

**TIGERMED:  
INAUGURATING A NEW ERA**



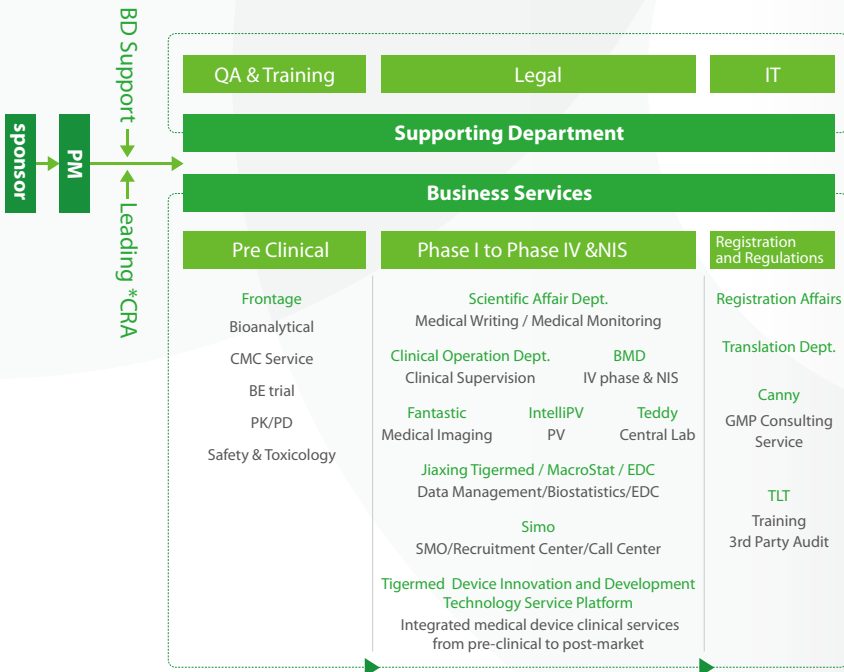
**2012-2018**

Corporate Social Responsibility Summary Report

## About Us

Hangzhou Tigermed Consulting Co., Ltd (Hereinafter referred to as “Tigermed”) is a leading Contract Research Organization (CRO) dedicated in whole range of clinical trial services for new drugs development. We provide professional services for the whole process of clinical research of innovative drugs, medical devices, biotechnology related products for domestic and international pharmaceutical as well as medical device enterprises. Our goal is to mitigate the R&D risk, advance the R&D process, maximize value of customers’ R&D fund and resources, and accelerate go-to-market products, which enable patients’ access to innovative medicine and medical products at early stage.

Focusing on clinical trials, Tigermed provides one-stop services.



\*CRA(Clinical Research Associate) is the primary contact between the sponsor and the investigator, whose task is to monitor and report trials conduction and to verify research data.

Headquartered in Hangzhou, Tigermed operates **44** subsidiaries, **97** offices across China (including 1 in Hong Kong, China and 1 in Taiwan, China) and **9** overseas offices in Korea, Japan, Malaysia, Switzerland, Romania, Singapore, India, Australia and USA, with over **4500** full time employees as of June 30, 2019. Tigermed has provided services to more than **600** local and global clients with the conduct of over **1500** clinical trials. Tigermed is recognized as “The Innovative Clinical CRO” by the industry, owing to our participation in over **160** innovative drugs.

In 2018

Total assets (RMB)  
**4.28** billion

Revenue (RMB)  
**2.30** billion

Net profit (RMB)  
**472** million



**Ground-breaking (2004-2008)**

Founded in December 2004,  
Tigermed launched its business



**Growing-strong (2009-2012)**

Listed on GEM in August 2012,  
Tigermed embraced a rapid  
growth



**Globalizing (2013 – Present)**

Providing bioanalysis,  
pharmaceutical research,  
pharmacokinetic research, BE and  
other services after the acquisition  
of Frontage in May 2014

## We Devote Ourselves for Human Health

### To ensure quality first

Adhered to the principle of "Quality First", Tigermed has maintained robust business operations in the continuous promotion of the reform of China's drug and medical device review, and approval system, gaining trust from the pharmaceutical research and development industry, and government regulatory agencies.



### To provide quality services



#### To improve customer satisfaction

Providing a full range of solutions to customers domestically and internationally through the extension of industrial chain and the establishment of regional service capacity.

Customer evaluation in 2018

**The Most Valuable Partner**

Sanofi

**The Most Executional Partner**

Beta Pharma

## We Devote Ourselves for Human Health



### To protect rights of consentees

Signing ICF with each consentee and providing health education in various ways.

2 million



RMB 2 million donation to establish Clinical Research Promotion Fund

### To deliver value to pharmaceutical R&D

To focus on providing one-stop services of clinical trials for new drug R&D, bringing more innovative, better medicines and medical products to patients.

88.03 million

In 2018, we invested RMB 88.03 million in R&D to develop our own proprietary technologies (accumulated and preserved in the form of knowledge base), software copyright patents and information systems used to improve efficiency.

Participated in 

development of the first domestically developed drug-Chidamide

Assisted in 

development of the first domestic biosimilar-Rituximab Injection

166

Participated in 166 domestic clinical trials of innovative drugs.

Assisted in 

accomplishment of the registration of GANOVO, the first category 1 of HCV innovative drug

9

9 innovative drugs are accomplished and 6 of them are commercialized (The data is incomplete statistics under the new drug registration classification).

