



2025

Sustainability Report

About This Report

The *Sustainability Report 2025 of Shanghai RAAS Blood Products Co., Ltd.* (hereinafter referred to as "this report") is the second Sustainability Report issued by the Group. This report provides a detailed disclosure of the Group's practices and performance in the areas of economy, environment, society, and company governance for the year 2025. Its purpose is to effectively communicate with stakeholders and systematically address their expectations and requirements.

Organization Scope of This Report

The information disclosed in this report covers Shanghai RAAS Blood Products Co., Ltd. and its subsidiaries, aligning with the scope of the consolidated financial statements of the Group.

Reporting Period of This Report

The Reporting Period for this report spans from January 1, 2025 to December 31, 2025. To enhance comparability and completeness, certain information is retrospectively and prospectively extended.

Preparation Basis of This Report

This report is prepared in accordance with the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange-Sustainability Report (Trial Implementation)* of Shenzhen Stock Exchange ("SZSE"), and also references the *Sustainability Reporting Standards* developed by the Global Reporting Initiative ("GRI").

Report Terminology Explanation

In this report:

"Shanghai RAAS Blood Products Co., Ltd. and its subsidiaries" is referred to as "the Group" or "we"; "Shanghai RAAS Blood Products Co., Ltd." is referred to as "Shanghai RAAS" or "the Company".

Other abbreviations are used as follows:

Tonrol Biopharmaceutical Co., Ltd.	Tonrol Biopharmaceutical
Anhui Tonrol Pharmaceutical Co., Ltd.	Tonrol Pharmaceutical
Zhejiang Haikang Biopharmaceutical Co., Ltd.	Zhejiang Haikang
Zhengzhou RAAS Blood Products Co., Ltd.	Zhengzhou RAAS
Guangxi RAAS Biopharmaceutical Co., Ltd.	Guangxi RAAS
Haier Group and its subsidiaries	Haier Group
Nanyue Biopharmaceutical Co., Ltd.	Nanyue Biopharmaceutical
Grifols, S.A.	Grifols

Report Data Explanation

Financial data explanation: The amounts mentioned in this report are in RMB, unless otherwise specified. The financial data in this report align with the Group's 2025 annual report.

ESG data explanation: The ESG data and case explanation in this report mainly come from the Group's statistical reports and relevant documents. The Board of Directors of the Company undertakes that this report does not contain any false records or misleading statements and is responsible for its objectivity, authenticity, and accuracy.

Access to This Report

This report is published in electronic format. The electronic version can be accessed or downloaded from the official website of Shanghai RAAS (<https://www.raas-corp.com/>) or the Shenzhen Stock Exchange website (<http://www.szse.cn>).

Contact

Address: No. 2009, Wangyuan Road, Fengxian District, Shanghai

Tel.: 021-22130888-217

Fax: 021-37515869

Email: raas@raas-corp.com

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Chairwoman's Message

Nowadays, the sustainable development of human society has become a shared mission for the international community. As a flagship enterprise in China's blood products industry, Shanghai RAAS has been examining development opportunities with a strategic perspective and anchoring its responsibilities with a long-term vision. While advancing technological innovation, the Company has comprehensively embedded the concept of sustainable development into its operations and strategic decision-making. Throughout the year, in active response to the United Nations Sustainable Development Goals (SDGs), we have persistently strengthened corporate governance and enhanced operational efficiency. We remain committed to the quality policy of "Safety, Quality, Efficacy", steadily advanced high-standard R&D and industrial planning, and consistently created multi-dimensional value for our shareholders, employees, patients, and society at large.

Innovation as our foundational principle, continuously breaking new ground in blood products

We firmly adhere to the development strategy of simultaneously advancing "Plasma Expansion" and "Plasma Diversification". While continuing to deepen our presence in the blood products sector and enriching our product pipeline, we are also methodically exploring opportunities within the non-blood products R&D pipeline. This approach drives the sustained generation of innovative outcomes. In 2025, the world's first anti-human activated protein C antibody drug SR604 successfully advanced to Phase IIb clinical trials. It also received clinical trial approval for additional indications, holding promise in offering a new treatment option for hemophilia patients. Concurrently, the Company completed the equity acquisition of Nanyue Biopharmaceutical Co., Ltd., thereby further strengthening its plasma collection resources and production capacity layout. This move provides support for ensuring a stable supply of blood products and advances the implementation of the "Plasma Expansion" strategy.

Quality as our lifeline, protecting patient health with craftsmanship

We recognize that our products carry patients' hopes for life, and therefore consistently place quality and safety at the forefront. In strict compliance with GMP regulations and guided by ISO 9001 standards, we have established a comprehensive quality management system covering the entire process. By advancing simultaneously on both the supply and production fronts, we continue to strengthen our quality management capabilities. During the Reporting Period, we completed the full deployment of the LIMS system, achieving closed-loop electronic management across the entire process. This has further enhanced the completeness, accuracy, and traceability of quality information. We consistently spearhead advancements in quality testing methodologies and enhancement of standards for blood products in China, while consistently strengthening laboratory capabilities, fulfilling our solemn commitment as 'Guardians of Health' through concrete actions.

Green as our commitment, empowering sustainable development with low carbon

We actively respond to the national strategy of Carbon Peaking and Carbon Neutrality ("Dual Carbon"), and have integrated climate response and environmental protection into our key corporate governance agenda. Through measures such as upgrading equipment for energy efficiency, optimizing production processes, and adjusting the energy structure, we continue to improve energy utilization efficiency and reduce carbon emissions across our operations. We strictly adhere to the principle of combining source reduction with end-of-pipe treatment, promoting compliant emission reduction and resource utilization of the three types of waste. We are committed to minimizing the environmental footprint across the entire lifecycle, thereby making a corporate contribution to the building of an ecological civilization.

Responsibility as our bond, fostering cohesion internally and fulfilling our mission externally

Guided by a people-oriented philosophy, we are committed to fostering a diverse, equal, open, and inclusive workplace environment, while continuously improving the mechanisms for protecting employee rights. We continue to deepen our collaboration with universities across the country through various talent development programs, cultivating and delivering a new generation of professionals for the pharmaceutical and healthcare sector. Leveraging our profound expertise and extensive resources in the blood product industry, we have conducted widespread blood donation literacy education to enhance public health awareness and social trust. Through public welfare initiatives, such as supporting rural development and caring for children with special needs, we contribute to society and demonstrate the mission and responsibility of an enterprise in the new era by tangible actions.

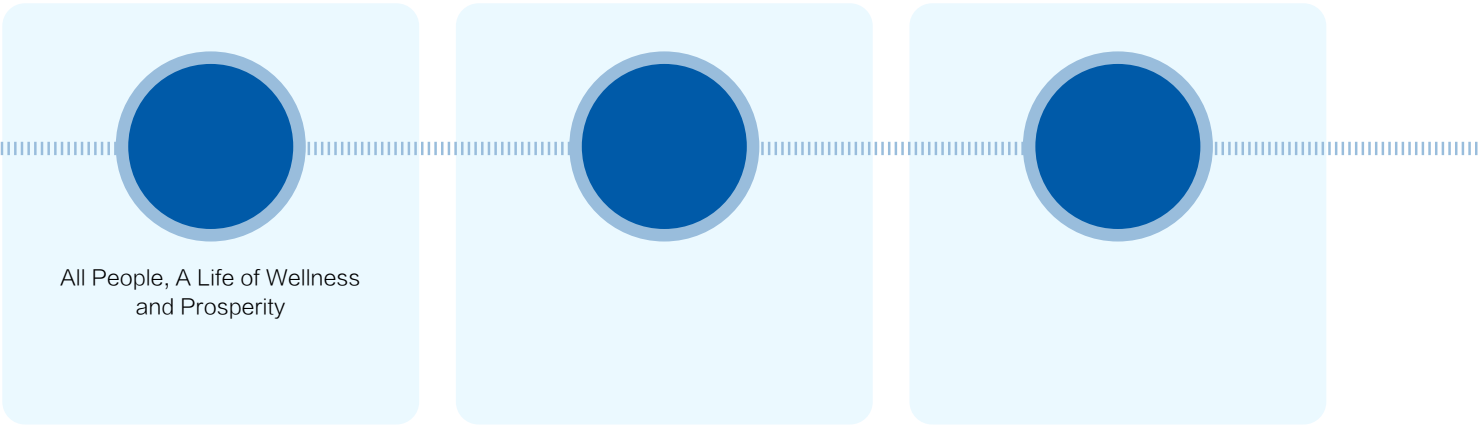
With the mission on our shoulders, we are committed to steadfast action. Looking ahead, Shanghai RAAS will deeply embed its strategic foundations as it steadily advances toward the goal of becoming a world-leading biopharmaceutical enterprise. Through concrete actions, the Company will fulfill the dream of "All People, A Life of Wellness and pg c ahore ste coreth

About Shanghai RAAS

Company Profile

"Incaier" is a health ecosystem brand established in 2019 by Haier Group, following nearly 20 years of strategic presence in the

Main Products



Memorabilia

1988

Shanghai RAAS Blood Products Co., Ltd. was established in the Minhang Economic and Technological Development Zone as the first large-scale Sino-American joint venture in blood product manufacturing in China.

1992

The first product — Albumin Prepared from Human Plasma — was approved for marketing.

1993

Obtained the technology transfer of solvent/detergent (S/D) virus inactivation from the New York Blood Center.

1995

China's first virus-inactivated Factor VIII, prothrombin complex, and fibrinogen products were launched, which completely changed the high-risk history of blood product-related viral infections in China.

1996

The first liquid intravenous immunoglobulin product was introduced to the market.

1999

Implemented nucleic acid amplification technology (NAT) for testing viral markers in raw plasma and products, leading the industry by nearly 20 years.

2003

Launched human fibrinogen adhesive and human thrombin.

2008

Listed on the Shenzhen Stock Exchange (Stock Code: 002252).

2013

The new plant in the Fengxian Economic Development Zone Bio-Tech Park was completed, passed the new version GMP certification, and officially commenced production.

2014

Acquired Zhengzhou Banghe Biopharmaceutical Co., Ltd. (now: Zhengzhou RAAS) and Anhui Tonrol Biopharmaceutical Co., Ltd.

2016

Acquired Zhejiang Haikang Biopharmaceutical Co., Ltd.

2019

Acquired a 45% equity stake in GDS, a blood-testing business under the global blood products leader Grifols, S.A. of Spain.

2023

Acquired Guangxi Guanfeng Biological Products Co., Ltd. (now: Guangxi RAAS).

2024

Haier Group made a strategic equity investment, and the Company became a new member of Haier Group's comprehensive health ecology brand "Incaier".

2025

Acquired Nanyue Biopharmaceutical Co., Ltd.

Performance of United Nations Sustainable Development Goals (UN SDGs)

We are committed to deeply integrating the principles of sustainable development into our operations, actively fulfilling corporate social responsibility, supporting the UN Sustainable Development Goals (SDGs) across multiple dimensions, and contributing to safeguarding the well-being of all humanity.

UN SDGs	Response
	Innovation and R&D: Focus on unmet medical needs by upholding patient-centered, market-oriented, and innovation-driven approaches, and introduce SR604, the world's first anti-activated protein C antibody drug, revolutionizing the treatment methods for hemophilia. Inclusive practices: Promote the inclusion of ten blood products in the National Reimbursement Drug List and eight products in centralized pharmaceutical procurement program. The Company's products have been registered in multiple countries, with exports covering emerging markets and developing countries such as Southeast Asia and South America. Clinical innovation: Continue to explore new clinical applications in the coagulation field, aiming to reduce blood transfusions in various treatments and provide more opportunities for patient care. Community co-construction: Actively promote the collaborative development of blood donation and plasma donation, enhancing regional blood safety guarantee capacity and creating a mutually empowering environment for corporate growth and public health needs. Organizing diverse public welfare initiatives, addressing societal needs through concrete actions, and delivering humanistic care.
	Technological breakthroughs: Promote the simultaneous advancement of "Plasma Expansion" and "Plasma Diversification", and build a comprehensive matrix of blood products, achieving the highest plasma utilization rate in China; actively explore R&D pipeline opportunities in non-blood product fields; the Group owns a total of 126 authorized patents both domestically and internationally. Talent attraction: Engage in school-enterprise cooperation to create platforms for multi-party collaboration in production, academia, healthcare, and research and foster outstanding talents for the industry through initiatives like the Rainbow Campus Recruitment Program, RAAS Internship Base, RAAS Rainbow Scholarship, and joint talent cultivation projects.
	Equality and diversity: Value diversity and create equal opportunities for all employees, and take a zero-tolerance approach to any form of discrimination, harassment, and illegal employment practices (e.g., child labor, forced labor), fostering a respectful, safe, and dignified work environment.
	Emission reduction: Strictly comply with laws and regulations for hazardous waste disposal and use innovative technologies (e.g., alcohol waste membrane concentration) to recycle hazardous waste and reduce emissions; and also actively explore non-hazardous waste recycling solutions,, embodying the principles of a circular economy. Energy saving management: Significantly reduce energy consumption and enhance energy efficiency through equipment innovation (e.g., boiler upgrades, the use of eco-friendly building materials, and HVAC system optimization), process optimization, introduction of EMS system, etc. Green energy application: Actively respond to the Dual Carbon policy, continuously increase the use ratio of renewable energy, and drive the transformation towards low-carbon and green development.
	Climate governance: Establish a three-tier governance structure to oversee climate change-related work; identify and evaluate climate risks and opportunities based on the TCFD framework, develop management strategies and give in-depth attention to climate change issues. Climate resilience: Strengthen energy consumption data management for each emission stage, implement energy saving measures, and improve energy management levels to reduce greenhouse gas emissions; and also strengthen meteorological monitoring, develop disaster prevention and emergency plans, and enhance climate adaptability. Energy transition: Reduce carbon emissions through technological innovation and actively explore the application of renewable energy.
	Business ethics: Establish a comprehensive compliance system with zero tolerance for corruption, bribery, and unfair competition. Clarify the whistleblowing mechanism through improved internal control design, audit supervision, and the release of the <i>Compliance Manual</i> and conduct employee training to enhance compliance awareness, maintain corporate reputation, and promote sustainable development. Value co-creation: Conduct strict supplier access management, standardize audits, and take a tiered and classified approach to managing suppliers, ensuring a secure and stable supply chain; empower suppliers, encouraging them to submit ESG data, and work together to promote carbon emission reduction and sustainable development.

2025 ESG Performance Highlights

Innovation Leading, Light of Ideals

The world's pioneering innovation new drug, SR604 injection, has entered Phase IIb clinical trials and, during the Reporting Period, received clinical trial approval for additional indications.

The Company's core product, Topical lyophilized human protein adhesive, was included in the 2025 Shanghai Manufacturing Single Champion Product List.

Ten varieties of products have been included in the National Reimbursement Drug List, and eight are part of the centralized pharmaceutical procurement program.

RMB **223.37** million
R&D expense investment

126 pcs
As of the end of the Reporting Period, held invention patents and other intellectual property rights

Unite for a Better Future

647 individuals
New employees

54.54%
Percentage of female employees

255,708.69 hours
Total training hours of employee

Quality First, Craftsmanship Products

A Quality Committee has been established at management level to conduct dedicated and coordinated management of product quality and safety matters.

Established a Group-wide quality management system in accordance with GMP requirements, covering all aspects of quality management.

Deployment of the Laboratory Information Management System (LIMS) has been completed, achieving closed-loop electronic management across the entire process.

During the Reporting Period, the Group did not receive any quality-related complaints and did not experience any product recalls caused by product quality or safety issues.

24,868 hours
Total hours of quality training

20,091 person-times
Total person-times of quality training

516 individuals
Number of participants in quality training

Lean Governance and Responsibility Performance

The Board's Strategy and ESG Committee held 2 meetings related to sustainability work. Some members of the Board, the Management Working Group, and the Functional Working Groups participated in 2 sustainability training sessions.

100%
Average attendance rate of the Board of Directors

10
Compliance related training

100%
Director compliance training coverage rate

100%
Employee compliance training coverage rate

Green Operations, Harmonious Ecology

Shanghai RAAS has been certified under ISO 50001:2018 Energy Management System.

60% of our operational sites are certified under ISO 14001 Environment Management System.

Gradually purchase and use green electricity.

Honors

January 2025

Shanghai RAAS Ranked 14th Among the "Top 100 Fengxian District Fortune Enterprises"

Fengxian District People's Government

May 2025

Shanghai RAAS Honored in the "2025 Top 100 Innovation Power Ranking for Listed Healthcare Enterprises"

MaiDong.com

December 2025

Shanghai RAAS Honored as the "Annual Competitive Enterprise" in the 2025 Yicai Capital Market Value Survey

Yicai (China Business News)

December 2025

Shanghai RAAS Awarded the "2025 Golden Sunshine Investment Return Award"

Securities Market Weekly

June 2025

Shanghai RAAS Awarded "Wind ESG Rating" – AA

Wind

September 2025

Shanghai RAAS Awarded "2025 China Listed Companies Yinghua Award A–Share Investor Relations Demonstration Case"

China Fund News

December 2025

Shanghai RAAS Honored with the "2025 Listed Company Best Board of Directors Award"

National Business Daily

December 2025

Shanghai RAAS Honored with the "2025 Listed Company Best ESG Practice Award"

Value Online

October 2025

Shanghai RAAS Honored with the "Outstanding Brand Award"

Shanghai Trademark and Brand Association

October 2025

Tonglu Pharmaceuticals Ranked 43rd among the "Top 100 Service-oriented Private Enterprises in Anhui Province"

Anhui Federation of Industry and Commerce, Anhui Provincial Development and Reform Commission, Anhui Provincial Market Regulation Administration, etc.

December 2025

Shanghai RAAS Honored with the "2025 Listed Company Excellent Investor Relations Construction Award"

Value Online

December 2025

Shanghai RAAS Recognized as a "2025 Exemplary Employer"

HRoot

November 2025

Shanghai RAAS Awarded AAA Credit Rating

United Credit Ratings Co., Ltd.

November 2025

Shanghai RAAS Recognized in the "2025 Huaxia ESG Dandelion Typical Case Study"

Huaxia Times

December 2025

Shanghai RAAS Selected among the "Top 100 ESG Companies in the 19th China Listed Company Value Ranking"

Securities Times

December 2025

Shanghai RAAS Awarded the "Golden Steed Award ESG Sustainable Development Pioneer Enterprise"

Securities Daily

November 2025

Nanyue Biopharmaceutical Honored with the "8th Hunan Provincial Governor's Quality Award"

Hunan Provincial Government

December 2025

Shanghai RAAS Received the "IR Team of the Year" Award (2024) under the Investor Relations Gold Award

Panorama.com

December 2025

Shanghai RAAS's product "Human Fibrin Sealant" Recognized as a 2025 Shanghai Manufacturing Single Champion Product

Shanghai Municipal Commission of Economy and Informatization

December 2025

Zhengzhou RAAS Re-certified as a "High-Tech Enterprise"

Department of Science and Technology of Henan Province, Department of Finance of Henan Province, State Taxation Administration Henan Provincial Tax Bureau

February 2026

Shanghai RAAS Ranked 8th in the "2025 Shanghai Top 100 Brand Value List of Specialized, Sophisticated, Distinctive, and Innovative Enterprises"

Shanghai Small and Medium Enterprise Development Service Center, Huangpu District Commerce Commission, Huangpu District Science and Technology Commission, Shanghai Federation of Industrial Economics, Jiefang Daily Culture Communication Center, Shanghai Corporate Culture and Brand Research Institute



Lean Governance and Responsibility Performance

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Robust governance is the cornerstone for the long-term sustainable development of an enterprise. We have established and continuously optimized a sound corporate governance framework and comprehensive internal control systems. Shanghai RAAS strictly adheres to all relevant laws, regulations, and the highest standards of business ethics. We actively foster transparent and constructive communication with all our stakeholders. By integrating ESG considerations into our strategic planning and operational decisions, we are committed to building lasting value and achieving truly sustainable growth.



