environmental compliance management of operational sites. By conserving resource usage, reducing waste generation, and ensuring compliant emissions, we strive to minimize the environmental impact of our operations.

It should be noted that the subsidiaries of Tigermed, including Frontage Holdings, Jyton Testing, and Teddylab, are involved in laboratory operations, during which emissions such as waste gas, wastewater, and a small amount of hazardous waste are generated. Bioquick generates a small amount of hazardous waste during the recycling and destruction of pharmaceuticals and devices. The main treatment methods for these emissions are summarized as follows. Among them, Frontage Holdings, as an independently listed subsidiary, will publish its ESG report, and detailed disposal measures can be found in the *Frontage Holdings 2025 Environmental, Social, and Governance Report*.

Emissions and Waste		Disposal Methods
 <b>Exhaust gas</b>	Limited biological and organic gases	<ul style="list-style-type: none"> <li>• Use biosafety cabinets and activated carbon technology to collect laboratory waste gases and transport them to the treatment system for unified disposal;</li> <li>• Install a sampling platform to closely monitor the concentration of air pollutants to meet environmental emission standards.</li> </ul>
	Organic waste gas generated during the reagent repackaging or usage process	<ul style="list-style-type: none"> <li>• The experiment is conducted in a fume hood, and the generated waste gas is conveyed through the fume hood duct to a secondary activated carbon waste gas treatment facility for processing, and then discharged after meeting the standards.</li> </ul>
 <b>Wastewater</b>	Small amounts of wastewater generated from the laboratory processes	<ul style="list-style-type: none"> <li>• Accurate calculation of water consumption of experimental materials and reduction of wastewater discharge;</li> <li>• Install wastewater treatment facilities on site to properly treat wastewater before discharge;</li> <li>• Collect and hand over high-concentration pollutants to a third party for treatment.</li> </ul>
 <b>Waste</b>	Infectious waste	<ul style="list-style-type: none"> <li>• Place and seal them in a yellow medical bag with a clear warning label, hand over the sealed bag for disposal by a qualified professional institution;</li> <li>• Disinfect with high-pressure steam and transfer them to collection point for disposal by a qualified professional institution;</li> <li>• Put them into a container filled with disinfectant, and then hand them over to a qualified professional institution for disposal.</li> </ul>
	Damaging waste	<ul style="list-style-type: none"> <li>• Place and store them in special sharp tool containers with clear warning labels and hand them over to a qualified professional institution for centralized disposal;</li> <li>• Disinfect with high-pressure steam and transfer them to collection point.</li> </ul>
	Pathological waste	<ul style="list-style-type: none"> <li>• Place and seal them in a yellow medical bag with a clear warning label, hand over the sealed bag for disposal by a qualified professional institution;</li> <li>• Store them at low temperature and hand them over to a designated collection point for disposal by a qualified professional institution.</li> </ul>
	Other hazardous waste	<ul style="list-style-type: none"> <li>• The site Safety Officer and Chemical Waste Coordinator are responsible for managing and overseeing waste handling and disposal procedures;</li> <li>• Provide secondary containers and segregate chemicals in designated chemical waste piles with clear chemical labels to prevent spillage;</li> <li>• The Company implements strict management procedures for all hazardous waste to ensure compliant disposal by a qualified third-party institution. For example, certain hazardous waste generated by the subsidiary Bioquick in its logistics operations, such as returned clinical trial drugs and backup labels, is uniformly entrusted to a qualified third-party institution for centralized disposal.</li> </ul>
	Nonhazardous waste	<ul style="list-style-type: none"> <li>• Employees are encouraged to recycle paper, cardboard, aluminum cans, and plastics by providing recycling bins on site and hiring third-party institutions to collect these materials, and paperless office practices are promoted to reduce non-hazardous waste generation.</li> </ul>

# 9 | ESG Data Tables and Notes

## ☉ Data Caliber

Data Scope	Data Caliber Explanation		
	2023	2024	2025
Corporate Governance: Including Business Ethics and Compliance Management Data	Consistent with the Scope of Consolidated Financial Statements of Tigermed		
Social: Including Service Quality Management, Innovation-Driven, Supply Chain Safety, and Contributions to the Society Data	Consistent with the Scope of Consolidated Financial Statements of Tigermed		
Social: Employee Data	Excluding the Subsidiary Frontage Holdings (Overseas) from the Scope of Consolidated Financial Statements of Tigermed		
Environmental: Including Energy Utilization, Water Resource Utilization, Solid Waste Emissions, Exhaust Emissions, and GHG Emissions Data	Excluding the Subsidiary Frontage Holdings (Overseas) from the Scope of Consolidated Financial Statements	Excluding the Subsidiary Frontage Holdings (Overseas) and Subsidiaries Newly Included in the Consolidated Financial Statements in the Second Half of FY2024 from the Scope of Consolidated Financial Statements*	Excluding the Subsidiary Frontage Holdings (Overseas) and Subsidiaries Newly Included in the Consolidated Financial Statements in the Second Half of FY2025 from the Scope of Consolidated Financial Statements*

\*Data related to newly consolidated subsidiaries with a management period of less than six months will be included in the accounting scope starting from the next fiscal year.

## ☉ Environment<sup>1</sup>

Indicators	Unit	2023	2024	2025
<b>Energy Utilization</b>				
Gasoline consumption of self-owned vehicles	L	51,011.95	49,495.51	40,549.73
Purchased electricity consumption <sup>2</sup>	MWh	21,675.37	20,921.43	23,435.83
Purchased hot water consumption <sup>3</sup>	GJ	649.78	908.40	609.85
Integrated energy consumption per capita	MWh/person	2.75	2.92	2.44
Direct energy consumption per capita	MWh/person	0.05	0.06	0.04
Indirect energy consumption per capita	MWh/person	2.70	2.86	2.40
Purchased electricity consumption per capita	MWh/person	2.45	2.62	2.27
<b>Water Resource Utilization<sup>4</sup></b>				
Total water consumption	m <sup>3</sup>	117,171.01	121,626.19	138,252.74
Water consumption per capita	m <sup>3</sup> /person	28.49	24.72	26.45
<b>Solid Waste Emissions<sup>5</sup></b>				
Total hazardous waste generated	t	268.21	460.21	598.40
Hazardous waste discharge per capita	t/person	0.03	0.06	0.06
Total non-hazardous waste generated	t	68.05	76.07	102.30
Non-hazardous waste discharge per capita	t/person	0.01	0.01	0.01
<b>Exhaust Emissions<sup>6</sup></b>				
Nitrogen oxide emissions	kg	32.16	29.29	34.20
Sulfur oxide emissions	kg	0.75	0.73	0.71