## We Promote Industry Development

To establish platforms to facilitate communications and cooperation domestically and internationally

In 2018, our subsidiary- Frontage (Shanghai) hosted the Ninth (2018) Thematic Forum on Internationalization of Chinese Pharmaceutical Enterprise, during which discussion was conducted regarding the compliance requirements of pharmaceutical R&D, clinical research, production, registration and other technical aspects.

### DIA China Excellence in Service Award

Jessica Liu, VP of Tigermed, was awarded the DIA China Excellence in Service Award at the 10th Anniversary and Awards Ceremony hosted by DIA China in 2018.

### Best Service Award

Dr. Munish Mehra, General Manager of India Data Management Company, a subsidiary of Tigermed, won the Best Service Award at this year's DIA Global Annual Meeting in 2018.

To explore joint clinical centers to optimize the utilization and distribution of clinical research resources

We give great impetus to promote the joint clinical centers with hospitals in third- and fourth-tier cities in China to nurture II-IV clinical research institutes, to promote business model optimization, and to accelerate the clinical trial process.

**255**

There were 255 research centers which have cooperative intent and 87 of them had agreed to sign up in 29 provinces by the end of 2018.

To cooperate with educational institutes to reserve professional talents

In 2018, Tigermed signed the "Order-Type" Internship Agreement with **Pharmaceutical School of Hangzhou Medical College**, focusing on the cultivation of technical talents.

In 2018, Tigermed established Tigermed Innovation Course in **Zhejiang Pharmaceutical College** to advance students' knowledge and skill-sets.

Other institutes: **Nanjing Medical University, Jinan Medical College, and Zhejiang Chinese Medical University**, etc.

## We Care for Employees' Development



To build a professional team

**88%**

88% of employees aged under 35 years old

**87%**

87% of employees who have Bachelors and more advanced degrees

**87%**

87% of employees who have technical expertise



To protect employees' rights and interests

**100%**

100% of employees have signed labor contracts

**100%**

100% of employees have social insurance

**100%**

100% of employees have annual health check



To care about women's development

**80%**

80% of the employees are women

**100%**

100% female employees return to work after maternity leave

**61.54%**

61.54% of senior managers are women

Note: The data was updated until end of 2018

To support career development



To establish and improve the training system

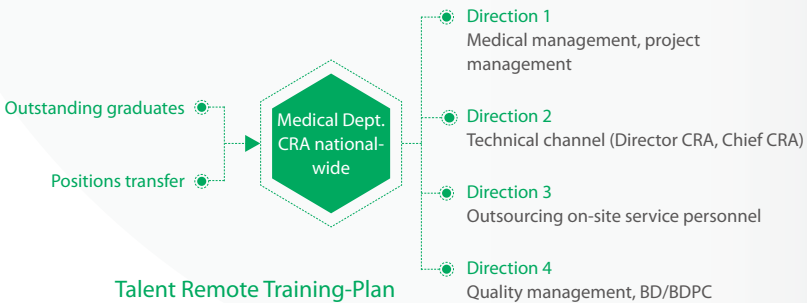
Training curriculum are developed, and training activities are conducted including but not limited to trainings of orientation, professional certification, CRO clinical technology, and management, to improve professional development of employees.



To pave the way for career development

For new graduates and replacements, employees have tailored trainings of project management, technical pathway, on-site outsourcing services, and quality management, etc.

Different development channels are established for different positions. Employees can get promotion opportunities in both technical and management channels according to their abilities and experience.





## We Protect Our Beautiful Homeland

To pursue green development, reducing harms due to operations to our environment, and to further protect our environment

- We advocate the concept of environmental protection and standardize the treatment of office waste and pollutants which are made during new drug research and testing process.
- We conduct activities for environmental protections and concept of green offices, to ensure all employees walk their talk.

## We utilize our expertise and participate in social activities to promote social harmony

We care for public health and establish an image of socially responsible corporate by encouraging employees to participate in volunteering activities, supporting "Project of Zero HBV Transmission from Mother to Child", and establishing Chunyan Breast Cancer Fund, etc.



Developed the mobile medical device of "Shell App" as a follow-up management tool to reduce mother-to-child transmission rate of HBV. Till January 15, 2019, "Shell App" has covered municipalities and districts in **31** provinces, with **1,500+** registered doctors and **23,000+** enrolled pregnant women with HBV.

## Our Future

Drug R&D in China marches into a new era of enhancing innovation and pursuing high-quality. Tigermed pioneers and is forging ahead with the strategy focusing on the following seven aspects.



**Quality & Compliance**  
Adhere to the management concept of quality-first and mitigate operation risks



**Customer First**  
Adhere to customer orientation and provide excellent service



**Talent Strategy**  
Select and retain excellent professionals, and support employees' development



**Innovation & Growth**  
Empower organization with innovation and recognize management reforms



**Cultural Inheritance**  
Inherit and carry forward the excellent corporate culture, and create a harmonious atmosphere



**Social Responsibility**  
Establish social responsibility management system and create social value



**Market Strategy**  
Expand domestic and foreign market, and grow business scale

In 2015, the United Nations officially adopted 17 Sustainable Development Goals (SDGs). Tigermed focused on 4 SDGs and integrated them into the company's future development strategy by inaugurating a new era of Sustainable Development.

### SUSTAINABLE DEVELOPMENT GOALS



- Provide health education to public
- Provide clinical trial services and accelerate go-to-market pharmaceutical products
- Continue to support "Project of Zero HBV Transmission from Mother to Child"



- Protect rights and interests of female employees
- Improve women's capacity to participate in decision-making and management



- Equal pay for equal work and no-forced labors
- Create a safe and comfortable working environment



- Increase investment in pharmaceutical R&D
- Cooperate with institutions to encourage professional talents



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