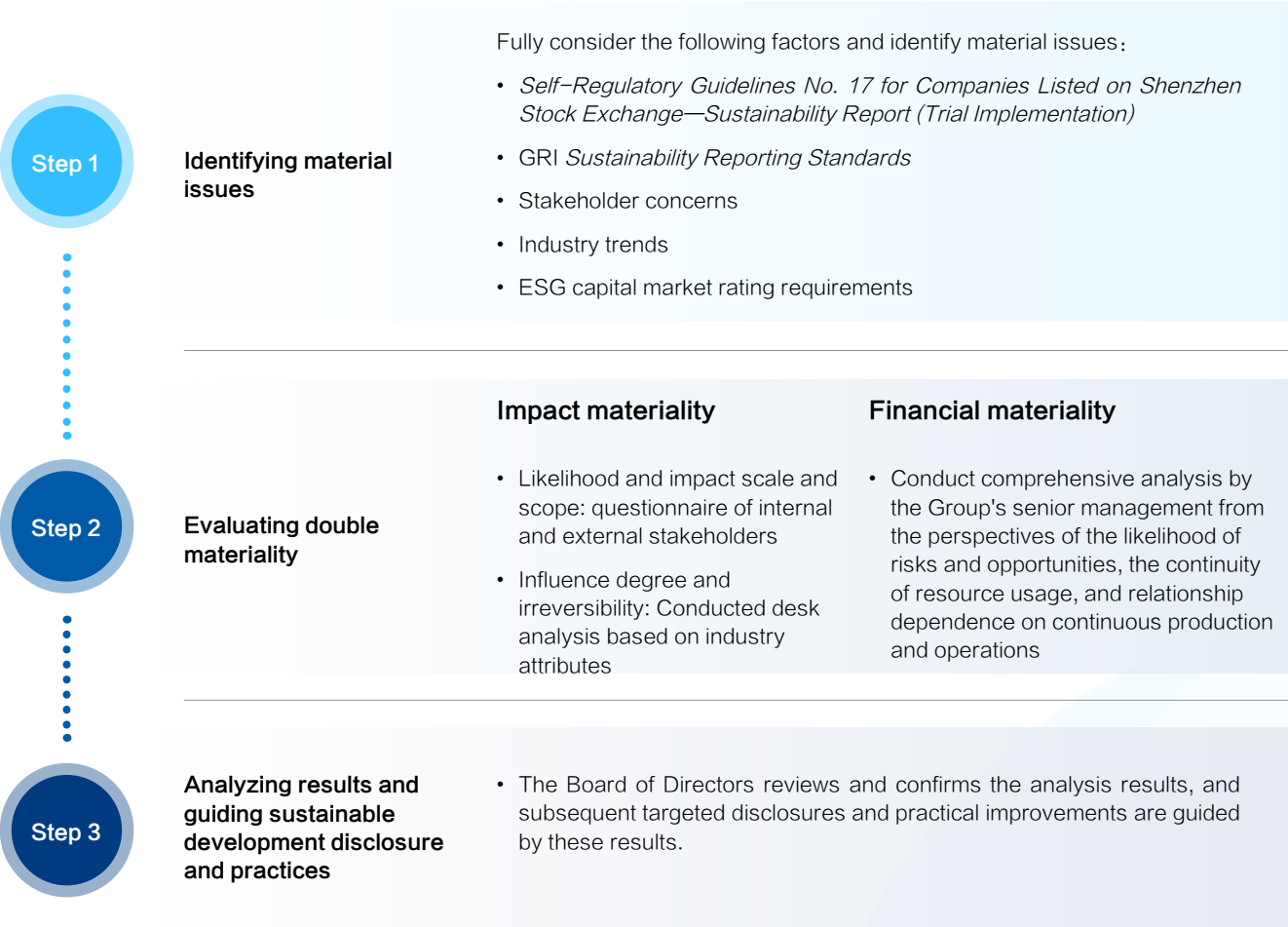
Stakeholder Communication

We have established a regular stakeholder communication mechanism. Through multiple channels, we continuously conduct dialogues and interactions to gain an in-depth understanding of stakeholders' opinions and suggestions regarding the Company's sustainable development strategies, practices, and performance, and we provide timely and targeted feedback and responses. This mechanism helps us build long-term, mutually trusting collaborative relationships with all relevant parties. Simultaneously, it ensures inclusivity and balance in the management of material issues, driving our sustainability work to better align with internal and external expectations.

Stakeholders	Concerned issues	Communication methods
Investors and shareholders	• Corporate governance • Anti-unfair competition • Innovation driving • Intellectual property protection	• Information disclosure • Shareholders' meeting • Performance briefing • Online communication platforms • Investors research and exchange
Government and regulatory authorities	• Corporate governance • Anti-corruption and anti-bribery • Anti-unfair competition • Product quality and safety • Medical ethics • Environmental compliance management	• Policy instruction • Reporting and communication • Work meetings • On-site inspection • Information disclosure
Customers and consumers	• Inclusive healthcare • Product quality and safety • Innovation driving • Data security and customer privacy protection	• WeChat official account • Information disclosure • Customer communication and complaint channels
Employees	• Compliance employment • Diversity and equal opportunity • Employee compensation and benefits • Employee training and development • Occupational health and safety	• labor union and employee representative conference • Employee satisfaction survey • Performance evaluation communication • Comment complaints and feedback • Employee training • Irregular visits and condolence activities
Suppliers and partners	• Anti-corruption and anti-bribery • Anti-unfair competition • Product quality and safety • Supply chain management	• Daily online and offline communication • Supplier audits • Industry forums and conferences
Communities and public	• Inclusive healthcare • Innovation driving • Environmental compliance management • Social contribution • Rural revitalization	• WeChat official account • Information disclosure • Media interviews and work meetings • Daily media communication • Public welfare activities • Volunteer service

Double Materiality Assessment

Material issues are the core foundation for a company's sustainable development strategy planning, risk and opportunity management, and information disclosure. We systematically identify material issues for sustainable development by comprehensively considering regulatory requirements, industry trends, and stakeholder concerns. In accordance with the requirements of the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*, we carry out double materiality assessments to comprehensively analyze the financial materiality of each issue in the short, medium, and long term in relation to the Company's business model, business operations, development strategy, financial position, operating results, cash flow, financing methods, and financing costs, as well as the materiality of the Company's impacts on the economy, society, and the environment through its performance on each issue. The Company conducts this assessment every two years to dynamically review the applicability of material issues and changes in their impact. As the policy and natural environment faced by our business model saw no major changes during this Reporting Period, the results of the previous year's material issue identification and double materiality assessment have been retained.



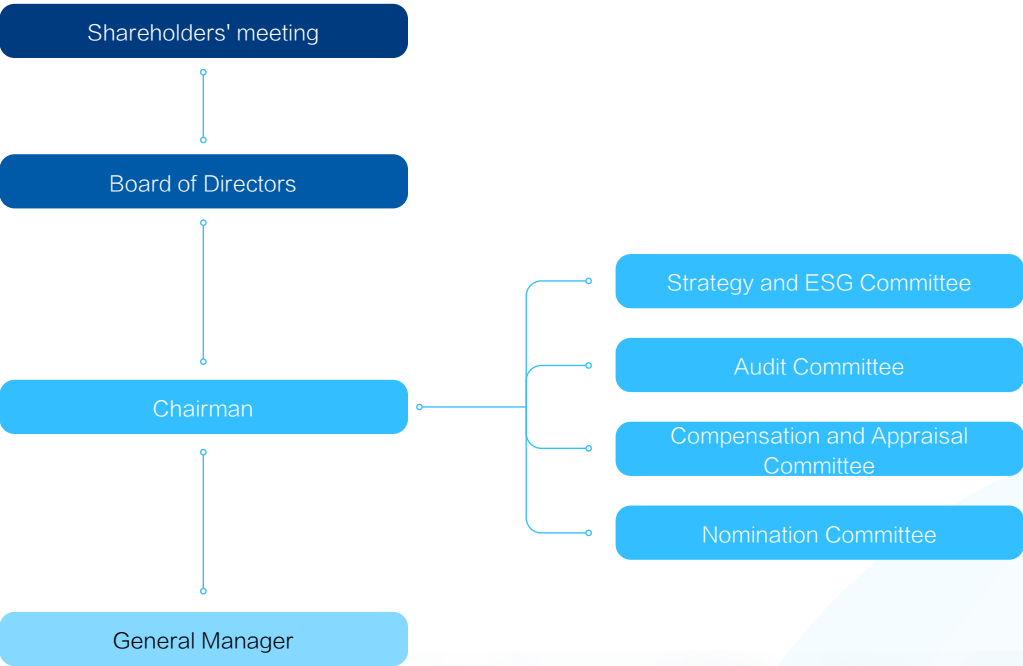
Company Governance

Company Governance Structure

Organizational Structure

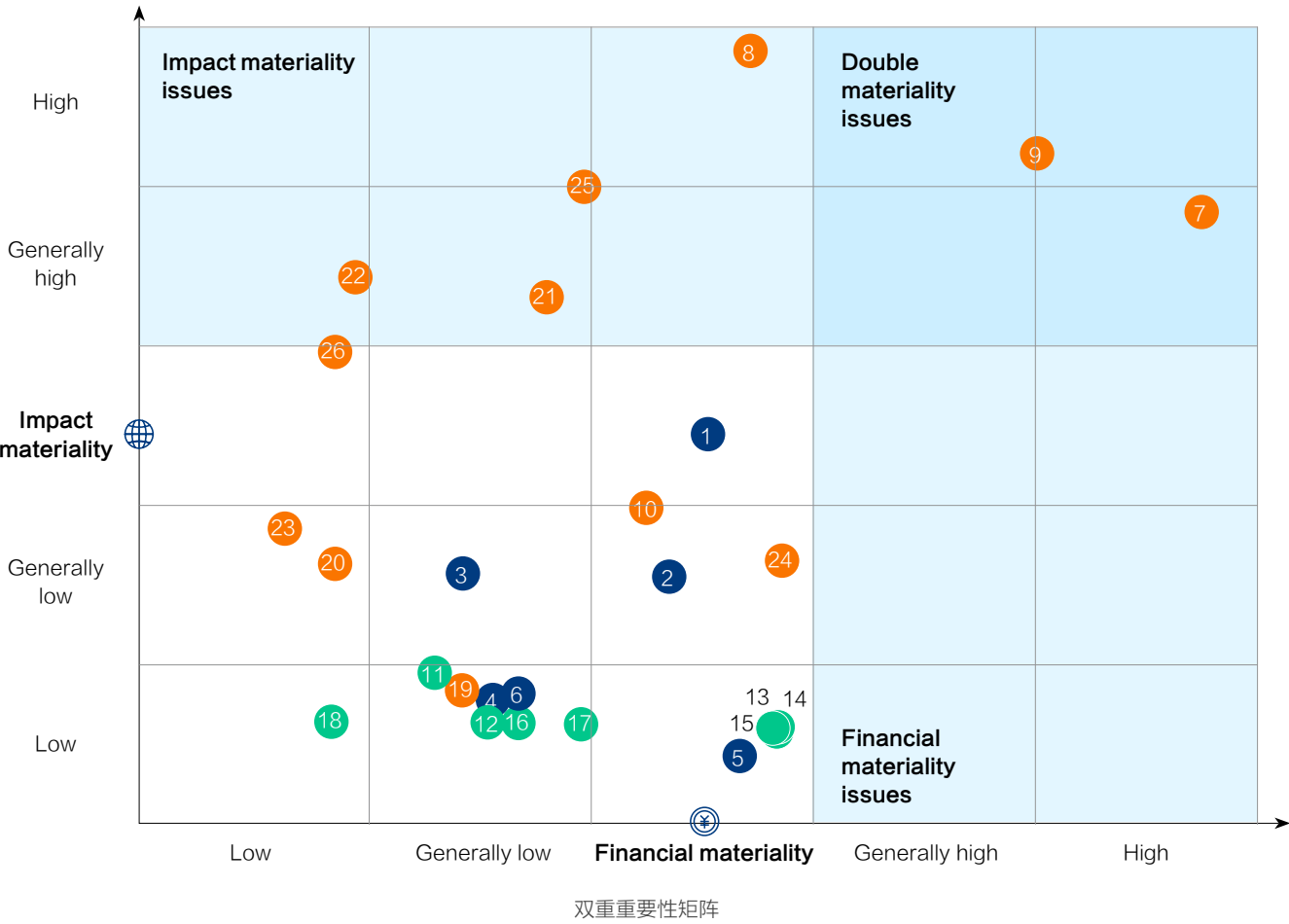
Shanghai RAAS has always been committed to achieving a high level of company governance, strictly adhering to laws and regulations such as *the Company Law of the People's Republic of China*, *the Securities Law of the People's Republic of China*, and *the Self-Regulatory Guidelines for Companies Listed on Shenzhen Stock Exchange*. In accordance with internal policies such as the *Articles of Association*, Shanghai RAAS has established a company governance structure consisting of the shareholders' meeting, the Board of Directors, and management. This structure clearly defines the boundaries of authority and responsibility, forming a governance mechanism that ensures clear responsibilities, coordinated operations, and effective checks and balances, effectively guaranteeing the fairness and scientific nature of company governance decisions.

The Board of Directors has established four specialized committees: the Strategy and ESG Committee, the Audit Committee, the Compensation and Appraisal Committee, and the Nomination Committee, providing informed recommendations to support the Board's scientific decision-making.



Shanghai RAAS Organizational Chart

Through the above analysis process, we identified 26 material issues, of which 2 issues have financial materiality, and 6 issues have impact materiality. For the issues with financial materiality, we analyzed and disclosed the core aspects of "Governance – Strategy – Impact, Risk, and Opportunity Management – Indicators and Targets" in this report.



S/N	Issue	S/N	Issue	S/N	Issue
1	Corporate governance	10	Customer service	19	Compliance employment
2	Anti-corruption and anti-bribery	11	Addressing climate change	20	Diversity and equal opportunity
3	Anti-unfair competition	12	Energy management	21	Employee compensation and benefits
4	Medical ethics	13	Environmental compliance management	22	Employee training and development
5	Intellectual property protection	14	Pollutant emission and treatment	23	Occupational health and safety
6	Information security and customer privacy protection	15	Waste treatment	24	Supply chain management
7	R&D innovation	16	Resource utilization	25	Social contribution
8	Access to healthcare	17	Water resource management	26	Rural revitalization
9	Product quality and safety	18	Biodiversity		

Construction of Board of Directors

Shanghai RAAS focuses on building a diverse and professional Board of Directors. We strictly regulate the election, convening, and voting procedures of the Board of Directors. The Board of Directors is elected or replaced by the shareholders' meeting, with a term of office of 3 years.

As of the end of the Reporting Period



We also fully leverage the supervisory functions of the Audit Committee, conducting real-time monitoring and prompt correction of any violations that may affect the Company's finances and decision-making, thereby creating a compliant and reliable business environment for all shareholders and investors.

During the Reporting Period, the Company held the following types of meetings:

Shareholders	Board of Directors	Independent Directors
4 meetings	9 meetings Average attendance rate 100%	1 meetings Average attendance rate 100%

Investor Communication

Shanghai RAAS places great importance on information disclosure and investor relations management. The Company is committed to clearly conveying its value and enhancing market recognition through high-quality disclosure and effective communication, thereby providing better returns to shareholders and investors. We have established diverse investor communication channels, including performance briefings, investor research, hotlines, emails, and interactive platforms. Through these multi-channel methods, we conduct ongoing, transparent two-way dialogue, actively engaging stakeholders to understand their expectations regarding ESG information disclosure and management, and continuously improving the effectiveness of our disclosure and communication.



During the Reporting Period, the Company held one annual online performance briefing and responded to 76 investor questions in total. On the SZSE platform, 198 investor inquiries were answered promptly, achieving a 100% response rate. Additionally, five *Investor Relation Record Forms* were published.

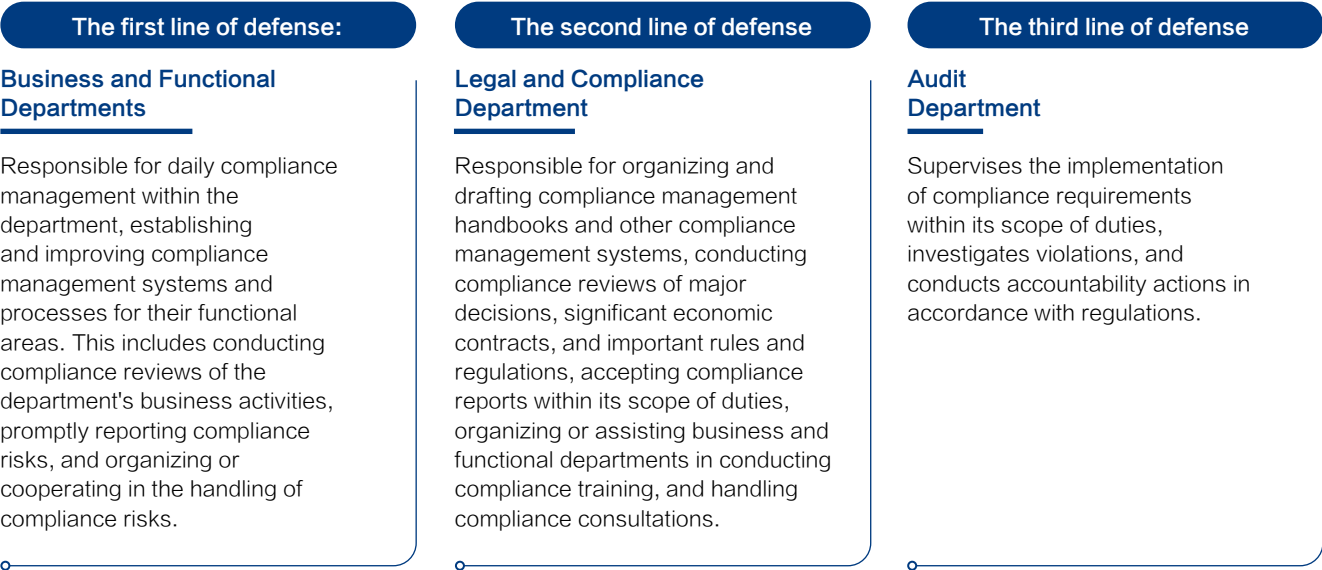
Furthermore, we place great emphasis on protecting investor rights and interests and have implemented an active profit distribution policy to ensure that investors receive reasonable returns. In compliance with *the Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and other laws and regulations, and regulatory requirements, and in alignment with the Company's strategic development plans and financial conditions, we have established a sustainable and stable profit distribution mechanism. Based on full confidence in the business prospects and a comprehensive consideration of undistributed profits and cash flow conditions, the Company formulated and announced its cash dividend plan for 2024 and the first three quarters of 2025. In July 2025, the 2024 dividend was implemented, distributing RMB 0.33 per 10 shares, with a total dividend amount of approximately RMB 217 million. In October 2025, the dividend plan for the first three quarters of 2025 was proposed, distributing RMB 0.153 per 10 shares, with a total dividend amount of approximately RMB 101 million, aiming to effectively protect shareholders' rights and interests and share the achievements of the enterprise development.

Risk Management

In accordance with the requirements of *the Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Internal Control Guidelines of Listed Companies in Shenzhen Stock Exchange*, and other relevant laws and regulations, the Group has established a comprehensive, systematic, and efficient sustainability impact, risk, and opportunity management system. To further enhance the overall governance and operational standards of the Company, during the Reporting Period, the Company formulated and issued the *RAAS Group Corporate Governance and Operation Management System*. This system clarifies the fundamental principles of group operation management, the appointment and authority norms of key personnel, and the approval procedures for important operational matters, thereby improving internal control and accountability mechanisms within the operational process and strengthening risk prevention capabilities. Through the coordinated operation of its management system and rules and regulations, the Company continues to safeguard the excellent quality of blood products and patient safety while responding to changes and uncertainties in the external environment. It also steadily advances its sustainability goals, laying a solid foundation for the Company's long-term and stable development.

Risk Management System

We deeply understand the importance of having a comprehensive, proactive, and routine risk management approach. We continuously improve the risk management ecosystem of the three lines of defense, establishing a regular risk management mechanism.



Risk Management Process

Effective risk management is a crucial foundation for ensuring the stable operation of an enterprise and achieving sustainable development. By systematically identifying and scientifically responding to various types of risks, and integrating them into daily operations and major strategic decisions, an enterprise can effectively avoid or mitigate potential economic losses, laying a solid foundation for long-term value creation. Shanghai RAAS has established a risk management process covering four key stages: risk identification, risk evaluation, risk response, and risk monitoring, forming a closed-loop management mechanism that comprehensively coordinates various types of risks, including strategic, market, operational, financial, legal, and reputational risks. The Company regularly conducts risk identification and evaluation, and formulates corresponding management strategies and measures for different risk categories. On this basis, the Company continuously improves its working mechanisms, integrates the risk management process into all business processes, constantly enhances its management level, effectively prevents and mitigates various risks, and practically ensures the stable operation of the enterprise and the achievement of its sustainable development goals.



Risk Management Process

During the Reporting Period, under the supervision of the Audit Committee of the Board of Directors, we conducted at least 1–2 internal control checks and other special compliance audit tasks, such as plasma station audits, equity investment audits, and departure audits, in accordance with the annual audit plan. The audits focused on key risk areas such as contract management and plasma station operations. For identified internal control weaknesses and management issues, improvement recommendations were provided, and a rectification tracking mechanism was established. After the relevant units implemented the corrective measures, the audit department periodically reviewed the progress of rectification, achieving closed-loop management and continuous improvement of issues, thereby effectively enhancing the Company's compliance operations and risk prevention capabilities.

Key Performance	Completed plasma station audits: involving	Completed equity investment audits:	Completed departure audits:
During the Reporting Period:	3 plasma stations.	1 item.	7 persons

Comprehensive, fair, and transparent compliance management is a crucial path for the pharmaceutical industry towards sustainable development, and a vital safeguard for protecting public health and medication safety. We strictly abide by the *Anti-Unfair Competition Law of the People's Republic of China*, the *Medicinal Product Administration Law of the People's Republic of China*, the *Anti-monopoly Law of the People's Republic of China* and other national laws and regulations, and adhere to a zero-tolerance stance towards all forms of corruption, malpractices for selfish ends, and unfair competition. The Group advances the construction of the compliance management system. Through multi-level, regular training and advocacy, we continuously

**Reporting Channels
for Employees**

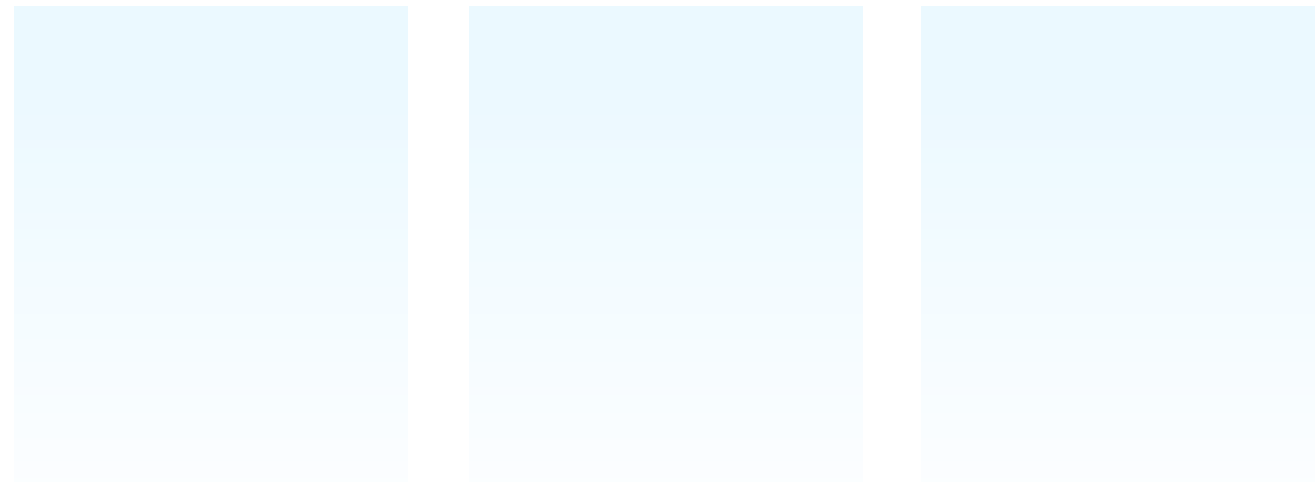
When employees identify any violations of the *Group Compliance Manual* or company policies, they may report or raise concerns, either anonymously or by providing their real names, through oral, written, or email channels to their immediate supervisors, designated leaders, the Legal and Compliance Department, the Audit Department, or the Human Resources Department.