Indicators	Unit	2023	2024	2025
Particulate emissions	kg	2.37	2.16	2.34
<b>Greenhouse Gas Emissions</b>				
Total GHG emissions	tCO <sub>2</sub> e	13,850.09	13,060.55	14,866.95
Scope 1 (direct) GHG emissions <sup>7</sup>	tCO <sub>2</sub> e	118.73	116.82	94.86
Scope 2 (indirect) GHG emissions <sup>8</sup>	tCO <sub>2</sub> e	13,731.36	12,943.73	14,772.09
GHG emissions per capita	tCO <sub>2</sub> e/person	1.56	1.64	1.44

Note:

[1] The number of employees used for calculating environmental intensity data indicators (except for "Water consumption per capita") aligns with the scope of environmental data. Water consumption per capita is calculated based on the number of permanent office employees, as detailed in Note [4]. Additionally, the Company has only included the energy types associated with Frontage Holdings, including diesel, natural gas, and steam, in the comprehensive energy consumption and GHG emission calculations in the environmental data table. Detailed breakdowns of energy consumption are available in the *Frontage Holdings 2025 Environmental, Social, and Governance Report*.

[2] In 2025, the Company included Yibai Health, a subsidiary consolidated in the second half of 2024, within the statistical scope. As Yibai Health operates on hospital premises, its related energy consumption is measured collectively by the hospital. The Company proportionally allocates and estimates the electricity usage based on its share, ensuring the estimates reasonably reflect the actual operational conditions.

[3] Purchased hot water consumption is calculated based on price conversion, referring to the actual heating fees paid by the Company for its four operational sites in Beilin District (Xi'an), Shayibake District (Urumqi), Hexi District (Shijiazhuang), and Qilihe District (Lanzhou), as well as the local baseline heating rates. In 2025, the Company's operating site in Beijing, which originally used centralized heating, relocated to a new office address not using centralized heating, resulting in a decrease in purchased hot water consumption.

[4] Due to the Company's business model and office building water billing methods, some employees are stationed at partner hospitals throughout the year, making it difficult to determine the actual water consumption and the number of employees consuming water. To reasonably assess the Company's water resource consumption, the Company converts water consumption based on the water fees actually paid at each operating site combined with local water prices, and calculates average water consumption per capita by aggregating the number of resident office staff at each operation site.

[5] Hazardous waste is generated during Frontage Holdings' preclinical CRO operations. Jyton Testing also produces a small amount of waste during experiments. While Tigermud and its other subsidiaries generate only a small amount of hazardous waste from daily office operations. Non-hazardous waste is managed by property management companies and has not been included in the statistical scope.

[6] The calculation of air emissions follows Appendix 2: Reporting Guidance on Environmental KPIs of the *Environmental, Social and Governance Reporting Code* (December 2024) issued by the HKEX.

[7] For Scope 1 (direct) GHG emissions, the Company determined the emission factors for gasoline and natural gas based on the *China Energy Statistical Yearbook* (2022) and the *Provincial Greenhouse Gas Inventory Compilation Guidelines (Trial)* (2011) for 2023-2024. The emission factor for diesel was based on Appendix 2: Reporting Guidance on Environmental KPIs of the *Environmental, Social, and Governance Reporting Code* (March 2022) issued by the HKEX for 2023-2024. In 2025, the Company determined the emission factors for gasoline, diesel, and natural gas based on *China Energy Statistical Yearbook* (2024) and the *Provincial Greenhouse Gas Inventory Compilation Guidelines* (2025).

[8] For Scope 2 GHG emissions, to calculate purchased electricity in the Chinese mainland, in 2023, based on the *Announcement on the 2021 Electricity Carbon Emission Factor* issued by the Ministry of Ecology and Environment of China and the National Bureau of Statistics, the national average electricity carbon emission factor (excluding non-fossil energy from market-based transactions) was 0.5942 tCO<sub>2</sub>e/MWh. In 2024, referring to the *Announcement on the 2022 Electricity Carbon Emission Factor* issued by the Ministry of Ecology and Environment of China and the National Bureau of Statistics, the national average electricity carbon emission factor (excluding non-fossil energy from market-based transactions) was 0.5856 tCO<sub>2</sub>e/MWh. In 2025, referring to the *Announcement on the 2023 Electricity Carbon Emission Factor* issued by the Ministry of Ecology and Environment of China and the National Bureau of Statistics, the national average electricity carbon emission factor (excluding non-fossil energy from market-based transactions) was 0.6096 tCO<sub>2</sub>e/MWh.

Starting from 2023, with the expansion of the environmental scope, Scope 2 GHG emissions calculations incorporated emissions from purchased electricity in South Korea, Pakistan, Hong Kong SAR, and Taiwan, China. Specifically, the electricity emission factor for South Korea was 0.41346 tCO<sub>2</sub>e/MWh. Referring to the *Climate Transparency Report 2020*, the electricity emission factor for Pakistan was 0.359 tCO<sub>2</sub>e/MWh. Referring to data published by the Energy Administration, Ministry of Economic Affairs of Taiwan, the electricity emission factor for Taiwan, China was 0.495 tCO<sub>2</sub>e/MWh in 2023, 0.494 tCO<sub>2</sub>e/MWh in 2024, and 0.474 tCO<sub>2</sub>e/MWh in 2025. Referring to the annual *Sustainability Report* published by Hong Kong Electric, the electricity emission factor for Hong Kong was 0.68 tCO<sub>2</sub>e/MWh in 2023, 0.66 tCO<sub>2</sub>e/MWh in 2024, and 0.60 tCO<sub>2</sub>e/MWh in 2025.

The purchased heat emission factor was based on the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises (Trial)* (July 2015), with a value of 0.11 kgCO<sub>2</sub>e/MJ.

