



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

The Compliance and ESG Management Committee, based on the Company's current overall compliance and ESG strategies and management systems construction and promotion, has formulated this Sustainable Remuneration Policy for the relevant officers in order to accelerate the improvement of the Company's level of compliance and sustainable development, and to continuously optimize the Company's ESG management and performance.

Ms. Xiaochun Cao, Director, Chief Executive Officer (CEO) and the Chairman of the Compliance and ESG Management Committee. She was appointed by the Board of Directors on April 12, 2022 as the 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.

Mr. Alan Liu, Vice President (VP) , Chief Compliance Officer (COO) of the Company. He was appointed by the Compliance and ESG Management Committee on April 12, 2022 to serve as the COO, responsible to the Committee and reporting regularly to the Committee.

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

Officers	Sustainable Remuneration Policy 1	Contents of Sustainable Remuneration Policy
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¹ This Sustainable Remuneration Policy (V1.0) is based on the Company's business and strategic situation of the current year.

<p>Director, CEO, the Chairman of the Compliance and ESG Management Committee</p>	<p>ESG management performance accounts for [20 %] of her overall annual compensation performance</p>	<p>1. Performance of ESG targets. The Company shall take the progress or achievement of ESG targets as the main factor for performance assessment.</p> <p>(1) Employee diversity management target: the Company will have no less than 50 % female employees among new employees each year.</p> <p>(2) Environmental quantitative key performance indicators: By 2025, the</p>
<p>VP ,COO</p>	<p>ESG management performance accounts for [20 %] of his/her overall annual compensation performance</p>	<p>Company's per capita water consumption will be 30% less than in 2019; By 2025, the Company's per capita integrated energy consumption will be 15% less than in 2019; By 2025, the Company's per capita GHG emissions will be 15% less than in 2019.</p> <p>2. External ESG ratings. The Company considers whether the external ESG ratings can be maintained or improved as the main factor for performance assessment.</p> <p>3. Promotion and improvement of the Company's compliance and ESG system.</p>