

ROKIN



ROKIN

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2024

Sustainability Report

Rokin Logistics and Supply Chain Co., Ltd.

About This Report

Report introduction

This is the second *Sustainability/ESG Report* issued by Rokin Logistics and Supply Chain Co., Ltd (hereinafter referred to as “Rokin” , “the Company” , “Company” , or “we”), which aims to present the Com-pany’s sustainability policies and responsibility practices for 2024.

Reporting period

This report is an annual report for the period from January 1, 2024 to December 31, 2024. To enhance the readability of the Report, some information or data may reference previous or subsequent years.

Reporting scope

The policies, statements and data disclosed herein cover the Com-pany’s headquarters and all branches.

Data in the report

The data and cases presented herein were extracted from the Com-pany’s internal documents, statistical reports, as well as summaries and statistics for the relevant responsibility fulfillment.

Basis of preparation

This Report is prepared with reference to:

- ✕ Global Reporting Initiative’ s *Sustainability Reporting Standards* (GRI Standards)
- ✕ Appendix C2 *Environmental, Social and Governance Reporting Guide* to the Listing Rules of the Hong Kong Stock Exchange
- ✕ Corporate Sustainability Disclosure Standards—Basic Standards (for Trial Implementation)
- ✕ United Nations Sustainable Development Goals (SDGs)
- ✕ Sustainability Accounting Standards Board (SASB)

Access and feedback to the report

This Report will be published on the Company’ s official website (<https://www.rokin.cn>). If you have any comments or suggestions on this Report or the ESG performance of the Company, please feel free to send an email to ESG@rokin.cn.

Reporting principles

This Report is prepared based on the following principles:

Materiality principle	In 2024, Rokin conducted surveys and interviews to identify the sustainability issues most relevant to our operations. The resulting materiality ranking forms the basis of this Report.
Quantitative principle	With reference to “Key Performance Indicators” (“KPIs”) requirements in the “Listing Rules and Guidance – Appendix 27 Environmental, Social and Governance Reporting Guide” of the HKEX, the Company has made a quantitative disclosure for KPIs with historical data under the “Environmental” and “Social” categories and made a quantitative disclosure for forward-looking information as far as possible, and will gradually improve the statistical process to achieve full disclosure in the future.
Balance principle	This Report endeavors to achieve objectivity, fairness and truthfulness in reflecting the Company’ s perfor-mance and practices in environmental and social matters for 2024, and to disclose the problems encountered and improvement measures in a responsible manner.
Consistency principle	Unless otherwise noted, the selection of information, compilation methods, and reporting approach are consistent with previous years. Any significant changes affecting year-on-year comparability are explicitly explained.

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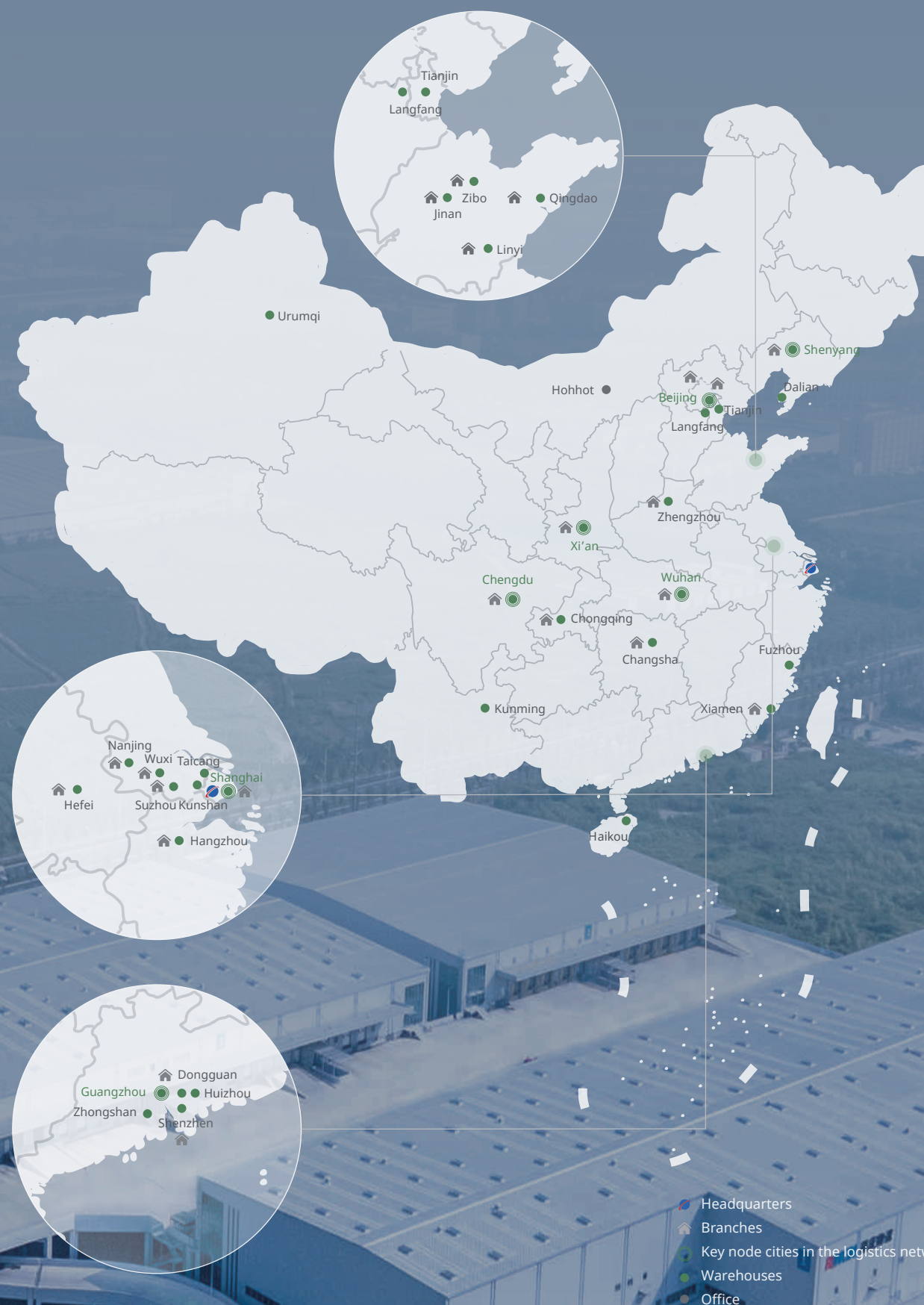
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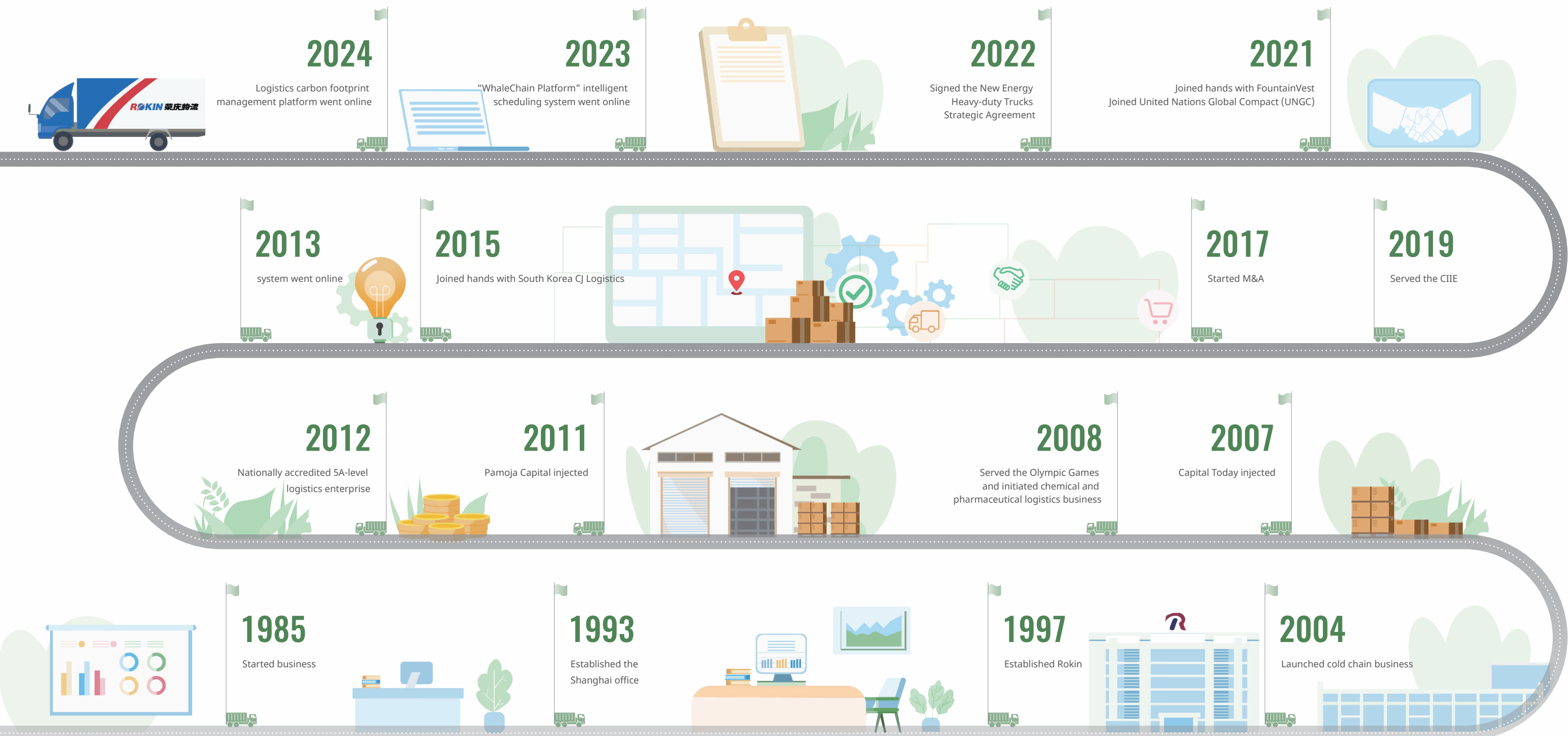
About The Company

Company Profile

Founded in 1997 and headquartered in Shanghai, Rokin is a nationally accredited 5A-level comprehensive logistics enterprise, with core competencies in providing logistics solutions for cold chain, pharmaceuticals, chemicals, and high-value general cargo. Upholding the operational standards of "Expertise, Speed, and Safety", we leverage technological innovation to deliver integrated supply chain solutions and comprehensive logistics services to our customers.



Rokin history



Corporate Culture Values

Rokin forms the “5R” corporate culture values with the core of “Reward (user-first), Rapid (efficient cooperation), Rising (forging ahead with determination), Reciprocal (win-win responsibility), and Real (treating people with integrity)”.



Corporate Vision

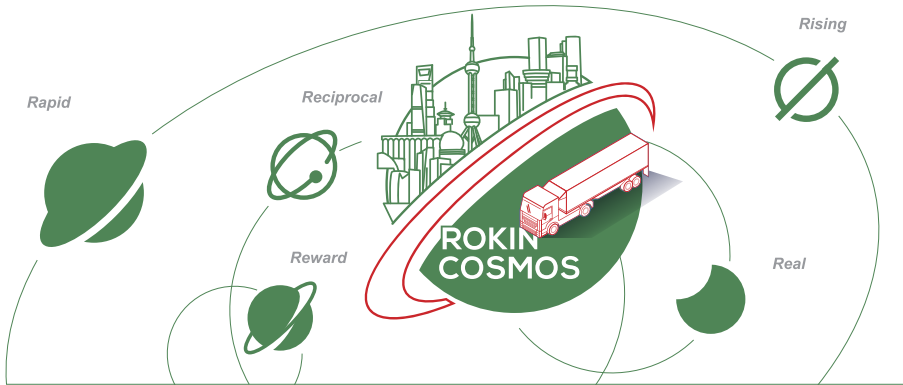


Brand Manifesto

For years, Rokin has been committed to its corporate mission of “Delivering Green, Sharing Health” . We have vigorously implemented various energy conservation and emission reduction initiatives, such as the operations of new energy vehicles, actively assuming our corporate social responsibility for advancing green development.

We believe that next-generation logistics goes beyond merely connecting point A to point B. With deep expertise in cold chain, chemical, pharmaceutical, and general cargo logistics, we adopt a fresh perspective: becoming an integral member of our clients’ teams and thinking from their standpoint about how to create “added value” for their business operations.

Leveraging professional logistics consulting and analytical tools, we tailor a comprehensive suite of services, including freight transportation, warehousing, data analytics, fleet management, temperature control, safety and security, and other value-added offerings, with the aim of embedding ourselves within our clients’ teams, ensuring we contribute to their end-to-end supply chain needs and generate additional value for them.



Sustainability Awards and Honors



Key Sustainability Ratings



Leadership Speech

Dear colleagues, partners, and friends,

In 2024, amid a complex and challenging domestic and global environment, all employees of Rokin joined forces to overcome obstacles, delivering a strong rebound in operational performance. Throughout a year marked by both trials and promise, we witnessed Rokin steadily advance in a volatile economic landscape, demonstrating resilience and responsibility as we penned a new chapter of high-quality development.

✈ **As geopolitical tensions intensified, the stability and security of global supply chains faced severe tests, while domestic economic pressures delivered unprecedented shocks to the logistics sector.**

In response, the government issued key policy directives, such as the *Action Plan to Effectively Reduce Logistics Costs Nationwide* and the *Opinions on Accelerating the Comprehensive Green Transformation of Economic and Social Development*, mandating the green transformation of logistics equipment and technologies. By optimizing logistics structures and upgrading technologies and equipment, the aim is to lower logistics costs and enhance logistics efficiency. Rokin answers this call, seizes development opportunities, embraces our duty as a national enterprise, and translates our sustainability commitments into practical and impactful actions.

👤 **Guided by our philosophy of “long-termism” and driven by our mission of “eco-friendly delivery, shared well-being”, we place our customers at the heart and strive to provide best-in-class professional logistics services.**

We have formally joined the United Nations Global Compact (UNGC), pledging to uphold its Ten Principles and to support the United Nations Sustainable Development Goals (UN SDGs). To embed UN SDGs into our operations, we have established the Sustainability Committee which is responsible for monitoring and decision-making. Besides, we have set emission reduction targets for 2030, along with detailed pathways and action plans.

📡 **In the era of embracing new quality productive forces, we are convinced that smart logistics is the key to our high-quality growth.**

Digitalization, automation, and intelligence are now fully integrated across the entire value chain of corporate development, serving as the core drivers of cost reduction and efficiency improvement. Since launching our “Jinglian (鲸链) system” in 2023, we have continuously upgraded the platform by introducing intelligent route optimization, AI-powered robotic alerts, warehousing BI signage, and a carbon footprint management platform among dozens of new features, to refine our data-driven and intelligent logistics management system. We also recognize that delivering top-tier digital services requires robust data governance. Backed by advanced technology and rigorous information security measures, we have implemented a triadic data governance model: “data from business, management by data, and business refined through management”, to provide specialized data services for the management, business professionals, and application systems.

🌿 **In 2024, we remained unwavering in our energy conservation and emission reduction efforts.**

The Company acquired over 40 new energy vehicles and multiple electric forklifts to optimize our fleet’s energy mix and completed comprehensive Scope 1, 2, and 3 greenhouse gas inventories. This progress marks a solid step toward carbon reduction across the entire value chain and establishes a firm foundation for our application to join the Science Based Targets initiative (SBTi).

🛡 **Anchored by our development mission to serve the real economy and create social value.**

Rokin has built a comprehensive talent attraction and development system, cultivating a high-caliber workforce and promoting shared progress between employees and local communities. Guided by our commitment to giving back to society, we proactively fulfill our corporate social responsibilities, safeguard essential livelihoods, and support education, healthcare, and other public service projects to advance sustainable community development.

🏠 **On the front lines of corporate social responsibility, Rokin has been proactive in contributing to disaster-relief efforts.**

Following the earthquake in Shigatse, Xinjiang, we immediately dispatched our fleet to deliver relief items to affected areas, embodying our corporate responsibility. Earlier this year, we were honored with the title “National Emergency Transport Support Fleet” by the Commission of Transport, which was an affirmation of our emergency response capabilities and public welfare contributions.

Over the past year, every member of the Rokin family has made outstanding contributions to sustainable development, achieving remarkable results. As we look ahead to 2025, we need to examine ourselves with broaden horizons, think out the box, and confront all uncertainties with unwavering resolve. We will continue to deepen our investments in technological innovation, energy conservation, emission reduction, and infrastructure enhancement. We will relentlessly drive the sustainable, healthy, green, and high-quality growth of the contract logistics sector and advance every step with both efficiency and responsibility toward a brighter tomorrow for our planet.