## Employees<sup>1</sup>

Indicators	Unit	2023	2024	2025	2025 (Excluding Frontage Holdings)
<b>Employment</b>					
<b>Total number of employees</b>	Person	9,020	9,181	10,547	9,854
<b>Number of full-time employees</b>	Person	8,850	9,007	10,312	9,628
Number of full-time contract employees	Person	8,831	8,965	10,274	9,590
Number of full-time dispatched employees	Person	19	42	38	38
<b>Number of part-time employees<sup>2</sup></b>	Person	170	174	235	226

Indicators	Unit	2023	2024	2025	2025 (Excluding Frontage Holdings)
Note: The following figures do not include part-time employees <sup>1</sup>					
Number of male employees <sup>3</sup>	Person	1,543	1,481	1,771	1,509
Number of female employees <sup>3</sup>	Person	7,307	7,526	8,541	8,119
Number of employees aged ≥ 50 <sup>3</sup>	Person	131	148	164	155
Number of employees aged of 30 (exclusive) to 50 (exclusive) <sup>3</sup>	Person	3,448	3,161	3,975	3,632
Number of employees aged ≤ 30 <sup>3</sup>	Person	5,271	5,698	6,173	5,841
Number of employees working in the Chinese mainland	Person	8,069	8,162	9,130	8,446
Number of employees working in Hong Kong, Macau, Taiwan and overseas <sup>4</sup>	Person	781	845	1,182	1,182
Number of employees with a doctorate or above <sup>3</sup>	Person	65	89	84	67
Number of employees with a master's degree <sup>3</sup>	Person	1,399	1,537	1,707	1,548
Number of employees with a bachelor's degree <sup>3</sup>	Person	6,064	6,280	7,128	6,743
Number of employees with an associate degree or below <sup>3</sup>	Person	1,322	1,101	1,392	1,269
Number of employees at senior management level	Person	64	63	81	72
Number of employees at middle management level	Person	319	391	378	341
Number of employees at junior management level	Person	791	1,165	1,043	817
Number of grassroots employees	Person	7,676	7,388	8,810	8,398
Number of senior technicians	Person	510	529	562	516
Number of middle-level technicians	Person	2,119	2,428	2,571	2,345
Number of junior technicians	Person	6,168	6,050	7,179	6,767
Number of employees with working years at Tigermed ≥ 10	Person	335	587	655	626
Number of employees with working years at Tigermed of 5 (inclusive) to 10 (exclusive)	Person	1,299	1,566	2,002	1,849

Indicators	Unit	2023	2024	2025	2025 (Excluding Frontage Holdings)
Number of employees with working years at Tigermed of 3 (exclusive) to 5 (exclusive) <sup>2</sup>	Person	1,243	1,867	2,580	2,333
Number of employees with working years at Tigermed ≤ 3	Person	5,973	4,987	5,075	4,820
Number of employees with disabilities	Person	29	31	39	36
Number of ethnic minority employees	Person	372	408	437	414
<b>Total number of new employees</b>	Person	2,311	2,501	2,711	2,529
Number of new male employees <sup>2</sup>	Person	394	382	504	419
Number of new female employees	Person	1,917	2,119	2,207	2,110
Number of new employees aged ≥ 50	Person	29	32	27	27
Number of new employees aged 30 (exclusive) to 50 (exclusive)	Person	466	392	586	516
Number of new employees aged ≤ 30	Person	1,816	2,077	2,098	1,986
Number of new employees in the Chinese mainland	Person	2,179	2,397	2,474	2,294
Number of new employees in Hong Kong, Macau, Taiwan and overseas <sup>4</sup>	Person	132	104	237	235
Number of new full-time contract employees	Person	2,308	2,461	2,686	2,504
Number of new full-time dispatched employees	Person	3	40	25	25
<b>Employee Turnover</b>					
<b>Turnover Rate<sup>5</sup></b>	%	18.62	21.25	17.28	16.18
Turnover rate of male employees	%	22.10	31.47	19.76	16.57
Turnover rate of female employees	%	17.89	19.24	16.77	16.11
Turnover rate of employees aged ≥ 50	%	18.32	31.08	23.78	16.13
Turnover rate of employees aged 30 (exclusive) to 50 (exclusive)	%	12.73	19.65	12.60	11.29
Turnover rate of employees aged ≤ 30	%	22.48	21.88	20.12	19.23
Turnover rate of senior management	%	6.25	11.11	12.35	9.72

Indicators	Unit	2023	2024	2025	2025 (Excluding Frontage Holdings)
Turnover rate of middle management <sup>2</sup>	%	5.64	5.63	9.52	5.28
Turnover rate of junior management	%	8.72	10.13	7.57	5.51
Turnover rate of grassroots employees	%	20.28	23.92	18.81	17.72
Turnover rate of senior technicians	%	7.06	6.43	9.07	5.62
Turnover rate of middle-level technicians	%	10.81	12.27	12.25	11.26
Turnover rate of junior technicians	%	22.32	26.15	19.72	18.69
Turnover rate of employees with working years at Tigermed ≥ 10	%	2.69	2.39	4.12	3.67
Turnover rate of employees with working years at Tigermed of 5 (inclusive) to 10 (exclusive)	%	7.54	10.03	8.09	7.90
Turnover rate of employees with working years at Tigermed of 3 (exclusive) to 5 (exclusive)	%	12.55	18.43	17.48	16.29
Turnover rate of employees with working years at Tigermed ≤ 3	%	23.19	28.05	22.50	20.93
Turnover rate of employees working in the Chinese mainland	%	18.81	22.54	18.67	17.55
Turnover rate of employees working in Hong Kong, Macao, Taiwan and overseas	%	16.65	8.76	6.51	6.43
<b>Occupational Health and Safety</b>					
Amount of expenditure on work-related injury insurance	RMB 10,000	—	—	341.06	305.12
Percentage of employees covered by work-related injury insurance	%	—	—	100	100
Working days lost due to work-related injury	Day	422	422	453	62
Number of employees who died due to work-related injuries	person	0	0	0	0
Lost-time injury frequency rate for employees (per one million hours worked) <sup>6</sup>	Time/million hours	0.34	0.77	0.63	0.42
Average training hours completed per employee on health and safety <sup>7</sup>	Hours	1.66	3.78	1.18	0.61
<b>Employee Training and Development</b>					
Training investment for employees <sup>7</sup>	RMB 10,000	634.41	399.97	222.67	221.24