Pursuant to the *Special Integrity Agreement*, suppliers, customers, and other external partners may report violations and submit relevant materials via email to the designated mailbox Fanwubijubao@raas-corp.com or by calling 021-22130888-809.

**Reporting Channels for
External Stakeholders**

In its cooperation with business partners, Shanghai RAAS consistently adheres to the principles of integrity, fairness, and transparency, deeply integrating integrity management into the compliance management system for business partners. During the Reporting Period, the Company fully implemented the "full coverage" principle of the *Special Integrity Agreement*, requiring its completion and signing with all existing and new business partners. Based on the risk level of partners, the Company differentiated its approach by either signing a separate agreement or embedding integrity clauses into the main contract, strictly implementing the policy of "signing as necessary." This agreement clarifies requirements such as the prohibition of commercial bribery, effectively transmitting the Company's compliance bottom line to the supply chain, and jointly building a solid integrity defense line with partners.

Furthermore, we continuously strengthen awareness cultivation and capability building among employees in the areas of business ethics and anti-corruption. The Company systematically conducts compliance training annually for directors, all management personnel, and all employees (including interns, dispatched employees, etc.) to foster a culture of integrity and upright conduct. During the Reporting Period, the Company adopted a combined online and offline model, delivering 7 specialized courses, including the *Anti-corruption and Anti-commercial Bribery Policy* and the *Group Compliance Manual*, to employees via an online platform. Additionally, offline centralized warning education and training sessions were organized. A total of 10 diverse training activities covering all employees were conducted throughout the year, promoting a deep-rooted and practical implementation of compliance culture.



During the Reporting Period, the Group did not experience any administrative penalties or related litigation arising from corruption or commercial bribery incidents.

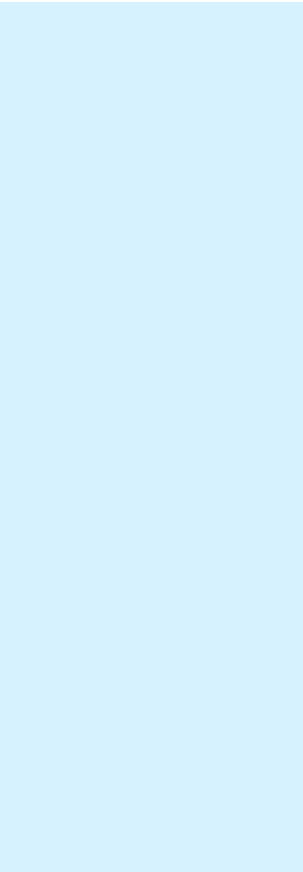
Anti-unfair Competition



Ethics and Morality

Rights and Interests of Subjects

During the new drug R&D process, Shanghai RAAS strictly adheres to laws and regulations such as the *Medicinal Product Administration Law of the People's Republic of China*



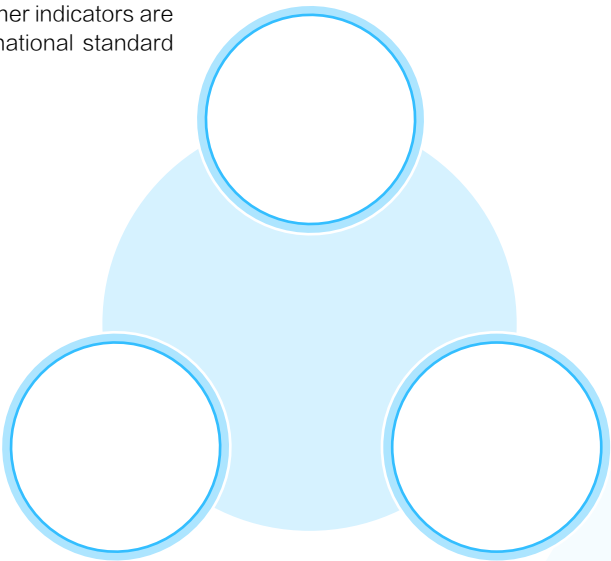
Key Performance	Number of ongoing clinical trials	Number of clinical trial ethics-related trainings conducted	Number of internal monitoring or auditing activities conducted
2025:	2	8	70

Animal Welfare

Shanghai RAAS primarily utilizes animal experiments for the quality testing of finished products, semi-finished products, and certain raw and auxiliary materials. We strictly adhere to the *Laboratory Animal – Guideline for Ethical Review of Animal Welfare*, the *Guidelines of Humane Treatment of Laboratory Animals*, the *Regulations on the Management of Laboratory Animals*, and the laws and regulations of the jurisdictions in which we operate and industries. Both Shanghai RAAS and its subsidiaries have established animal welfare committees to comprehensively review, supervise, and manage matters related to the animal welfare and ethics of laboratory animals within their respective organizations.

We strive to adhere to the 3R principles (Replacement, Reduction, and Refinement) as much as possible. Based on meeting the testing requirements stipulated in the *Chinese Pharmacopoeia*, we rationally plan the number of laboratory animals used. Considering the animal quarantine qualification rate alongside the experimental plan, we procure an appropriate quantity of laboratory animals (N+1 batches) to minimize unnecessary wastage to the greatest extent. Throughout the entire animal experimentation process, we strictly implement operational procedures to comprehensively ensure laboratory animal welfare.

- The animal facility is designed in accordance with national standards and has obtained a license for the use of laboratory animals.
- The facility is equipped with an independent automatic air conditioning system featuring air filters and an automatic lighting system, both operating 24 hours a day to ensure that temperature, humidity, and other indicators are strictly controlled within the national standard range.



- We provide compound feed that meets quality standards and nutritional requirements;
- Measures are taken to improve the quality of drinking water for laboratory animals by reducing impurities and supplying clean drinking water;
- We handle animals gently to minimize their stress, pain, and harm as much as possible.
- We employ humane methods such as the SMQ-II laboratory animal asphyxiator and CO₂ asphyxiator to perform euthanasia, reducing and avoiding the suffering of laboratory animals, thereby reflecting respect and care for life.

Information Security and Privacy Protection

In the process of accelerating digital and intelligent transformation, Shanghai RAAS consistently regards information security as a key foundation for ensuring business continuity and maintaining stakeholder trust. The Company has established an information security leadership group directly led by the General Manager. Strictly adhering to domestic and international laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and the GDPR, we have constructed a multi-layered protection system encompassing management, technology, and regulations.

Currently, the Company has established and continuously improved a core system of regulations, including the *Information Security Management System*, the *Company Confidentiality Management System*, the *Network Management System*, and the *Company Information System Operation and Maintenance Management Measures*, providing a solid information security guarantee for regular operations.

Simultaneously, 2025 marks a pivotal year in the national *Three-Year Action Plan for Intelligent Supervision of Blood Product Production (2024–2026)*. In proactive response to this policy direction, Shanghai RAAS is comprehensively advancing its digital transformation. Key initiatives include the construction of three core production systems (MES, QMS, EQMS), the promotion of the intelligent plasma station platforms "Jianghai Tongxin" and "Jianghai Tongxing," and the implementation of projects such as the Financial Shared Service Center and group-wide OA system. During the Reporting Period, to ensure the secure and controlled progression of this digital transformation, the Company concurrently updated and refined its information security regulatory framework in alignment with new technology applications and business development needs. Key updates include: Added a dedicated chapter for managing group cloud and public cloud facilities within the *IT Equipment Management System*, clarifying requirements for procurement, operation and maintenance, security, and data backup; enhanced the *Information Security Management System* with detailed provisions on the usage norms for generative AI and the management of bastion host accounts; revised the *Information System Management Measures* to strengthen maintenance requirements for external network systems and standardize the processes for system development and version management. These regulatory updates are instrumental in systematically addressing emerging technology risks, achieving comprehensive and refined control over IT assets and data processing activities, and ensuring a robust and reliable information security defense line throughout the digital transformation journey.



Level 2 Certification for Information Security Protection of Shanghai RAAS

By constructing a multi-layered protection system encompassing systems, data, networks, and the physical environment, and leveraging group-wide resources and advanced technological tools, we continuously enhance our overall information security protection capabilities.

Shanghai RAAS has established a comprehensive system for cultivating employee security awareness and emergency response capabilities. In terms of emergency management, the Company has formulated and issued the *Emergency Plan Management of Information System*, and regularly organizes emergency drills to test the effectiveness of the plan and enhance the team's practical response capabilities.

In terms of awareness cultivation, the Company employs a multi-dimensional education and assessment mechanism to continuously enhance employees' information security literacy. This year, the Company conducted training for all employees covering information security, privacy protection, relevant laws and regulations, and operational procedures. Additionally, targeted in-depth upskilling was provided for technical personnel. To strengthen practical capabilities, a total of 6 phishing email drills covering all employees were organized throughout the year, helping employees improve their ability to identify and guard against various cyber threats. Simultaneously, an annual information security knowledge assessment was conducted to further consolidate the overall security awareness level. During the Reporting Period, the Group did not experience any major data or privacy breach incidents.



Information Security Knowledge Exam

Information Security Measures of Shanghai RAAS

System and Data Security

- All application systems are registered on the ALM (Application Lifecycle Management) platform for unified management. Vulnerabilities identified through penetration testing and security vulnerability scanning conducted by Haier Group have been 100% resolved.
- Haier Group's Hues terminal management tool has been installed on 100% of the terminals at Shanghai RAAS headquarters, implementing comprehensive control policies covering instant messaging, network disks, and U disks. The Data Loss Prevention (DLP) function of the designated unified communication software, Vanlink Online, is activated to prevent leakage of sensitive data.
- Establish a regular offsite data backup mechanism to ensure data recoverability.
- EDR is uniformly deployed on all servers to enhance server security mechanisms.
- Intranet terminals and servers are integrated into the situational awareness system for real-time risk identification and resolution.
- WAF is deployed to strengthen the security protection capability of external network systems.

Network Security and Monitoring

- Office networks are connected to Haier Group's intranet and managed according to Group standards.
- Connect to the Group's CMDB monitoring platform to enhance asset awareness capability.
- Deploy the Zabbix system for real-time monitoring and alerting of office and production networks.
- Utilize the Prometheus platform to monitor the status of key applications, enhancing network and application security posture.
- Deploy a network access control system, allowing only trusted terminals to connect to the intranet.

Physical Environment Security

- Access to the core computer room is strictly controlled using a fingerprint recognition access control system.
- Precision air conditioners and temperature/humidity monitors are installed to ensure the proper operating environment for equipment.
- Dual power supply routes and an Uninterruptible Power Supply (UPS) system are implemented to ensure continuous and stable power supply.

Innovation Leading, Light of Ideals

R&D innovation	37
Expanding Access and Protecting Wellbeing	44
Industry Cooperation and Development	46

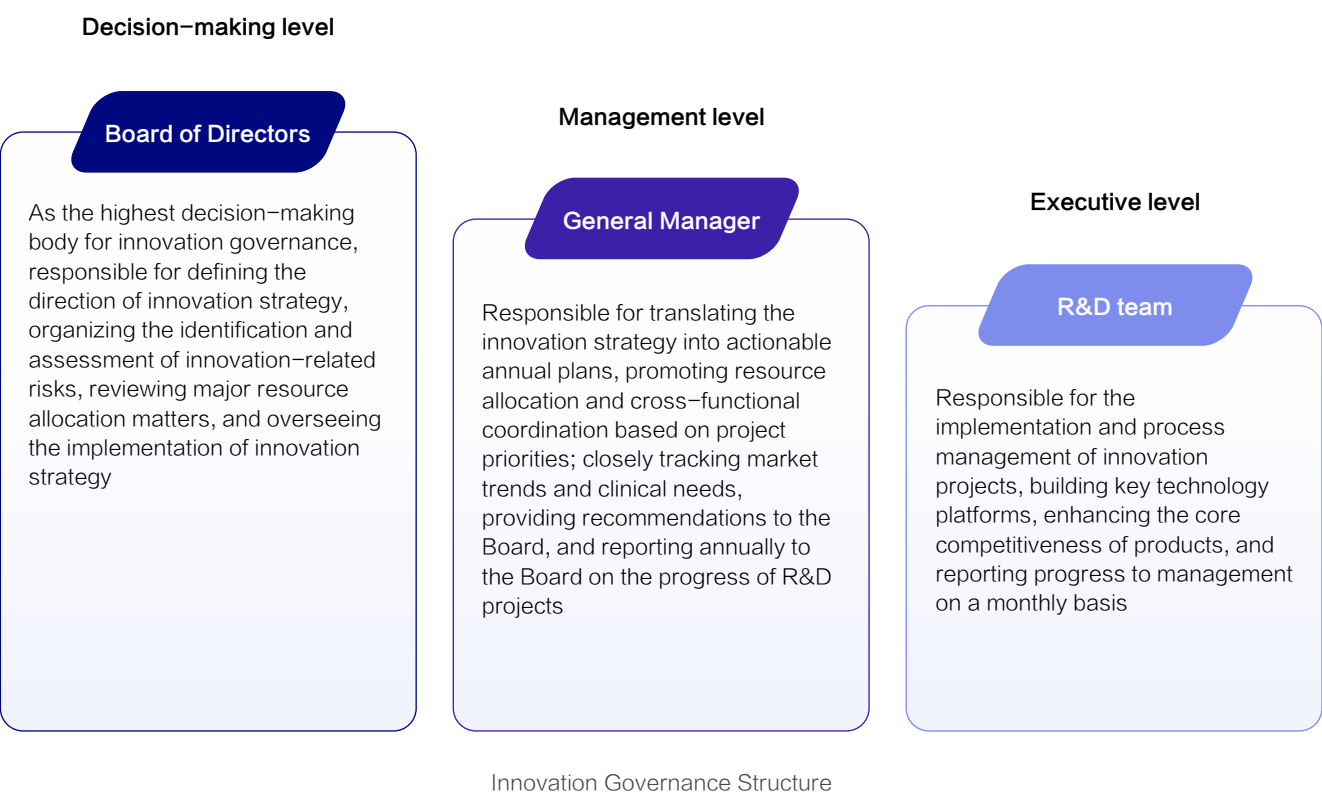
Guided by the power of innovation and inspired by the light of vision, we regard R&D innovation as a core strategy and uphold our commitment to equitable healthcare. We continue to improve the accessibility and quality of diagnosis and treatment services, safeguard patients' lives and health, and strengthen our core competitiveness. Meanwhile, we actively promote industry development, deepen collaborative innovation and industry-academia-research cooperation, advance the optimization and upgrading of the industry ecosystem, and create long-term value through sustainable innovation practices, fulfilling our corporate responsibility to ensure technology serves the greater good.

R&D innovation

Shanghai RAAS has regarded innovation as the cornerstone of its development and embedded a pioneering spirit throughout R&D, production, and operations. The Company has continuously improved its product portfolio, production efficiency, and plasma utilization, and is one of the leading players in China's blood products industry. To meet public healthcare needs, Shanghai RAAS continues to strengthen its product portfolio, covering key categories such as human serum albumin, immunoglobulins, and coagulation factors, safeguarding patient health with high-quality products and fulfilling its social responsibility as a biopharmaceutical company.

Governance

We have established a three-tier innovation governance structure comprising the Board of Directors, the General Manager, and the R&D department, ensuring continuous oversight, guidance, and resource support for innovation-related work from the Board and management.



Mr. Jun Xu, Deputy Chairman and General Manager of Shanghai RAAS, is a blood products expert. He served as project lead for the 2014 "Pujiang Program" innovation project and the 2016 "Key Development Fund Project for Shanghai Zhangjiang National Independent Innovation Demonstration Zone" and also serves as Vice Chairman of the Working Party on Plasma Protein Products, Chinese Society of Blood Transfusion. During the Reporting Period, he chaired the first editorial board meeting and kick-off meeting for *Blood Products Science* and led the team in related drafting work. Our R&D team also has strong academic backgrounds and solid project experience. We continued to organize internal and external professional training and encouraged participation in academic conferences and exchange activities to promote the sharing and application of research results.

Before making investment decisions on innovation projects, the decision-making level and management comprehensively assess scientific feasibility, commercial potential, and investment return, with reference to the latest AI tools and global databases. Final decisions are made based on a balanced assessment of risks, opportunities, inputs, and outputs.

Strategies

Innovation is a key driver of Shanghai RAAS's continued growth and capability advancement. To further enhance R&D innovation management, the Company systematically identifies and assesses innovation-related risks and opportunities, comprehensively reviews their potential impacts on operations and financial performance, and formulates targeted management measures accordingly to optimize resource allocation and decision-making processes, continuously improving the quality and effectiveness of decision-making.

Shanghai RAAS defines impacts from risks and opportunities within one year as short-term, those within two to three years as medium-term, and those beyond three years as long-term.

Analysis Results on Risks, Opportunities and Their Impacts

Potential risk identification and evaluation				
Risk	Risk description	Time range	Business impact	Financial impact
Product innovation risk	Delayed product or technology upgrades may result in insufficient response to customer needs, affecting customer satisfaction and market competitiveness	Medium-term and long-term	Decline in market competitiveness	Decrease of revenue
	Insufficient R&D efficiency may lead to slower-than-expected R&D progress	Short-term	Extend the R&D cycle	Increase of R&D expenses
Intellectual property risk	Failure to effectively protect the enterprise's intellectual property	Short-term and medium-term	Infringe by competitors	Decrease of revenue
			Involve in intellectual property disputes, lawsuits, and arbitration	Increase of administrative expenses

Identification and evaluation of potential opportunities				
Opportunity	Opportunity description	Time range	Business impact	Financial impact
Market competitiveness	Develop new biopharmaceutical products with independent intellectual property rights to enhance technological content and product value	Medium-term and long-term	New products directly bring about new market share, enhancing the enterprise's brand value and core competitiveness	Increase of revenue
			Improve the production efficiency and reduce the manufacturing costs effectively	Decrease of the operating cost
	Continuously optimize production processes and process systems to improve production efficiency and quality stability	Short-term and medium-term	Enhance the product quality, building a strong reputation	Increase of revenue

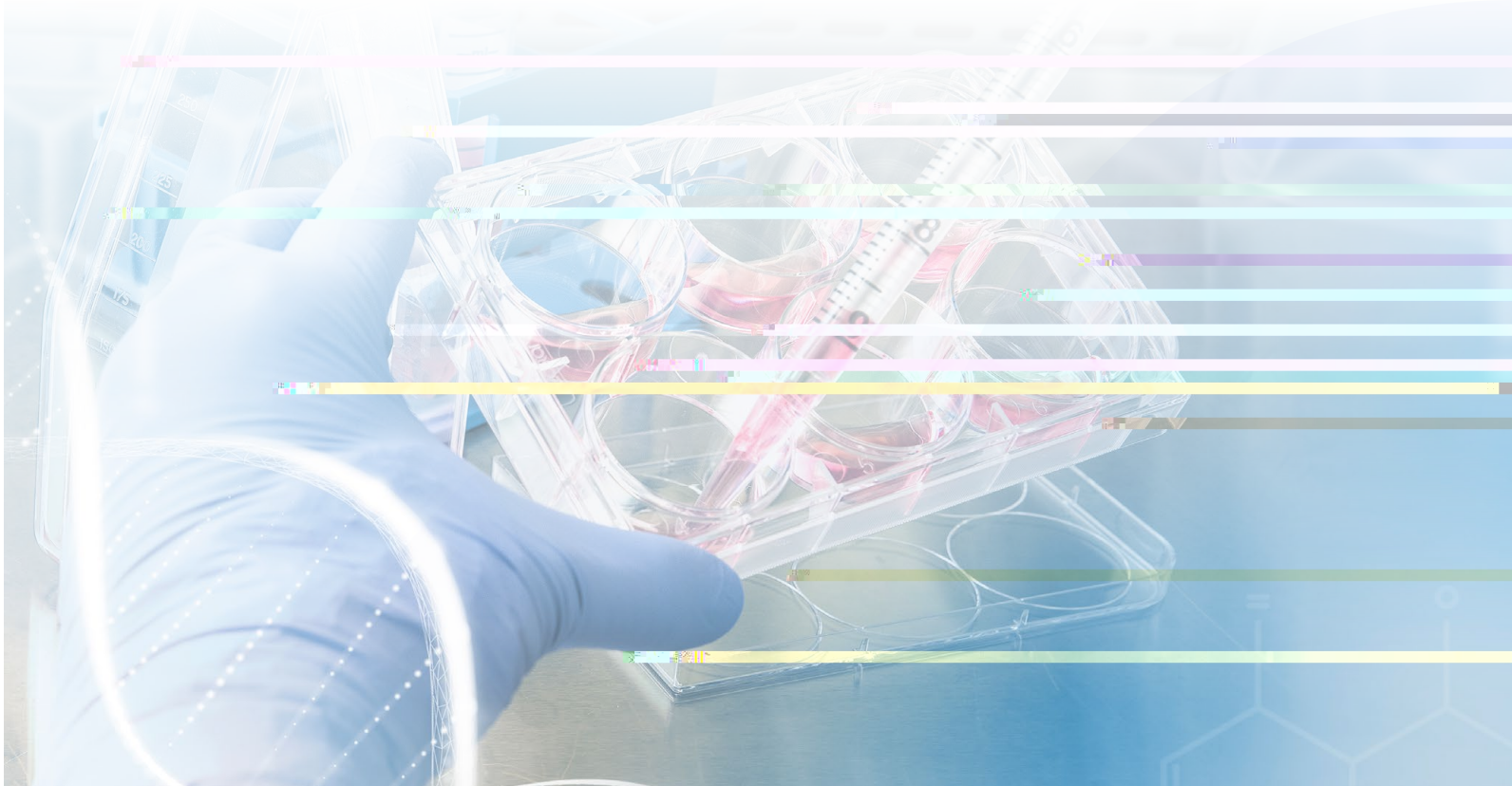
Management Strategies

Throughout its steady development, Shanghai RAAS has consistently identified and managed R&D innovation-related risks with a prudent approach, while actively seizing innovation opportunities. The Company remains committed to the R&D strategy of "advancing both "Plasma Expansion" and "Plasma Diversification" simultaneously", continuously promoting key technology development and product upgrades to strengthen its core competitiveness. Guided by the brand promise of "Shanghai RAAS, Health Guardian", we are committed to producing more medicines, better medicines, and newer medicines to improve public well-being.

