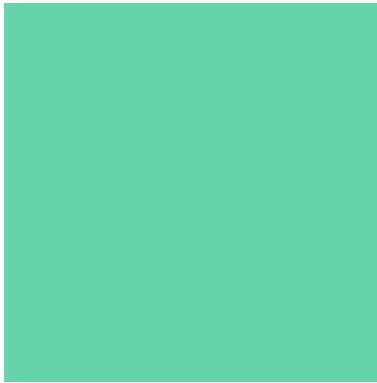
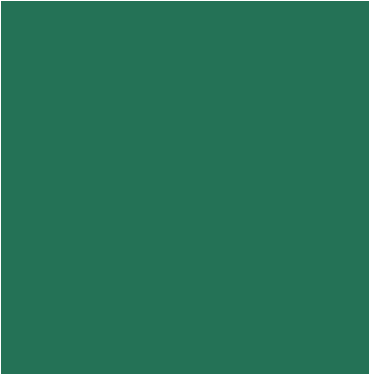


Tigermed Group



# Embracing Diversity and Inclusion in the Workplace

**Tigermed Diversity, Equity and Inclusion (DE&I) Report 2023**

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We are committed to fostering an inclusive work environment where every employee feels valued and experiences a deep sense of belonging.



# Our ongoing success is rooted in the diversity of our people and our commitment to ensuring an inclusive culture.

Our people are fundamental to delivering superior research services and achieving better patient outcomes. Embracing diversity, equity, inclusion, and belonging, along with leading talent management practices and a genuine focus on our employees' well-being and safety, we harness our collective potential.

Our vision for DE&I is deeply rooted in our commitment to challenge injustices, combat discrimination, and break down the barriers of prejudice. We strive to be a beacon of inspiration, advocating for equity and inclusion in every facet of our operations—from our internal workplace culture to the impactful work we do worldwide.

Tigermed is composed of diverse talents and backgrounds. We are steadfast in our commitment to creating an environment that not only recognizes but celebrates this diversity in its various forms. We firmly believe that an inclusive culture enriches our company and is imperative for spurring innovation and achieving excellence in clinical research and development.



## Diversity

### Global Diversity and Employee Empowerment at Tigermed

Our workforce, spread across more than 180+ locations and service networks in 30+ countries, reflects a dynamic spectrum of racial and ethnic diversity. This is more than a statistic – an embodiment of our commitment to inclusivity and equal opportunity, allowing every individual's unique background to contribute to and enhance our collective achievements.

10,000+

Employees  
Worldwide

180+

Global Locations &  
Service Networks

30+

Countries in APAC, EMEA, North  
America, Latin America

This extensive global footprint underscores our dedication to reflecting the cultural richness of the communities we serve, fortifying our organizational structure, and nurturing our innovative spirit.

The diversity of our teams is critical to our success. As a global operation, we deliberately structure teams to be diverse to support the delivery of our customers' research development programs across multiple geographies and communities.

At Tigermed, our 85%+ retention rate of key domestic clinical trial staff — well above industry standards — serves as a testament to the strength of our inclusive culture and supportive environment. This impressive statistic not only showcases our success in retaining top talent but also speaks to a workplace culture that encourages long-term career growth and personal fulfillment.

## Inclusion

### Fostering a Culture of Inclusion in Tigermed

Inclusion is all about inviting people to come together to meaningfully contribute and create a sense of belonging. Guided by our inclusion principles, we are proactive in delivering diversity policy training, an initiative that bolsters the inclusion and advancement of women and minority groups within our ranks. In 2023, our comprehensive Tigermed Labor Standards and Code of Conduct training, which prominently includes our Diversity Policy, reached 100% of our employees through our online platform.

Moreover, Tigermed actively engages in extensive employee engagement and satisfaction studies, utilizing surveys and interviews to gauge and understand our team's contentment and aspirations regarding their work environment and career progression.

We take great pride in cultivating an inclusive work atmosphere that not only listens but also acts. Our **"Four-Season Tea Gathering"**, **"Coffee Chat"**, **"CEO TALK"** initiatives are more than just events; they are integral parts of our community that encourage the exchange of cultural insights and experiences, nurturing a collective environment of respect and understanding.



▲ Four-Season Tea Gathering in June 2023  
Beijing, China



▲ Team Tigermed at ESMO 2023 Annual  
Conference | Barcelona, Spain

# Equity

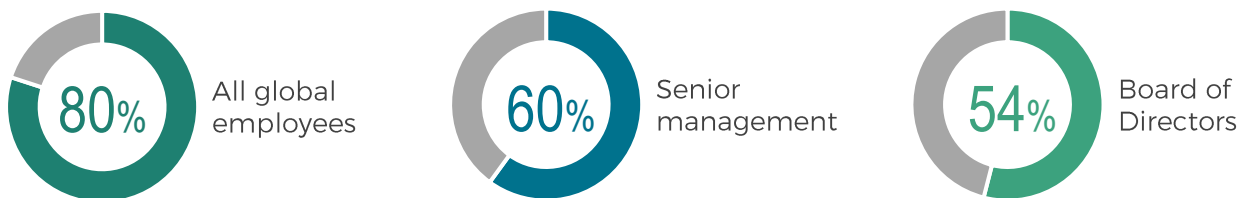
## Advancing Equity and Gender Diversity at Tigermed

At the heart of Tigermed's principles is an unwavering dedication to equity. Our corporate policies rigorously enforce the highest labour standards, guaranteeing equal treatment and opportunities for all employees. This includes a Zero-Tolerance Policy towards all forms of harassment, including sexual harassment, and any physical or verbal violence. Our commitment to equity transcends mere agreements and becomes a tangible practice within our organization, ensuring a workplace that upholds justice and equality for every individual.