Indicators	Unit	2023	2024	2025	2025 (Excluding Frontage Holdings)
<b>Percentage of employees trained</b>	%	100	100	100	100
Percentage of male employees trained	%	100	100	100	100
Percentage of female employees trained	%	100	100	100	100
Percentage of senior management trained	%	100	100	100	100
Percentage of middle management trained	%	100	100	100	100
Percentage of junior management trained	%	100	100	100	100
Percentage of grassroots employees trained	%	100	100	100	100
Percentage of senior technicians trained	%	100	100	100	100
Percentage of middle-level technicians trained	%	100	100	100	100
Percentage of junior technicians trained	%	100	100	100	100
<b>Average training hours per employee<sup>7</sup></b>	Hours	109.68	99.48	52.90	53.58
Average training hours per male employee	Hours	96.64	93.63	54.29	53.58
Average training hours per female employee	Hours	112.44	100.63	52.61	53.58
Average training hours per senior management	Hours	95.77	86.42	50.78	53.58
Average training hours per middle management	Hours	103.82	96.90	50.91	53.58
Average training hours per junior management	Hours	95.37	91.00	48.98	53.58
Average training hours per grassroots employee	Hours	111.52	101.07	53.47	53.58
Average training hours per senior technicians	Hours	104.04	96.18	51.12	53.58
Average training hours per middle-level technicians	Hours	109.60	98.40	51.83	53.58

Indicators	Unit	2023	2024	2025	2025 (Excluding Frontage Holdings)
Average training hours per junior technicians	Hours	111.02	100.21	53.43	53.58
Percentage of employees accepting regular performance and career development assessment	%	100	100	100	100
Percentage of male employees accepting regular performance and career development assessment	%	100	100	100	100
Percentage of female employees accepting regular performance and career development assessment	%	100	100	100	100
Percentage of senior management accepting regular performance and career development assessment	%	100	100	100	100
Percentage of middle management accepting regular performance and career development assessment	%	100	100	100	100
Percentage of junior management accepting regular performance and career development assessment	%	100	100	100	100
Percentage of grass-roots employees accepting regular performance and career development assessment	%	100	100	100	100

Note:

[1] From 2023 to 2025, the employee performance statistics, except for the total number of employees, cover full-time labor contract employees and full-time dispatched employees within Tigermed's consolidated financial statements, excluding employees of Frontage Holdings (Overseas) and not including part-time or intern staff. In 2025, the Company disclosed additional employee performance data excluding Frontage Holdings to provide reference data under different scopes.

[2] In 2025, the Company included newly acquired subsidiaries in the consolidation scope. Due to differences in employment structure, some employee structure and mobility-related indicators changed compared to the previous year.

[3] The number of employees classified by gender, age and education level is calculated based on data provided voluntarily by employees. The proportions are then extrapolated based on the total number of employees. Due to some employees not disclosing relevant information, the calculated figures may slightly differ from actual numbers, but the overall distribution remains representative.

[4] In 2025, the Company acquired a new overseas subsidiary, Micron, which increased the number of employees working in Hong Kong, Macau, Taiwan and overseas.

[5] Employee turnover rate is calculated as: Turnover rate = Number of employees who left during the reporting period / Total number of employees at the end of the reporting period × 100%. Turnover statistics exclude employees who left

during their probation period. In 2024, due to business restructuring, some employees were transferred to companies outside the consolidated reporting scope. Excluding this factor, the turnover rate was 18.52%.

[6] Lost-time injury frequency rate for employees (per one million hours worked) = (Number of lost-time injury incidents / Total employee work hours during the reporting period) × 1,000,000.

[7] In 2025, the Company optimized its training model, increasing the proportion of internal and online training, leading to a corresponding decrease in training costs. Simultaneously, the Company streamlined and optimized the training system, simplified the training content, and enhanced its targeting and customization levels, resulting in a corresponding reduction in per capita training duration.

## Service Quality Management

Indicators	Unit	2023	2024	2025
Confirmed complaints about infringement of customer privacy and data loss of customer	Pcs	0	0	0
Complaints about products and services received by the Company	Pcs	0	0	0
Amount involved in major safety and quality liability incidents related to products and services	RMB 10,000	0	0	0

## Innovation-Driven

Indicators	Unit	2023	2024	2025
Research and development investment amount	RMB 10,000	26,155.51	23,838.55	25,764.36
Research and development investment as a percentage of main business revenue <sup>1</sup>	%	3.54	3.61	3.8
Number of research and development employees <sup>1</sup>	Person	934	1,046	946
Percentage of research and development employees <sup>1</sup>	%	9.63	10.27	8.5

Note:

[1] The research and development investment as a percentage of main business revenue, the number of research and development employees and the percentage of research and development employees in 2024 were miscalculated and has been retrospectively corrected in this year's report.

## ☉ Supply Chain Safety

Indicators	Unit	2023	2024	2025
Total number of suppliers <sup>1</sup>	-	2,204	1,233	805
Number of suppliers from the Chinese mainland	-	1,766	961	625
Number of suppliers from Hong Kong, Macao, Taiwan, and overseas	-	438	272	180
Supplier code of conduct signing rate	%	—	73.72	78.13

Note: \_\_\_\_\_

[1] In 2025, the Company continued to integrate and optimize suppliers, resulting in a year-on-year decrease in the total number of suppliers.

## ☉ Contributions to the Society

Indicators	Unit	2023	2024	2025
<b>External Donations Inputs</b>				
Amount of external donations <sup>1</sup>	RMB 10,000	722.05	223.70	372.80
Including the amount of charity donations to education <sup>1</sup>	RMB 10,000	150.00	155.00	215.55
Including the amount of charity donations in medical and healthcare <sup>1</sup>	RMB 10,000	65.50	10.00	57.00
Amount of donations in other areas <sup>1</sup>	RMB 10,000	505.48	58.70	100.25
<b>Employee Volunteer Service</b>				
Total duration of employee volunteer service	Hours	1,164	1,954	1,128
Number of employee volunteer services	Person-times	353	104	89

Note: \_\_\_\_\_

[1] In 2025, the Company continued to advance social welfare activities, leading to an increase in donations to external organizations. Among them, the "Amount of donations in other areas" mainly refers to Tigermed's non-designated donations to public welfare foundations.