Plasma is a limited biological resource, and Shanghai RAAS attaches great importance to improving comprehensive plasma utilization to reduce unit costs, enhance operating efficiency, and ensure the stable supply of blood products. As one of China's leading blood products companies, Shanghai RAAS is extending its technical capabilities and management experience to its subsidiaries. By continuously optimizing production processes, improving workflows, and expanding product varieties, the Company enhances plasma extraction and separation efficiency and strengthens the utilization of by-product components, turning previously discarded or low-value materials into new sources for product development.

Project	Subsidiaries
10% human immunoglobulin for intravenous injection	Tonrol Biopharmaceutical
Human fibrinogen	Tonrol Biopharmaceutical, Zhengzhou RAAS
Tetanus immunoglobulin	Zhejiang Haikang, Zhengzhou RAAS, Guangxi RAAS
Human rabies immunoglobulin	Guangxi RAAS
Von willebrand factor	Tonrol Biopharmaceutical
Human prothrombin complex	Tonrol Biopharmaceutical, Guangxi RAAS
Human albumin	Nanyue Biopharmaceutical
Human immunoglobulin (pH4) for intravenous injection	Nanyue Biopharmaceutical

Expansion of Blood Product Varieties across Subsidiaries of Shanghai RAAS





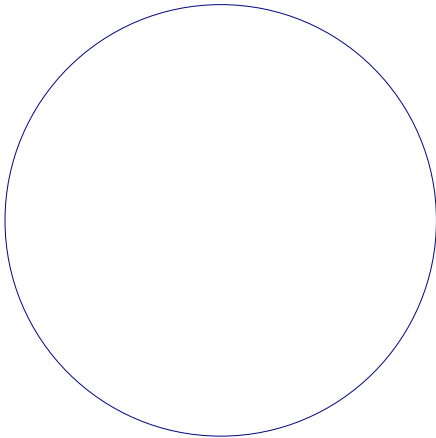
CASE "SR604" Injection

To address the burden of frequent long-term intravenous coagulation factor infusion in hemophilia prophylaxis, Shanghai RAAS has continued to advance the clinical development of "SR604" injection, an anti-human activated protein C antibody drug. In 2025, its additional indication, prevention of bleeding episodes in patients with von Willebrand disease, was approved by the China Food and Drug Administration. The product is currently in Phase IIb clinical trials. With a planned dosing regimen of subcutaneous injections once every four or eight weeks, it is expected to reduce injection frequency, improve the treatment experience, and ease the treatment burden. No product with the same target has been launched globally to date.



CASE Human Albumin Clinical Study (IIT)

To explore better treatment options for acute ischemic stroke, the Company actively supported an investigator-initiated trial led by Xuanwu Hospital, Capital Medical University. Preliminary Phase II results have demonstrated safety and efficacy, and the study has now entered confirmatory Phase III, with 60 sub-centers planned nationwide and 1,192 subjects to be enrolled. The project is expected to generate stronger clinical evidence, support treatment optimization, and provide improved treatment options for more patients. It is estimated to benefit a patient population of over 28 million, while helping reduce the burden on individuals, families, and society.



Shanghai RAAS ensures the efficient operation of its R&D system, strengthens end-to-end management from plasma collection to product manufacturing, and enhances R&D quality, product quality, and market competitiveness.

R&D Capacity Building

Shanghai RAAS continues to strengthen its R&D talent team. As of the end of the Reporting Period, the Company had 78 employees engaged in scientific and technological activities, including 63 with a bachelor's degree or above, among whom 11 held doctoral degrees and 12 held master's degrees. The Company has established dual career paths for the R&D team and provides differentiated support based on role requirements and individual development needs.

During the Reporting Period, the R&D team participated in a number of professional training sessions covering policies and regulations, technical expertise, and internal rules and procedures, continuously updating its knowledge base and compliance awareness. Meanwhile, the Company actively organized and participated in multi-level internal and external exchanges. Internally,

|

Intellectual Property Protection

Shanghai RAAS continues to improve its intellectual property management system in compliance with applicable domestic and overseas IP laws and regulations, including the *Patent Law of the People's Republic of China*, the *Detailed Rules for the Implementation of the Patent Law of the People's Republic of China*, and the *Trademark Law of the People's Republic of China*. The Company has also established internal policies such as the *Patent Management System* to strengthen full-process IP management.

The Company has established an intellectual property management mechanism led by the Board of Directors, organized by the General Manager, and implemented by relevant functional departments. The Board reviews key institutional arrangements and incentive mechanisms for intellectual property management, while management promotes implementation and coordinates resources to ensure clear responsibilities and effective operation. In terms of incentives, the Company protects inventors' rights and interests through measures such as patent rewards, encourages employees to actively submit patent proposals and innovation outcomes, and promotes the timely collection, standardized filing, and effective protection of innovation achievements. Relevant incentive arrangements are implemented upon approval by the Board.

In terms of communication and training, the Company provides online patent-related training for all employees to help them understand the importance of intellectual property, especially patents, and strengthen overall IP awareness. During the Reporting Period, a total of 856 employees completed the training.

Risk and Opportunity Management

To systematically identify and manage innovation-related risks while capturing industry opportunities, Shanghai RAAS has established and continuously improved its risk and opportunity management process for innovation-driven development. The Company assesses internal and external conditions as well as stakeholder concerns, and promptly formulates and implements internal control and risk response measures for key and high-risk areas. For details, please refer to 1.3 Risk Management.

Indicators and Targets

Shanghai RAAS has established an R&D innovation performance management system to support the implementation of its R&D strategy and strategic goals. Executive performance is linked to R&D project progress and milestone results, while the R&D team is assessed on key indicators such as project progress, R&D success rate, and the commercialization of innovation outcomes, so as to enhance R&D efficiency and the conversion of results.

During the Reporting Period, all of Shanghai RAAS's innovation and R&D projects progressed as planned (for more details, please refer to R&D strategy: Simultaneous advancement of "Plasma Expansion" and "Plasma Diversification").

Key Performance

During the Reporting Period

13

Number of invention patent applications

2

Number of invention patents approved

As of the end of the Reporting Period

126

Number of valid patents owned

42

Number of invention patents owned

31

Number of invention patent related to the main business

Expanding Access and Protecting Wellbeing

Blood products are critical specialty medicines used in the clinical treatment of various diseases. Due to their scarcity and irreplaceability, they play a vital role in public health emergencies, emergency medical care, and the long-term treatment of diseases such as hemophilia and congenital immunodeficiency. Shanghai RAAS always puts patient needs at the center. On the basis of ensuring product quality and safety, the Company continuously improves product accessibility and strives to provide the public with high-quality blood products that are more affordable and more accessible.

In terms of affordability, the Company actively promotes the inclusion of eligible products in the National Reimbursement Drug List and centralized drug procurement program, helping to reduce the financial burden of medication for patients. As of the end of the Reporting Period, Shanghai RAAS's main products cover three major categories—albumin, immunoglobulin, and coagulation factors—comprising a total of 12 varieties. Among them, ten products have been included in the National Reimbursement Drug List, and eight products have been incorporated into the centralized pharmaceutical procurement program.

In terms of availability, the Company continues to optimize its production and supply system, improve resource utilization and capacity assurance, and enhance its product portfolio and product mix to better meet diverse clinical needs and ensure the stable supply of blood products.

In terms of global accessibility, the Company has steadily advanced international registration and market expansion. Its products have been registered in nearly 20 countries, with exports covering emerging markets and developing countries in Southeast Asia and South America, continuously supporting patients in different regions. Looking ahead, the Company will continue to advance its international presence and improve the global availability of its products and service coverage.

Meanwhile, the Company continues to expand access through innovation and clinical research. During the Reporting Period, it continued the clinical development of the anti-human activated protein C antibody drug "SR604" injection and obtained approval for clinical trials for an additional indication, exploring a more convenient prophylactic treatment option to improve the patient experience and reduce the treatment burden. The Company also supported a multicenter investigator-initiated clinical study of human serum albumin combined with endovascular therapy for acute ischemic stroke, aiming to generate stronger clinical evidence and provide potentially better treatment options for a broader patient population.

Industry Cooperation and Development

Some marketed and under-development rare disease drugs of Shanghai RAAS are as follows:

Drug name	Indications	Marketing situation
SR604	It is intended for the prophylactic treatment of bleeding in patients with hemophilia and coagulation factor VII deficiency. This treatment can effectively improve the medication experience for hemophilia patients and has already obtained the FDA ODD	Under development as a Class 1 therapeutic biological product, the product entered Phase IIb clinical trials during the Reporting Period for the indication of "prophylactic treatment of bleeding in patients with hemophilia and congenital factor VII deficiency", and was also approved to enter Phase II clinical trials for the indication of "prophylactic treatment of bleeding in patients with von Willebrand disease"
Human serum albumin	Human serum albumin combined with endovascular therapy for acute ischemic stroke	It is marketed. During the Reporting Period, the investigator-initiated Phase II clinical trial of human serum albumin combined with endovascular therapy for acute ischemic stroke was completed, preliminarily demonstrating the safety and efficacy of human serum albumin in patients after thrombectomy. A larger investigator-initiated Phase III clinical trial is currently underway to further validate the efficacy of human serum albumin combined with endovascular therapy for acute ischemic stroke
Human immunoglobulin for intravenous injection	It can be used for the treatment of primary immunoglobulin deficiency, secondary immunoglobulin deficiency, autoimmune diseases, and other conditions	Marketed
Human fibrinogen	It can be used for congenital fibrinogen reduction or deficiency, as well as acquired fibrinogen deficiency	Marketed
Human coagulation factor VIII	This product has a corrective effect on coagulation dysfunction caused by the deficiency of human coagulation factor VIII, and is primarily used for the prevention and treatment of bleeding symptoms in patients with Hemophilia A and acquired Factor VIII deficiency, as well as for the management of surgical bleeding in such patients. It is recommended in the <i>Expert Consensus on the Off-label Use in China of Drugs for Rare Hematologic Diseases (2024 Edition)</i> and included in the "Off-label drug usage catalog for hemophilia treatment"	Marketed

Shanghai RAAS adheres to the philosophy of "innovation-driven, quality first, and win-win cooperation". The Company actively participates in industry collaboration initiatives, promoting coordinated industrial development and continuous improvement in sustainability. With an open and pragmatic approach, the Company strengthens communication and collaboration with various partners, pooling diverse resources and professional expertise to jointly explore new pathways for high-quality development of the industry.

CASE

Participated in the 5th China Conference on the Advancement of Hematology (2025 CASH)

From January 3 to 5, 2025, the 5th China Conference on the Advancement of Hematology (2025 CASH) was held in Tianjin under the theme of "Greater Hematology, Greater Public Health, and Greater Health". Dr. Jun Xu, Deputy Chairman and General Manager of Shanghai RAAS, was invited to attend and share the Company's experience in blood products R&D and industrialization, as well as the progress of representative innovation pipeline projects.

By participating in high-level academic conferences, Shanghai RAAS continues to strengthen exchanges with academia, clinical institutions, and industry peers, stay informed of industry trends and clinical needs, and promote the sharing of innovation concepts and R&D experience, contributing to the high-quality development of the blood products industry.

CASE

Advance Collaboration on High-quality Evidence-based Research in the Field of Stroke

On November 7, 2025, at a sub-forum of the China Stroke Conference, the team led by Academician Xunming Ji of Xuanwu Hospital, Capital Medical University, released the results of the randomized clinical trial ARISE. The study showed that Shanghai RAAS human serum albumin (Anpu Laishi) combined with standard endovascular therapy achieved positive clinical outcomes without significant adverse reactions, providing evidence-based support for optimizing treatment strategies for acute ischemic stroke.

That afternoon, the team also held the launch ceremony for the ARISE-2 study, which was attended by Dr. Jun Xu, Deputy Chairman and General Manager of Shanghai RAAS, as a representative of the supporting organization. The Company will continue to support high-quality clinical research and academic exchange, promote the translation of research results into clinical practice, and help improve stroke prevention and treatment for more patients.



Quality First, Craftsmanship Products

Product Quality and Safety	49
Pharmacovigilance	58
Customer Service	60

Product quality and safety are the foundation of the Company's steady operations. We adhere to full-process quality management, continuously strengthen product safety assurance, improve pharmacovigilance and risk management, and optimize services and closed-loop feedback management to support the high-quality development of the Company and the industry.



Quality Management System

Shanghai RAAS has always prioritized quality and safety, building a comprehensive quality management system across the Group based on GMP standards and ISO 9001 guidelines. This system covers key areas such as personnel management, facilities and equipment, material management, production process control, quality inspection, and document management. All operational production bases are 100% GMP certified, ensuring quality and safety throughout the entire process, from raw material collection to finished product launch.

Supply
end

Supplier level-to-level management and audit

- To strengthen quality control across the entire supply chain, the Company implements tiered management and regular audits for plasma, raw materials, auxiliary materials, and various services. For plasma supply, a quality audit and management system is in place for single-donor plasma stations; for other raw materials and services, suppliers are managed based on a tiered approach, with key, major, and general materials classified. This includes annual reviews, periodic audits, quality agreements, and performance assessments. The Company continues to improve its supplier management documentation system, covering supplier selection, daily evaluation, and ongoing management

Supplier audits and quality agreement management

- The Company determines audit cycles and methods based on tiered management principles. Key material suppliers and GMP service providers are generally managed on a 3-year cycle, while major material suppliers are managed on a 5-year cycle. Audit frequencies can be adjusted dynamically based on annual performance reviews
- In 2025, 22 domestic suppliers were initially scheduled for audit, with 41 on-site audits and 2 written audits actually completed. For overseas suppliers, 6 audits were completed as planned, with some overseas factories undergoing commissioned on-site audits
- The Company signs quality or service agreements with material suppliers and service providers, incorporating contract performance into performance evaluations. Communication and necessary training ensure mutual understanding of key terms
- In 2025, the Company extended its review to critical supply chain links. During supplier audits, the Company will focus on suppliers' audits and management of second-tier suppliers, following up on any issues until corrective actions are completed, and forming audit conclusions to extend quality control requirements to upstream suppliers

Quality audit and management of plasma apheresis stations

- All plasma apheresis stations under the Group have obtained the *Plasma Apheresis License* issued by local provincial/autonomous region health commissions, with certification reviews conducted every two years; meanwhile, the Company follows relevant laws, regulations, and industry standards, such as the *Basic Standards for Plasma Apheresis Stations*, the *Quality Management Specifications for Plasma Apheresis Stations*, the *Technical Operating Procedures for Plasma Apheresis Stations*, and the *Laboratory Quality Management Specifications for Plasma Apheresis Stations*, and continuously improves the plasma station quality management system
- All plasma apheresis stations undergo at least one on-site quality audit every six months, organized by the quality management department, which issues the *Quality Audit Reports*. Any issues identified are subject to closed-loop management, with corrective actions tracked, re-verified, and reviewed until approval
- Each apheresis plasma station has a regular self-inspection mechanism, conducting self-checks every six months on key processes such as donor health assessments, blood testing, collection operations, packaging, storage, and supply; deviations or risks identified are promptly addressed with corrective and preventive measures, and the results are reported to the upper management
- The Group's Plasma Station Operations Committee organizes internal quality cross-checks annually, generating Quality Cross-Check Reports. Each company addresses deficiencies identified in the reports, ensuring continuous improvement in consistency and effectiveness of plasma station quality management
- In terms of external supervision, each plasma apheresis station undergoes routine supervision by health authorities and participates in random blood quality tests and unannounced inspections; for issues identified during inspections, Plasma apheresis stations complete corrective actions and submit documentation on time, cooperating with follow-up reviews to ensure compliance

Production end

Regulatory inspections and compliance operations

- The Company's production bases continue to undergo GMP compliance inspections and supervision by regulatory authorities. In 2025, three GMP audits were conducted, with a 100% pass rate
- During the Reporting Period, the Company successfully passed the production license and GMP compliance inspections for the new fully automated packaging line, No. 2 filling line, and finished product warehouse renovation
- In April 2025, the Company initiated the renewal process for its *Manufacturing Licenses for Medicinal Products*, completing the necessary documentation, review, and submission, successfully obtaining the new license

Process quality supervision and risk closure

- The Company conducts regular on-site inspections and special audits, focusing on key elements to strengthen process control. Key process steps are monitored in real-time in line with production plans, supplemented by monthly special inspections and video checks
- In 2025, 478 records of on-site inspections, and internal quality inspection records, /

Digitalization and measurement system improvement

- The document, and standard

Quality Control and Product Testing

Shanghai RAAS continues to strengthen its virus safety and quality control capabilities. All virus inactivation/removal methods employed by the Company have been validated by the National Institutes for Food and Drug Control as well as authoritative foreign experimental institutions; Shanghai RAAS was the first in China to apply Nucleic Acid Amplification Technology (NAT) for testing viral markers in raw plasma and products, maintaining a leading position in the industry; in terms of human serum albumin, the Company remains the only one in China to utilize double Pasteurization for virus inactivation, further enhancing the virus safety of its products. These practices, backed by the Company's years of experience in quality management and process control, provide a solid foundation for product quality and safety.

The Company has established a comprehensive quality control system, equipped with quality control laboratories, testing equipment, and professional teams to ensure full-process quality control, covering raw and auxiliary materials, packaging materials, intermediate products, stock solutions, semi-finished products, finished products, stability samples, process water, and environmental testing samples. During the Reporting Period, the Company completed the deployment of the LIMS system, enabling electronic closed-loop management for product and environmental sample testing, enhancing data integrity, traceability, and management efficiency.

For any abnormalities found during product testing, the Company has established relevant investigation processes and documentation systems, including investigation processes for abnormal data (AD), out of trend (OOT) results, out of specification (OOS) results, as well as corrective and preventive actions (CAPA). This ensures closed-loop problem resolution and continuous improvement.

Testing capacity building

In 2025, Shanghai RAAS, focusing on safety, quality, and efficiency, built a quality management system covering the entire value chain, aligned with national regulatory requirements, Group development needs, and digital transformation trends. The system will ensure product safety, efficacy, and controllable quality through three key dimensions: system digitalization, full-process control, and risk identification based on regulatory standards.

Digital upgrade of quality management system

The Company continues to advance the Group-level Quality Management System (QMS), gradually unifying quality management requirements and key processes to improve cross-entity collaboration and support quality risk identification, tracking, and closed-loop management with digital capabilities

Full-process risk control for marketed products

Based on seven-dimensional risk grading (production batch, market launch time, conditional approval, quality review, storage and transportation impact, pharmacovigilance, and periodic risk levels), the Company conducts risk management for marketed products. Risks are reviewed annually, biennially, or triennially. By integrating factors such as progress in registration-related studies, annual review analyses, evaluation of storage, transportation and traceability systems, pharmacovigilance activities, and the impact of regulatory and industry changes, the Company identifies potential risks or adverse trends and formulates corresponding measures to ensure consistently stable and reliable product quality

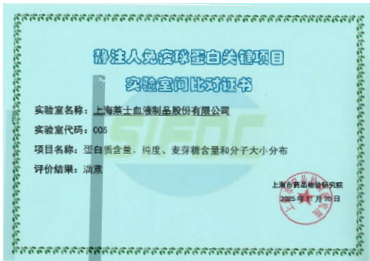
Benchmarking domestic and international regulations

The Company focuses on sterile drug quality management, conducting gap analysis against requirements such as the EU Sterile Drug Annex, the National Medical Products Administration (NMPA) Sterile Drug Annex draft, and the 2025 edition of the *Pharmacopoeia of the People's Republic of China*. It addresses gaps such as digital monitoring and transforms regulatory requirements into actionable preventive measures to strengthen the quality safety defense

Inspection Capabilities and Qualification Development

The Company continues to enhance basic work such as inspection method validation and laboratory capability development to support quality risk identification, assessment, and closed-loop improvement. The Company is also advancing its CNAS laboratory certification application, with preparatory materials already completed

During the Reporting Period, the Quality Control Department of Shanghai RAAS participated in the inter-laboratory comparison organized by the Shanghai Institute for Food and Drug Control for the key project of intravenous human immunoglobulin in 2025 and received a "Satisfactory" evaluation. This reflects the accuracy and consistency of the Company's quality control laboratory testing results, providing strong support for product quality control and testing capabilities.



Evaluation Certificate Issued by Shanghai Institute for Food and Drug Control

Precautionary testing

In addition to conducting routine testing for all marketed products, Shanghai RAAS also performs precautionary testing for emerging quality/safety concerns on newly developed products to identify potential risks in advance and strengthen process control.

For new products and processes, the Company forms a dedicated project team with members from production department, purchasing department, quality control department, quality assurance department, and other relevant departments. During the project initiation phase, the team defines action items, responsibilities, and deadlines. Before pilot production, process and pharmaceuticals research plans are developed and approved according to procedures. During pilot production, the team closely monitors and evaluates key process parameters, test data, and performance under extreme conditions to ensure product quality stability and meet expected output targets.

Quality Management Culture Building

Shanghai RAAS continues to foster a quality management culture, integrating quality concepts into daily operations and management processes, and promoting consistent quality awareness and behavior standards among employees and suppliers. The Company conducts annual quality training, including supplier quality standards and employee skill enhancement and experience-sharing sessions, covering all suppliers and employees.