Rokin Logistics and Supply Chain Co., Ltd
Zhang Yuqing, Chairman and President
April 2025

All-round Implementation Of UN SDGs— 2024 Progress

Governance (Delivering Trust, Upholding Integrity)



In 2024

- Rokin conducted over **8,900** hours of dedicated risk management training with **4,400** employee participating;
- Rokin's internal audits of business ethics achieved **100** % coverage rate across all operational premises
- Six reports concerning business ethics were submitted, all of which were fully investigated and resolved, achieving a **100** % resolution rate
- Rokin secured **ISO 27001 Information Security Management System** certification, covering all major operational premises.

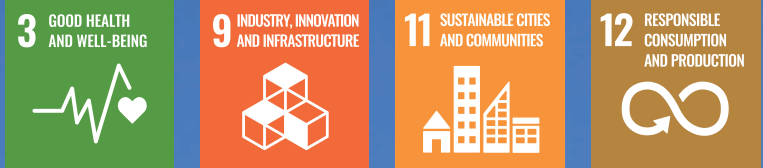
Environmental (Eco-Friendly Delivery, Shared Well-Being)



In 2024

- Through optimized transport structure, smart dispatching and deployment of new energy vehicles, Rokin's Scope 1 emissions reduced by **4,641.82** tCO₂e in 2024
 combined Scope 1 + Scope 2 emissions declined by **3.8** % compared with that in 2023
- Rokin's carbon emission intensity stood at **12.81** tCO₂e per million revenue
 a **16.6** % reduction from the base year (2020)
- Rokin's in-house logistics carbon footprint management platform was launched in 2024, enabling precise calculation of per-order transport emissions based on business data
- For the first time, Rokin completed a company-wide Scope 3 carbon inventory, identifying seven categories of indirect emissions and quantifying total Scope 3 emissions at **371,863.78** tCO₂e
- In 2024, a total of **15** branches secured **ISO 14001 Environmental Management System** certification;
- Through the recycling and reuse of packaging materials (e.g., cartons, pallets) in warehousing operations, Rokin reduced waste generation by over **2,700** tons in 2024;
- Rokin added over **40** new energy vehicles to our proprietary fleet
 by year-end, our fleet comprised more than **200** new energy vehicles
- Rokin's green-electricity consumption reached **2,346.06** MWh
 accounting for **8.4** % of total electricity consumption

Services (Delivering Quality, Creating Value)



In 2024

- A total of **15** branches secured **ISO 9001 Quality Management System certification**
- Rokin launched an end-to-end smart logistics service system powered by AI, big data and cloud computing, enabling seamless integration with client systems and fully customizable service offerings
- Rokin handled 2,192 customer complaints, achieving a **100** % resolution rate
- Rokin contributed to drafting **two** logistics-industry quality standards in 2024; both standards have been formally published.

Social (Delivering Well-being, Fulfilling Responsibility)



In 2024

- A total of **15** branches secured ISO 45001 Occupational Health and Safety Management System certification
- Rokin obtained the **Social Accountability 8000 (SA8000)** certification in 2024, covering all premises and employees of Shanghai Rokin International Storage and Transportation Co., Ltd., a subsidiary of Rokin;
- Rokin conducted 56 safety emergency drills and delivered **17** safety training sessions, reaching **95** % of our workforce with **18,798** total training attendances
- Under our “Wings to Grow” initiative, Rokin held **38** management skills training sessions, across **10** branches in 2024, totaling **4,500** training hours and **1,042** participants
- Rokin entered into a partnership with Linyi University in 2024 to jointly establish and operate the **Linyi Engineering Research Center for Advanced Cold Chain Logistics**, focusing on R&D, commercialization of achievements, talent cultivation, standards development, and technical consulting services.

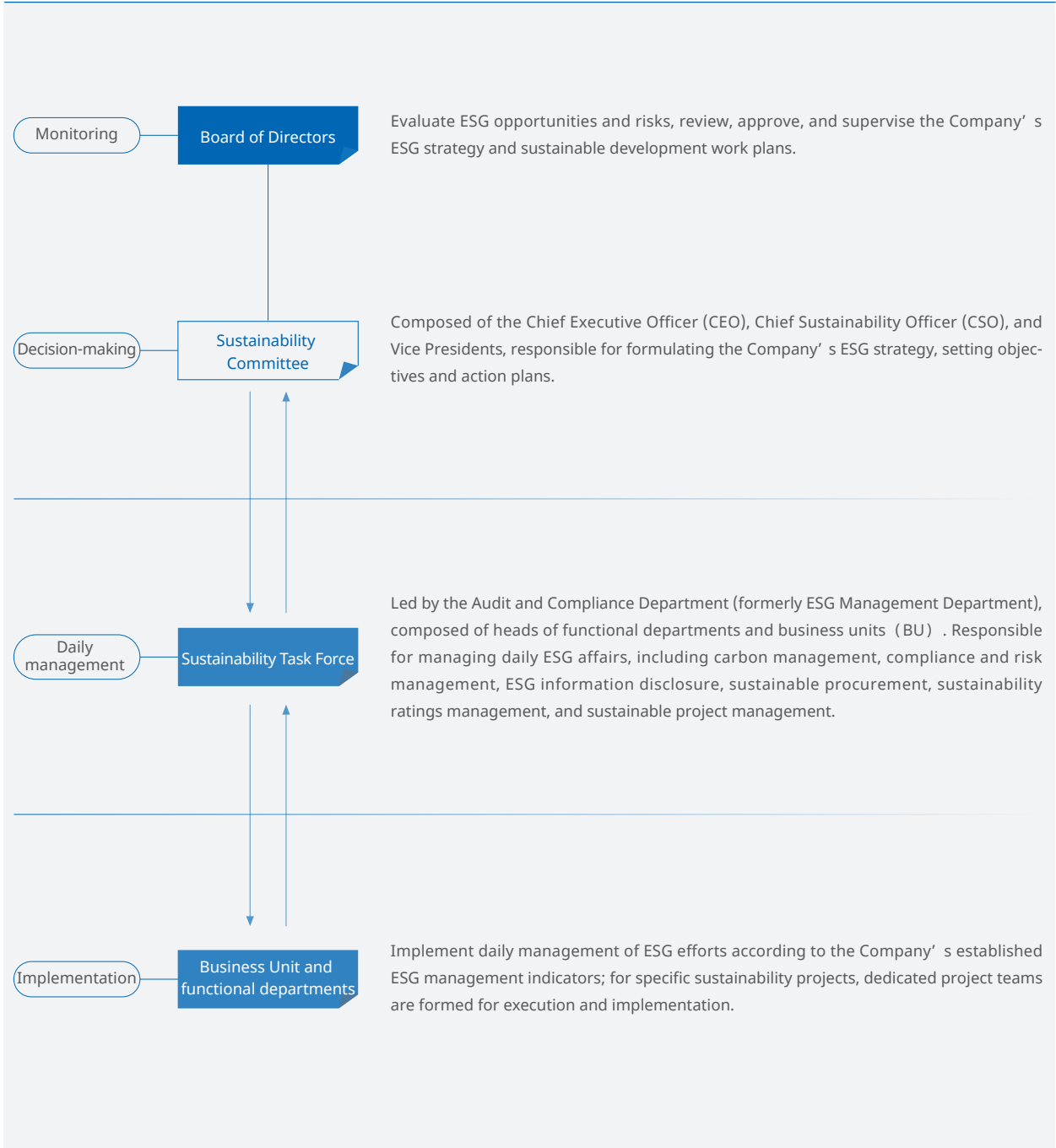
01

SUSTAINABLE DEVELOPMENT MANAGEMENT



ESG Governance Structure

In response to the Company’ s strategic needs and sustainable development goals, and to enhance our core competitiveness and support national calls for green logistics and new quality productive forces, Rokin has established a top-down ESG governance structure starting from the Board of Directors. Through a three-tier framework consisting of the decision-making level, management level, and execution level, a transparent ESG management system has been created for the comprehensive implementation of the ESG strategy, contributing to the Company’s long-term sustainable development.



ESG Organizational Structure

Communication with Stakeholders

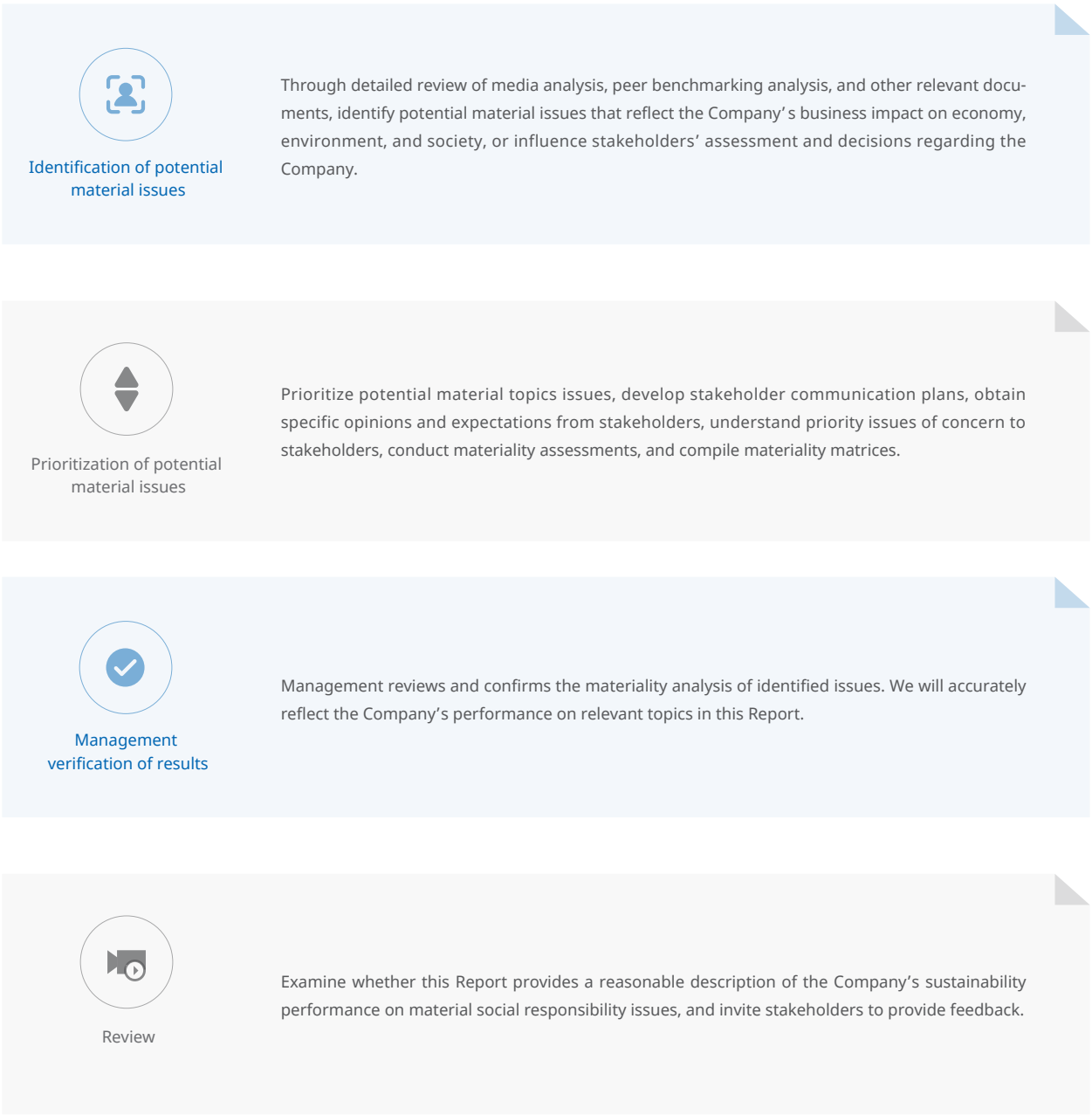
Rokin pays full attention to the impact of its operations on stakeholders and continuously improves its ESG governance and communication mechanism by maintaining normalized and diversified communication with six stakeholders including customers, employees, shareholders and investors, governments and regulators, industry chain partners, communities and the public, and responding to their expectations and demands in a timely manner. Meanwhile, maintaining sound relationships and continuous communication with all stakeholders is also an important foundation for us to identify key sustainable development issues, improve sustainable development work and carry out relevant information disclosure.

Stakeholders	Focuses	Communication channels	Responses
Shareholders/investors	• Sustainable economic growth • Compliant operation • Business ethics compliance	• Shareholders' meeting • Public disclosure of information • On-site investigation and visits	• Stronger risk management • Regular communication with shareholders • Sustainable financial growth
Governments and regulators	• Compliant operation • Tax compliance • Employment protection	• Information disclosure • On-site investigation and visits	• Policy implementation • Compliant operation • Strict auditing
Customers	• Service quality and efficiency • Climate change response • Data security and privacy protection	• Customer service hotlines • Official website and social media platforms • Satisfaction survey	• After-sales service mechanism improvement • Service quality enhancement • Carbon reduction management
Employees	• Occupational health and safety • Labor rights protection • Talent cultivation and development	• Employee mailbox • Trade union, employee representative congress • Social media accounts	• Career development, health and safety training • Team building activities • Employee motivation and promotion
Suppliers	• Integrity and ethical business practices • Sustainable supply chain management	• Supplier training • Supplier assessment and audit	• Responsible procurement • Integrity in operation • Business ethics compliance
Partners	• Industrial innovation • Win-win cooperation	• Industry conferences • CONTRIBUTION TO STANDARD FORMULATION	• Promotion of green logistics development • Industry cooperation
Communities and the public	• Community development • Public charity	• Information disclosure • Volunteer activities • Public welfare activities	• Charitable donations • Disaster relief • Platform interaction and outreach

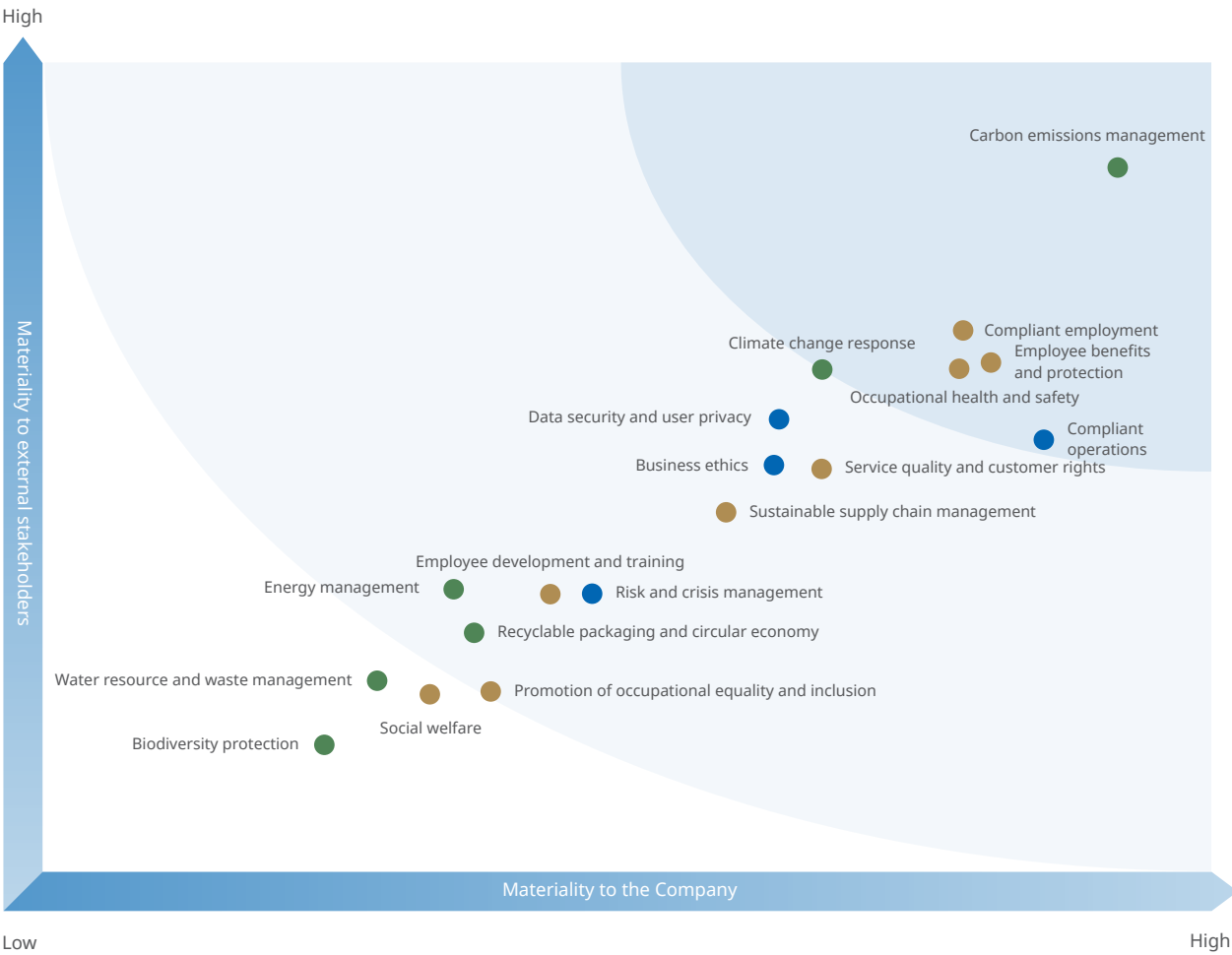
Materiality Assessment

Rokin followed a structured materiality assessment process—grounded in stakeholder surveys, expert interviews and industry benchmarking—to evaluate sustainability issues along two dimensions: “materiality to stakeholders” and “materiality to Rokin’s development” . From this analysis, we have identified issues that have the greatest impact on our sustainable development and are of common concern to all stakeholders. Based on the materiality analysis results, we then formulated issue-specific management and disclosure strategies, systematically collect data across the Group, and integrate the findings into our external reporting.