## ☉ Business Ethics

Indicators	Unit	2023	2024	2025
Number of concluded corruption cases filed by regulatory authorities against the Company or its employees	Pcs	0	0	0
Percentage of the Directors who attended business ethics training	%	100	100	100
Percentage of management covered by business ethics training	%	100	100	100
Percentage of employees covered by business ethics training	%	100	100	100
The amount involved in lawsuits or major administrative penalties due to the Company's unfair competition	RMB 10,000	0	0	0

## ☉ Compliance Management

Indicators	Unit	2023	2024	2025
Total number of cases violating regulations and voluntary guidelines related to marketing (including advertising, promotion, and sponsorship)	Pcs	0	0	0
Total number of cases violating regulations and voluntary guidelines related to product and service information and identification	Pcs	0	0	0
Total number of cases violating regulations and voluntary guidelines regarding customer privacy protection	Pcs	0	0	0
Total number of cases violating employment-related laws and regulations	Pcs	0	0	0
Total number of cases penalized due to excessive or illegal discharge of pollutants	Pcs	0	0	0

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## Hong Kong Stock Exchange *Environmental, Social and Governance Reporting Code* Index Table

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**Benchmarking Index for the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)***

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Section 2 Pollution Control and Ecosystem Protection	
Pollutant discharge	Green Operations, Shared Climate Responsibility - Reduction of Pollutant Emissions
Waste disposal	Green Operations, Shared Climate Responsibility - Reduction of Pollutant Emissions
Ecosystem and biodiversity protection	The Company's main business is clinical research services, with a low impact on ecosystems and biodiversity.

Disclosure Advice	Reporting Sections
Environmental compliance management	Green Operations, Shared Climate Responsibility - Environmental Compliance Management
Section 3 Resource Utilization and Circular Economy	
Energy utilization	Green Operations, Shared Climate Responsibility - Addressing Climate Change
Water resources utilization	Green Operations, Shared Climate Responsibility - Economical Use of Resources
Circular economy	Green Operations, Shared Climate Responsibility - Economical Use of Resources
Chapter IV Social Disclosure	
Section 1 Rural Revitalization and Social Contributions	
Rural revitalization	Talent Foundation, Value Co-creation - Contributions to the Society
Contributions to the society	Talent Foundation, Value Co-creation - Contributions to the Society
Section 2 Innovation and Ethics of Science and Technology	
Innovation	Innovation Empowerment, Quality Assurance - Innovation-Driven
Ethics of science and technology	Innovation Empowerment, Quality Assurance - Research and Development Ethics
Section 3 Suppliers and Customers	
Supply chain safety	Innovation Empowerment, Quality Assurance - Supply Chain Safety
Equal treatment of SMEs	As of the end of the reporting period, the Company's balance of accounts payable (including notes payable) and the amount of overdue payments are detailed in the <i>2025 Annual Report of the Hangzhou Tigermed Consulting Co., Ltd.</i>
Product and service safety and quality	Innovation Empowerment, Quality Assurance - Service Quality Management
	Innovation Empowerment, Quality Assurance - Customer Relationship Management
Data security and customer privacy	Compliance Advancement, Sustainable Growth - Information Security and Privacy Protection

Disclosure Advice	Reporting Sections
Section 4 Employees	
Employees	Talent Foundation, Value Co-creation - Talent Growth and Development
	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	Talent Foundation, Value Co-creation - Diversity, Equity, and Inclusion
Chapter V Disclosure of Sustainability-Related Governance Information	
Section 1 Sustainability-Related Governance	
Due diligence	Sustainable Development Management -Materiality Analysis
Stakeholder communication	Sustainable Development Management - Stakeholder Engagement
Section 2 Business Practices	
Anti-commercial bribery and anti-corruption	Compliance Advancement, Sustainable Growth - Business Ethics
Fair competition	Compliance Advancement, Sustainable Growth - Business Ethics
Chapter VI Supplementary Provisions and Interpretation	Report Index
	Assurance Statement
Topics Subject to Self-disclosure	
Board governance efficacy	Efficient Governance, Empowering Development - Board Governance Efficacy
Intellectual property protection	Compliance Advancement, Sustainable Growth - Intellectual Property Protection
Responsible marketing	Innovation Empowerment, Quality Assurance - Customer Relationship Management

### Global Sustainability Standards Board (GSSB) GRI Standards 2021

<b>Statement of use</b>	Tigermed has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025, with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	No applicable industry standards exist.

Disclosure	Disclosure Topics	Reporting Sections
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Tigermed - Company Profile
	2-2 Entities included in the organization's sustainability reporting	Notes on Report Preparation
	2-3 Reporting period, frequency and contact point	Notes on Report Preparation
	2-4 Restatements of information	ESG Data Tables and Notes Terminology Notes on Report Preparation
	2-5 External assurance	Assurance Statement
	2-6 Activities, value chain and other business relationships	About Tigermed - Main Business
	2-7 Employees	ESG Data Tables and Notes - Employees
	2-8 Workers who are not employees	ESG Data Tables and Notes - Employees
	2-9 Governance structure and composition	Sustainable Development Management - Sustainable Development Governance Efficient Governance, Empowering Development - Board Governance Efficacy
	2-10 Nomination and selection of the highest governance body	Efficient Governance, Empowering Development - Board Governance Efficacy
	2-11 Chair of the highest governance body	Efficient Governance, Empowering Development - Board Governance Efficacy
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainable Development Management - Sustainable Development Governance Efficient Governance, Empowering Development - Board Governance Efficacy
	2-13 Delegation of responsibility for managing impacts	Sustainable Development Management - Sustainable Development Governance
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Development Management - Sustainable Development Governance
	2-15 Conflicts of interest	Compliance Advancement, Sustainable Growth - Business Ethics
	2-16 Communication of critical concerns	Sustainable Development Management - Sustainable Development Governance
	2-17 Collective knowledge of the highest governance body	Sustainable Development Management - Sustainable Development Governance

