



HANGZHOU TIGERMED CONSULTING CO., LTD.
COMPLIANCE AND ESG MANAGEMENT COMMITTEE
ANNOUNCEMENT OF RELEVANT OFFICERS'
SUSTAINABLE REMUNERATION POLICY

The Compliance and ESG Management Committee, in accordance with the Company's current overall compliance and ESG strategies as well as the development and implementation of its management systems, has formulated this Sustainable Remuneration Policy for relevant officers. This is to accelerate the improvement of the Company's compliance and sustainable development capabilities, and to continuously optimize the Company's ESG management and performance.

Ms. Xiaochun Cao, Director, Chief Executive Officer (CEO) and Chairman of the Compliance and ESG Management Committee.

She was appointed by the Board of Directors on April 12, 2022 as Chairman of the Compliance and ESG Management Committee, and is responsible for chairing the work of the Committee and reporting regularly to the Board of Directors.

Ms. Shuang Mo

She was appointed by the Compliance and ESG Management Committee on January 3, 2025 to serve as Chief Compliance Officer (CCO), reporting to and accountable to the Committee.

With regard to the above relevant officers of the Compliance and ESG Management Committee, the sustainable remuneration component of their variable remuneration is announced as follows:

Officers	Sustainable Remuneration Policy ¹	Contents of Sustainable Remuneration Policy
Director, CEO, Chairman of the Compliance and ESG Management Committee	ESG management performance accounts for [20 %] of her total annual performance-based compensation	<p>1. Achievement of ESG targets</p> <p>The Company takes the progress or achievement of ESG targets as the primary factor for performance assessment.</p> <p>(1) Employee diversity management target: Female employees shall account for no less than 50% of the Company's new employees each year.</p> <p>(2) Key quantitative environmental performance indicators:</p> <ul style="list-style-type: none"> • By 2025, the Company's per capita water consumption will be reduced by 30% compared with 2019; • By 2025, the Company's per capita comprehensive energy consumption will be reduced by 15% compared with 2019; • By 2025, the Company's per capita GHG emissions will be reduced by 15% compared with 2019. <p>2. External ESG ratings</p> <p>The Company takes the maintenance or improvement of external ESG ratings as a primary factor for performance assessment.</p> <p>3. Promotion and improvement of the Company's compliance and ESG management systems.</p>
COO	ESG management performance accounts for [20 %] of her total annual performance-based compensation	

Compliance and ESG Management Committee
January 3, 2025

¹ This Sustainable Remuneration Policy (V2.0) is based on the Company's business and strategic situation of the current year.