We conducted the materiality assessment through a rigorous, effective, and four-stage process.



Materiality Matrix



Material issues identified by Rokin in 2024:

High Materiality	Materiality	Relevance
Carbon emission management Equal employment Occupational health and safety Employee benefits Compliant operation	Climate change response Data security and privacy Service quality and customer rights Business ethics Sustainable supply chain Risk and crisis management Employee development and training Energy management Recyclable packaging and circular economy	Promotion of occupational equality and inclusion Water resources and waste management Social welfare Biodiversity conservation

02

DELIVERING TRUST UPHOLDING INTEGRITY

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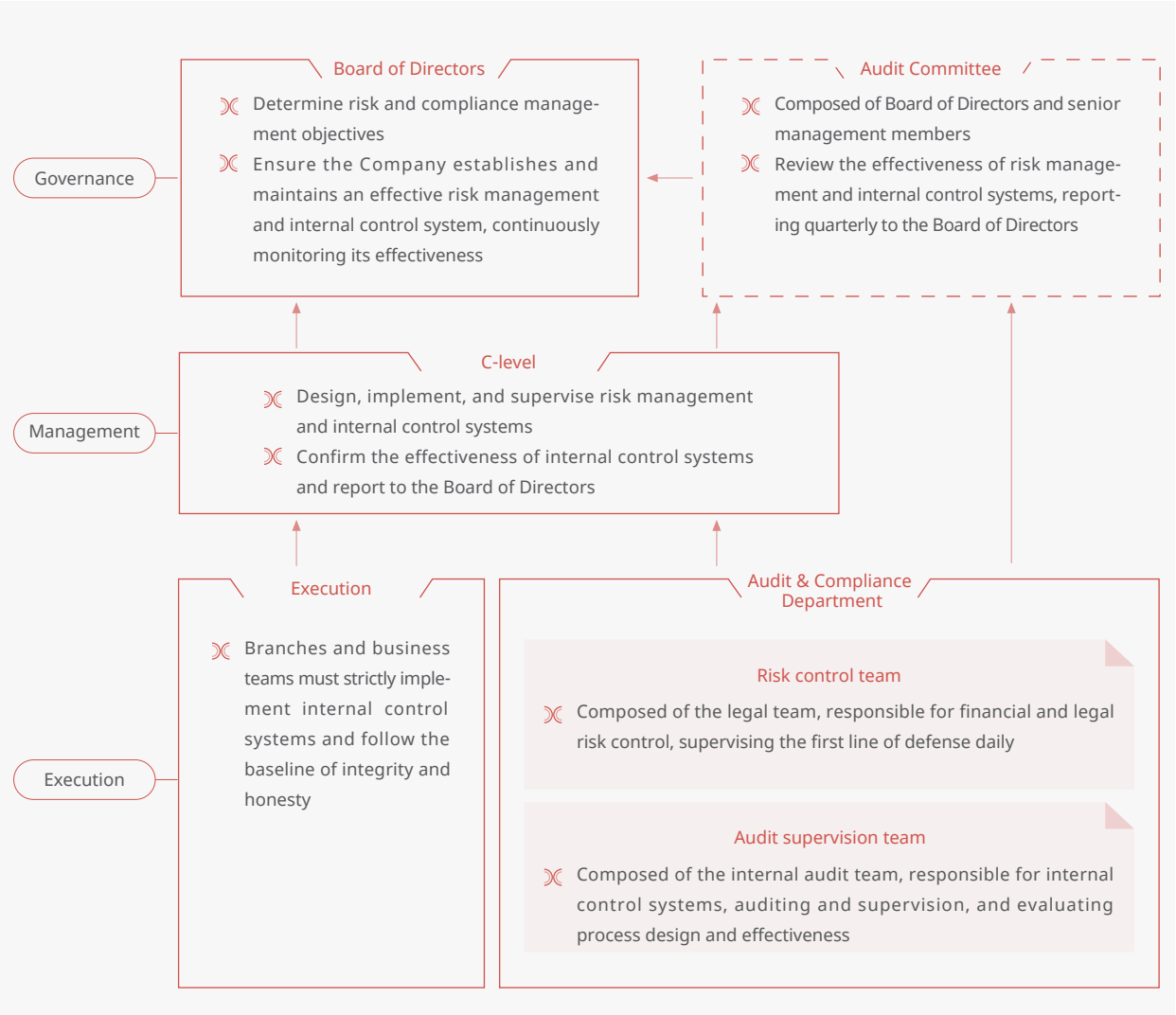


Compliance and Risk Management

Rokin has formulated a series of rules and regulations on internal control such as the *Criminal Compliance Standards*, the *Provisions on Professional Integrity*, and the *Interim Provisions on Handling of Employee Violations of Disciplines and Rules* in accordance with the *Audit Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, the *Company Law of the People's Republic of China* and other relevant laws and regulations, to continuously strengthen its compliance construction, establish a robust internal control and risk management system, and strictly observe the regulatory and compliance requirements, so as to regulate company operations.

Risk management system

Rokin has built a risk management structure led by the Audit Committee under the Board of Directors. The Audit Committee regularly reviews the effectiveness of our risk management and internal control systems and reports to the Board of Directors on a quarterly basis. Senior management jointly designs, implements, and supervises these systems to ensure their continued effectiveness. The Audit and Compliance Department is composed of the Risk Control Team and the Internal Audit Team. The Risk Control Team is responsible for financial, legal, and insurance risk control, as well as day-to-day monitoring of the first line of defense's duty performance. The Internal Audit Team maintains the internal control system, conducts audits and supervision, and carries out process evaluations and inspections.



Compliance Management System Structure

Risk management process

The Company's comprehensive risk management process covers risk identification, risk assessment, response strategy development, monitoring & reporting, communication & consultation, and continuous improvement. We also engage external experts from accounting and law firms for professional advice. This process enables us to detect and manage potential risks effectively, thereby minimizing operational risk exposures and losses.

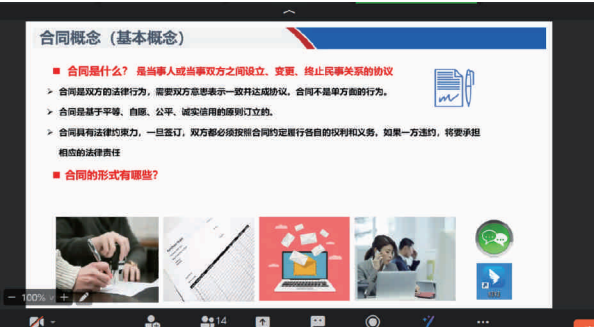
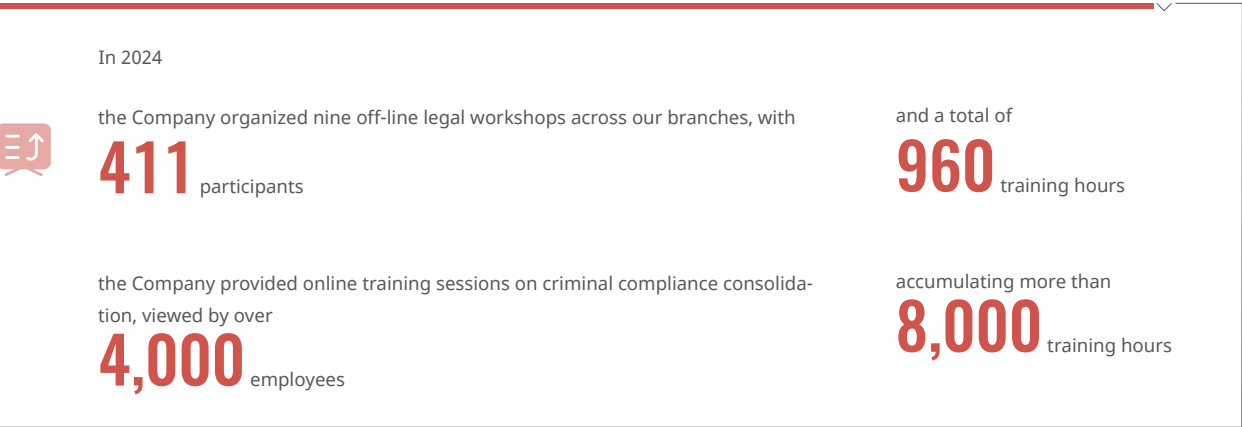


Rokin is committed to establishing a three-tiered risk management defense line. We promote the first line of defense to manage and control blind spots and vulnerabilities in business risks to improve risk management and control. The Company strengthens the supervision and management functions of the second line of defense to promote management progress. It also leverages the comprehensive supervision functions of the third line of defense to prevent and control operation risks effectively.

The Company conducts risk research to proactively identify potential risks of business ethics in operation. While ensuring the compliance of our own behaviors, the Company continuously deepens its understanding of various systems and requirements. We have a high awareness of risk prevention and control, and the Audit and Compliance Department regularly reviews the operational efficiency and effectiveness.

Risk management training

During the Reporting Period, the Company delivered compliance training sessions and awareness programs tailored to various roles, fostering a strong compliance culture and elevating employees' compliance awareness.



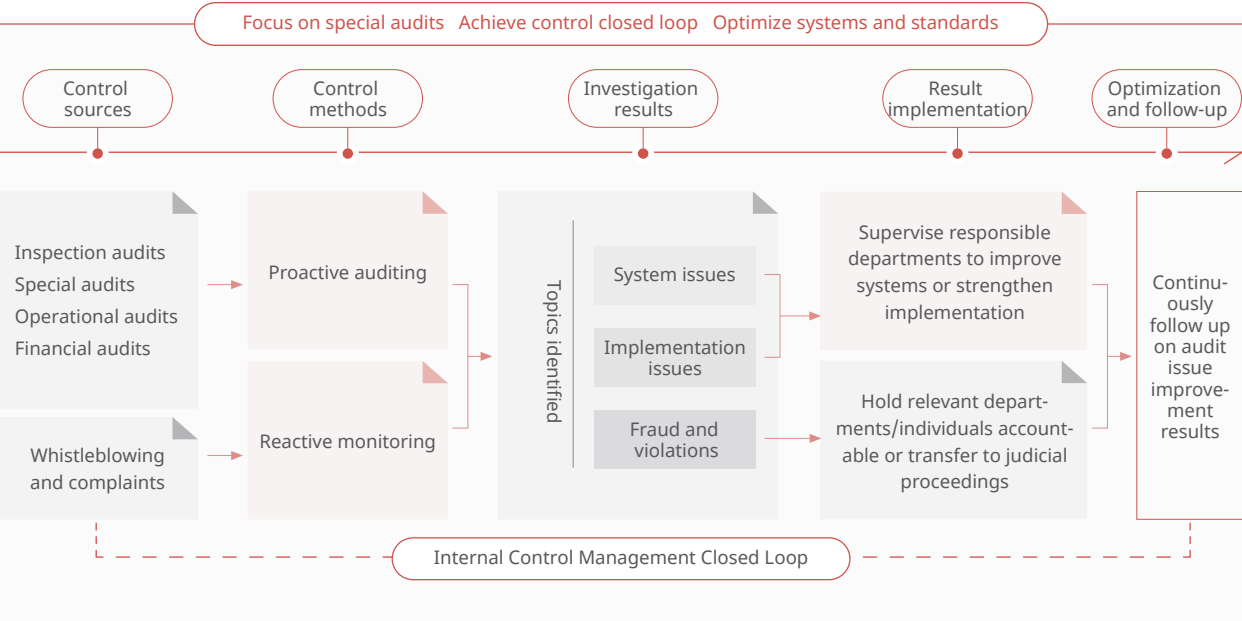
Business Ethics Compliance

Anti-corruption policy

Rokin strictly abides by the *Anti-Unfair Competition Law of the People's Republic of China* (《中华人民共和国反不正当竞争法》), the *Interim Provisions on Banning Commercial Bribery* (《关于禁止商业贿赂行为的暂行规定》) and other laws and regulations, implements the Company's anti-corruption policies and regulations, and practices the corporate core values of “Reward (user-first), Rapid (efficient cooperation), Rising (forging ahead with determination), Reciprocal (win-win responsibility), and Real (treating people with integrity)”.

In order to regulate the business activities of enterprises and safeguard the common interests of both parties, we follow the principles of fairness, openness and integrity. We require all carriers to be part of the anti-corruption efforts, and sign the *Carrier Anti-Bribery Agreement* (《承运商反贿赂协议》) and other relevant commitments when signing contracts to prevent bribery and corruption in operation. In addition, the senior management, the Procurement Department and other key employees of the Company all have signed the *Integrity and Self-discipline Commitments* (《廉洁自律承诺书》), to ensure that they are aware of the Company's requirements for integrity and comply with the Company's polices and regulations related to anti-corruption.

Internal control process



Grievance mechanism

We have established and implemented the *Management Regulations on Integrity in Employment for Company Employees*, which clearly define reporting scope, reporting requirements, reporting procedures, whistleblower privacy protection, and incentive schemes to enhance the effectiveness and quality of employee oversight. Rokin has established a variety of reporting channels, including but not limited to telephone, email, letter, WeChat, QQ, etc. The whistleblower information is exclusively accessible to three post holders: the Internal Audit Manager, the Audit and Compliance Director and the Vice President in charge of the line, and all other personnel are not authorized to access such information. We take robust measures to protect the real-name whistleblowers and destroy the relevant records of the whistleblowers after the reports are verified, so as to fully protect the legitimate rights and interests of the whistleblowers.

Reporting channels

Both internal and external stakeholders may supervise or lodge complaints about the Company’s conduct.

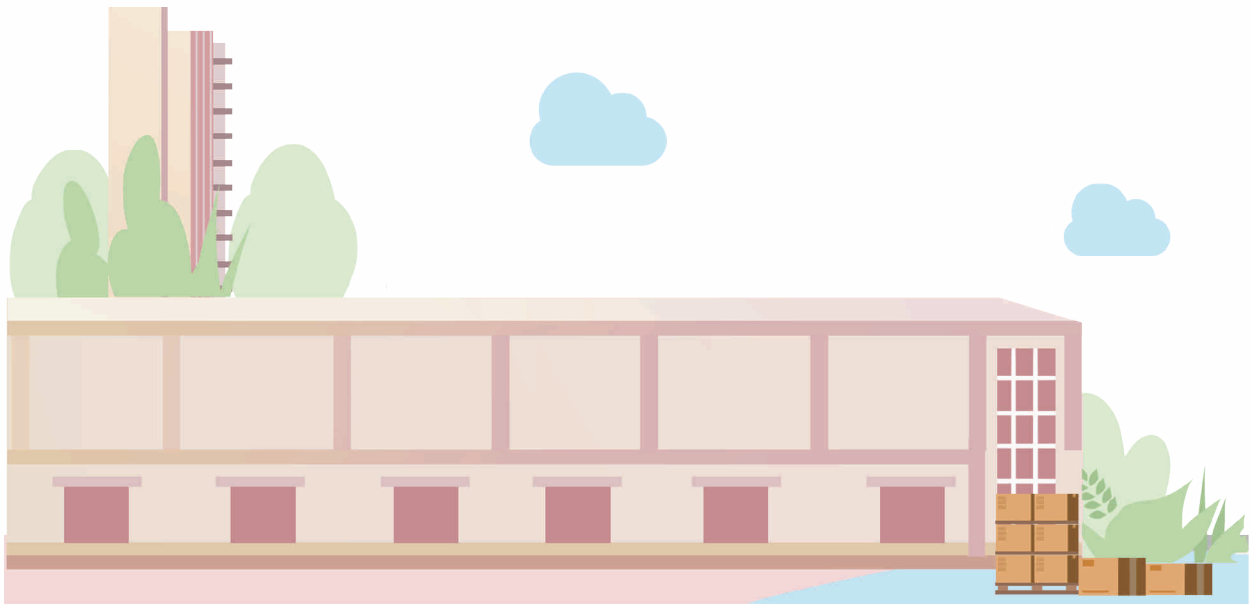
Tel.: 400-000-5656

Website: www.rokin.cn

Email: Internal Audit Department: shenji@rokin.cn Human Resources Department: hr@rokin.cn

Written submission: Company suggestion boxes

Employee forums: The Company has established a mechanism for employee forums, conducting regular and ad-hoc sessions in various forms to convey company information, gather employee feedback, and create opportunities for employee communication and support.