Disclosure	Disclosure Topics	Reporting Sections
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Sustainable Development Management - Sustainable Development Governance
	2-19 Remuneration policies	Efficient Governance, Empowering Development - Board Governance Efficacy
	2-20 Process to determine remuneration	Efficient Governance, Empowering Development - Board Governance Efficacy
	2-22 Statement on sustainable development strategy	Leaders' Messages Sustainable Development Management - Sustainable Development Concept
	2-23 Policy commitments	Compliance Advancement, Sustainable Growth Talent Foundation, Value Co-creation
	2-24 Embedding policy commitments	Compliance Advancement, Sustainable Growth - Business Ethics
	2-25 Processes to remediate negative impacts	Compliance Advancement, Sustainable Growth - Business Ethics Talent Foundation, Value Co-creation - Employee Rights and Benefits
	2-26 Mechanisms for seeking advice and raising concerns	Compliance Advancement, Sustainable Growth - Business Ethics
	2-27 Compliance with laws and regulations	Efficient Governance, Empowering Development Compliance Advancement, Sustainable Growth Innovation Empowerment, Quality Assurance Talent Foundation, Value Co-creation Green Operations, Shared Climate Responsibility
	2-28 Membership associations	Talent Foundation, Value Co-creation - Industry Development
GRI 3: Material Topics 2021	2-29 Approach to stakeholder engagement	Sustainable Development Management - Stakeholder Engagement
	2-30 Collective bargaining agreements	Talent Foundation, Value Co-creation - Diversity, Equity, and Inclusion
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainable Development Management - Materiality Analysis
	3-2 List of material topics	Sustainable Development Management - Materiality Analysis
<b>Economic Performance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Innovation Empowerment, Quality Assurance - Innovation - Driven Green Operations, Shared Climate Responsibility - Addressing Climate Change
	201-2 Financial implications and other risks and opportunities due to climate change	Green Operations, Shared Climate Responsibility - Addressing Climate Change
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	Innovation Empowerment, Quality Assurance - Innovation - Driven

Disclosure	Disclosure Topics	Reporting Sections
<b>Indirect Economic Impacts</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Industry Development Talent Foundation, Value Co-creation- Contributions to the Society
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Talent Foundation, Value Co-creation - Industry Development Talent Foundation, Value Co-creation- Contributions to the Society
<b>Procurement Practices</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Innovation Empowerment, Quality Assurance - Supply Chain Safety
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Innovation Empowerment, Quality Assurance - Supply Chain Safety
<b>Anti-corruption</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Compliance Advancement, Sustainable Growth - Business Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Compliance Advancement, Sustainable Growth-Business Ethic
	205-2 Communication and training about anti-corruption policies and procedures	Compliance Advancement, Sustainable Growth-Business Ethic ESG Data Tables and Notes - Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Compliance Advancement, Sustainable Growth - Business Ethics ESG Data Tables and Notes - Business Ethics
<b>Anti-competitive Behavior</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Compliance Advancement, Sustainable Growth - Business Ethics
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance Advancement, Sustainable Growth - Business Ethics ESG Data Tables and Notes - Business Ethics
<b>Energy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Green Operations, Shared Climate Responsibility-Economical Use of Resources
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Data Tables and Notes - Environment
	302-3 Energy intensity	ESG Data Tables and Notes - Environment

Disclosure	Disclosure Topics	Reporting Sections
<b>Water and Effluents</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Green Operations, Shared Climate Responsibility - Economical Use of Resources
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Green Operations, Shared Climate Responsibility- Economical Use of Resources ESG Data Tables and Notes - Environment
	303-3 Water withdrawal	ESG Data Tables and Notes - Environment
<b>Emissions</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Green Operations, Shared Climate Responsibility - Addressing Climate Change
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Green Operations, Shared Climate Responsibility - Addressing Climate Change ESG Data Tables and Notes - Environment
	305-2 Energy indirect (Scope 2) GHG emissions	Green Operations, Shared Climate Responsibility - Addressing Climate Change ESG Data Tables and Notes - Environment
	305-3 Other indirect (Scope 3) GHG emissions	Green Operations, Shared Climate Responsibility - Addressing Climate Change
	305-4 GHG emissions intensity	Green Operations, Shared Climate Responsibility - Addressing Climate Change ESG Data Tables and Notes - Environment
<b>Waste</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Green Operations, Shared Climate Responsibility - Reduction of Pollutant Emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Green Operations, Shared Climate Responsibility-Reduction of Pollutant Emissions ESG Data Tables and Notes - Environment
	306-2 Management of significant waste-related impacts	Green Operations, Shared Climate Responsibility - Reduction of Pollutant Emissions
	306-3 Waste generated	ESG Data Tables and Notes - Environment
<b>Employment</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Employee Rights and Benefits
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Data Tables and Notes - Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Foundation, Value Co-creation - Employee Rights and Benefits

Disclosure	Disclosure Topics	Reporting Sections
<b>Occupational Health and Safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Employee Rights and Benefits
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	403-2 Hazard identification, risk assessment, and incident investigation	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	403-3 Occupational health services	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	403-5 Worker training on occupational health and safety	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	403-6 Promotion of worker health	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Talent Foundation, Value Co-creation - Employee Rights and Benefits
	403-9 Work-related injuries	ESG Data Tables and Notes - Employees
	403-10 Work-related ill health	Talent Foundation, Value Co-creation - Employee Rights and Benefits
<b>Training and Education</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Talent Growth and Development
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Data Tables and Notes - Employees
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Foundation, Value Co-creation - Talent Growth and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Data Tables and Notes - Employees
<b>Diversity and Equal Opportunity</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Diversity, Equity, and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Talent Foundation, Value Co-creation - Diversity, Equity, and Inclusion ESG Data Tables and Notes - Employees
<b>Non-discrimination</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Employee Rights and Benefits Talent Foundation, Value Co-creation - Diversity, Equity, and Inclusion
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Talent Foundation, Value Co-creation - Employee Rights and Benefits Talent Foundation, Value Co-creation - Diversity, Equity, and Inclusion

Disclosure	Disclosure Topics	Reporting Sections
<b>Child Labor</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Talent Foundation, Value Co-creation - Employee Rights and Benefits
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Talent Foundation, Value Co-creation - Employee Rights and Benefits
<b>Forced or Compulsory Labor</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Innovation Empowerment, Quality Assurance - Supply Chain Safety Talent Foundation, Value Co-creation - Employee Rights and Benefits
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Innovation Empowerment, Quality Assurance - Supply Chain Safety Talent Foundation, Value Co-creation - Employee Rights and Benefits
<b>Customer Health and Safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Innovation Empowerment, Quality Assurance - Service Quality Management
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Data Tables and Notes - Compliance Management
<b>Marketing and Labeling</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Innovation Empowerment, Quality Assurance - Customer Relationship Management
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	ESG Data Tables and Notes - Compliance Management
	417-3 Incidents of non-compliance concerning marketing communications	Innovation Empowerment, Quality Assurance - Customer Relationship Management ESG Data Tables and Notes - Compliance Management
<b>Customer Privacy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Development Management - Materiality Analysis Compliance Advancement, Sustainable Growth - Information Security and Privacy Protection
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Data Tables and Notes - Service Quality Management ESG Data Tables and Notes - Compliance Management

# 11 | Terminology

To help stakeholders better understand the disclosed information in this report, we explain the terminology in this report, arranged in alphabetical order.

