

TIGERMED LABOR STANDARDS

Hangzhou Tigermed Consulting Co., Ltd. (“**Tigermed**” or the “**Company**”) considers its employees to be its most important resource and is committed to treating all employees with dignity and respect. In each location where Tigermed conducts business, it complies with local laws governing the employment relationship. Additionally, Tigermed is committed to recognizing the following human rights and labor principles throughout its global organization.

Child Labor

The Company does not employ children under the legal age for employment in any location.

Forced Labor and Human Trafficking

The Company believes that all employees should have the right to voluntarily elect whether to be employed by the Company. Tigermed prohibits the use of all forms of forced labor and will not tolerate physically abusive disciplinary practices, including prison labor, indentured labor, bonded labor, slave labor and any form of human trafficking.

Harassment and Discrimination

The Company is committed to providing all employees with a professional working environment which is free from unlawful forms of discrimination and harassment. Tigermed makes every effort to eliminate discrimination based on age, gender, race, nationality, disability, sexual orientation, or any other characteristic protected by law. The Company has zero tolerance for all kinds of harassment such as sexual harassment, and bans any physical and verbal violence against individuals including behaviors that are sexual, coercive, threatening, abusive or exploitative.

Work Hours, Wages and Benefits

Tigermed provides employees with wages and benefits no less than the statutory minimum one in locality. Salaries of employees are adjusted annually. The Company complies with applicable laws and industry regulations on working hours.

Health and Safety

The Company provides and maintains for all employees a safe and healthy working environment which meets or exceeds applicable local standards for occupational safety and health.

Equal Opportunity

The Company promotes equal opportunity for all employees irrespective of skin color, race, nationality, disabilities, religion, sex, sexual orientation, citizenship or age or any other characteristic protected by law. Meanwhile, Tigermed provides employees or job hunters with equal opportunities on fronts of employment, training, wages, benefits, internal transfer channels and career development, and is committed to making all employment decisions based on the facts and individual merit.

Speak-Up

The Company fosters an open work environment where employees feel safe to speak up, express their ideas, concerns, and issues, without fear of retaliation.

Freedom of Association and Political Rights

As far as legally possible, Tigermed recognizes the political rights of employees such as freedom of association, collective bargaining and free elections, as well as their right to join, form or not join a labor organization. The Company is committed to friendly dialogue and collective bargaining with labor organizations or employee representatives.

Diversity

Tigermed calls for diversity, because the originality of employees and external business partners is deemed as the source and crucial element for our success. Under the supervision of the Chief Human Resources Officer, the Company conducts regular training on diversity policies and supports the employment and development of female employees and other minority groups at Tigermed.

Recruitment Practices

The Company eliminates all types of discrimination in the recruitment process, avoids the use of misleading or fraudulent recruitment practices and the charging of recruiting fees; and by communicating all key terms and conditions of employment. The Company is committed to a minimum of 50% female recruitment of new employees each year.

Privacy

The Company respects each individual's personal dignity and privacy and rights, and by conducting our business in accordance with the Company's privacy values.

This policy is to be regularly reviewed and updated as necessary. The first published version for stakeholders was available on 2 April 2022.