Information Security and Privacy Protection

Information security management system

Rokin places the utmost importance on the security of user information and privacy protection, integrating these priorities into its daily management practices. We are committed to providing safe and reliable information infrastructure for both our customers and partners. The Company strictly abides by the *Cybersecurity Law of the People’s Republic of China*, the *Personal Information Protection Law of the People’s Republic of China*, and other relevant laws and regulations, continuously enhancing its internal information and cybersecurity management systems to strengthen data privacy protection and cyber information security.

Rokin’s network information systems have been certified by the ISO 27001 Information Security Management System, covering the Company’s core business operations. Our Transportation Management System (TMS), Warehouse Management System (WMS), and Smart Network Freight System have all passed the Cybersecurity Classified Protection Level 3Assessment.

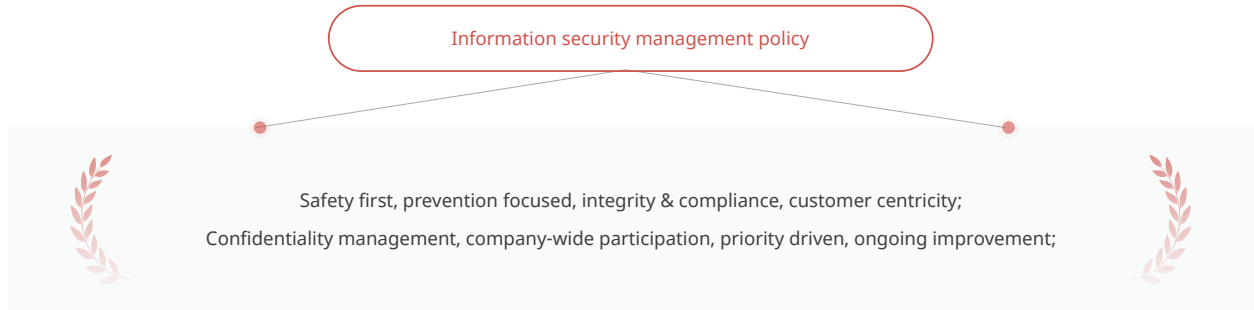


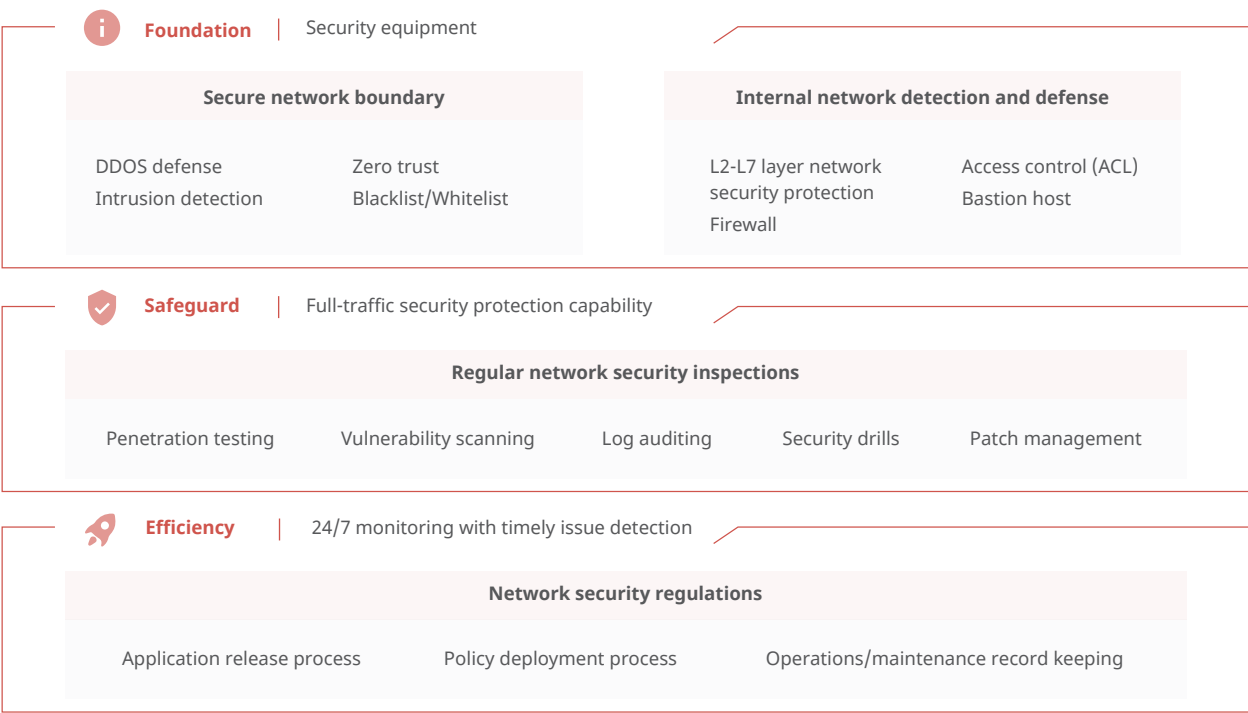


Rokin’s ISO 27001 Information Security Management System Certification

Rokin’s Information System Security Classified Protection Filing Certificate

To ensure sustainable business growth and safeguard user privacy and information security, Rokin has defined its information security management policy based on the organization’s business characteristics, structure, geographical location, assets, and technologies, reflecting the Company’s information security management philosophy, objectives, and development direction.







03

DELIVERING GREEN SHARING HEALTH

Feature: Building a Green Logistics Service Ecosystem	34
Environmental and Energy Management	38
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Climate Change Response	50

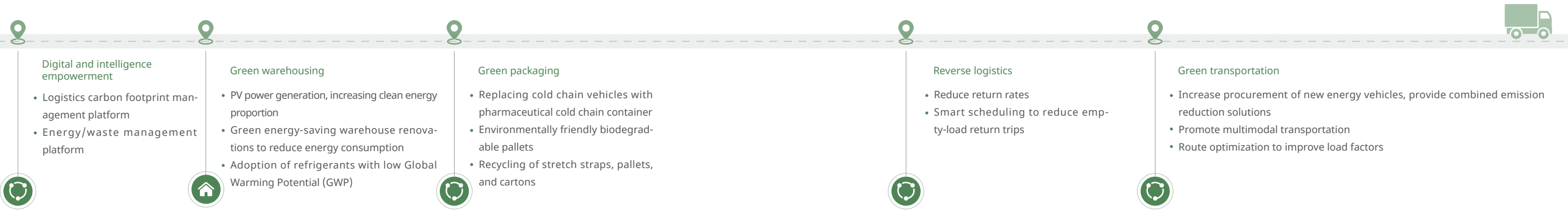


Feature

Building a Green Logistics Service Ecosystem

Rokin has, for many years, steadfastly pursued green development, embedding its corporate mission of “Delivering Green, Sharing Health” into its organizational DNA. As a socially responsible third-party contract logistics solutions provider, Rokin actively supports China’s “dual-carbon” strategy, engages in green logistics initiatives, and has developed a suite of low-carbon services tailored to diverse transportation scenarios, thereby establishing a highly efficient, low-energy-consumption distribution network.

Green Logistics Service System



Collaborating with a global luxury spirits leader to launch a green supply chain project

In December 2024, Rokin and a global luxury spirits leader inaugurated their Green Supply Chain and All-electric Heavy-duty Truck Deployment project at the Taicang Smart Park. Rokin announced the deployment of all-electric heavy-duty trucks on a designated trunk route to help the clients meet their carbon reduction targets. Operating between Dongguan and Foshan, a distance of approximately 150 km, each shipment of these all-electric heavy-duty trucks reduces carbon emissions by roughly 157 kg CO₂e, cutting the average carbon footprint by 14 g per item transported.

All-electric heavy-duty trucks have already seen widespread application in logistics, particularly for intercity distribution, urban pickup, and warehouse-transfer operations, thanks to their superior carbon reduction performance and controllable operating costs. Looking ahead, Rokin will continue to expand its all-electric fleet and offer a diversified portfolio of electric vehicle models.



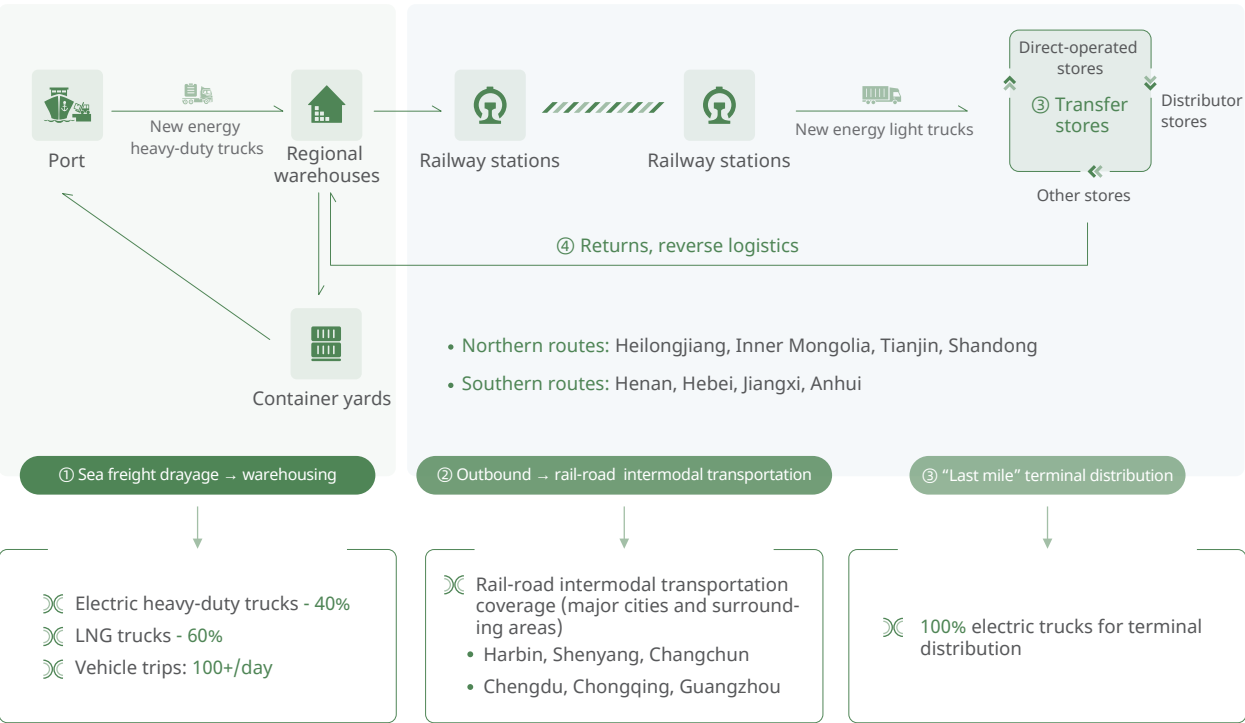
Green Supply Chain and All-electric Heavy-duty Truck Deployment Launch Ceremony



Partnering with an apparel & footwear brand to promote road-rail intermodal transportation for dual control of costs and carbon emissions



In 2021, the State Council released the *Notice on Issuing the Action Plan for Carbon Dioxide Peaking Before 2030*, proposing to “vigorously develop multimodal transportation with railways and waterways as the backbone, promote the construction of dedicated railway lines for industrial and mining enterprises, ports, logistics parks, etc., and accelerate the shift of bulk cargo transportation from road to rail and road to waterway” . In 2024, the General Office of the State Council issued the *Opinions on Accelerating the Construction of a Unified and Open Transportation Market*, again mentioning “improving the multimodal transportation operation system, accelerating the development of rail-waterway, rail-road, and air-land multimodal transportation, promoting the coordination and mutual recognition of “single document” and other rules, and stepping up the cultivation of multimodal transportation operators” . Multimodal transportation not only saves transportation capacity resources and significantly reduces transportation carbon emissions but also effectively controls logistics transportation costs.



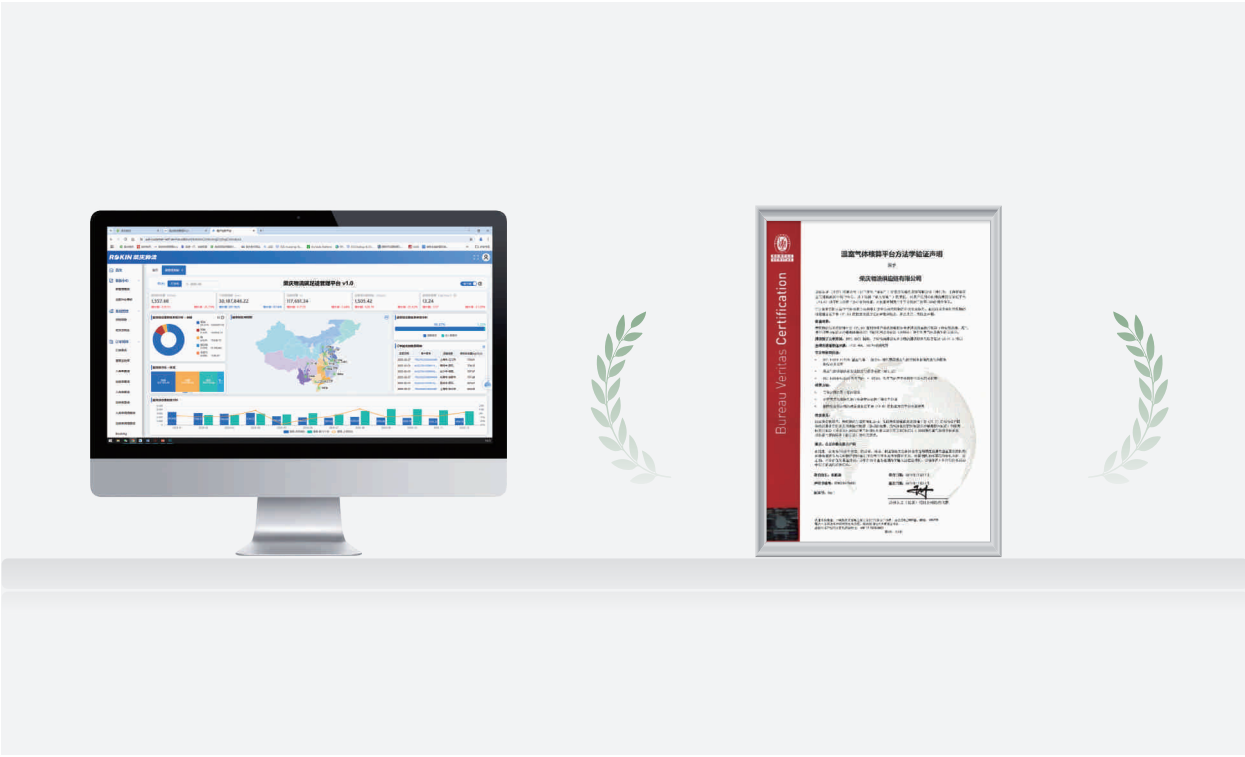
Self-developed logistics carbon footprint management platform provides high-quality carbon asset management services



Rokin is at the forefront of building green supply chains and delivering best-in-class carbon asset management services. In logistics operations, where a multitude of ad-hoc vehicles and incomplete emission factor coverage complicate data traceability, collecting accurate “Scope 3” emissions has long challenged supply chain leaders. To better support clients in gathering carbon emission data from their logistics operations and in setting targeted reduction goals, Rokin has independently developed a logistics carbon footprint management platform, enabling digital monitoring of GHG emissions, intelligent energy dispatch optimization, and scientific carbon emission analysis, so that every shipment is fully traceable. The platform has earned a Methodology Verification Statement from an international third-party testing body, confirming that its calculation logic matches international standards and produces authentic, reliable data.