Company-wide product quality management training

In 2025, the Company developed a tiered and categorized quality training system based on job requirements and skill gaps, providing targeted training support for different employee groups.

For all employees

In addition to regular training on quality management requirements such as the *Pharmacopoeia of the People's Republic of China* and GMP, the Company offered online courses on microbiology, data integrity, and the Sterile Drug Annex consultation draft in the first half of the year to reinforce basic quality knowledge and compliance awareness; in the second half, the focus shifted to DTMS system training to improve employees' ability to apply quality information systems

For key positions and management

The Company organized offline specialized training sessions focusing on key risk areas and enhancing critical skills, strengthening quality expertise among management and operational staff

For new employees

The *DTMS System Introduction* was incorporated into the mandatory onboarding course. Job-specific training paths were designed based on the role matrix, combining online learning, assessments, and practical evaluations to help new employees meet job qualification requirements more quickly

For Group collaboration

The Company organized learning sessions for subsidiaries to study the latest domestic and international laws, regulations, and technical guidelines, ensuring consistent execution of standards and work requirements. This promoted business communication and experience sharing between subsidiaries, effectively spreading quality training and cultural initiatives across all employees and continuously improving the Group's overall quality management level

24,868
Total hours of quality training

20,091
Total person-times of quality training

516
Number of participants in quality training

Quality training coverage

100%
Product and quality-related functional employees

100%
All employees

Supplier quality management mechanism

To strengthen the assurance of supplier product and service quality, Shanghai RAAS continues to improve its supplier quality management system. Building on evaluation, auditing, and communication training, the Company further reinforces quality agreements and performance management. Shanghai RAAS signs quality or service agreements with all material suppliers and service providers, updating these agreements as required. The performance of these agreements is incorporated into supplier performance evaluations to ensure the implementation of quality requirements. For key and targeted clauses within the agreements, the Company communicates and interprets them with relevant suppliers to ensure full understanding and compliance, enhancing the consistency and stability of supply chain quality management.

In addition to communication and promotion of quality requirements during the audit process, the Company organizes at least one annual product quality and safety training for suppliers to continually improve their quality management. During the Reporting Period, the Company conducted 25 supplier training sessions, covering 40 suppliers.

CASE Supplier Quality Management Training

During the Reporting Period, Shanghai RAAS conducted annual quality training and exchanges for GMP-controlled suppliers, communicating the Company's supplier quality requirements and updates to SSF documents. The training also focused on discussing quality exception cases and driving continuous improvement among suppliers. After training, suppliers implemented corrective measures based on the issues identified and the latest requirements. The overall quality level of material suppliers exceeded the standards set by the Pharmacopoeia and applicable national and industry standards, supporting the stability of raw material quality and supply chain risk control.

Risk and Opportunity Management

To effectively implement risk management requirements, the Company identifies key risks and opportunities, further assesses their likelihood and impact, and creates a risk list with priority rankings. For high-priority risks, the Company establishes corresponding management mechanisms and workflows, assigns responsible teams, and conducts regular risk monitoring, recording, and reviews. Risk control measures are implemented to minimize the potential impact of blood product quality and safety risks on internal and external stakeholders. For details, please refer to 1.3 Risk Management.

Indicators and Targets

Shanghai RAAS integrates product quality and safety objectives into its performance management system, linking them with management and key personnel evaluations to ensure active participation in quality management and the continuous safeguarding of product quality and safety.

The Company has established a target-oriented performance evaluation mechanism. For management, performance requirements focus on the implementation of the quality strategy,

quality cost control, and the effectiveness of quality decisions; for key positions (such as quality engineers, supervisors, and senior technicians), performance targets are set based on work quality indicators, participation in quality improvement projects, and continuous improvement of quality documents and records.

During the Reporting Period, all product quality and safety-related targets were achieved.

Target	2025 target value	2025 achievements
GMP audit pass rate	100%	100%
Pass rate of product batch	90%	Over 90%
Pass rate of testing by quality testing laboratory of plasma division	100%	100%
Number of recall incidents caused by product quality problems	0	0

Pharmacovigilance

To promptly identify and respond to product safety risks, Shanghai RAAS has established and continuously improved its pharmacovigilance system, covering adverse reaction collection, adverse reaction monitoring, pharmacovigilance training and pharmacovigilance indicator control. For indicator management, the Company conducts process control in accordance with national pharmacovigilance key quality control indicators. During the Reporting Period, all four quantifiable indicators reached 100%, exceeding the 95% target.

Adverse reaction collection	Adverse reaction monitoring	Pharmacovigilance training	Pharmacovigilance indicator control
Shanghai RAAS collects adverse reaction information through multiple channels: On the one hand, the Company obtains feedback reports through the direct adverse drug reaction reporting system for Marketing Authorization Holders; on the other hand, it has established hotline and online channels to promptly receive spontaneous reports, inquiries, and complaints from medical institutions, pharmaceutical distributors, patients, and the public.	The Company continuously conducts post-marketing safety monitoring. By tracking information from the Company's website, public media, and literature, it monitors product safety and verifies and handles relevant information in a timely manner.	The Company clearly defines employees' responsibilities for receiving and reporting post-marketing adverse reactions and conducts regular training to ensure timely reporting and effective operation of the pharmacovigilance system.	The Company has established seven key pharmacovigilance quality control indicators, including compliance of individual case safety report (ICSR), compliance of periodic safety update report (PSUR), formulation and implementation timeliness of pharmacovigilance plan (PVP), updating timeliness of the pharmacovigilance system master file (PSMF), and compliance of information updating of the national direct reporting system.

CASE Pharmacovigilance Training Case

Group pharmacovigilance training

To strengthen the compliance and quality of the pharmacovigilance systems across the Group, we organized a pharmacovigilance training in Shanghai on December 18, 2025. The training, through specialized courses, case analysis, and interactive discussions, covered key topics such as policy interpretation and technical practices, supporting the improvement of the pharmacovigilance scientific system in each company. The training was attended by 14 participants, including pharmacovigilance heads and related staff from five companies, further enhancing post-market safety monitoring and evaluation capabilities and promoting the digitalization and standardization of pharmacovigilance work.

Company-wide training on the Pharmacovigilance System Master Document

To enhance all employees' understanding and execution of the Company's post-market pharmacovigilance system, the Company created a training video course on the *Pharmacovigilance System Master Document* and organized mandatory learning for all staff. This initiative aims to integrate pharmacovigilance requirements into daily operations and ensure their standardized implementation.

External professional training and capacity building

During the Reporting Period, the Company's pharmacovigilance personnel attended the 2025 Drug Safety Monitoring and Evaluation training and advanced sessions by the National Center for Adverse Drug Reaction Monitoring, focusing on post-market safety monitoring, cluster event investigation, biologics risk signal detection, and real-world data for proactive monitoring. Meanwhile, the Company participated in the "Signal Management Methodology Training Seminar" organized by the Institute of Drug Regulatory Science, China Pharmaceutical University, to learn advanced tools and practical experience in signal management, draw on international methodologies, and continuously enhance its pharmacovigilance capabilities.



Product Recall

To ensure pharmaceutical quality and public medication safety, strengthen after-sales management, and standardize product recall procedures, the Company has formulated the *Product Recall Management Procedures*, which provide unified management and control of recall processes for pharmaceuticals with quality defects or other deficiencies.

To ensure the recall mechanism can be activated promptly and effectively when necessary, the Company regularly conducts mock recalls and drills to evaluate the responsiveness and effectiveness of the recall system; if new products are launched during the year, they are prioritized for inclusion in simulated recall drills.

During the Reporting Period, the Group underwent neither product recall incidents caused by product quality and safety issues nor major safety and quality accidents related to products and services.

Customer Service

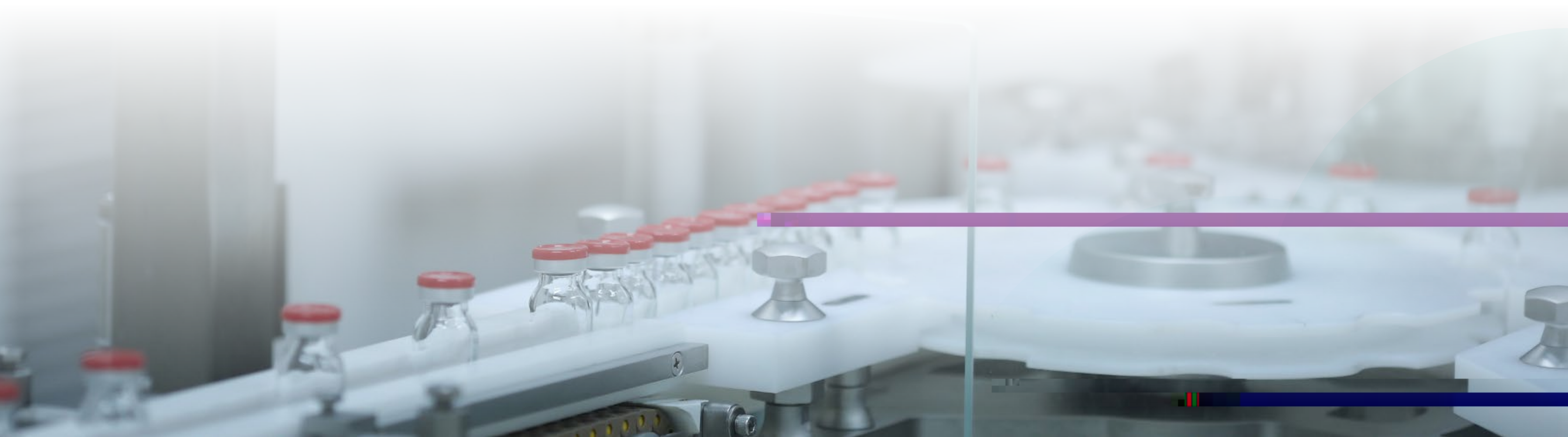
To enhance customer experience and ensure standardized and controllable service processes, the Company has established customer service assurance and market research mechanisms. These cover market information collection and feedback, user inquiry and complaint handling, product information communication and training support, and sales service assurance. The Company regularly tracks product use in the market, analyzes user feedback and satisfaction, and conducts at least one market survey each year. It also maintains standardized and transparent communication with regional distributors and personnel from medical institutions to respond promptly to clinical and market needs.

Complaint Management

The Company places great importance on customer feedback, designating a dedicated role to handle user inquiries and complaints, including receiving, registering, investigating, and responding to them, in accordance with the *Management Procedures for Users' Consultation and Complaints*. For quality-related complaints, the Company implements tiered management, clarifying investigation paths and time limits to ensure corrective actions and feedback are properly implemented.

During the Reporting Period, the Company received no quality-related complaints. For serious complaints, the Company immediately initiates an internal investigation process and cooperates with regulatory authorities to conduct sampling tests and verifications, confirming that there were no quality issues; the Company communicates the investigation results and relevant findings to customers and closes the loop. For general complaints, the Company similarly conducts prompt identification and testing, confirming that the product is not at fault, and provides customers with feedback on the test results and relevant usage guidance.

Throughout the complaint handling process, the Company remains customer-oriented, providing timely communication and professional support to respond properly to customer concerns. At the same time, it reviews and improves relevant processes based on complaint investigation results, and continuously strengthens quality control and risk prevention measures. Going forward, the Company will continue to enhance product and service quality and provide customers with safe and reliable product assurance.



Addressing Climate Change

Climate change has become a significant global problem. It not only continuously threatens human health and survival, but also brings profound impact on the sustainable development path of enterprises. Shanghai RAAS pays continuous attention to GHG emissions. It positively responds to China's "3060" dual-carbon strategic target, attaches increasing importance to climate-related issues and adopts a series of measures for reducing carbon footprints. The main links of the Company that generate GHG emissions cover such operational links as cold-chain logistics and storage, production and manufacturing of products, operation of office (including the use of electricity and heating), and waste treatment (including waste transportation).

Governance

Shanghai RAAS has established a three-tier governance structure consisting of the Board of Directors, the Strategy and ESG Committee of the Board of Directors, the Sustainable Development Management Working Group and the Sustainable Development Functional Working Group, which systematically oversees and manages work related to climate change issues (for details, please refer to Section 1.1 Sustainability Governance).

Strategy

Shanghai RAAS knows very clearly that climate change risks will bring both opportunities and challenges to its business operation and development. It strives to manage these risks in scientific manner and seize opportunities, studying and analyzing factors such as market, policy and industry development, as well as paying attention to their potential impact in advance. In accordance with the requirements of guiding framework of the Task Force on Climate-related Financial Disclosures (TCFD), we identify and evaluate risks and opportunities as well as their potential impact.

We define the impact of climate change risks and opportunities within one year as short-term, the impact faced within 2–3 years as medium-term, and the impact faced beyond three years as long-term.

Analysis results on risks, opportunities and their impacts

Potential risk identification and evaluation				
Risk	Risk description	Time range	Business impact	Financial impact
Transition risks – Policy and legal risks	As the requirements for carbon emission compliance gradually become stricter, excess emission acts may be punished.	Medium-term and long-term	Upgrading of energy saving and carbon-reducing equipment for reducing emissions	- Increase of capital expenditures - Increase of fixed assets
Transition risks – Technical risks	Administration departments put forward stricter requirements for enterprises' application of photovoltaic energy, wind energy and other green energy.	Medium-term and long-term	Build infrastructure for application of renewable energy	- Increase of capital expenditures - Increase of fixed assets
Transition risks – Reputation risks	Stakeholders put forward stricter requirements for the Company's information disclosure regarding to addressing climate change.	Short-term and medium-term	Hire a professional service team to provide related services	Increase of the administrative expenses
Physical risks – Acute risks	Typhoon, heavy rain, thunderstorms and other extreme weather appear more frequently.	Short-term	- Affect the Company's daily production and business activities - Damage buildings and other facilities and equipment	- Decrease of revenue - Increase of impairment losses of fixed assets
Physical risks – Chronic risks	Average temperature rises at operation locations.	Medium-term and long-term	Increase workload of cooling and thermostatic systems	Increase of operating costs/administrative expenses

Management strategies

Shanghai RAAS systematically identifies and addresses climate change-related risks, integrates them into its overall risk management system, and enhances operational resilience and adaptability through targeted strategies.

Transition risks	Positively implements energy saving & emission reduction measures, increases the use ratio of renewable energy (refer to Section 4.2 Energy Management for details).
Physical risks	- Strengthens meteorological monitoring, tracks weather dynamics and trends in real time during the high-incidence season of extreme weather, and formulates and improves special emergency plans for disaster control, flood defense, typhoon prevention, etc. - Periodically inspects and maintains key equipment such as cooling and thermostatic systems to ensure their stable operation, and continuously explores solutions for improving energy efficiency.

Risk and Opportunity Management

Based on the scientific risk management system, Shanghai RAAS establishes risk management plans for the identified risks and formulates emergency management programs to gradually minimize the impact of climate risks on the Company during its business operation. For details, please refer to Risk Management.

Indicators and Targets

During the Reporting Period, Shanghai RAAS enhanced the management of data related to energy consumption and ensured that the energy consumption of the production departments remained within a steady and reasonable range. At the same time, we will continuously strive to improve in energy saving & emission reduction, GHG emission control and enhancing climate resilience, committing to reducing GHG emissions.

During the Reporting Period, Shanghai RAAS's GHG emission intensity was as follows:

Index	Unit	2025
Scope 1 GHG emission intensity	tCO ₂ e/million RMB	0.82
Scope 2 GHG emission intensity	tCO ₂ e/million RMB	4.07

Energy Management

Shanghai RAAS strictly complies with the *Energy Conservation Law of the People's Republic of China* and the national double-control actions for energy consumption, systematically promotes energy saving & emission reduction, continuously improves its energy management level, and actively explores the application of renewable energy, committing to reducing energy consumption and GHG emission. The Company has formulated the *Energy Benchmark and Energy Performance Parameter Control Procedure*, which guides all subsidiaries to establish and improve their own energy management systems, and promotes the standardization and scientization of energy management. As of the end of the Reporting Period, Shanghai RAAS has successfully obtained the ISO 50001:2018 energy management system certification. Its certified scope covers the management of energy procurement, reception, storage, processing and conversion, transmission and distribution, utilization, waste heat recovery and utilization, as well as the application of energy-saving technologies involved in the production and management of blood products, including Human Albumin, Human Immunoglobulin (pH4) for Intravenous Injection, Human Fibrinogen, Human Coagulation Factor VII, Human Thrombin and Human Fibrin Sealant.

In positive response to the national call for energy saving & emission reduction, Shanghai RAAS actively advances energy conservation and consumption reduction. Through equipment upgrading, process optimization and energy structure transformation, combined with refined management and the promotion of energy-saving initiatives among all employees, we have effectively improved energy utilization efficiency, reduced operational energy consumption, and achieved a win-win situation for both economic and environmental benefits.



Some Energy Saving Measures Taken by Shanghai RAAS and Its Subsidiaries

CASE Refrigeration System Energy Efficiency Optimization and Refined Management Project

To improve energy utilization efficiency, Shanghai RAAS implemented the refrigeration system energy efficiency optimization project in 2025. Through high-standard preventive maintenance on existing refrigeration equipment, including replacing high-efficiency refrigeration oil and key filters, and strictly implementing refrigerant recovery and precise recharging, the project effectively restored the operating efficiency of the units and avoided increased energy consumption caused by equipment performance degradation. Meanwhile, in the two newly built medium-temperature cold stores, the Company selected and equipped 10 sets of new high-energy-efficiency refrigeration units, reducing the energy consumption per unit of cooling capacity from the source.



Additionally, to reduce the carbon footprint of operations, Shanghai RAAS actively optimizes its energy structure and takes increasing the proportion of green electricity use as a key measure. In 2025, we steadily promoted the application of renewable energy through a combination of direct procurement and green certificate supplementation. To achieve the annual green electricity usage target, we directly procured 3,421,130 kWh of green electricity through power sales companies, and accepted 2,437 Green Electricity Certificates compensated by them due to insufficient supply (equivalent to 2,437,000 kWh of green electricity). Through the model of "direct green electricity procurement + green certificate supplementation", the Company's actual annual consumption of green electricity reached 5,857,000 kWh, and the proportion of green electricity successfully increased to 20%, completing the annual target as scheduled.



Partial Green Electricity Consumption Certificates of Shanghai RAAS

Besides, we pay great attention to training and cultural publicizing activities concerning energy saving and periodically organize special energy management training for employees in relevant positions. The training covers national laws and regulations related to energy utilization, cutting-edge energy saving technologies in the industry, and sharing of internal best practice cases. Through such training, we ensure that employees can not only deeply understand and comply with relevant regulatory requirements, but also proficiently master practical energy saving techniques, and turn energy saving awareness into conscious actions in daily work, jointly creating a green office and production atmosphere featured by full participation and all-round conservation.

Environmental Management

Shanghai RAAS strictly complies with the *Environmental Protection Law of the People's Republic of China* and relevant policies, laws and regulations of its operation locations. On this basis, it has established an environment management system, which continuously mitigates the impact of production and operating activities on the environment. We have established an environment management architecture with the Environment, Health and Safety ("EHS") management committee as its core. The management committee directly reports to the Group's Chairman, which realizes managing the environmental target, environment management performance and environment management process systematically.

To ensure the standardization and operability of management, Shanghai RAAS and its subsidiaries have respectively established *Environmental Protection Accountability System*, *Environmental Protection Management Procedures* and other system documents, whose contents cover all links from production to waste treatment. All subsidiaries of the Group carry out regular environmental risk evaluation and regular environmental audits. In addition, they have laid down detailed preventive measures against the potential environmental risks (such as wastewater leakage, excessive waste gas emissions). As of the end of the Reporting Period, 60% of the Group's operating sites have obtained ISO 14001 certification.

Prior to the construction and operation of factories, we conduct environmental impact assessments on projects to ensure that the environmental effects of production and operations remain compliant and controllable. During operations, the Company has established a stringent environmental monitoring system to ensure that all pollutant emissions consistently meet local environmental protection requirements. For key emission indicators including wastewater, waste gas and noise, we conduct self-monitoring and comparative testing at monthly, quarterly, semi-annual and annual frequencies, and perform regular maintenance on the monitoring systems to identify leakage risks, so as to ensure the stable operation of pollution control facilities and the continuous compliance of all indicators. Meanwhile, the Company regularly carries out soil and groundwater monitoring and environmental hazard investigation to systematically prevent potential environmental risks and realize all-round control of various environmental elements such as soil, groundwater and atmosphere.

Furthermore, to verify the implementation of environmental regulations and standards as well as the effectiveness of our environmental management system, all subsidiaries within the Group continuously monitor the environmental impact of production activities. Annual internal and external audits are conducted, covering 100% of production and operational sites, to ensure comprehensive compliance in waste management, pollutant discharge and environmental impact mitigation. For problems identified in the audits, we will formulate rectification plans and follow up on their implementation. Through the closed-loop management of "monitoring-auditing-rectification", we continuously improve environmental management performance.

During the Reporting Period, the Group's total environmental protection investment reached RMB 12.4781 million. The environmental monitoring program and risk management measures functioned effectively. No major environmental incidents occurred, nor did the Group receive any major administrative penalties or be held criminally liable by relevant departments in charge of ecological environment due to environmental issues.

Key Performance

During the Reporting Period, the group has invested a total of RMB

12.4781 million

in environmental protection

Emission Management

Waste Management and Disposal

We strictly comply with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste*, the *Standard for Pollution Control on Storage of Hazardous Waste* as well as other laws, regulations and industrial standards of our operation locations during our implementation of the waste management and disposal.

The Group's primary hazardous waste includes production waste from plasma product manufacturing, waste liquids from cleaning processes, and other hazardous materials generated during production and operation. Each subsidiary has developed tailored hazardous/dangerous waste disposal procedures and management documents in accordance with local requirements, which clearly define departmental responsibilities and operational protocols for waste transfer, reception, and disposal to ensure scientific and precise categorized management. On this basis, the Company has set clear hazardous waste reduction targets, and continuously reduces the intensity of hazardous waste through effective measures such as optimizing production processes and strengthening classified management at the source. For terminal disposal, we entrust licensed third-party environmental service providers to conduct standardized harmless treatment of hazardous waste through incineration, comprehensive utilization and other methods. We will continue to explore source reduction measures for hazardous waste to enhance both environmental and economic benefits.