Abbreviation	Definition
<b>AAALAC</b>	Association for Assessment and Accreditation of Laboratory Animal Care
<b>AI</b>	Artificial Intelligence
<b>AIGC</b>	Artificial Intelligence Generated Content
<b>APL</b>	Audit Program Lead
<b>BD</b>	Business Development
<b>BCP</b>	Business Continuity Planning
<b>BDS</b>	Business Development System
<b>CAPA</b>	Corrective and Preventive Actions
<b>CCMS</b>	Clinical Coordinator Management System
<b>CDP</b>	Carbon Disclosure Project
<b>CNAS</b>	China National Accreditation Service
<b>CMA</b>	China Metrology Accreditation
<b>CMAC</b>	Beijing Collaboration Medical Advance Center
<b>CRA</b>	Clinical Research Associate
<b>CRC</b>	Clinical Research Coordinator
<b>CRO</b>	Contract Research Organization

Abbreviation	Definition
<b>CSR</b>	Clinical Study Report
<b>CTCM</b>	Clinical Trial Centralized Monitoring
<b>CTMS</b>	Clinical Trial Management System
<b>CTRM</b>	Clinical Trial Remote Monitoring
<b>CVS</b>	Curriculum Vitae System
<b>DCT</b>	Decentralized Clinical Trials
<b>DE&amp;I</b>	Diversity, Equity and Inclusion
<b>DLP</b>	Data Leakage Prevention
<b>DIA</b>	Drug Information Association
<b>DPO</b>	Data Protection Officer
<b>DRP</b>	Disaster Recovery Planning
<b>EAP</b>	Employee Assistance Program
<b>eCPM</b>	eClinical Trial Patient Management
<b>eCTD</b>	Electronic Common Technical Document
<b>EDC</b>	Electronic Data Capture
<b>EHS</b>	Environment, Health and Safety
<b>EPS</b>	Expanded Polystyrene

Abbreviation	Definition
<b>ESG</b>	Environmental, Social and Governance
<b>ESMO</b>	European Society for Medical Oncology
<b>ESR</b>	Electronic Source Record
<b>E-SITE</b>	Excellent Site
<b>GCP</b>	Good Clinical Practice
<b>GDPR</b>	General Data Protection Regulation
<b>GRI</b>	Global Reporting Initiative
<b>GxP</b>	Good x Practice
<b>GMP</b>	Good Manufacturing Practice
<b>GMPO</b>	Good Manufacturing Practice Officer
<b>IACUC</b>	Institutional Animal Care and Use Committee
<b>ICH</b>	International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use
<b>IDC</b>	Internet Data Center
<b>IDP</b>	Individual Development Plan
<b>IFRS S2</b>	International Financial Reporting Standard S2 Climate-related Disclosures
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>KPI</b>	Key Performance Indicator
<b>LED</b>	Light Emitting Diode
<b>MBA</b>	Master of Business Administration

Abbreviation	Definition
<b>MRCT</b>	Multi-Regional Clinical Trial
<b>NMPA</b>	National Medical Products Administration
<b>NGFS</b>	Network for Greening the Financial System
<b>OA</b>	Office Automation
<b>PDCA</b>	Plan, Do, Check and Act
<b>PD</b>	Protocol Deviation
<b>PhiOS</b>	Pharmacovigilance-intelligence-Insight/Improved Overview System
<b>PIP</b>	Performance Improvement Plan
<b>PM</b>	Project Manager
<b>PMP</b>	Project Management Professional
<b>PSCI</b>	Pharmaceutical Supply Chain Initiative
<b>PV</b>	Pharmacovigilance
<b>QA</b>	Quality Assurance
<b>QMS</b>	Quality Management System
<b>QSD</b>	Quality System Documentation
<b>RA</b>	Regulatory Affairs
<b>RBQC</b>	Risk-based Quality Control
<b>RBQM</b>	Risk-based Quality Management
<b>REMIIND</b>	Regional Model of Investments and Development
<b>SBTi</b>	Science Based Targets initiative

Abbreviation	Definition
<b>SDGs</b>	Sustainable Development Goals
<b>SME</b>	Subject Matter Expert
<b>SOP</b>	Standard Operating Procedure
<b>SRM</b>	Supplier Relationship Management
<b>SSA</b>	Self Service Analysis
<b>TELP</b>	Tigermed E-learning Platform
<b>TLT-QMS</b>	Talent Quality Management System
<b>TMF</b>	Trial Master File
<b>TSA</b>	Tigermed Secure Apps
<b>UPS</b>	Uninterruptible Power Supply

## 12 | Notes on Report Preparation

This is the eighth Sustainability Report issued by Tigermed, which discloses the practices and progress of the Company in the economic, environmental, and social fields to all key stakeholders.

### Report Scope

This report covers Hangzhou Tigermed Consulting Co., Ltd. and its subsidiaries. Unless otherwise specified, it is consistent with the scope of consolidated financial statements of Tigermed's (stock code: 300347.SZ/3347.HK) annual report.

### Name of Subsidiaries and Their Abbreviations in the Report

Major Subsidiaries	Abbreviation in the Report
Hangzhou Tigermed Consulting Co., Ltd.	Tigermed, the Company, or We
Tigermed SRL.	Tigermed SRL.
Frontage Holdings Corporation	Frontage Holdings
Hangzhou Tigermed-Jyton Testing Co., Ltd.	Jyton Testing
Beijing Yaxincheng Medical InfoTech Co., Ltd.	Beijing Yaxincheng
Teddy Clinical Research Laboratory (Wuxi) Co., Ltd. Teddy Clinical Research Laboratory (Shanghai) Co., Ltd.	Teddylab
DreamCIS Inc.	DreamCIS
Shanghai Bioquick Pharmaceutical Supply Chain Management Co., Ltd.	Bioquick
Hangzhou Taya Language Technology Co., Ltd.	Taya
Hangzhou Simo Co., Ltd.	Simo
Hangzhou Yibai Health Management Co., Ltd.	Yibai Health

## Reporting Period

This report is an annual report covering the period from January 1, 2025 to December 31, 2025. Part of the statement contains issues beyond this scope, which have been explained in corresponding sections.