Key features of Rokin’s carbon footprint management platform

- First certified third-party contract logistics supply-chain carbon footprint management platform;
- Calculation methodology strictly adheres to the *Global Logistics Emissions Council (GLEC) Framework*, the *GHG Protocol*, ISO 14064/14067, and the carbon disclosure requirements of China’s National Development and Reform Commission (NDRC) and the Ministry of Ecology and Environment (MEE);
- System integrates with TMS, WMS, and financial billing systems. A robust database supports primary data collection and real-time emissions calculations, ensuring full traceability for every order;
- Comprehensive coverage of all transportation capacities, matching emission factors by vehicle size, body type, and energy type to minimize the granularity;
- Dual-factor support, combining China-specific emission-factor databases and empirical operational data, offering both Well-to-Wheel (WTW) and Tank-to-Wheel (TTW) calculations for the most authentic and accurate results;
- Full emissions scope, including mobile sources (CO₂, CH₄, N₂O, urea, etc.) and stationary sources (refrigerants, electricity) during logistics process.



Environmental and Energy Management

Environmental management system

Rokin strictly abides by the *Environmental Protection Law of the People’s Republic of China*, the *Energy Conservation Law of the People’s Republic of China* and other laws and regulations, and continuously improves the Company’s environmental protection efficiency. We are committed to mitigating the environmental impact of our business, and regularly assess our environmental performance. The Company's environmental management system has been certified against ISO14001:2015. As of the end of 2024, 15 branches in Shanghai, Beijing, Guangzhou, Chengdu, Xi’an, Wuhan, Qingdao, Kunshan and Taicang of Suzhou and other areas have obtained the ISO14001 Environment Management System Certification.

ISO14001 Environment Management System

- »

Shanghai Rokin International Storage & Transport Co., Ltd.
- »

Rokin Logistics And Supply Chain Co., Ltd.
- »

Hanghai Xiaorong Logistics Co., Ltd.
- »

Rokin Logistics And Supply Chain Co., Ltd. Shenyang Branch
- »

Rokin Logistics And Supply Chain Co., Ltd. Guangzhou Branch
- »

Rokin Logistics (Suzhou) Co., Ltd.
- »

Guangzhou Economic And Technological Development Zone Jianzhong Transportation Co., Ltd.
- »

Rokin Logistics And Supply Chain (Beijing) Co., Ltd.
- »

Rokin Logistics And Supply Chain Co., Ltd. Chengdu Branch
- »

Rokin Logistics And Supply Chain Co., Ltd. Xi'an Branch
- »

Qingdao Rokin Logistics And Supply Chain Co., Ltd.
- »

Rokin Logistics (Taicang) Co., Ltd.
- »

Rokin Logistics And Supply Chain Co., Ltd. Tianjin Branch
- »

Rokin Logistics And Supply Chain Co., Ltd. Wuhan Branch
- »

Rokin Logistics (Kunshan) Co., Ltd.

Green operations

Rokin integrates green logistics practices across its service portfolio, covering green transportation, green warehousing, reusable packaging, as well as digital and intelligent service solutions. By adopting clean energy and improving operational efficiency, we drive energy savings and emissions reduction throughout our logistics value chain, advancing both the industry’s low-carbon transition and the sustainable development of our value chain partners.

In 2024

Scope 1 (direct GHG emissions) reductions achieved by Rokin reached

4,641.82tCO₂e

GHG emission intensity

12.81tCO₂e per million revenue

Carbon emission reduction from B5 biodiesel

596.75tCO₂e

Carbon emission reduction from liquefied natural gas (LNG) truck

77.26tCO₂e

Carbon emission reduction from hydrogen truck

43.99tCO₂e

Emission reduction from the use of green electricity

1,258.89tCO₂e

Savings in paper box usage through recycling

2,700t

Energy type	2022	2023	2024
Gasoline (t)	13,163.50	9,014.43	6942.00
B5 biodiesel (t)	1,357.96	4,695	4,775
Total fuel consumption (t)	14,722.46	13,732.23	11,717.00
Liquefied natural gas (t)	123.19	115.84	179.68
Hydrogen (t)	/	8.20	5.10
Biofuel (t)	7.00	4.90	32.3
Natural gas (10,000 m³)	5.03	5.87	3.08
Liquefied petroleum gas (t)	15.36	42.08	2.00
Purchased heat (Gj)	/	3232.91	488.95
Total electricity (MWh)	16,507.20	23,437.79	27,865.86
Including: green electricity (MWh)	2,497.44	2,395.33	2,346.06
Others (MWh)	14,009.76	21,042.46	25,519.8

*Note: Absolute emission reductions are calculated as the difference in emissions relative to diesel trucks or electricity grid emissions, for reference only.

Green transportation

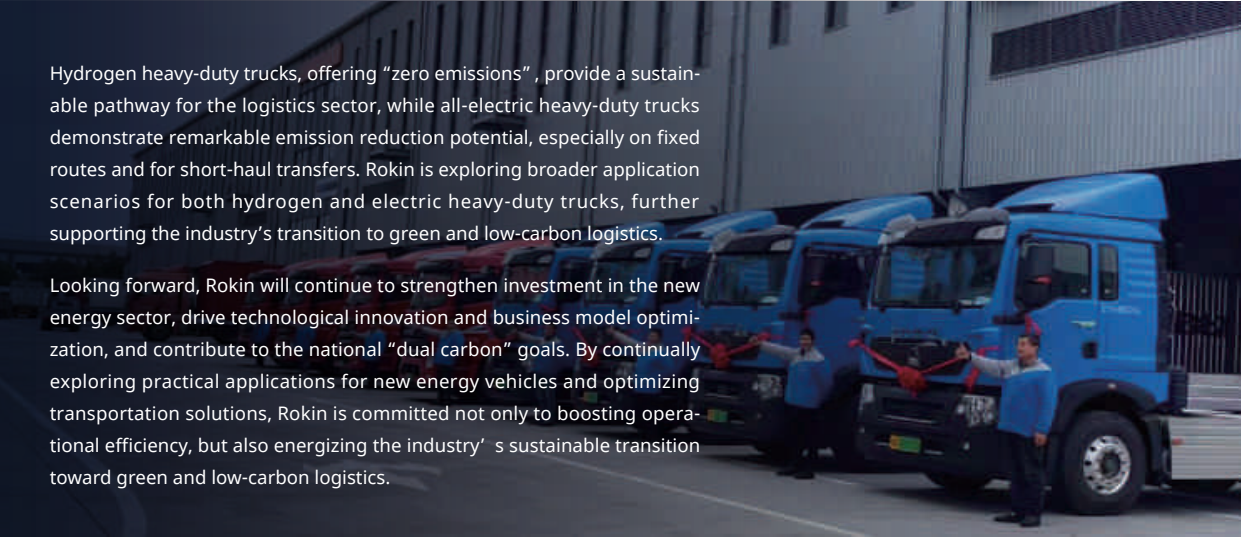
Rokin promotes a range of green transportation solutions, offering customized new energy vehicle deployment plans tailored to clients' decarbonization targets. The Company has implemented large-scale utilization of new energy vehicles nationwide, advancing the adoption of all-electric heavy-duty trucks, hydrogen-powered heavy-duty trucks, and intelligent driving technologies. In addition, we encourage multimodal transportation and have strengthened fuel management, establishing an efficient, high-quality green logistics service system.



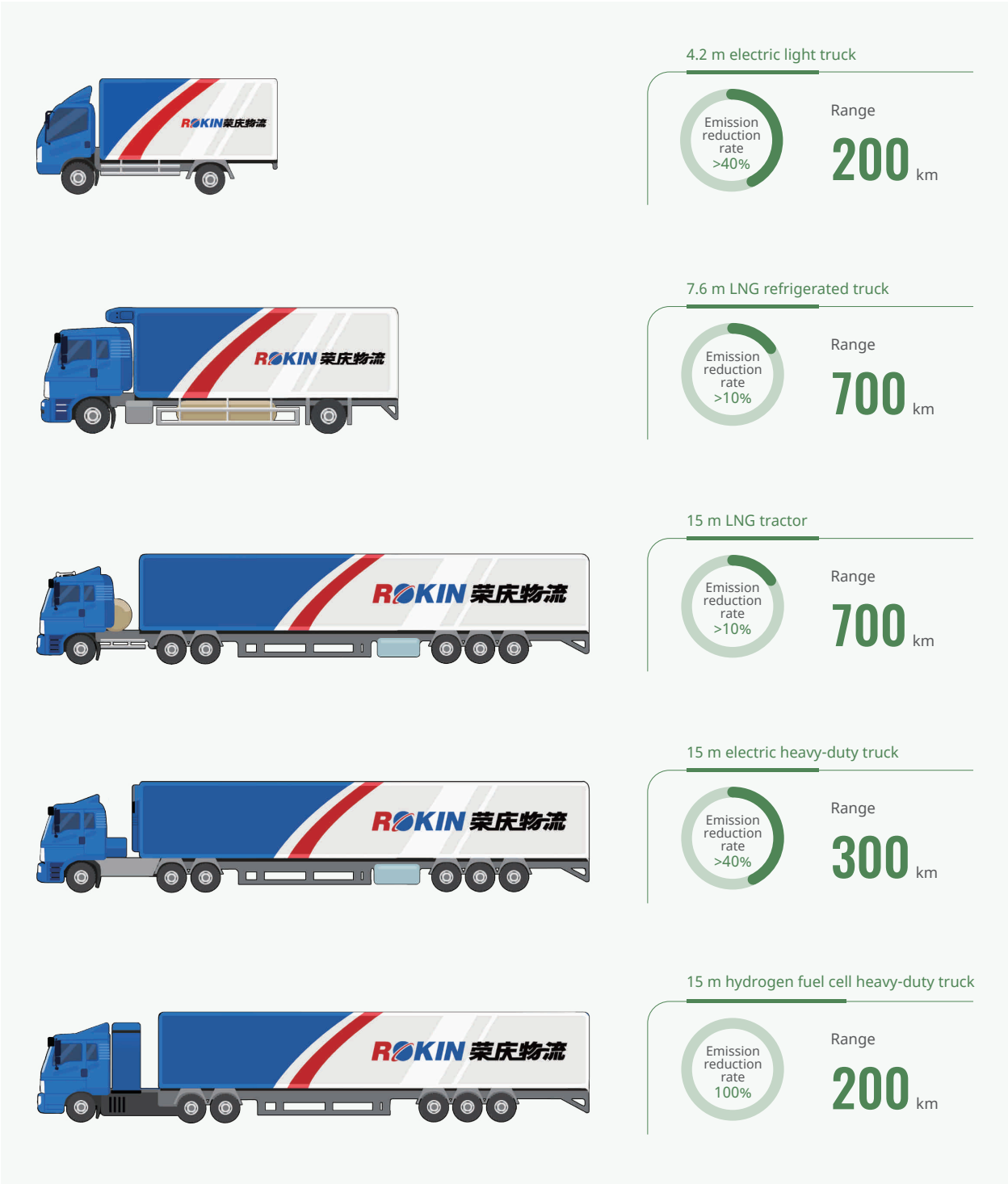
For short-haul routes, Rokin deploys all-electric trucks based on available capacity, particularly for urban pickup, distribution, and inter-warehousing transfer operations. The use of these vehicles reduces operational costs and substantially cuts carbon emissions.

On medium- and long-distance routes, Rokin utilizes mid- to heavy-duty LNG trucks as an environmentally preferable alternative to diesel vehicles. LNG fuel offers high energy density and lower emissions, supporting the needs of long-distance transportation while significantly reducing particulate and carbon emissions. In the context of widening oil-gas price differentials, LNG heavy-duty trucks have become increasingly favored in the logistics industry due to their economic and environmental advantages.

Rokin independently sources and extensively applies B5 biodiesel in its transportation fleet. B5 biodiesel is a green energy fuel composed of a blend of 5% biodiesel and 95% conventional diesel. The primary feedstock for biodiesel comes from waste cooking oils (such as used restaurant oils), which are processed through advanced biochemical reactions. This fuel offers significant environmental benefits by reducing emissions of particulate matter and nitrogen oxides by more than 10%. In addition, compared to traditional diesel, each ton of biodiesel used results in an average reduction of approximately 125 kg of carbon dioxide emissions. In 2024, B5 biodiesel accounted for 40.75% of Rokin's fuel consumption, setting a benchmark for green transportation in the sector.

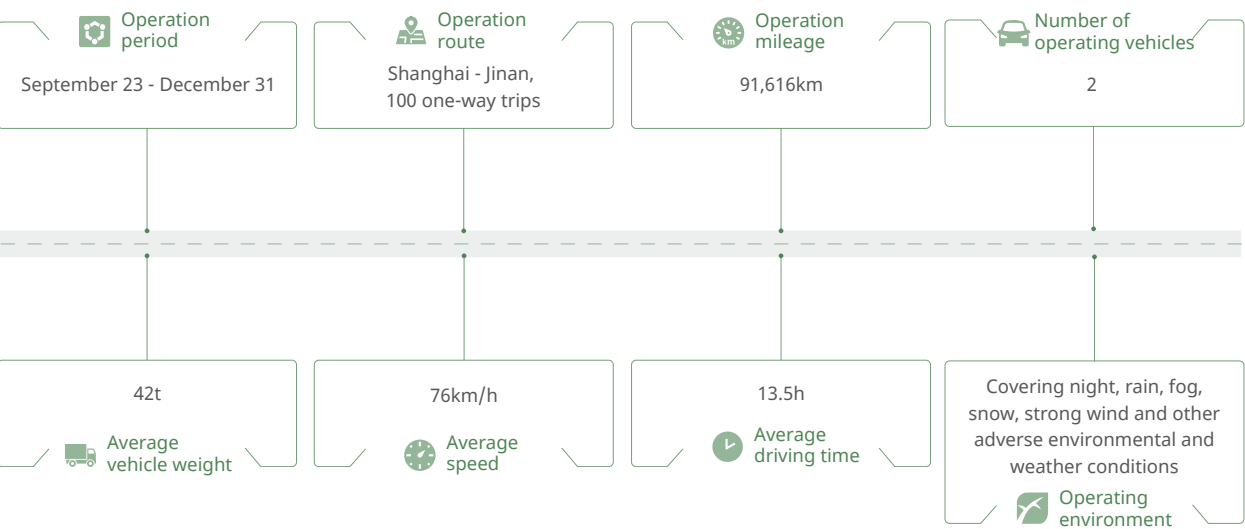


Electric heavy-duty truck delivery at Rokin Kunshan Branch

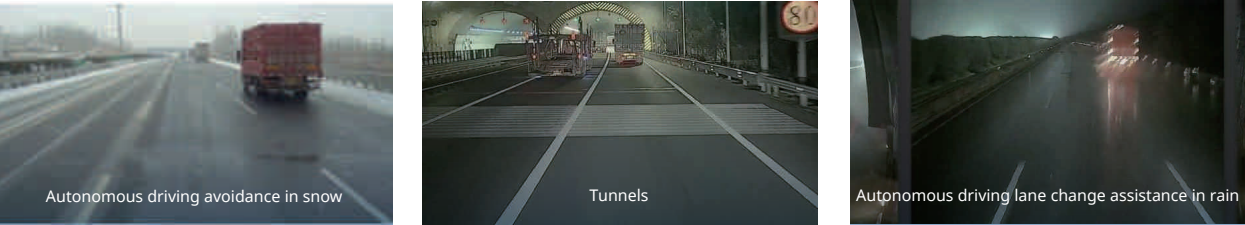
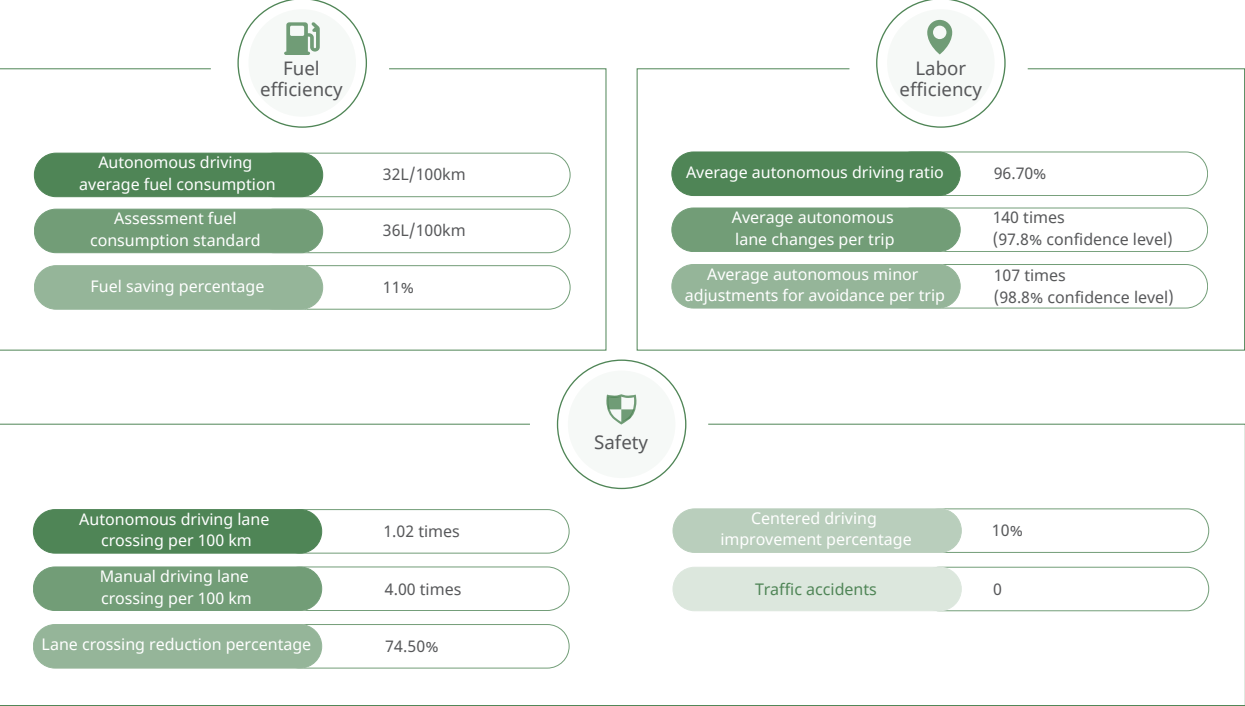


Beyond the continual expansion of our new energy fleet, Rokin also prioritizes energy efficiency management as a core strategy for energy conservation and emissions reduction. At the forefront of logistics innovation, we are leveraging advanced technologies such as intelligent driving, which enhance service quality and efficiency while reducing carbon emissions throughout the transportation process. Intelligent driving technology lightens the workload for drivers while improving safety and comfort. By the end of the Reporting Period, we had deployed intelligent driving systems for trunk routes between Shanghai and Guangzhou. Given the complex terrain along these routes, featuring mountains, curves, and elevation changes, the adoption of intelligent driving technology has delivered substantial benefits. According to operating data, for vehicles using intelligent driving technologies, the average number of lane crossings per 100 kilometers dropped by 70%, and fuel savings reached 11%.