Hazardous Waste Reduction Targets

Taking 2024 as the baseline year, reduce the hazardous waste generation density per million units of revenue by 10% by 2028.

2025 Target Progress

In 2025, the hazardous waste generation density per million units of revenue of the Group was 0.35, representing a 12.5% decrease compared with 2024.

During the Reporting Period, the Group did not experience any major environmental incidents or administrative penalties caused by improper waste management.

CASE Recycling Utilization Practice of Alcohol Waste Liquid

To promote the reduction and recycling utilization of solid waste, the Company officially put into operation the alcohol waste liquid membrane concentration treatment system during the Reporting Period. Through the two-stage membrane alcohol permeation technology, the system conducts graded concentration and ethanol removal on alcohol waste liquid, realizing hazardous waste reduction while recycling ethanol resources, and achieving dual improvement of environmental and economic benefits.

The system has treated a total of 1,986 tons of low-concentration alcohol waste liquid. After concentration, the hazardous waste outsourced for disposal has been reduced to 756 tons, with a hazardous waste alcohol reduction rate of approximately 60%, equivalent to a reduction of 1,229 tons of hazardous waste output, accounting for 43.24% of the total annual hazardous waste reduction of the entire plant, and directly reducing disposal costs by about RMB 1.588 million. As the concentrated alcohol can be recycled and reused, the actual unit disposal cost of the Company has dropped to RMB 0 per ton.

In terms of environmental benefits, the operation of the system has significantly reduced the outsourced disposal volume and environmental risks in the transportation link, and greatly improved the level of hazardous waste reduction and recycling. At the same time, this process saves the energy consumption of original waste liquid distillation and subsequent incineration, indirectly reducing carbon emissions and the generation of air pollutants, providing strong support for the Company's overall energy saving & emission reduction.

Shanghai RAAS adheres to the principles of circular economy, and implements classified management and targeted recycling for non-hazardous waste. For specific waste materials generated in the process of production and construction, the Company gives priority to on-site reutilization or entrusting qualified professional units for regenerative disposal, so as to convert them into available resources. For by-products such as sludge produced from wastewater treatment, the Company ensures that all of them are entrusted to qualified professional partners for compliant harmless treatment and comprehensive utilization. Meanwhile, recyclable packaging and other materials generated in daily operations are channeled into a standardized recycling system through the establishment of stable recycling channels. Through these measures, the Company effectively promotes the reduction and value-added utilization of waste, and is committed to reducing the impact on the environment.

Waste Gas Emissions

Shanghai RAAS strictly complies with the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and other relevant laws and regulations, implementing systematic and standardized strict control over exhaust gas emissions from production operations. To ensure that all exhaust gas emissions consistently and stably comply with the standards, the Company has formulated and implemented the *Management Procedures for Waste Gas Monitoring and Control Standards of Factories*. Each operational unit has also established relevant internal systems and operational procedures based on this framework.

The Company has identified the main sources of exhaust gas during operations, including the volatilization of chemical reagents in experimental R&D, animal housing management, wastewater treatment plant operation, and the functioning of some auxiliary production facilities. In response to characteristic pollutants potentially generated from these sources, such as Volatile Organic Compounds (VOCs), ammonia, hydrogen sulfide, and particulate matter, the Company has established a full-process management system encompassing source control, collection during processes, and end-of-pipe treatment. Regular monitoring is conducted to fulfill environmental protection responsibilities and continuously improve regional air quality.

To effectively reduce the environmental impact of exhaust gas emissions, Shanghai RAAS has implemented a series of measures in exhaust gas treatment and operational optimization, committed to enhancing environmental performance across multiple levels, including source reduction, process control, and operational management.

Source Control and Efficient Treatment

The Company prioritizes the use of clean energy and efficient equipment to reduce pollutant generation at the source. At all operational bases, gas-fired boilers are equipped with efficient purification devices such as low-nitrogen burners, significantly reducing the initial emission concentrations of primary pollutants like nitrogen oxides and particulate matter. In the planning of new or upgraded production and R&D facilities, the Company actively introduces more advanced gas recovery and treatment technologies, aiming to enhance exhaust gas collection and purification efficiency.

Operational Optimization and Management for Emission Reduction

Through refined operational scheduling, the Company further explores emission reduction potential. In scenarios with multiple boilers, by scientifically arranging the startup, shutdown, and runtime of different boiler models, priority is given to operating equipment with higher energy efficiency and lower emission concentrations. This approach effectively reduces the total emission of pollutants such as nitrogen oxides while meeting the same production heat demand.

Pollutant type	Actual Emissions in 2025 (t)	Target	Compliance Status
Particulate matter	0.04	100% compliant and in accordance with local standards of operation	Achieved
Sulfur Oxides (SO _x)	0.03	100% compliant and in accordance with local standards of operation	Achieved
Nitrogen Oxides (NO _x)	2.39	100% compliant and in accordance with local standards of operation	Achieved

Waste Gas Emission Reduction Target of Shanghai RAAS

Key Performance

During the Reporting Period, Shanghai RAAS achieved an overall reduction in total exhaust gas emissions of approximately **44.84%** through technological upgrades and equipment retrofitting initiatives.

Wastewater Discharge

Shanghai RAAS strictly complies with the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and other relevant laws and regulations. The Company and its operational sites have established and implemented a series of internal management systems, including the *Standard Operating Procedures for Wastewater Treatment System* and the *Management Regulations for Discharge of Wastewater and Rainwater*, based on regulatory requirements and their specific operational characteristics. These systems regulate the operation, maintenance, and monitoring of wastewater treatment facilities to ensure compliance.

The Company has identified the main sources of wastewater during operations, primarily including cleaning wastewater from experimental R&D processes, cooling drainage from certain production steps, and wastewater generated from facility maintenance. In response to potential characteristic pollutants in the wastewater, such as Chemical Oxygen Demand (COD), suspended solids, and others, we have established a full-process control system encompassing source segregation, pretreatment, and centralized compliant treatment. Regular monitoring of discharged wastewater is conducted to ensure ongoing compliance with regulatory requirements and fulfill our responsibility to protect the water environment.

To meet increasingly stringent environmental protection standards and support business growth, Shanghai RAAS has established a comprehensive wastewater treatment system incorporating physical, chemical, and biological methods. We employ mature and reliable treatment processes, including screening, sedimentation and equalization, biological degradation, sludge-water separation, and final disinfection, to ensure the effective purification of various wastewater streams. Building on this foundation, the Company continuously pursues technological iteration and energy efficiency optimization.

CASE

Membrane Bioreactor (MBR) Technology Integration and Water Resource Recycling Project

During the Reporting Period, we implemented a major technological upgrade to our core wastewater treatment system, successfully integrating and commissioning a Membrane Bioreactor (MBR) treatment module. This has transitioned the system from a conventional process to a highly efficient integrated mode of "biological treatment + precise membrane filtration." Through the adoption of high-performance membrane modules and precise process control, the system achieved comprehensive improvements in treatment capacity, resource recycling, and operational stability: the designed daily treatment capacity increased by 44%, and COD treatment capability improved by approximately 33%, effectively overcoming bottlenecks associated with production growth; post-technological upgrade, a portion of the high-quality treated water is now available for reuse, with an estimated annual savings of over 8,000 tons of fresh water. Simultaneously, sludge volume was reduced by about 20%; the enhanced shock-load resistance of the MBR system has also significantly improved the wastewater treatment system's stability in handling production fluctuations, strengthening environmental risk control.

We ensure that the quality of discharged wastewater complies with environmental standards. Through a remote monitoring system, we conduct real-time water quality monitoring at discharge points. During the Reporting Period, the wastewater discharged by Shanghai RAAS and its subsidiaries consistently met national standards and did not cause any adverse impact on the surrounding environment or residents.

Emission Type	Actual Emissions in 2025 (t)	Target	Compliance Status
COD	16.69	100% compliant and in accordance with local standards of operation	Achieved
Ammonia Nitrogen	0.92	100% compliant and in accordance with local standards of operation	Achieved

Waste Water Discharge Target of Shanghai RAAS

Key Performance

During the Reporting Period, Shanghai RAAS successfully reduced COD in wastewater by **2.31** tons.

Resource Utilization

Packaging Material Management

Shanghai RAAS actively implements the concept of a circular economy, integrating green packaging and resource conservation into the entire R&D and production chain. We strictly adhere to the *Circular Economy Promotion Law of the People's Republic of China* and other relevant regulations, and are committed to minimizing the single-use consumption of packaging materials and enhancing their reusability and recycling levels through technological innovation and refined management.

Source Design and Material Substitution

We actively introduce automated and intelligent packaging equipment into production lines. By optimizing packaging structure design, we have significantly reduced the single-use quantity of specific packaging components, such as internal cushioning and support materials. Concurrently, we promote green material substitution; for instance, replacing some single-use cushioning materials with washable, reusable, and environmentally friendly alternatives, thereby reducing waste generation at the source.

In daily operations, the Company implements strict refined management of packaging materials. We have established a system for material balance and leftover material recovery. Surplus packaging containers generated during production and R&D processes, such as vials and bottle caps that meet quality requirements, are collected and prioritized for use in internal, non-core production stages, such as process sampling and equipment validation, ensuring compliance and safety. This achieves the internal circular use of packaging materials and avoids unnecessary resource waste.

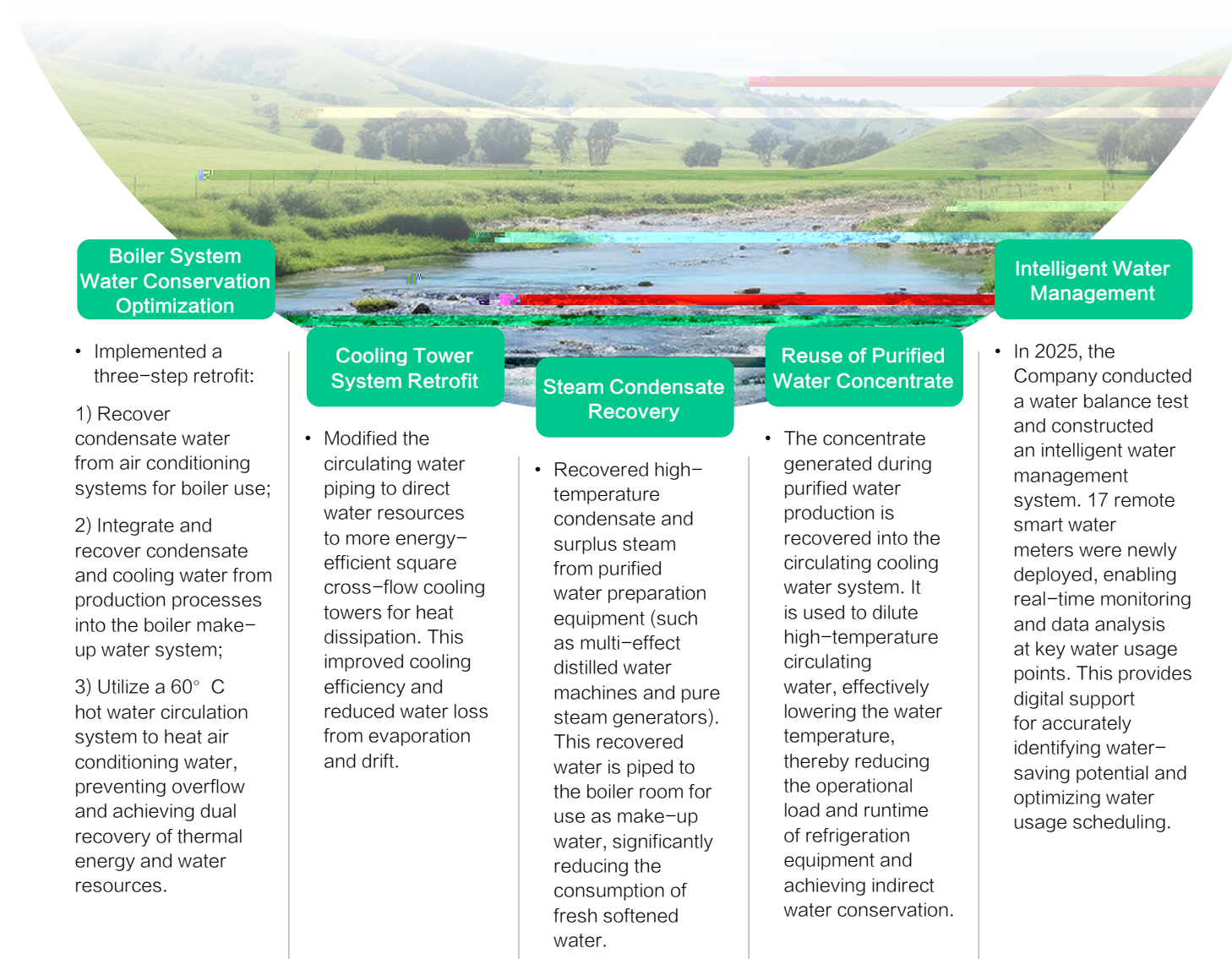
Refined Management and Internal Circulation

Water Resource Utilization

Shanghai RAAS strictly adheres to the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Water Resources Law* and local water resource usage and discharge standards in its water resource management. The Company considers the efficient and compliant utilization of water resources a critical aspect of its environmental management.

The Group's operational water primarily comes from municipal water supply networks. All production and domestic wastewater must be treated by internal treatment systems and discharged only after meeting or exceeding the national and local discharge standards, fulfilling the Company's responsibility to protect the water environment.

To improve water resource efficiency, Shanghai RAAS continued to advance systematic water conservation management and technological upgrades in 2025, introducing digital monitoring methods. We implemented a series of recycling and reuse projects in key water-consuming systems and enhanced refined control through the construction of an intelligent water management system.



Water Conservation Initiatives of Shanghai RAAS and Zhejiang Haikang

Ecosystem and Biodiversity Protection

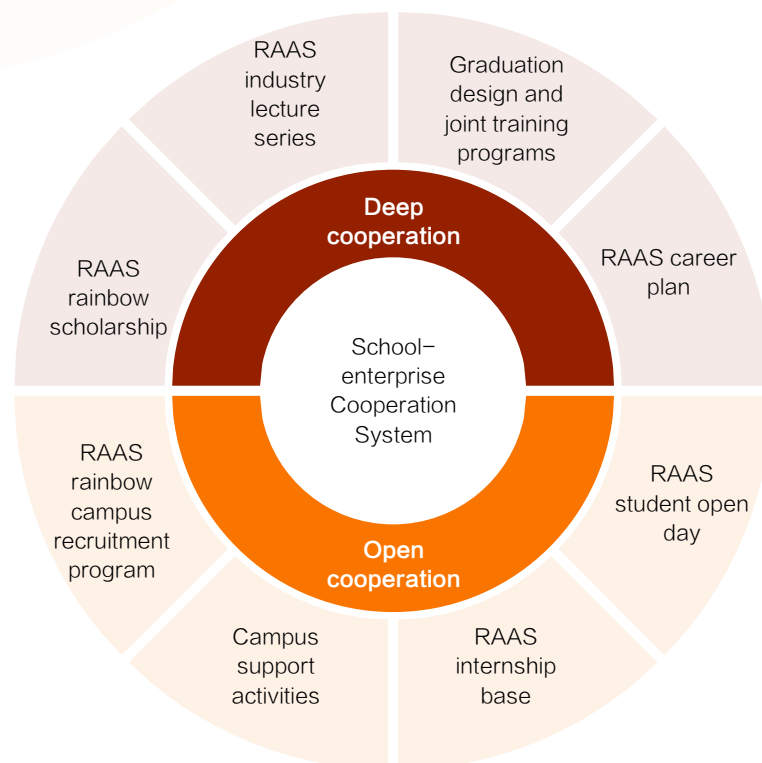
Shanghai RAAS fully recognizes the importance of biodiversity conservation. Based on our assessment, our main R&D and production facilities are not located within nature reserves or ecologically sensitive areas, and our current operational activities have no direct impact on wildlife species or their habitats.

During our operations, we strictly comply with laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and are committed to minimizing our impact on the surrounding ecological environment from the source. We continuously reduce the environmental footprint of our operations by optimizing production processes, enhancing efficient resource utilization, and strengthening pollutant control. Furthermore, in the greening and construction of our facilities, we prioritize the use of local plant species to support the local ecology. Looking ahead, we will continue to monitor and assess the potential impacts of our operational activities on biodiversity, exploring and implementing appropriate conservation measures aligned with our business practices to contribute to maintaining ecosystem balance.



School-enterprise Cooperation

Shanghai RAAS is dedicated to forging a team with a diverse age demographic. We place significant emphasis on retaining our seasoned core employees while actively embracing the influx of young talents. The Company continues to intensify its collaborative ties with universities, with the goal of nurturing and channeling new talents into the pharmaceutical industry. To achieve this, Shanghai RAAS has developed an all-encompassing framework for school-enterprise cooperation. Through initiatives such as the Rainbow Campus Recruitment Program, the establishment of RAAS Internship Bases, the introduction of special scholarships, and collaborative talent development projects, the Company has effectively fostered deep and mutually beneficial partnerships with universities.



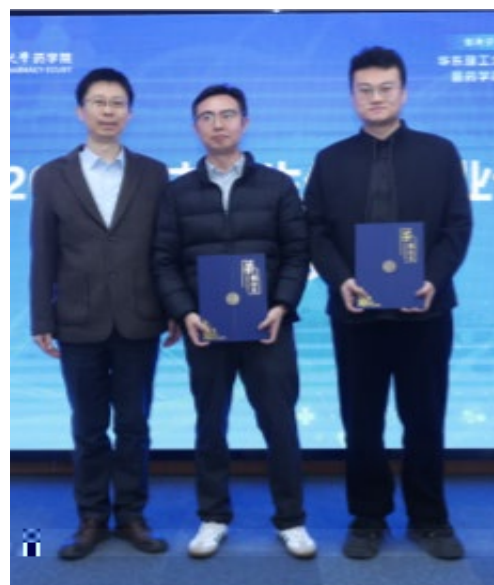
CASE In-depth University-Enterprise Cooperation Project

Leveraging its profound accumulation in the field of plasma products, Shanghai RAAS has established close cooperation with well-known universities such as Shanghai Jiao Tong University, East China Normal University, and East China University of Science and Technology. This collaboration not only fully supports the cultivation of high-level talents in the industry but also opens up academic development pathways for employees.

Among them, Shanghai RAAS collaborates with Shanghai Jiao Tong University to undertake the Ministry of Education's national pilot program for engineering master's and doctoral training reform — the university-industry joint cultivation program for engineering master's students. As of now, three master's degree students in engineering have completed the joint training and graduated successfully.

Additionally, the Company collaborated with East China University of Science and Technology on a "Distinguished Engineer" graduation design project. These collaborations have effectively nurtured students' practical skills and innovative thinking by providing rich internship platforms and joint supervision of their graduation theses. As of the end of the Reporting Period, 14 outstanding students have benefited from this program. In 2025, one student's graduation thesis was awarded the Excellent Graduation Thesis by East China University of Science and Technology, and their mentor was authorized as an "Excellent Mentor" by the university.

In addition, Shanghai RAAS has established a joint training program with East China Normal University, further expanding the breadth of university-enterprise cooperation.



Awarding Excellent Mentors

CASE RAAS Rainbow Future Scholarship

To encourage outstanding students to pursue studies and research in the biopharmaceutical field, Shanghai RAAS has established the "Rainbow Future Scholarship" at the School of Life Sciences at East China Normal University and the School of Pharmacy at East China University of Science and Technology. This scholarship is aimed at undergraduates, graduate students, and doctoral students in relevant fields, recognizing those who excel in student work, scientific research innovation, and social practice. The Rainbow Scholarship not only alleviates students' financial burdens but also inspires their enthusiasm for learning and motivation for scientific research. Since its inception, 35 outstanding students have benefited from this program, cultivating a pool of future talents for the biomedicine sector.



Scholarship Donation Ceremony at East China University of Science and Technology

CASE RAAS Public Welfare Lecture

In 2025, leveraging its school-enterprise cooperation platform, Shanghai RAAS continued to develop the "RAAS Public Welfare Lecture" series. By introducing specialized courses such as *Quality Management of Plasma Products* and *Production Management of Plasma Products* to campuses, the program reached over 180 students. Drawing on their profound professional expertise, several internal experts were honored with the title of "Excellent Lecturer" by East China University of Science and Technology. As of the end of the Reporting Period, the Company has conducted a total of 10 specialized lectures, benefiting more than 230 students and achieving positive results in promoting the integration of industry and education as well as the sharing of industry experience.



Lecturer Appointment Ceremony at East China University of Science and Technology

Corporate Mentor for Career Planning

Shanghai RAAS has long been offering internship positions to major universities, providing valuable opportunities for students to gain practical experience within the Company. Tailored to different professional backgrounds, the Company designs customized practice programs that allow students to directly participate in real business scenarios, including company operations, product R&D, and marketing. This facilitates an effective transformation from classroom knowledge to professional identification. As of the end of the Reporting Period, a total of 161 students have successfully completed their internships. Due to its continuous investment and achievements in building an internship system, the Company was honored with the title of "East China Normal University 2025 University-level Demonstrative Internship Base."

RAAS Internship Base

Rainbow Recruitment

Shanghai RAAS holds annual campus recruitment talks at prestigious institutions such as Shanghai Jiao Tong University, East China Normal University, and East China University of Science and Technology to attract and recruit outstanding fresh graduates. As of the end of the Reporting Period, 36 outstanding graduates from these universities have joined Shanghai RAAS and

Enterprise Visits

Collective Agreements

Shanghai RAAS is committed to fostering and enhancing harmonious and stable labor relations. The Company has concluded the *Shanghai RAAS Comprehensive Collective Contract* and the *Shanghai RAAS Special Collective Contract on Salaries* with the labor union. These contracts provide a strong guarantee for employees' legal rights and interests in labor remuneration, working hours, rest and vacations, labor safety and health, insurance and benefits, and special protection. Furthermore, the Company actively focuses on the joint development of female employees and the Company. We have signed the *Special Collective Contract for the Protection of the Rights and Interests of Female Employees of Shanghai RAAS* with the labor union to further strengthen the protection of workplace rights for female employees.