## Basis of Compilation

This report is compiled in accordance with the *Environmental, Social and Governance Reporting Code* issued by the HKEX, the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* and the *Guidelines for the Self-Regulatory Supervision of Listed Companies No. 2 - Standardized Operation of GEM Listed Companies* (revised in 2025). Moreover, this report also follows the *GRI Standards (2021)* issued by the GSSB.

## Principles of Reporting

This report follows the reporting principles of the *Environmental, Social and Governance Reporting Code* issued by HKEX, including:

- **Materiality**

According to this principle, this report determines the topics to be focused on through stakeholder research and materiality analysis, and focuses on matters related to environmental, social, and governance that may have a significant impact on investors and other stakeholders.

- **Quantitative**

In accordance with this principle, this report discloses key quantitative performance indicators. Quantitative information is measured using standardized terminology, units, and methodologies that are widely recognized both domestically and internationally. Where data is cited, the source is clearly indicated.

- **Balance**

According to this principle, the contents of this report reflect objective facts and disclose indicators involving both positive and negative information.

- **Consistency**

According to this principle, this report explains the meaning of key ESG quantitative indicators and the calculation basis and assumptions. Meanwhile, the indicators used in the report are as consistent as possible across different reporting periods to reflect the trends of performance levels.

## Data Description

The data and cases in the report are derived from the original records of the actual operation or financial reports of the Company.

The financial data in the report are in RMB. In case of any discrepancy, the financial report shall prevail.

## Reliability Commitment

Tigermed assures that the report contains no false records, misleading statements, or material omissions. The Board of Directors is responsible for the ESG strategy, management, and reporting.

For Hangzhou Tigermed Consulting Co., Ltd. and its subsidiaries covered in this report, no major violations or non-compliance incidents that should have been disclosed but were not identified through publicly available sources, including the Shanghai Blue Eco-Chain, Credit China, and China Judgments Online<sup>1</sup>.

## Contact Information

Tigermed Compliance and ESG Committee Email: [ESG\\_group@tigermedgrp.com](mailto:ESG_group@tigermedgrp.com)

Note 1: In this report, unless otherwise stated, "material" refers to major risk situations, major incidents, negative events, and significant administrative penalties as determined by Article 8.2.5 of the *ChiNext Listing Rules* (revised in 2025).

# 13 | Assurance Statement



## ASSURANCE STATEMENT

### REPORT ON SUSTAINABILITY ACTIVITIES IN THE HANGZHOU TIGERMUD CONSULTING CO., LTD.'S SUSTAINABILITY REPORT FOR 2025

#### NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Hangzhou Tigermud Consulting Co., Ltd. (hereinafter referred to as Tigermud) to conduct an independent assurance of the Sustainability Report for 2025 (Chinese version) for the period of January 1, 2025 to December 31, 2025.

#### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Tigermud's Stakeholders.

#### RESPONSIBILITIES

The sustainability information in the Sustainability Report for 2025 and its presentation are the responsibility of Tigermud's ESG governing body and the management. SGS-CSTC has not been involved in the preparation of any of the material included in the Sustainability Report for 2025.

Our responsibility is to express an opinion on the sustainability performance information within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

#### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS Group ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the ISAE 3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
ISAE 3000	Limited

#### SCOPE OF ASSURANCE

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria
GRI Standards 2021 (With Reference to)
Appendix C2 Environmental, Social and Governance Reporting Code of Listing Rules published by Hong Kong Exchanges and Clearing Limited (HKEX)
Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)



#### Specific performance information and disclosure included in the validation scope

The verification covers the quality, accuracy, and reliability of designated performance information in the assessment report, as well as the validation of 'ESG data tables and accompanying notes' within the report, the key performance highlights are summarized as follows:

Environmental indicators	Social indicators	Governance indicators
Per capita energy consumption Total water consumption Total hazardous waste generated Total non-hazardous waste generated Scope 1 (direct) GHG emissions Scope 2 (indirect) GHG emissions Scope 3 GHG emissions	The number of employees who died due to work-related reasons Lost Time Injury Frequency Rate (LTIFR) per million man-hours worked Supplier code of conduct signatory rate	Percentage of employees covered by business ethics training

#### ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees on-site at No. 508, Lujiatan Street, Puyan Street, Binjiang District, Hangzhou City, Zhejiang Province, P.R. China, including documentation and record review and validation where relevant. This assurance engagement was restricted to the group level of Tigermud and did not include traceability of all original data from subordinate institutions.

#### LIMITATIONS AND MITIGATION

Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emissions related data in the Sustainability Report for 2025 has not been undergone verification by an independent third-party auditor. In the context of the present assurance engagement, our procedures were limited to sample-based validation. The environmental and social data related to Frontage Holdings presented in the 'ESG Data Tables and Notes' section of the report has not undergone independent verification.

#### STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Tigermud, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

#### FINDINGS AND CONCLUSIONS

##### ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, no inaccuracies or reliability issues were identified within the scope of the sustainability performance information covered by the Tigermud's Sustainability Report for 2025.

##### ADHERENCE TO GRI STANDARDS 2021

The assurance team concludes that the Tigermud's Sustainability Report for 2025 has been prepared with reference to the requirements of GRI Standards 2021.



#### ADHERENCE TO APPENDIX C2 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE OF LISTING RULES PUBLISHED BY HKEX

The assurance team concludes that the Tigermud's Sustainability Report for 2025 has been prepared in accordance with the requirements of Appendix C2 Environmental, Social and Governance Reporting Code of Listing Rules published by HKEX.

#### ADHERENCE TO CONTINUOUS SUPERVISORY GUIDELINES NO. 17 FOR COMPANIES LISTED ON SHENZHEN STOCK EXCHANGE—SUSTAINABILITY REPORT (FOR TRIAL IMPLEMENTATION)

The assurance team concludes that the Tigermud's Sustainability Report for 2025 has been prepared in accordance with the requirements of Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation).

#### Signed:

For and on behalf of SGS-CSTC

David Xin  
Sr. Director – Business Assurance  
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Haidian District, Beijing, P.R. China

Mar. 25<sup>th</sup>, 2026  
WWW.SGS.COM



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