Operation Summary



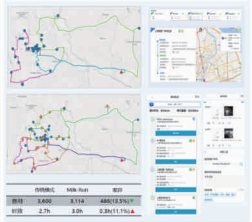
Operation KPIs



Autonomous driving road test results

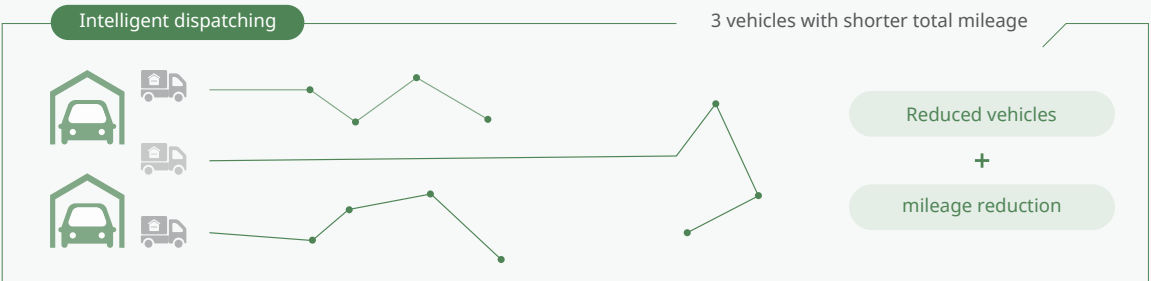
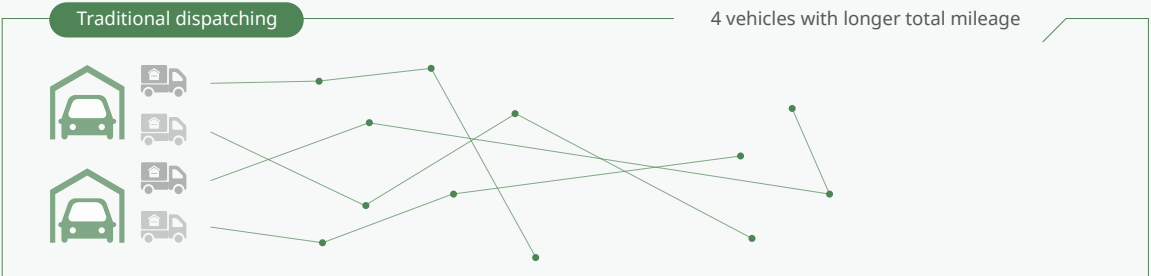
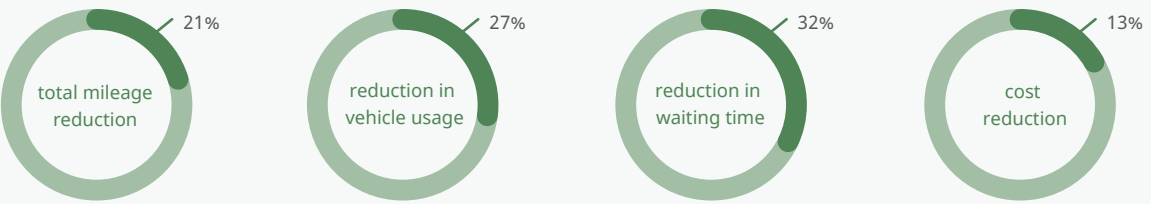
Case | Intelligent order routing recommendation

Rokin has adopted an innovative approach to vehicle dispatch, integrating intelligent scheduling with operational expertise. This hybrid model optimizes delivery routes, consolidates shared resources, and achieves cost reduction with improved efficiency, while meeting the customized delivery requirements of shopping malls and retail counters. Through our proprietary intelligent scheduling platform, Rokin is able to collect and analyze real-time, multi-dimensional data, including GPS locations, traffic, and weather conditions. Leveraging advanced algorithmic engines, the system dynamically plans routes and optimizes load assignments. This intelligent scheduling system has proven critical in enhancing transportation efficiency, reducing costs, and elevating service quality.



Practical examples of intelligent scheduling

Specifically, the intelligent scheduling platform greatly reduces duplicated routes and consolidates vehicle resources and significantly shortens driving distances, with an average reduction of 21% in travel distance, which not only decreases fuel consumption and carbon emissions, but also improves vehicle utilization. In addition, the number of trips was reduced by 27%, route scheduling wait times decreased by 32%, and overall costs declined by 13%. These figures demonstrate the tangible benefits of the intelligent scheduling system in real-world applications.



Advantages of intelligent scheduling

Given the complexity and variability of the logistics industry, Rokin combines intelligent scheduling with human expertise for flexible adjustments. Human expertise plays an irreplaceable role in responding to emergencies, addressing special customer requirements, and optimizing scheduling decisions. The organic integration of intelligent scheduling with human expertise enables Rokin to deliver more personalized and high-quality services while maintaining efficiency.

Green warehousing

Taichang Logistics Park covers an area of about 200 mu, with a total floor area of 185,000 m². The facility integrates a building complex and smart warehouses, achieving LEED Gold certification for green buildings. Rain collectors are installed under the lawn of the park, which can collect rainwater from the whole park and use it for plant irrigation, and ground cleaning. Meanwhile, in response to the national carbon emission policies, the park adopts energy-saving and environment-friendly materials for its buildings and sets up charging areas for new energy vehicles. The whole park has a dedicated truck parking area that can accommodate approximately 200 trucks at the same time. With the DMS system for efficient management and control, it guarantees the throughput of goods in and out of the park.

Taichang Logistics Park adopts systematic and unified management for visitors, vehicles, access control, consumption, water use, electricity use, etc., to realize one-card access in the park, which makes park management more convenient. In the future, the park management platform will be connected to the Company's TMS/WMS and other business systems to achieve intelligent management, such as intelligent scheduling of logistics vehicles in the park, park guidance, intelligent control of platforms, warehouse forklift control, maximizing the efficiency of the park businesses and creating a top smart logistics park.



Green Park

- ☒ Rainwater recycling system



Clean energy applications

- ☒ Distributed photovoltaics
- ☒ Smart sensor streetlights
- ☒ Full LED lighting coverage



Digital and intelligent management

- ☒ Smart route scheduling system
- ☒ Warehouse Management System (WMS) platform
- ☒ Carbon footprint management platform



Circular economy

- ☒ PDA smart inventory
- ☒ Paperless operations
- ☒ Biodegradable pallets
- ☒ Replacing stretch film with cable ties



Waste recycling

- ☒ Waste sorting and recycling
- ☒ Zero landfill disposal



Smart warehousing

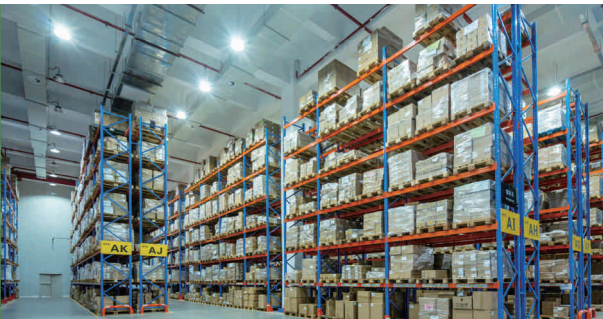
- ☒ Spiral elevators
- ☒ Palletizing robots
- ☒ Cross conveyors
- ☒ Material handling automated guided vehicle (AGV)



Green transportation

- ☒ New energy transportation vehicles
- ☒ Electric forklifts
- ☒ Charging stations
- ☒ B5 biodiesel fuel stations

Rokin is committed to promoting green warehousing. The Guangzhou Branch cold storage was among the first in the industry to use liquid ammonia as a refrigerant, substantially reducing fugitive emissions from refrigerants. Company-wide initiatives include closed-loop circulation of packaging materials and fully digitized, paperless operations to minimize waste generation and carbon emissions.



Rokin's general cargo warehouse



Rokin's chemical warehouse



Rokin's pharmaceutical warehouse



Rokin's cold chain warehouse

Paperless operations

With the Company's rapid growth, traditional paper-based documents (such as delivery notes, warehouse handover forms, and loading lists) have increasingly revealed their inefficiencies, risk of error, and challenges with preservation and retrieval during circulation in transfer warehouses. To enhance operational efficiency, reduce costs, and promote sustainable development, the implementation of paperless management in warehousing has become essential.

Rokin has initiated pilot projects of paperless operations in its warehouses, facilitating inbound and outbound cargo handovers through mobile devices (iPad/mobile phones/PDA) and eliminating manual paperwork. Barcode scanning is utilized to enable swift and accurate transfer of delivery slips between drivers and warehouse staff. According to Company data, since the implementation of paperless operations, project operational efficiency has improved by 20%, cargo turnover time has been reduced by over 30 minutes on average, and the Company has saved approximately 3.8 million A4 sheets of paper per year from project revenues.



On-site photos of paperless operations

Sustainable packaging

In the pharmaceutical logistics sector, Rokin collaborates with suppliers to explore low-carbon, energy-efficient transportation solutions. Pharmaceutical products typically require stringent temperature control during transit, often relying on temperature-controlled vehicles, which consume nearly 50% more energy compared to vehicles operating at ambient temperatures. Based on varying transit routes and temperature requirements, Rokin deploys pharmaceutical cold chain containers and insulated medical boxes to ensure temperature compliance while minimizing the use of cold chain vehicles, significantly reducing carbon emissions.

Pharmaceutical cold chain container

800-liter capacity, suitable for transporting medicines, vaccines, reagents, and other medical products; temperature range: 2-25 ° C; fully charged endurance: over 120 hours; daily power consumption: only 1.65 kWh.



Biological foam insulated medical box

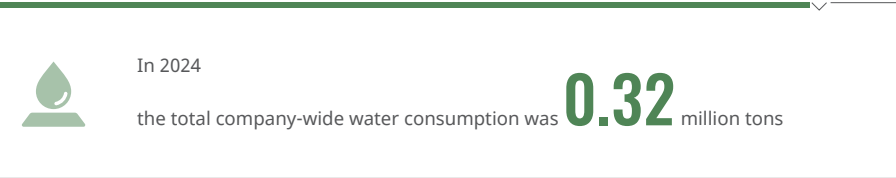
Capacity: 28-130 liters, suitable for medicines, vaccines, reagents, and other medical products; effective insulation duration: >48 hours. Each use reduces carbon dioxide emissions by approximately 250 grams.



Water Resource and Waste Management

Water resource management

Rokin fosters innovation in various water recycling systems. We collect and filter rainwater through a rainwater recovery system, and recycle it as green belt water. We advocate for water conservation by promoting and upgrading water-saving equipment and appliances across our parks, such as installing inductive water-saving faucets and inductive water-saving toilets in office areas, and installing plug-in-card water-saving appliances in dormitory areas, so as to digitally monitor and manage the domestic water consumption of residential employees. Our Head Office and five branches, including the Suzhou Branch, Kunshan Branch, Taicang Branch, and Guangzhou Branch, have completed the installation of direct drinking water dispensers and have put them into use, successfully replacing the original use of bottled water and offering employees a more convenient and healthier drinking option.



Waste management

Rokin places great importance on waste management, integrating it into every aspect of daily operations. To standardize waste handling processes, Rokin has established the *Waste Disposal Management Procedures*, covering the classification, storage, sorting, transportation, and disposal of waste. Waste is divided into general waste and hazardous waste to facilitate differentiated processing; dedicated areas are set up for waste storage and sorting to ensure orderly handling and to prevent secondary pollution. In the disposal stage, the principle of harmless treatment is followed, recyclable waste is collected centrally, while hazardous waste is handled by qualified third-party service providers.

In practice, Rokin optimizes waste management through a variety of measures. The Company is committed to reducing waste generation at the source by optimizing packaging design and streamlining logistics processes, thereby lowering packaging material usage. Recyclable waste is sorted and collected to enhance resource utilization and reduce environmental impact. Hazardous waste is treated using professional methods to ensure minimal impact on the environment and full compliance with national environmental standards.



Replacing single-use plastic stretch film with fixed straps



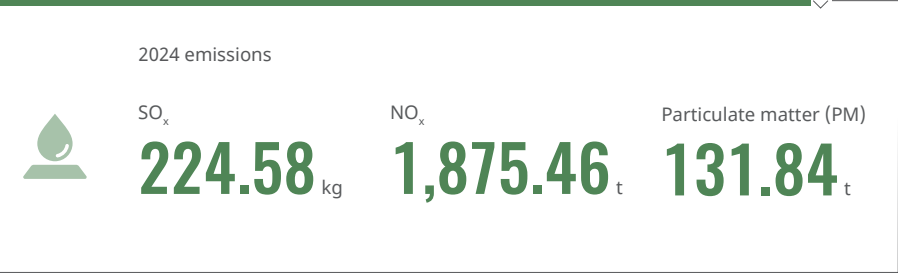
As of the end of the Reporting Period, the statistics of packaging materials we used were as follows:

Category	Quantity		
	2022	2023	2024
Cartons (ten thousand)	3,846.20	3,724.84	3,459.15
Transit boxes (ten thousand)	5.48	5.36	9.58
Fixed straps (ten thousand)	27.19	26.76	31.69
Stretch film (ten thousand rolls)	4.06	4.92	4.96
Wooden pallets (ten thousand)	268.89	281.26	298.55
Plastic pallets (ten thousand)	10.46	9.86	8.19

Exhaust gas emission management

Diesel trucks are the primary source of exhaust gas emissions in the logistics sector, with major exhaust components including nitrogen oxides (NO_x) and particulate matter (PM). In response to increasingly stringent regulatory requirements, Rokin has responded actively to national environmen- tal policies by continuously optimizing our fleet structure. We are phasing out high-emission vehicles and introducing more environmentally friendly diesel vehicles meeting China VI emissions standards, while expanding the use of LNG, all-electric heavy-duty trucks, and other clean energy vehicles to further reduce hazardous gas emissions.

During the Reporting Period, Rokin’s exhaust gas emissions were as follows:



*Note: The Company’ s key atmospheric pollutants include nitrogen oxides, sulfur oxides, and particulate matter, primarily generated from the operation of gasoline and diesel vehicles. Emissions calculations and factors are based on the HKEX’ s *Environmental Key Performance Indicators Reporting Guide* and the NDRC’ s *Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines for Land Transportation Enterprises (Trial)*.