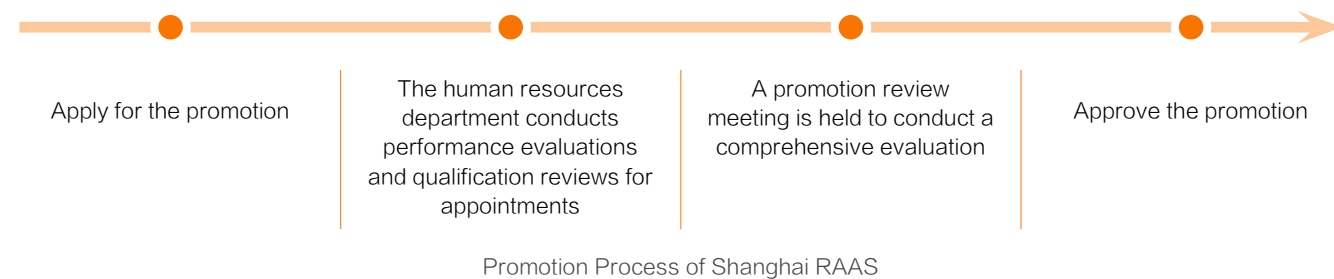
During the Reporting Period, the collective contract signing rate among Shanghai RAAS employees was 100%.

Growing Together

Career Development System

Shanghai RAAS attaches great importance to employee growth and value realization, having formulated and implemented the *Employee Promotion and Advancement Management System*. The Company has designed a job rank system and employee career development paths that align with its strategic development requirements. We actively support vertical promotion within the M, P, and S career sequences and encourage horizontal mobility across sequences to broaden employees' career development pathways and lay a solid talent foundation for the Company's rapid expansion.

Shanghai RAAS adheres to the principles of fairness and impartiality in promotion and is committed to providing equal development opportunities for all employees. Employees may voluntarily submit promotion applications. After the Human Resources department conducts a preliminary review of their performance and qualifications, the Promotion Review Committee and the Promotion Approval Committee comprehensively evaluate their eligibility for promotion, thereby ensuring the rigor and standardization of promotion decisions.



Key Talent Pool

In terms of employee development and key talent pool management, Shanghai RAAS has established a talent reserve mechanism centered on "key nodes" and ensures the continuity and stability of organizational development through institutional design. According to the *80 Value Contribution Node Talent Management System Guidelines*, the Company identifies key positions around core business scenarios and has constructed a full-chain talent management system encompassing identification, attraction, reserve, and cultivation. This ensures the timely supply and 100% competency of personnel in key positions, providing a stable core talent guarantee for strategic implementation.

The Company has clarified a "1:2 reserve" target for key positions. As of the end of the Reporting Period, the total number of individuals in key nodes across the Group was 133, with the echelon reaching 263 people. The personnel reserve rate stands at 2.0, achieving full coverage of the backup mechanism for key positions. Building on this, the Company has further upgraded its talent reserve target to "1:3" to enhance organizational resilience with higher standards, ensuring efficient operations even during business fluctuations or key personnel changes.

Performance Evaluation and Feedback Mechanism

Shanghai RAAS attaches great importance to the long-term development of its employees and has constructed a comprehensive performance evaluation system to drive the joint growth of both the enterprise and its staff. In 2025, the Company further revised the *Shanghai RAAS Performance Management System*. These measures are designed to fully stimulate employees' initiative, proactivity, responsibility, and creativity. Through clear performance objectives, fair evaluations, and corresponding reward and punishment measures, the Company promotes the continuous improvement of employee performance, thereby driving the attainment of corporate business goals.

Management personnel

For management personnel, the performance evaluation emphasizes core values and is closely aligned with team objectives. The evaluation criteria are mainly based on key business indicators, while also considering shared responsibilities such as finance, training, and quality. Evaluations are carried out on a semi-annual basis, with a focus on long-term contributions.

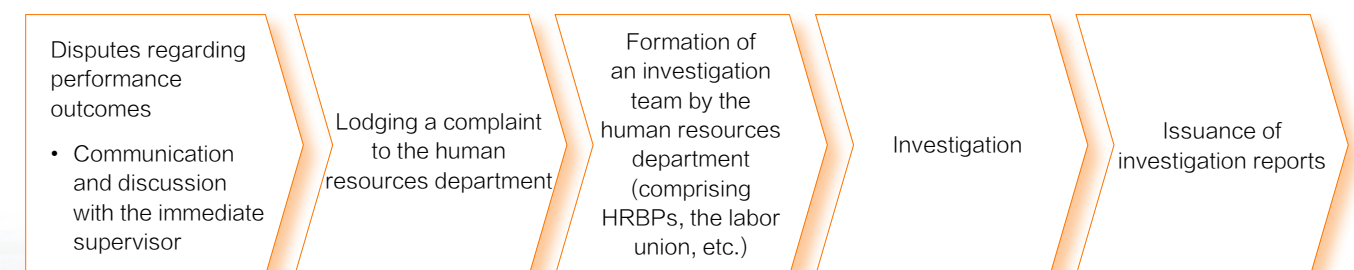
Employee – professional and technical positions

For employees in professional and technical positions, the evaluation system is structured around the annual core indicators and undergoes a review and adjustment process semi-annually. The performance evaluation is conducted at the year-end, integrating both self-evaluation and evaluation by management personnel, with consideration given to the quarterly behavior scores.

Employee – field operational positions

For employees in on-site operational positions, the evaluation covers behavioral points and assesses various aspects such as work execution, quality, improvement, training, and rewards and punishments. Evaluations are carried out on a quarterly basis, with annual scores being calculated as the average of the quarterly scores. Management personnel are tasked with conducting these evaluations to ensure they are comprehensive and consistent.

The Company places emphasis on ongoing two-way communication and feedback between managers and employees to facilitate the attainment of performance objectives. To ensure the fairness of evaluations, the Company has established a standardized performance evaluation grievance process and handling procedures to ensure that employees' reasonable concerns are addressed and responded to in a timely manner.

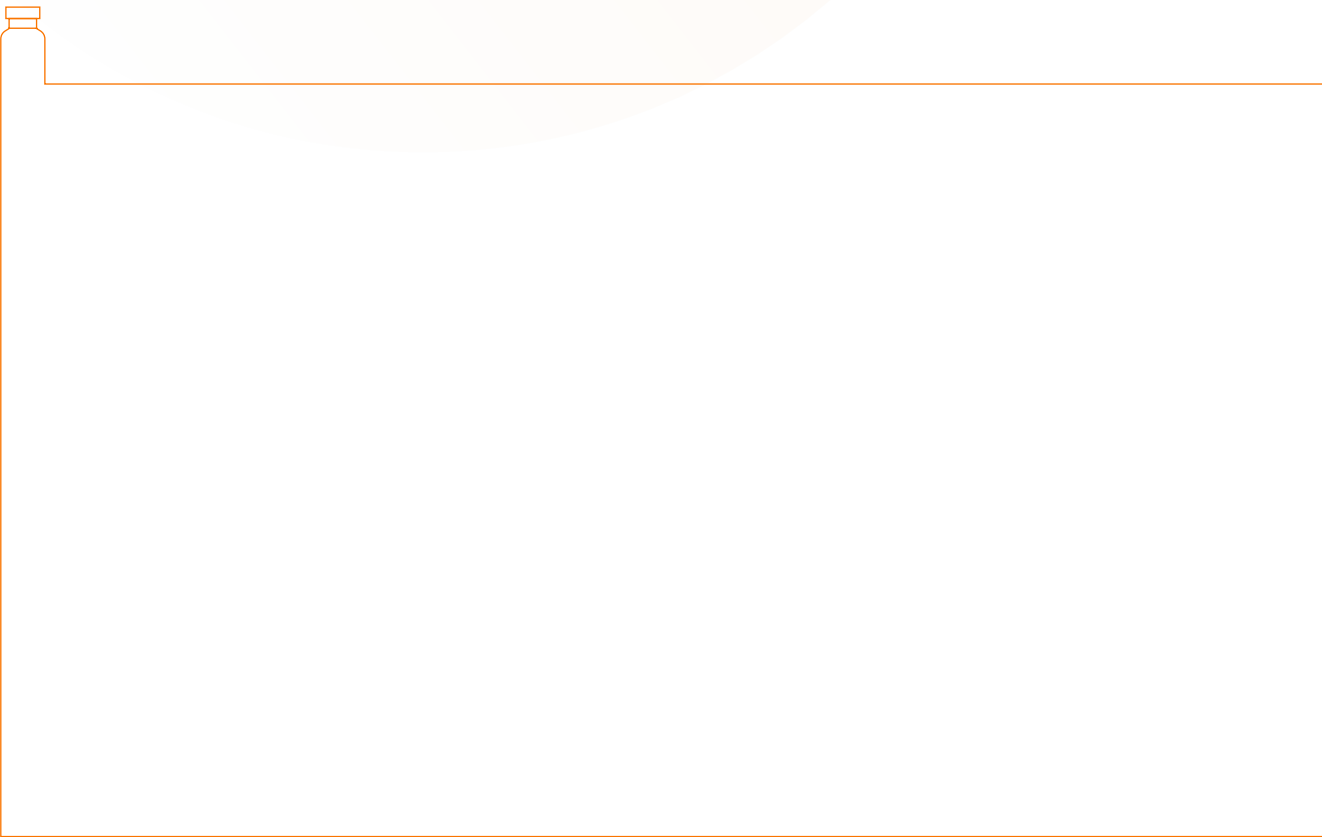


Performance Evaluation Complaint Process of Shanghai RAAS

Employee Training

Shanghai RAAS is dedicated to promoting the workplace philosophy of "lifelong learning" and is committed to building a sustainable development ecosystem where employees and the Company grow together. In accordance with internal regulations such as the *Employee Training Operating Procedures* and the *Employee Training Management System*, the Company has established a comprehensive training management framework that covers all employees. The Company clearly aligns training targets with corporate strategies, formulates annual training plans, and allocates special budgets to ensure their implementation.

The Company's training system is primarily divided into two modules: pre-employment training and continuing education. Tailored to the actual developmental needs of employees at various stages of their careers, the Company systematically designs and optimizes diversified training programs to assist employees in achieving their personal career aspirations. In terms of training formats, we comprehensively utilize various methods including: offline centralized training, online centralized lectures, online learning platforms, externally commissioned training, on-the-job practical exercises, independent study, and blended learning models. These formats meet the learning preferences and development needs of employees across different positions and levels. Regarding training evaluation, the Company comprehensively verifies training effectiveness through various methods such as



During the Reporting Period, Shanghai RAAS organized a total of 1,755 training sessions, achieving 100% participation coverage across both the employee population and the executive team. The total training hours amounted to 255,708.69 hours, with an average of 67.33 training hours per employee.

Support for Continuing Education

In order to keep pace with the Company's development, implement the "talent serving enterprise" strategy, and build a well-structured, dynamic, and high-quality talent pool, Shanghai RAAS has clarified the requirements for employees' academic upgrading in the *Employee Training Management System*. It actively encourages employees to participate in on-the-job academic degree education at the undergraduate, master's, and doctoral levels. In terms of professional

Humanistic Care

Employee Compensation

Shanghai RAAS firmly believes that employees are the powerful driving force for corporate development and is dedicated to building a robust talent team. The Company has formulated and implemented the *Compensation Management Measures* and other related systems, constructing a comprehensive compensation scheme that includes base salaries, special incentives, short-term incentives, and long-term stock-based incentives to effectively attract, motivate, and retain talent.

The Company adheres to the compensation incentive philosophy of "high value-added, high sharing; high contribution, high return," and fairly determines salaries based on factors such as job value, work performance, and individual capabilities to ensure the fairness and impartiality of the compensation system. By strengthening the link with performance, the Company closely aligns employee bonuses with the Company's profitability, reinforcing the consistency between individual and corporate development. Under the principle of positioning base salaries at a market-leading level, the Company optimizes the compensation structure for different types of employees, linking the learning and growth of technical staff with their pay and the compensation of sales staff with their business capabilities, thereby establishing a fair, just, and flexible compensation system.

Employee Benefits

Shanghai RAAS strictly complies with national laws and regulations related to social welfare, ensuring the full payment of pension, unemployment, medical, and maternity insurance, as well as the housing provident fund for all employees in accordance with the law. Furthermore, the Company continuously improves its employee welfare and care system, which includes, but is not limited to, supplementary medical insurance, supplementary housing fund, group personal accident insurance, value-added medical guidance services, employee apartments, equity incentive plans, breastfeeding leave, paid vacations, meal subsidies, physical examinations, and festival activities to enhance employees' sense of belonging and happiness through practical actions.

In 2025, building upon statutory benefits, the Company significantly strengthened paid leave resources and family care support. In addition to strictly implementing national statutory holidays, the Company directly provides an additional 6 days of universal paid annual leave for all employees and has innovatively established paid blood donation leave to encourage social welfare activities. In terms of family care, the Company focuses on strengthening support for eldercare and parenting; to implement the requirements of the revised *Shanghai Municipal Regulations on the Protection of the Rights and Interests of the Elderly* (effective November 1, 2025), the Company has added elderly care leave that exceeds legal requirements. Specifically, employees who are only children enjoy 7 days of paid care leave annually, while non-only-child employees enjoy 5 days, specifically designated for the illness care and companionship of parents and parents-in-law. Regarding maternity leave, we strictly implement national and local regulations for the labor protection of female employees, fully implementing the statutory maternity leave system, providing 14 weeks of parental leave for female employees, and 10 days of paid paternity leave for male employees, with this system covering 100% of the Company's regular employees.

In addition, Tonrol Biopharmaceutical has established the "Tonrol Biopharmaceutical Hardship Support Fund." As of the Reporting Period, the fund has supported 32 employees with a total assistance amount of approximately RMB 700,000, receiving widespread support and recognition from employees.

Supplementary medical insurance

Each year, supplementary medical insurance is purchased for employees, filling the coverage gaps left by basic health insurance for certain medical expenses, which helps alleviate the financial burden employees may face during medical treatment to some extent.

Group personal accident insurance

Group personal accident insurance has been purchased for employees who face higher risks due to their work nature, including frequent travelers, field workers, and drivers. This insurance comprehensively covers accidental death, disability, and accidents involving public transportation.

Value-added medical guidance service

A comprehensive value-added medical guidance service system has been set up, covering various stages from consultation and appointment scheduling to green channels for major illnesses and accompaniment during hospital visits, to ensure that employees can quickly receive prompt and effective medical assistance when facing health challenges.

Employee apartments

Shanghai RAAS has invested in and purchased 140 talent apartments to better attract and retain talent and solve employees' accommodation issues. By the end of 2025, 104 employees have already moved in, and Shanghai RAAS prepared the Employee Apartment Management Measures to standardize the occupancy criteria.

Breastfeeding leave

We have made flexible arrangements for employees' breastfeeding leave, allowing them to choose how they want to take their leave based on their personal circumstances. Employees can either accumulate their leave or take one hour off each day, creating a more considerate and accommodating work environment for employees.

Meal subsidies

The Company offers a variety of safe and nutritious meals, along with meal subsidies, to help reduce employees' living expenses.

Physical examinations

The Company offers free annual physical examinations for employees, which include comprehensive cancer screenings and additional optional tests to accommodate individual differences and health needs. During the Reporting Period, the completion rate for physical examinations was 100%.

Festival activities

The Company provides various benefits, such as family day events, Mother's Day care activities, and birthday celebrations. During the Reporting Period, the Company investk v

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Democratic Communication

Shanghai RAAS is committed to building an open and transparent communication culture by establishing an employee feedback platform mechanism and smoothing internal communication channels. In 2025, Shanghai RAAS comprehensively optimized and upgraded the employee feedback platform mechanism based on existing communication channels. By adding online real-name channels and offline anonymous channels, a dual-track feedback model was constructed to further expand the ways for employees to express their needs. To ensure the effective implementation of the mechanism, each subsidiary developed and released corresponding operating procedures based on their actual conditions, achieving full coverage of the employee feedback platform for all employees across the Group. This ensures that employee opinions are heard, demands are responded to, and communication is barrier-free.

Employee Feedback Platform

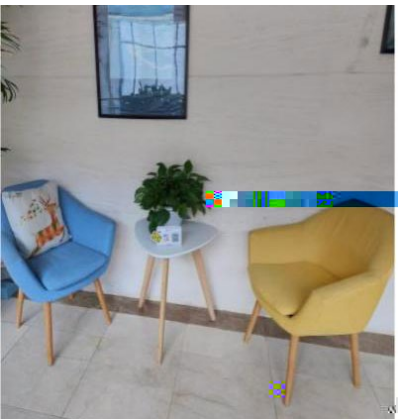
We aim to implement democratic management through regular anonymous feedback mechanisms:



QR Code Feedback Options



HR System Feedback Channel



Public Area Feedback Channels

Standardized Operating System

The employee feedback platform is under the joint supervision of the Party Work Committee, the labor union, and the human resources department. This three-party collaboration mechanism reaches out to employees directly to understand their reasonable needs and ensure effective implementation. The Company has put in place a standardized operating system that includes Daily Feedback Submissions, Monthly Follow-ups and Feedback, Semi-annual Feedback Symposiums, Annual Service Satisfaction Surveys.

Regular Democratic Communication Initiatives

During the Reporting Period, the Company's six major production bases collected various feedback from employees covering topics such as safety and environmental protection, work processes, logistics support, procedures and systems, talent apartments, and equipment and facilities. Notably, 90.3% of the issues have been actively responded to and effectively resolved by relevant functional departments, representing a significant improvement from last year's resolution rate of 88.3%.

Key Performance

90.3%

Employee Feedback Resolution Rate

Employee Satisfaction Survey

Shanghai RAAS conducts an annual online satisfaction survey to comprehensively assess employees' experiences with their work content, working environment, and compensation and benefits. This survey covers employees at all levels and departments within the Company. During the Reporting Period, a total of 2,692 valid questionnaires were collected, and the overall satisfaction average was 4.6 out of 5.0, indicating that employees have a highly positive attitude towards the Company's overall environment. This score represents a significant improvement from last year's average of 4.45. Notably, 87.5% of employees provided a high-score evaluation of 4 or above. Through multi-dimensional in-depth analysis of the collected data, the Company identified core areas for optimization, such as employee care and communication, compensation, performance, and development, while also noting the differentiated needs of employees of different ages and tenures. In response to these findings, the Company systematically developed a series of improvement measures, including upgrading the employee care system, optimizing compensation and performance mechanisms, and continuing the implementation of the corporate culture system. Furthermore, the Company has established a closed-loop management mechanism—from investigation and analysis to improvement and effect evaluation—to regularly track the progress of improvement plans and ensure their effectiveness, and striving to create a workplace environment with a stronger sense of belonging and developmental vitality..

Key Performance

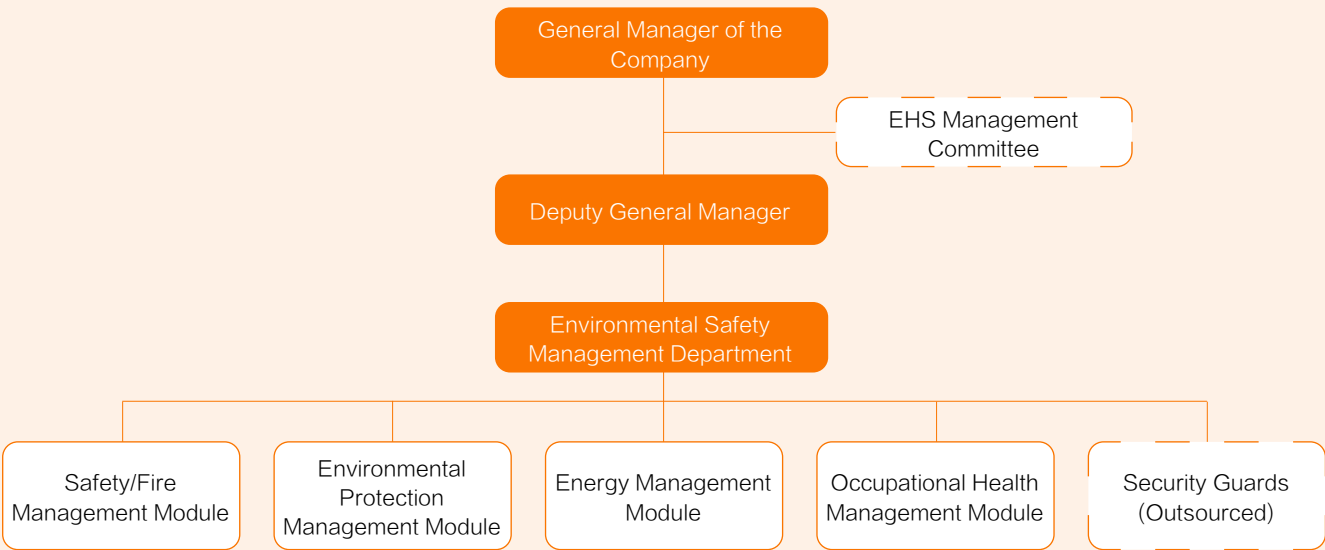
Average Employee Satisfaction Score 4.6



Occupational Health and Safety

To implement the safety management policy of "people-oriented, safety first," Shanghai RAAS strictly follows laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*. The Company has established and improved internal systems including the *Safety Management Regulations*, *Occupational Health Management System*, *Emergency Plan for Safety Incidents*, and *Fire Safety Management System*. We have established safety production responsibilities at every level and follow the principle that "whoever manages the industry, business, or production must manage safety". In 2025, the Company continued to solidify its foundation for occupational health and safety by revising its *Occupational Health Management System* and compiling a safety hazard manual for distribution to all departments to further standardize risk identification and control processes.