Our global operations reflect gender diversity, with women making up more than **80%** of our workforce and more than **60%** of senior management. These figures are not just a point of pride but a reflection of women's crucial role at Tigermed, from the frontline of healthcare research to strategic leadership roles. The gender composition of our Board of Directors, with women holding **54%** of the seats, is a powerful indicator of our dedication to gender equality, which resonates across all levels of our organization.

Our proactive recruitment strategies ensure that at least **50%** of our annual new hires are women, reinforcing our commitment to a gender-balanced workforce and equitable career opportunities for everyone.

### Women in Tigermed (Global)



▼ Women thrive at Tigermed because of our inclusive values and great leadership opportunities.



"I learned of Tigermed when I went to a career fair at the college I used to attend. There I met a Tigermed colleague who told me more about the corporate culture and the position information. During our conversation, I discovered that Tigermed, as a diverse international CRO company, captured my attention in many ways. On one hand, Tigermed is dedicated to achieving a work-life balance for employees, emphasizing employee well-being. On the other hand, 63% of the senior management at Tigermed are women, which made me believe that I will have the opportunity for growth and progress here."

---*Clinical Research Associate, Tigermed America*

## Supporting Employee Development and Well-Being

Tigermed's commitment to nurturing a culture of learning and growth is embodied in our comprehensive range of training programs designed for employees at all levels:

- **New Employee Orientation:** A tailored program for new recruits that introduces Tigermed's culture, work ethos, and essential workplace skills, ensuring a smooth transition into the company.
- **Professional Skills Training:** This is a wide-ranging program covering over 400 courses aimed at enhancing the job-specific skills of employees from each business unit.
- **External Training:** Open to all employees, this program offers training on demand in critical areas such as Good Clinical Practice (GCP) and Project Management Professional (PMP) certification, fostering professional development and external recognition of expertise.

These programs complement our tiered leadership development initiatives, which include the **Executive Leadership Program (ELP)** for senior managers, the **Advanced Leadership Program (ALP)** for middle management, and the **Foundational Leadership Program (FLP)** for newly promoted managers, catering to the nuanced needs of different leadership levels.

Combined with these training initiatives, Tigermed understands that mental health is paramount. Our comprehensive **Employee Assistance Program (EAP)** is an essential pillar of our DE&I strategy. The EAP addresses the full spectrum of employee needs, affirming our commitment to an inclusive workplace where every individual's psychological well-being is supported.



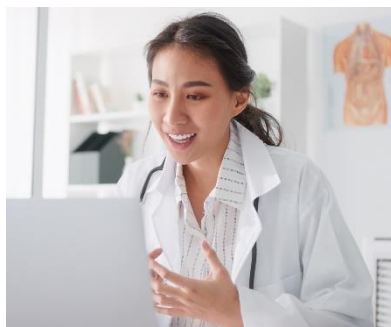
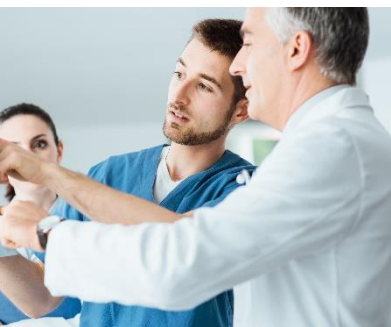
“As a member of the Tigermed family and Dream CIS, I have been learning to maintain a positive mindset and work collaboratively with team members. Additionally, I am adept at employing skills like empathy to handle work tasks effectively.”

**General Affairs Officer,  
DreamCIS**



“With the support and guidance of my LM, I'm fortunate to collaborate with an outstanding team on projects in Australia and the United States, learning from their valuable experiences and becoming an independent and confident CRA.”

**Clinical Research Associate  
Tigermed Pakistan**



## Ensuring Fair and Ethical Employment Practices at Tigermed

Tigermed has established a complete and standardized human resources management system to protect the rights and interests of employees.

Tigermed adheres to principles of legal compliance, equality, justice, and non-discrimination in its recruitment process, actively working to eliminate all forms of discrimination, child labour, and human trafficking.

In 2023, there were no incidents of child labour, forced labour, or legal violations related to employment practices. Any violations discovered are met with immediate legal action and appropriate disciplinary measures.



## Supporting Women's Career and Personal Growth at Tigermed

At Tigermed, women make up more than half of our employees, and we are steadfast in addressing their unique career and life challenges. Our commitments in China include signing the Special Collective Contract for the Protection of the Rights and Interests of Female Employees to ensure equal career development opportunities and adhere to the principle of equal pay for equal work.

To further support our female staff, we offer additional holidays and benefits, including various types of leave that meet or exceed local standards, as well as the highest maternity allowance in Mainland China. We also ensure a family-friendly workplace with flexible working arrangements for pregnant employees, in-office nursing rooms, and diverse health education sessions focusing on women's well-being.

## Embracing Growth and Excellence in DE&I at Tigermed

Tigermed's vision for the future is anchored in a commitment to permanently enhancing our diversity, equity and inclusion (DE&I) efforts. Recognizing the changing landscape of DE&I, we are committed to continually evolving our policies and practices to meet the evolving aspirations of our diverse workforce and customers.

As we advance on this path, Tigermed's pursuit of excellence in DE&I is more than a quest for accolades—it is an intrinsic part of our identity, driving us toward a future where diversity, equity, and inclusion are not just aspirations but realities. The progress we have made so far paves the way for a workplace that not only celebrates diversity but fosters a sense of belonging, respect and empowerment for every individual. This is the essence of our journey to become a model for a truly inclusive global workplace.

For more information about Tigermed DEI initiatives and policies:  
[marketing@tigermedgrp.com](mailto:marketing@tigermedgrp.com)



[www.tigermedgrp.com](http://www.tigermedgrp.com)