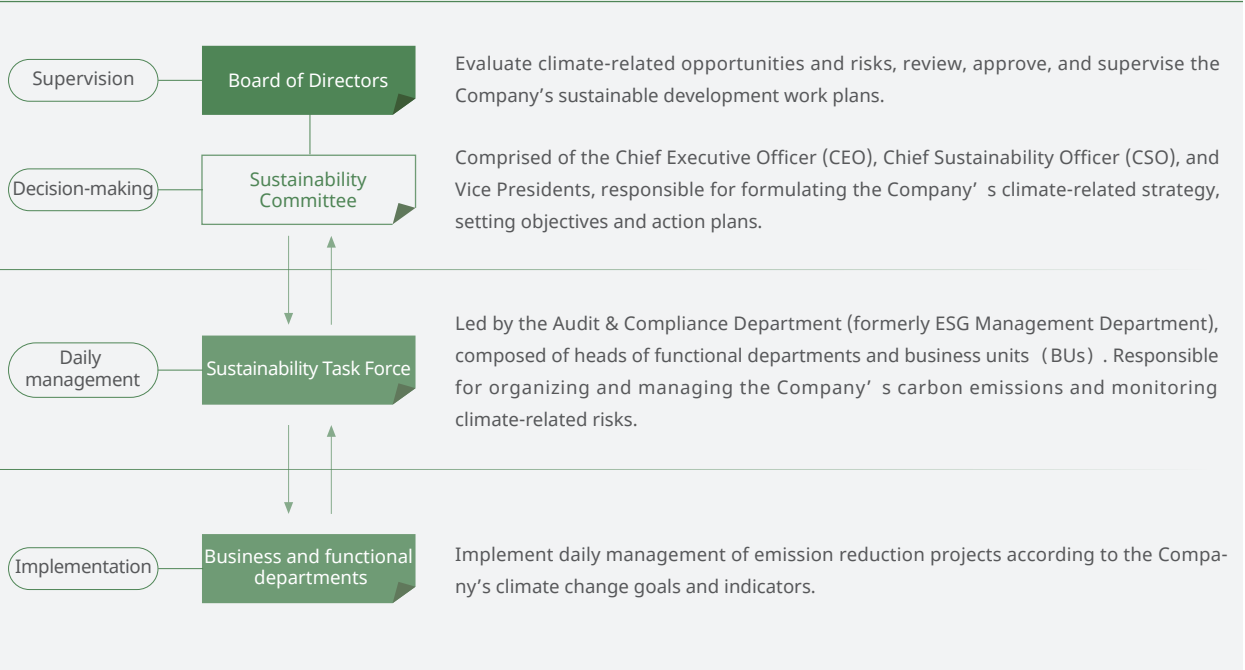
Climate Change Response

Climate change is one of the most pressing challenges facing the world today, profoundly affecting not only natural ecosystems but also human society and economic development. In response to this global issue, the international community has taken extensive action, most notably through the Paris Agreement, which aims to hold the increase in global average temperature to well below 2 ° C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5 ° C above pre-industrial levels. China has also set ambitious climate targets, pledging to achieve peak carbon emissions before 2030 and carbon neutrality before 2060. To realize these goals, the nation has issued a suite of policies and measures that encourage enterprises to actively participate in carbon reduction, set and implement scientific decarbonization targets, and accelerate the adoption and innovation of green, low-carbon technologies.

The logistics sector plays a key role in the national economy. Recognizing its responsibility for energy conservation and emissions reduction, Rokin actively responds to China’ s carbon peaking and carbon neutrality goals, integrating its climate actions with the country’ s sustainable development strategy. Guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company has developed a comprehensive climate governance approach across four key dimensions: governance, strategy, risk management, and targets and indicators. Rokin is committed to reducing the operational carbon footprint through by optimizing transportation routes, expanding the adoption of new energy vehicles, and enhancing warehousing efficiency. In addition, the Company actively engages in industry and community sustainability initiatives, collaborating with partners to explore green logistics solutions and contribute meaningfully to sustainable development.

Governance

Since 2021, Rokin has established a Sustainability Committee and formed a dedicated sustainability team, progressively building a top-down sustainable management system. The Company’ s decision-makers regularly evaluate and review climate-related risks and opportunities, monitor and decide the formulation and implementation of the Company’ s sustainability work plan. The Sustainability Committee and Sustainability Task Force are responsible for the development of climate strategies and targets, the management of carbon emissions, and ongoing climate risk monitoring. Respective business departments are tasked with executing and managing specific emissions reduction projects.



Climate Risk Organizational Structure

Strategy

With reference to the TCFD framework, Rokin conducted a scenario analysis based on the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report, referencing both RCP2.6 (low-emission scenario) and RCP8.5 (high-emission scenario) pathways to evaluate the Company’ s climate-related risks and opportunities under different conditions. For physical risks, the Company focused primarily on acute and chronic risks under high-emission scenarios. For transition risks, the emphasis was on assessing the impact of market, policy, and technological shifts under low-emission scenarios on Rokin’s financial performance.

Climate-related physical risks identified by Rokin			
Risk types	Risk factors	Risk analysis	Response strategies
Acute risks	Typhoon	- Transport: Typhoons pose safety risks to vehicle operations, increasing the likelihood of accidents that could damage vehicles, cause casualties, and lead to cargo losses or water damage, resulting in higher operating costs. Severe typhoons may cause transportation disruptions and cargo delays, leading to fulfillment risks and potential revenue decline. - Warehousing: Warehouse roofs and equipment may sustain damage, jeopardizing inventory safety, raising operating costs, and reducing revenue.	- The Company <i>has developed Meteorological Disaster Emergency Plan of Rokin</i> and the Typhoon Defense Guide, outlining management protocols for extreme weather events. - The General Administrative Department monitors real-time weather data and issues climate alerts via internal communication systems, enabling business units to take timely risk mitigation actions.
	Flood and snowstorm	- Warehousing: Floods may inundate warehouses or transfer hubs located in low-lying areas, causing cargo loss and damage to buildings and facilities, leading to increased operating costs and asset losses. Snowstorms can result in inventory bottlenecks, reduced revenue, and higher operating costs. - Transport: Both floods and snowstorms may halt vehicle operations, decrease revenues, increase accident risks, and compromise vehicle, cargo, and personnel safety, thus raising operating costs.	- Proactive relocation of inventory stored in flood-prone warehouses, alongside flood preparedness efforts; - Routine inspection and maintenance of drainage systems, with upgrades for flood and stormwater management.
Chronic risks	Prolonged heatwave	- Prolonged heatwave significantly increases electricity and refrigerant consumption in cold chain operations, elevating operating costs. - Potential power restrictions at industrial parks may disrupt business activities and reduce revenue. - Employee fatigue and heat illnesses are more likely in summer, decreasing productivity and increasing work-related injury risk; fuel consumption for vehicles also rises, adding to operating costs.	- Replace equipment with more energy-efficient and environmentally friendly refrigeration units; - Implement comprehensive heat stress prevention programs, such as flexible work schedules to avoid peak heat periods and reduce the risk of heat-related illnesses; - Retrofit warehouse facilities to improve natural ventilation and reduce direct sunlight exposure; sprinkle water for cooling in the plants every day during summer increase landscaping to mitigate heat absorption by concrete surfaces.

Climate-related transitional risks identified by Rokin			
Risk types	Risk factors	Risk analysis	Response strategies
Chronic risks	Policy and regulatory risks	As dual carbon goals are advanced, more stringent regulations on energy efficiency are expected across industries, along with more intensified supervision, increasing compliance costs for energy conservation and emissions reduction. Enhanced carbon disclosure requirements will necessitate more frequent monitoring and audit of carbon data, leading to higher operating costs.	Proactively respond to national policies by enhancing carbon management, optimizing the energy mix, and investing in clean energy equipment to lower emissions. Refine and optimize carbon data management, disclose carbon emission data regularly, strengthen carbon asset management, and rationally leverage digital solutions to reduce manual data collection costs.
	Technological risks	Green transition in logistics industry requires adoption of low-carbon vehicles, energy-saving equipment, and sustainable packaging, potentially raising operating and time costs over the long term.	Collaborate with partners to develop usage scenarios for low-carbon technologies and equipment, including long-distance new energy vehicle solutions and warehouse energy efficiency upgrades, aiming to improve operational efficiency and lower technology upgrade costs while meeting energy conservation and emission reduction targets.
	Market risks	Fluctuating energy prices (electricity, fuel) resulting from increased demand for energy saving and emission reduction measures may raise operating costs. As more and more customers seek green logistics providers, insufficient preparation for green transformation could result in loss of partial customers and decreased revenue.	Diversify sourcing to secure more cost-effective suppliers; invest in renewable energy infrastructure to gradually realize energy self-sufficiency and mitigate impact of electricity price volatility. Pursue green logistics partnerships, pilot innovative energy saving and emission reduction measures, enhance customer satisfaction, and reduce customer attrition risks.

Risk management

Risk identification

Rokin conducts comprehensive assessments of carbon emission sources across transportation, warehousing, and other operational segments, alongside evaluating the impacts of climate change on operating costs and asset security. The Company also closely tracks changes in policies and regulations to identify compliance risks.

Risk analysis

Rokin employs both qualitative and quantitative methods to analyze climate-related risks. Climate scenario analysis tools are used to assess risk exposure and financial implications under various scenarios, enabling the Company to prioritize risk management efforts effectively.

Risk early warning

A real-time climate risk monitoring system has been established, in collaboration with meteorological authorities, to receive early warning information. Internally, Rokin has set up early warning indicators and thresholds to ensure timely identification of risk changes.

Risk response



The Company’ s climate risk response strategies encompass prevention, mitigation, transfer, and acceptance measures. Such measures include optimizing transportation routes to reduce carbon emissions, investing in new energy vehicles, and developing emergency contingency plans, among other programs.

Monitoring and improvement



Rokin has integrated climate risk management into its internal audit processes, conducting regular reviews of implementation and effectiveness. Through ongoing monitoring and evaluation, risk management measures are continuously refined and enhanced to ensure their effectiveness and adaptability.

Targets and indicators

Rokin is committed to addressing climate change challenges through scientifically set carbon reduction targets and practical operational improvements, thereby contributing to sustainable development. Following the frameworks of the GHG Protocol and ISO 14064-1 Greenhouse Gas Emission Standards, the Company identifies and monitors emission sources, discloses Scope 1 and Scope 2 emissions data annually, and obtains third-party assurance of greenhouse gas inventory and verification statements.

In 2024, the Company began reporting Scope 3 emissions. In line with the newly identified emission categories, the Company will, in future, expand carbon management efforts to encompass the entire value chain, driving emission reductions across upstream and downstream partners.

Long-term target

Reduce the Company’ s carbon emission intensity by 50% compared to that in 2020 by 2030.

Short- and mid-term targets

Reduce carbon emission intensity by 50% compared to that in 2020 by 2030.

Increase the proportion of green electricity usage and promote PV power generation projects.

Expand new energy vehicle fleet capacity; explore innovative transportation technologies and models (e.g., methanol-fueled vehicles, solar-powered vehicles).

Carbon emission indicators		2022	2023	2024
Scope 1 (tCO ₂ e)		49,681.37	43,235.00	38,593.18
Scope 2 (tCO ₂ e)		8,453.23	11,189.60	13,747.73
Total Scope 1 + Scope 2 (tCO ₂ e)		58,134.60	54,424.60	52,340.91
Carbon emission intensity (tCO ₂ e per million revenue)		13.54	13.34	12.81
SCOPE 3	Category 1: Purchased goods and services	/	/	1,842.05
	Category 2: Capital goods	/	/	2,173.46
	Category 3: Fuel- and energy-related activities	/	/	15,597.00
	Category 4: Upstream goods transportation and distribution	/	/	347,590.4
	Category 5: Waste disposal	/	/	3,968.98
	Category 6: Business travel	/	/	224.30
	Category 7: Employee commuting	/	/	467.51
Total Scope 3 (tCO ₂ e)		/	/	371,863.78



04

DELIVERING QUALITY CREATING VALUE

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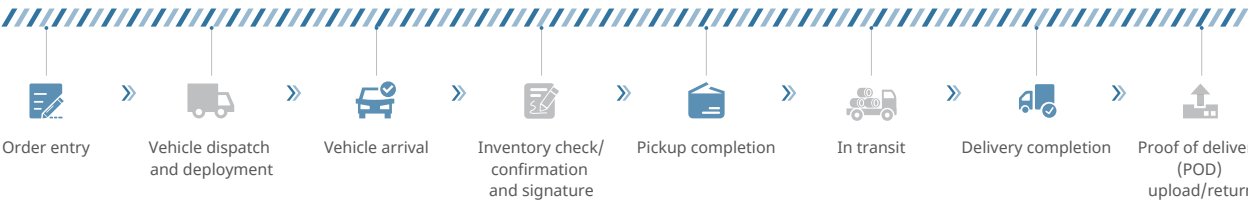




Feature

Focusing on Smart Logistics to Foster New Quality Productive Forces

In 2024, several key national policies such as the *Action Plan to Effectively Reduce Logistics Costs Nationwide* and the *Implementation Plan for the Development of Digitalization, Greening and Collaborative Transformation* were introduced to facilitate the high-quality development and transformation of the logistics industry. As a leading provider of high-quality logistics solutions, Rokin has established a robust IT operations team, dedicating substantial capital and technological resources to the digital upgrade of its logistics management systems. By leveraging big data analytics, cloud computing, IoT, and AI technologies according to business needs, the Company has enhanced operational efficiency and optimized logistics routes, reduced operating costs, and improved the timeliness and accuracy of logistics services through innovative models such as intelligent warehousing. Rokin remains customer-centric, taking value delivery as its core objective, continuously driving industry innovation, and nurturing new quality productive forces.



AI large-scale data integration and entry

Client customization

Carbon footprint management platform

End-to-end smart logistics

AI-powered exception warning

- ✕ DingTalk alerts
- ✕ SMS alerts
- ✕ Phone call alerts

AI-powered exception warning

Rokin’s AI-powered exception warning system integrates in-vehicle positioning devices, real-time traffic information, and historical data to achieve end-to-end monitoring of cargo transportation. This system not only enables real-time tracking of cargo locations but also reconstructs transportation routes through trajectory playback, ensuring transparency and controllability throughout the transportation process. The system provides real-time warnings for key issues such as route deviation, speeding, delayed delivery, prolonged warehouse dwell time, and temperature anomalies, facilitating rapid identification and resolution of problems, effectively mitigating transportation risks.

Additionally, by combining AI algorithms with real-time computing engines, in-depth analysis is conducted on route planning, entry/exit of designated areas, and parking activities during transportation, delivering comprehensive cargo monitoring and exception warning services. This innovative technology further enhanced Rokin’s transportation efficiency and customer satisfaction while significantly reducing operating costs.

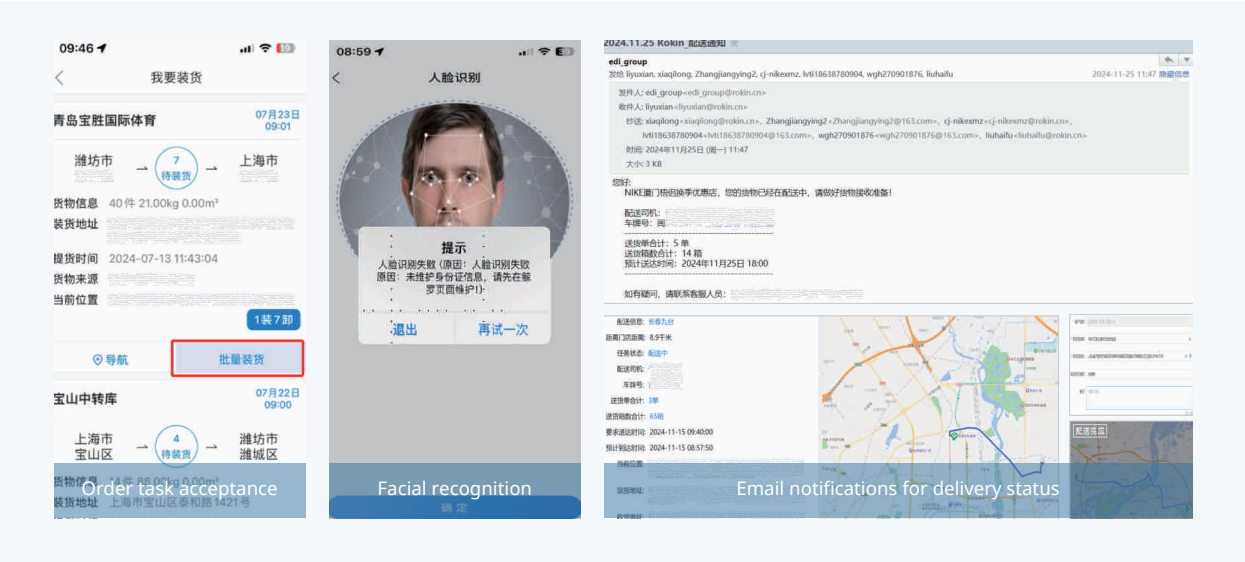
Based on the Beidou satellite positioning system and integrated with order Estimated Time of Arrival (ETA) data, the system dynamically assesses potential delay risks for each order in real time. In the event of an anomaly, the AI warning mechanism is promptly activated, issuing alerts to relevant personnel for timely intervention and effective countermeasures.