To drive occupational health and safety efforts, Shanghai RAAS has set up an EHS Management Committee to oversee these initiatives. The environmental safety management department organizes EHS training, publicity, and education campaigns, as well as occupational hazard assessments with involvement from all departments. We have developed EHS emergency plans and regularly hold emergency drills to ensure that safety management measures are effectively implemented.



EHS Management System of Shanghai RAAS

The Company attaches great importance to occupational health and safety and has established a complete EHS training system that covers regular employees, dispatched staff, and on-site suppliers. During the year, Shanghai RAAS actively promoted various safety training and emergency drill activities, including organizing specialized occupational health training, carrying out "Safety Month" and "Fire Safety Month" publicity activities, conducting fire evacuation drills and emergency team drill competitions, and organizing safety training for external construction personnel, which effectively enhance employees' safety awareness and emergency response capabilities, fostering a safety culture atmosphere with full participation and continuous improvement.

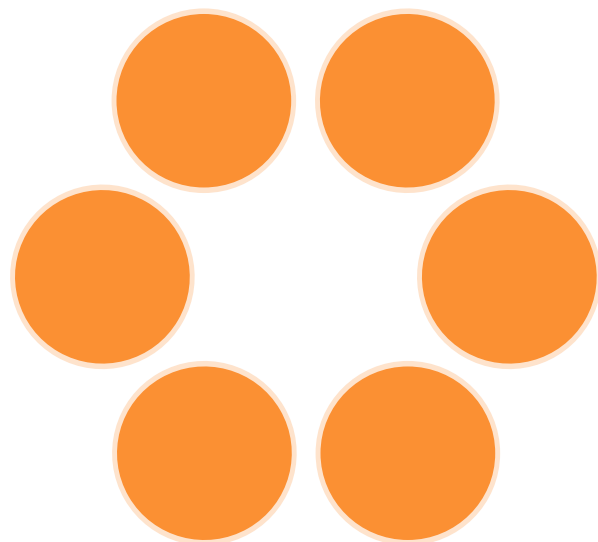
To effectively protect the health and safety of our workforce, the Company provides pre-employment, on-the-job, and exit occupational physical examinations for employees in positions exposed to occupational hazards. Additionally, employees sign the *Occupational Disease Hazard Notification* upon joining, and a health record for occupational diseases is created for them. During the Reporting Period, occupational physical examinations were organized for 17 new hires, 121 current employees, and 2 employees leaving hazardous positions. The results of all physical examinations showed no abnormalities.

Collaborating with the Value Chain

Shanghai RAAS is committed to deeply integrating the concept of sustainable development into its supply chain management. The Company has established a full-cycle management system covering supplier access, evaluation, and audit. It implements refined tiered and classified management, maintains sound communication and cooperative relationships with partners, and continuously strengthens the risk resilience of its supply chain system.

Supplier Access Management

During the supplier access stage, Shanghai RAAS has established a management system centered on the *Raw Material Supplier Evaluation Standards*, *Tender Management Measures*, *Material Receiving Operation Procedures*, and *Procurement Management Procedures*. These systems regulate the entire process of supplier development, access evaluation, and subsequent daily management. On this basis, the Company incorporates key sustainable development elements—such as environmental protection and occupational health and safety—into supplier access requirements at an early stage, promoting suppliers to jointly fulfill social responsibilities from the source.



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Supplier Audits

Shanghai RAAS conducts regular audits of controlled suppliers. The audit cycle depends on the importance of the materials and services provided. The audit cycle for Category A and Category D suppliers is 3 years, while the audit cycle for Category B suppliers is 5 years. For overseas suppliers, we adopt a commissioned audit approach. Third-party audit firms conduct audits of suppliers that are not shared with the Grifols group, and the commissioned audit reports are reviewed by the Shanghai RAAS quality team. For dealers, agents, non-GMP service providers, and general material suppliers, we employ questionnaire surveys and written audits. The written audits cover key aspects including basic corporate information, quality management systems, facilities and equipment, material management, customer complaints, and product recalls.

To standardize supplier audit activities, we have internally developed a Supplier On-site Inspection Evaluation Form covering supplier-related aspects such as production, inspection, and warehousing. The audit and evaluation are conducted systematically using the "4M1E" approach, referring to Man, Machine, Material, Method, and Environments. If corrective items are identified, suppliers are required to complete improvements within two weeks. For deficiencies requiring a longer rectification period, the responsible party must submit a detailed corrective action plan, and the rectification process will be continuously tracked until full closure is achieved.

To further improve the efficiency of supplier audits, Shanghai RAAS and its subsidiaries have continued to advance the joint audit mechanism. They have formulated documents including the *Management Procedures for Joint Supplier Audits* and the *Operating Procedures for Joint Supplier Audit Management*, clarifying the list of suppliers shared across the Group and providing practical assurance for the effective implementation of audit activities. To promote the unification, standardization, and normalization of supplier audit practices, Shanghai RAAS and its subsidiaries jointly established a supplier joint audit working group to systematically advance collaborative supplier management. The working group developed the *Management Procedures for Joint Supplier Audits* and the *Operating Procedures for Joint Supplier Audit Management*, and other supporting documents. It also established unified operational procedures and record forms. On this basis, the list of suppliers shared across the Group was clarified, laying the foundation for the implementation of coordinated audits. During the year, the Company officially launched joint supplier audit activities. Through unified standards and coordinated execution, it enhanced audit efficiency and supply chain transparency, and further strengthened the Group's supplier risk management capabilities.

CASE Supplier Audit Rectification Items

During the Reporting Period, we identified a deficiency in the microbial limit alert threshold used for environmental monitoring at one supplier during a supplier audit. We required the supplier to carry out rectification. As a result, the supplier improved the alert threshold for environmental microbial limits. This indirectly enhanced the microbial limit standards of its filtration products and reduced the risks associated with our use of the supplier's products.

Sustainable Supply Chain

Shanghai RAAS is committed to building a green, low-carbon, and sustainable supply chain system and incorporates environmental protection factors into supplier selection and management. Through supplier qualification reviews, circular economy assessments, and requirements for low-carbon transition, we work together with our suppliers to advance the development of a green value chain and deeply integrate the concept of sustainable development into the entire value chain.

Qualification Review

Require GMP-controlled suppliers to provide relevant certification of the ISO 14000 management system.

Circular Economy Assessment

Assess suppliers' implementation of circular economy practices, such as the recycling of backing paper from hang tags and the recovery and reuse of ethanol.

Low-Carbon Transition Requirements

Propose corresponding low-carbon transition requirements for different types of suppliers, such as the proportion of waste paper recycled and reused by outer packaging suppliers, and the proportion of molded bottles recycled and reused by molded bottle suppliers.

Supplier Selection and Management Measures

We continuously monitor suppliers' overall ESG performance and conduct evaluations through questionnaires and on-site quality audits. In the quality agreements signed with suppliers, we clearly specify anti-corruption requirements, integrity standards of conduct, and publicly accessible whistleblowing channels. We also regularly organize training to enhance suppliers' quality management systems, further strengthening supplier quality management. In addition, we provide compliance training to employees in the supply chain department, distribute the *Compliance Manual*, and organize corresponding assessments, thereby providing practical safeguards for the Company's compliant operations.

Meanwhile, as a responsible industry leader, Shanghai RAAS firmly safeguards the rights and interests of small and medium-sized enterprise suppliers. Over the past three years, Shanghai RAAS has not had any overdue payments outstanding to SME suppliers.

Building a Better Society Together

Shanghai RAAS has always embedded social responsibility into the corporate DNA, driving progress through the dual engines of technological innovation and humanistic care, thereby demonstrating the mission and responsibility of an enterprise in the new era. Through diversified public welfare practices, we convey the Company's warmth and hope with concrete actions. In 2025, the Shanghai RAAS Charity Foundation contributed a total of RMB 1,169,800 in external donations, providing sustained support across various areas including rural revitalization, community co-development, care for vulnerable groups, and disaster relief.

Rural Revitalization

Shanghai RAAS actively participates in the national rural revitalization initiative, contributing to common prosperity for both urban and rural areas. During the Reporting Period, we leveraged our professional expertise and unique strengths to support rural development.

CASE Changyan Village, Situan Town Rural Revitalization Project

Against the backdrop of comprehensively advancing the rural revitalization strategy, the Shanghai RAAS Charity Foundation actively responds to the national call to strengthen social participation in safeguarding people's livelihoods, proactively integrates into the grassroots social governance system, and deeply practices the philanthropic philosophy of "taking from society and giving back to society." To further enhance and standardize charitable donation efforts and promote project-based, targeted operations of the Foundation, and in response to the actual needs of Changyan Village, Situan Town, Fengxian District, Shanghai, the Foundation officially launched the "Silver Joy — Health Safeguarded by Me" service project. Centered on caring for the elderly, this project leverages the complementary role of charitable forces, facilitates the precise flow of charitable resources to the grassroots level, earnestly inherits and promotes the traditional Chinese virtues of respecting, valuing, and caring for the elderly, and supports Changyan Village in advancing comprehensive rural revitalization by enhancing the well-being of its residents.

During the project planning and implementation process, the Shanghai RAAS Charity Foundation adhered to a needs-oriented approach, with a focus on improving rural public infrastructure and enhancing residents' quality of life. In 2025, the Foundation provided a dedicated fund of RMB 100,000 to Changyan Village, Situan Town, to support the construction of the "RAAS Multi-functional Care Space." This space integrates health management, cultural recreation, and community convenience services, aiming to create a safe, comfortable, and accessible public venue for the elderly in the village, thereby effectively improving the activity and service conditions of the rural community. Upon completion, the project has directly benefited over 2,000 local residents, significantly raising the level of rural public services and enhancing the local people's sense of gain, happiness, and security.

Meanwhile, in response to the practical difficulties posed by the vast geographical area of Changyan Village and the travel challenges faced by the elderly, the Foundation also provided two love shuttle buses to support daily travel needs such as medical visits, shopping, and cultural activities. This initiative not only bridges the "last mile" in serving the community but also further strengthens the transportation network for rural elderly care services, reflecting the practical orientation of charitable projects in delivering warmth through fine details and solving critical problems.

Through the implementation of the "Silver Joy — Health Safeguarded by Me" service project, the Shanghai RAAS Charity Foundation has not only provided tangible resource support to Changyan Village but has also subtly contributed to enhancing rural governance capacity and strengthening community cohesion. Looking ahead, the Foundation will continue to uphold its mission of "people-oriented, giving back to society," explore more replicable and scalable rural public welfare models, and contribute further "RAAS power" to the comprehensive advancement of rural revitalization.

Community Co-construction

Shanghai RAAS actively participates in community co-development, focusing on vulnerable groups and giving back to society through concrete actions, thereby continuously infusing warmth and vitality into community development.

CASE "Women's Warmth – RAAS Escort" Education and Assistance Program

The Shanghai RAAS Charity Foundation remains true to its original mission and charitable purpose. In collaboration with the Fengxian District Women's Federation, the foundation launched the "Women's Warmth – RAAS Escort" education and assistance program, which supports disadvantaged children, elderly women, women with serious illnesses, children with autism, and children lacking guardians in the district, and helps them overcome temporary challenges and regain hope for the future. The foundation donated RMB 600,000 to support the program.

Social Public Welfare

As a leading enterprise in the blood products industry, Shanghai RAAS recognizes that its mission extends far beyond commercial success, and lies in giving back to society through tangible actions and safeguarding life and health. Over the years, the Company has deeply integrated social responsibility into the core of its corporate strategy, with voluntary blood and plasma donation serving as a warm and powerful vehicle. Through this commitment, Shanghai RAAS has carefully built a bridge of care connecting donors, patients, and society, allowing love and hope to flow with every unit of plasma shared.

Shanghai RAAS Voluntary Blood Donation Initiative

At the same time, we are committed to inspiring the intrinsic motivation of our employees to contribute to social good, encouraging them to extend their professional capabilities and humanistic care to groups in need. During the Reporting Period, Shanghai RAAS actively organized employees to participate in various social welfare activities, carrying out a total of 5 public welfare initiatives with 129 employee participations, contributing 526 hours of volunteer service. Through sustained public welfare engagement, we fulfill our responsibilities as a corporate citizen and continuously enhance our brand image and social influence.

CASE "RAAS Cup" Jinhai "Run for Good, Run for Fun" Carnival Event

On October 12, 2025, the first "RAAS Cup" Fengxian District Jinhai "Run for Good, Run for Fun" Carnival was vibrantly launched by the shore of Shanghai Fish Lake in Fengxian. The event was jointly organized by the Fengxian District Sports Bureau, the Fengxian District Sports Federation, and the Jinhai Sub-district Office of the Fengxian District People's Government, and was warmly titled and sponsored by Shanghai RAAS with a sponsorship contribution of RMB 20,000. The event gathered 150 running enthusiasts under the theme "Health in Step, Joy Shared." As a non-competitive, non-timed activity, it aimed to let participants experience the charm of sports in a relaxed and pleasant atmosphere, promoting the positive energy of national fitness. In addition to the fun run, a charity bazaar and a sports game zone were set up on site. In the game area, "Health Toss" cleverly integrated RAAS products with plastic balls, allowing participants to deepen their understanding of the brand's products while tossing "health energy balls."



"RAAS Cup" Jinhai "Run for Good, Run for Fun" Carnival Event Site

CASE "Star Voyage Escort: The 'Shanghai' Dandelion Journey World Autism Awareness Day"

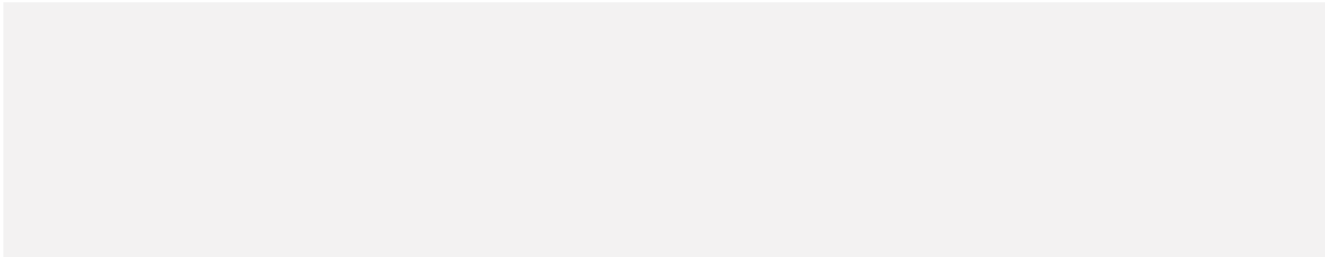
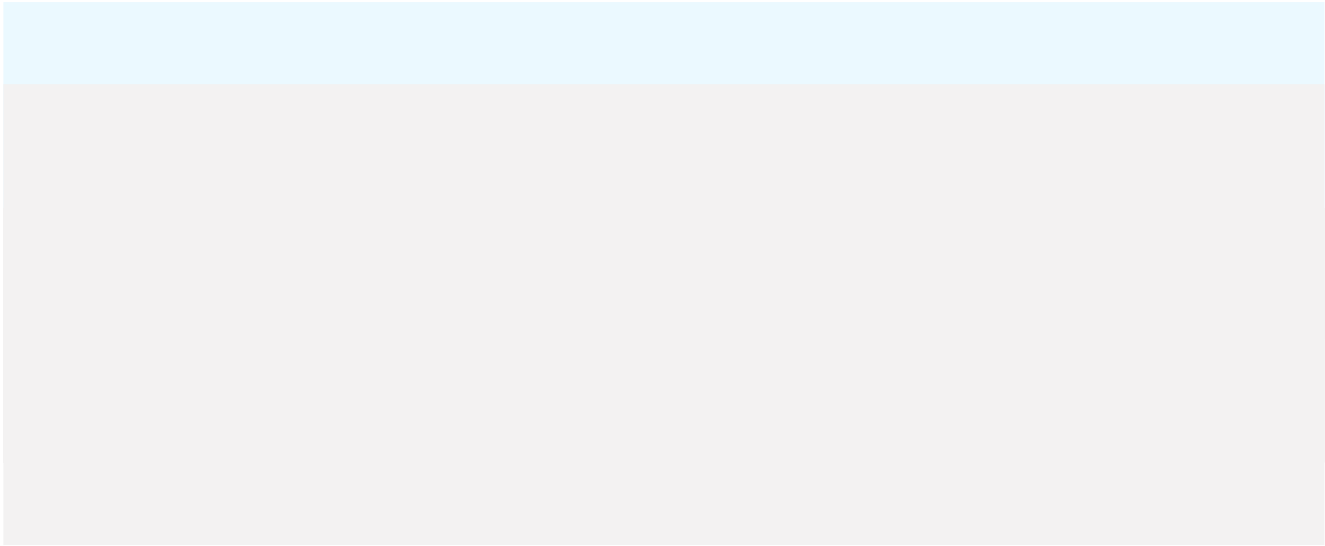
On April 1, 2025, on the 18th "World Autism Awareness Day," the themed event "Star Voyage Escort: The 'Shanghai' Dandelion Journey—World Autism Awareness Day" supported by the Shanghai RAAS Charity Foundation, warmly commenced at the Four Seasons Ecological Garden in Fengxian District, Shanghai. Deputy District Head Wang Chun of Fengxian District, Chairwoman Li Dan of the District Women's Federation, and other relevant officials attended the event, joined by Hu Qin, Deputy Chairperson of the Shanghai RAAS Foundation, and several volunteer Party members.

The event featured the unveiling ceremony of the "RAAS · Shuang Mei Cottage," along with the plaque-awarding ceremonies for the "Star Mom Harbor" and "Star Kid Paradise," and the launch of the "Star Guardian" curriculum distribution program. Among these initiatives, the "RAAS · Shuang Mei Cottage" establishes a new model of community charity characterized by "recyclable resources, quantifiable value, and sustainable participation," providing a consistent support base for children with special needs and their families. "Star Kid Paradise" focuses on the developmental needs of children with autism, building a multi-support system that integrates "handicraft therapy, vocational enlightenment, and social integration" to deliver targeted cognitive and practical services. The "Star Mom Harbor" innovatively adopts an operational model of "resource aggregation, growth cultivation, and mutual aid symbiosis," establishing a platform for communication and support, continuously empowering mothers of children with autism, and enabling the co-creation and sharing of resources. During the event, Shanghai RAAS Party volunteers actively paired with children with autism, conveying the warmth of RAAS through caring companionship.

This "World Autism Awareness Day" themed event not only represents a deepening and expansion of the "Star Companionship Project," but also serves as another powerful declaration of Shanghai RAAS's commitment to guiding public welfare through Party building and interpreting its original aspirations through action. By collecting quality plasma, producing effective medicines, and innovating new drugs, we remain dedicated to the cause of human compassion and national sentiment. In the future, the Company will continue to collaborate with all sectors of society to weave a denser and stronger care network for vulnerable groups, allowing the light of public welfare to illuminate every corner in need of warmth.



Shanghai RAAS Party Volunteers Participated in Recreational Activities Together with Children with Autism



Appendix II: Shenzhen Stock Exchange ESG Indicator Index

Quantitative disclosure items	Unit	2024	2025
Number of employees	Individuals	3,350	4,045
Wherein: Classified by gender			
Number of male employees	Individuals	1,535	1,839
Number of female employees	Individuals	1,815	2,206
Wherein: Classified by age			
Number of employees aged < 30	Individuals	1,104	1,351
Number of employees aged 30–50	Individuals	1,928	2,259
Number of employees aged > 50	Individuals	318	435
Employee turnover rate	%	12.06	13.13
Wherein: Classified by gender			
Turnover rates of male employees	%	11.47	12.45
Turnover rates of female employees	%	12.56	13.69
Wherein: Classified by age			
Turnover rates of employees aged < 30	%	19.67	21.69
Turnover rates of employees aged 30–50	%	9.34	7.61
Turnover rates of employees aged > 50	%	12.42	15.17
Investment amount on employee work injury insurance	Ten thousand RMB	151.90	309.63
Coverage rate of employee work injury insurance	%	100	100
Number of employee training sessions	Times	4,213	1,755
Employee average training hours	Hours	39.04	67.33
Employee training expenses	Ten thousand RMB	178.70	109.92
Employee training coverage rate	%	90.93	100
Amount involved in lawsuits or major administrative penalties due to unfair competition practices by the Company during the Reporting Period	Ten thousand RMB	–	–

Disclosure requirement	Corresponding sections of this report
Addressing climate change	Green Operations, Harmonious Ecology
Pollutant emission	Green Operations, Harmonious Ecology
Waste treatment	Green Operations, Harmonious Ecology
Ecosystem and biodiversity protection	Green Operations, Harmonious Ecology
Environmental compliance management	Green Operations, Harmonious Ecology
Energy utilization	Green Operations, Harmonious Ecology
Water resource use	Green Operations, Harmonious Ecology
Recycling economy	Green Operations, Harmonious Ecology
Rural revitalization	Unite for a Better Future
Social contribution	Unite for a Better Future
Innovation driving	Innovation Leading, Light of Ideals
Science and technology ethics	Innovation Leading, Light of Ideals
Supply chain security	Quality First, Craftsmanship Products Unite for a Better Future
Fair treatment of small and medium enterprises	No issues regarding overdue or unpaid amounts to small and medium enterprises
Product and service safety and quality	Quality First, Craftsmanship Products
Data security and customer privacy protection	Lean Governance and Responsibility Performance
Employees	Unite for a Better Future
Due diligence investigation	Unite for a Better Future
Stakeholder communication	Lean Governance and Responsibility Performance
Anti-commercial bribery and anti-corruption	Lean Governance and Responsibility Performance
Anti-unfair competition	Lean Governance and Responsibility Performance

Appendix III: Feedback

Dear stakeholders,

Greetings! Thank you very much for reading the *Sustainability Report 2025 of Shanghai RAAS Blood Products Co., Ltd.* To make this report more effective in fostering communication, we would greatly appreciate any feedback or suggestions you may have for this report and our related work. Your input will help us improve our practices and advance our efforts in environmental, social, and company governance.

Feedback email: raas@raas-corp.com