Vehicle tracking and whitelist management

Rokin’s vehicle tracking and whitelist management system leverages advanced satellite navigation technology to monitor vehicle locations and operational statuses in real time, ensuring the Company maintains full visibility over fleet movements at all times. This system supports intelligent dispatching and route optimization, significantly enhancing transportation efficiency and management precision. The whitelist management functionality also imposes strict controls over vehicles authorized to enter specific areas or undertake designated tasks, ensuring that only vehicles on the whitelist are granted operational access. This robust access control prevents unauthorized vehicles from participating in operations, thereby reducing potential risks.

Since the system’s deployment, Rokin has achieved remarkable improvements in transportation safety and management efficiency. Vehicle tracking efficiency has increased by 50%, substantially shortening the time required for vehicle monitoring and dispatch. In addition, customer satisfaction has improved by 20%, attributable to more accurate transportation services and increased delivery reliability. These outcomes clearly demonstrate the system’s tangible value in optimizing logistics operations and enhancing the customer experience.



Whitelist: Security controls for fixed-route vehicles have been further enhanced through facial recognition verification

Email notifications: Leveraging Beidou-based vehicle positioning, real-time vehicle information and trajectories are automatically pushed to terminal stores, providing visualized Beidou tracking of delivery vehicles



Smart warehousing system

Within the Shenzhen Lightning Wave Project, “Lightning Wave” sorting devices have been integrated into the traditional manual picking and outbound process for automated sorting of loose-item orders. Each set of equipment is capable of processing up to 1,500 sorting cycles per hour, significantly boosting logistics efficiency. When operated in tandem, two sets of equipment can handle orders for up to 624 stores simultaneously, achieving a throughput of 1,500 cycles per hour for each. Each set of equipment is staffed with two to three personnel responsible for feeding, with individual worker’s average efficiency reaching up to 1,200 pieces per hour. The system is capable of processing up to 7,000-10,000 loose-item orders daily, representing a substantial increase in order handling capacity. Moreover, the equipment supports irregularly shaped items such as bottled syrup, disposable gloves, and cup sleeves, further expanding its operational scope. Through this innovative technological solution, the Shenzhen Lightning Wave Project has not only enhanced sorting efficiency and reduced labor costs, but also contributed strong support for the intelligent transformation of the logistics sector.

Project overview

- Two sets of equipment simultaneously processing orders for 624 stores
- Single equipment processing efficiency of 1,500 operations/hour
- Each set of equipment configured with 2-3 feeding operators, with average efficiency of 1,200 pieces/hour/person
- Daily processing capacity of 7,000-10,000 loose items
- Support for bottled syrups, disposable gloves, cup sleeves, and other non-standard irregularly shaped items

Business highlights

Automated sorting

Sorting capacity: 1,500 cycles/hour/vehicle

Illuminated sorting status indicators

624 sorting slots with corresponding indicator lights showing current slot orders

Dual feeding ports

Each set of equipment is equipped with two feeding ports to increase feeding efficiency

Weight verification for order quantities

Verify feeding quantities through weighing within 0.2 seconds





BI signage and customer self-service platform

Rokin’s Business Intelligence (BI) signage system enables real-time data monitoring and multidimensional visualization analysis to empower customers with comprehensive insights across all segments of the supply chain. The system provides end-to-end data intelligence, supporting the real-time tracking of inventory, cargo delivery, and KPIs, thus enabling data-driven and precise decision-making. The system’s advanced visualization capabilities present core operational data, such as warehousing performance and transportation timeliness, via intuitive charts and dashboards, facilitating efficient management decisions.

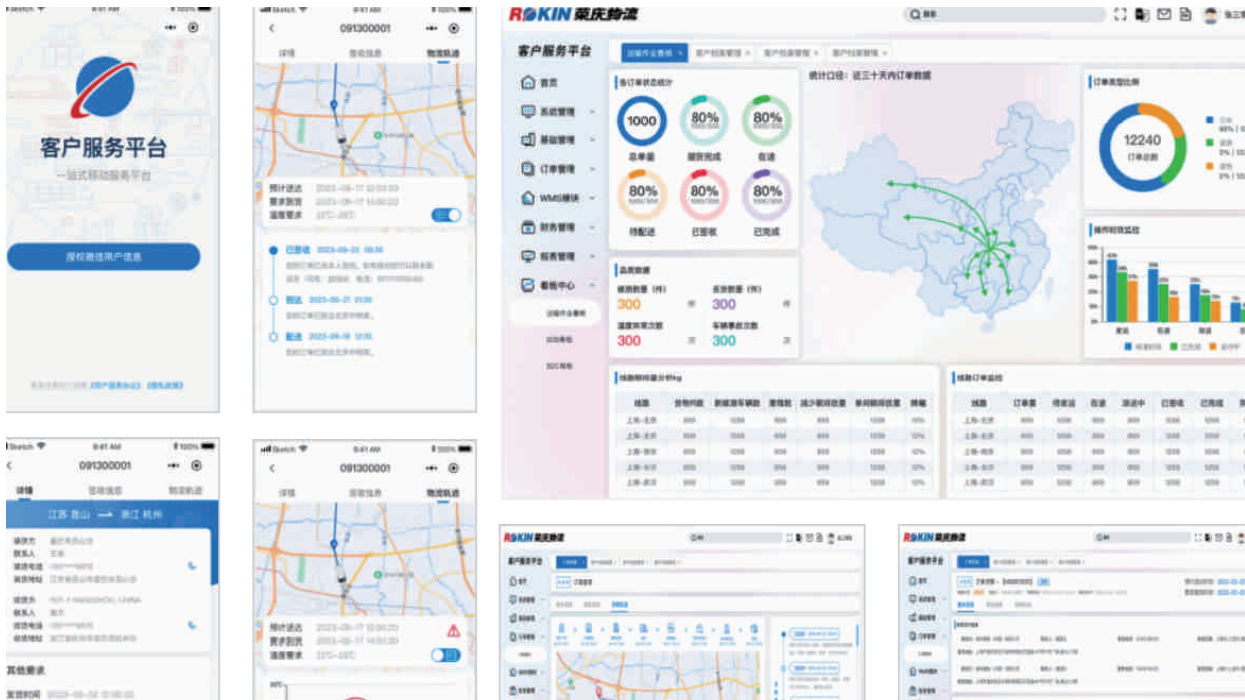
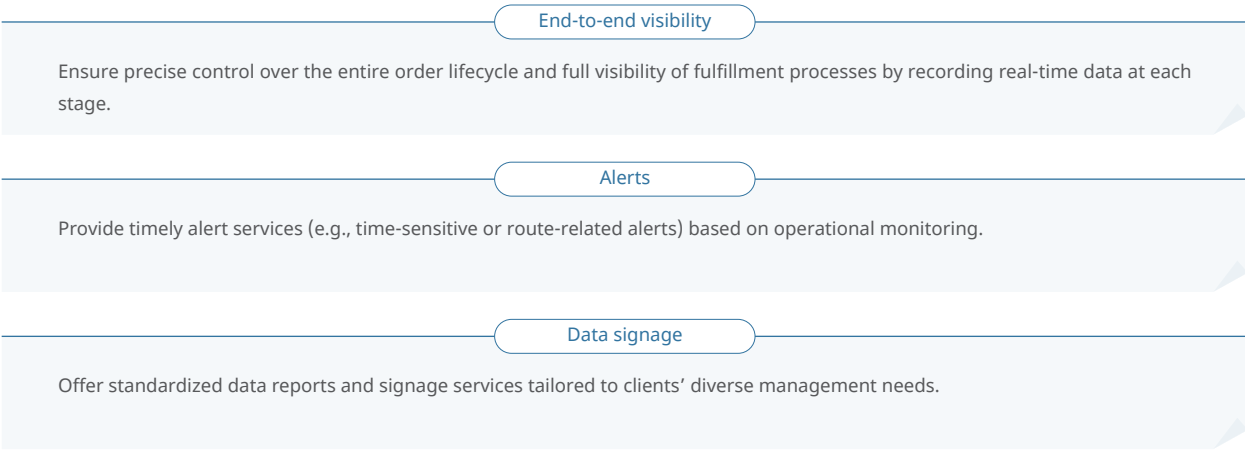
The customer self-service platform delivers an one-stop service experience, encompassing order management, shipment tracking, technical support, and more. Customers can monitor order status, cargo location, and estimated delivery time in real time, ensuring full transparency throughout the logistics process. Additionally, the platform integrates an online knowledge base and AI-powered chatbot, efficiently assisting customers with common issues and enhancing both service effectiveness and customer satisfaction.

By adopting a data-driven operational model and intelligent customer self-services, Rokin has not only optimized logistics costs but also significantly improved service quality, strongly supporting the digital transformation of supply chain management.



We have built an omni-channel order management hub for customers, seamlessly integrating PC and WeChat interfaces for transparent management and intelligent alerts throughout the entire logistics process. The full-cycle visual tracking feature enables customers to monitor order status in real time from placement to delivery confirmation, with precise transportation route tracking, ensuring a transparent and controllable shipping process. Paperless and efficient synergy is realized through automatic electronic proof of delivery (POD) generation and online confirmation of receipt. This greatly enhances delivery efficiency and reduces paper usage, which is in line with environmental sustainability objectives. The intelligent risk management system provides real-time exception warnings and automatically triggers response mechanisms for delays and other anomalies, enabling rapid issue resolution and mitigating operating risks.

The customer self-service platform consolidates multichannel information, offering a unified service backend that addresses challenges of slow response times and high service costs. The platform supports online ordering, payment, and inquiries, boosting both service efficiency and the overall customer experience. Privacy call functionality ensures information security, preventing customer data leakage and strengthening customer trust. Moreover, the intelligent customer service system employs voice recognition and natural language processing technologies to offer customers personalized, round-the-clock consulting solutions, reducing the need for manual service representatives and enhancing both the quality and efficiency of customer support.



The customer self-service portal (PC + WeChat) supports end-to-end order lifecycle management, enabling transportation tracking, electronic proof of delivery, and proactive anomaly monitoring and alerts

Product and Service Quality

Service quality assurance

Rokin adheres to the “5R” corporate values –Reward (user-first), Rapid (efficient cooperation), Rising (forging ahead with determination), Reciprocal (win-win responsibility), and Real (treating people with integrity), placing customers at the core of its business model and regarding service quality as the foundation of its operations. Through the adoption of automation, digitalization and intelligence, and AI technologies, the Company continuously works to enhance supply chain efficiency. Rokin has received multiple certifications in quality and safety management systems, including ISO 9001 Quality Management, BRCGS Global Standard Food Safety, and ISO 13485 Medical Device Quality Management System certifications. These credentials enable the Company to meet diverse transportation requirements and equip us to offer customers superior and more convenient delivery services, ensuring ongoing optimization of the user experience.

ISO 9001 Quality Management System

- ☒

Shanghai Rokin International Storage & Transport Co., Ltd.
- ☒

Rokin Logistics And Supply Chain Co., Ltd.
- ☒

Shanghai Xiaorong Logistics Co., Ltd.
- ☒

Rokin Logistics And Supply Chain Co., Ltd. Shenyang Branch
- ☒

Rokin Logistics And Supply Chain Co., Ltd. Guangzhou Branch
- ☒

Rokin Logistics (Suzhou) Co., Ltd.
- ☒

Guangzhou Economic And Technological Development Zone Jianzhong Transportation Co., Ltd.
- ☒

Rokin Logistics Supply Chain (Beijing) Co., Ltd.
- ☒

Rokin Logistics And Supply Chain Co., Ltd. Chengdu Branch
- ☒

Rokin Logistics And Supply Chain Co., Ltd. Xi'an Branch
- ☒

Qingdao Rokin Logistics And Supply Chain Co., Ltd.
- ☒

Rokin Logistics (Taicang) Co., Ltd.
- ☒

Rrokin Logistics And Supply Chain Co., Ltd. Tianjin Branch
- ☒

Rokin Logistics And Supply Chain Co., Ltd. Wuhan Branch
- ☒

Rokin Logistics (Kunshan) Co., Ltd.

☒ Other quality system certificates



TAPA TSR
(Trucking Security Requirements)



BRCGS Global
Standard Food Safety



ISO 13485 Medical Device Quality
Management System

CASE | Going all out for Double 11 shopping festival: Rokin speed, surpassing expectations!



To meet the surge in orders during the “Double 11” shopping festival, Rokin undertook extensive preparation in warehousing and sorting operations. High-rise warehouse shelving was stocked with various goods, and pickers used picking carts guided by electronic tags and indicator lights to quickly locate and select items for orders. In the sorting area, smart scanners and automated sorting lines worked in synergy to rapidly and accurately dispatch goods to the designated express distribution outlets.



In addition to investing in advanced hardware and equipment, Rokin has intensified its development of big data and AI-driven solutions. Real-time monitoring of the logistics process enhances service security, while intelligent algorithms optimize delivery routes to improve efficiency. Data analysis is used to forecast order volume, enabling proactive measures for inventory stocking and capacity planning. The application of these technologies allows Rokin to confidently manage the challenges posed by a massive influx of orders during “Double 11” shopping festival.



Rokin also places a strong emphasis on green logistics practices during this peak period. By utilizing recyclable packaging materials and optimizing transportation routes to minimize carbon emissions, the Company actively fulfills its corporate social responsibility and contributes to sustainable development.

Rokin’s outstanding performance during “Double 11” shopping festival can be attributed to our cutting-edge logistics infrastructure and intelligent technologies, as well as to the relentless dedication and commitment of our entire workforce. Their efforts embody the “Rokin Speed”, providing each customer with a logistics experience that exceeds expectations.



Case | Spring Festival logistics assurance for a fashion apparel customer



The Spring Festival is both a traditional Chinese holiday and a critical sales period for fast-fashion brands. The weeks leading up to and during the holiday represent peak sales windows, requiring logistics services to provide 100% assurance for store supply and market distribution to fully support customer performance objectives. The ability to deliver reliable logistics support during such high-demand periods is a key benchmark of a logistics company’s strength and comprehensive capabilities.

During the 2024 Spring Festival, Rokin provided end-to-end logistics assurance for a major apparel client, ensuring the accuracy of delivery data, routing, and in-store delivery dates, alongside a detailed delivery assurance plan. Frequent communication with the client was maintained to confirm protected routes and ensure budget calculations matched the client’s acceptable cost range. In addition, Rokin established a detailed Spring Festival assurance activation plan, clarifying responsibilities among project customer service personnel, ensuring all operational resources were fully prepared, and sharing the critical importance and detailed requirements of the Spring Festival operations with the entire team.

Client engagement and program development

We conducted four rounds of meetings with the client to finalize the shipping and in-store delivery schedule as well as the guaranteed routes, and provided detailed reports on Rokin’s resource readiness, particularly for last-mile delivery. We conducted five rounds of data-driven cost simulations to ensure additional costs remained within the client’s acceptable range while protecting Rokin’s commercial interests.

Internal resource preparation

We convened project meetings to review the client’s Spring Festival delivery data, in-store schedules, and return/exchange requirements. We defined specific roles and responsibilities for customer service and operational project leaders to guarantee accountability throughout all stages of the assurance plan.

Site visits and resource audits

We conducted on-site inspections in Guangzhou, Beijing, and Tianjin with the client to ensure last-mile resources were fully secured.

Daily monitoring and review

Customer service teams monitored operations in real time for timely deliveries throughout every segment, ensuring quick and coordinated problem resolution. A daily review process was established to close the loop on all order fulfillment activities, enabling rapid coordination and immediate problem resolution.

Information sharing and exception handling

We provided daily updates in the client communication group, sharing delivery and fulfillment progress, and reported any exceptions immediately for prompt follow-up until resolution. Last-mile delivery information, including courier details, was shared in the group to keep stores updated on delivery status and to assure real-time visibility of delivery personnel.

Case | Spring Festival logistics assurance for a fashion apparel customer



Ultimately, Rokin successfully ensured full supply for all 395 client stores during the Spring Festival, achieving a 100% KPI fulfillment rate. The client’s logistics department issued a formal letter of commendation, highly recognizing Rokin for our outstanding performance during this peak season.

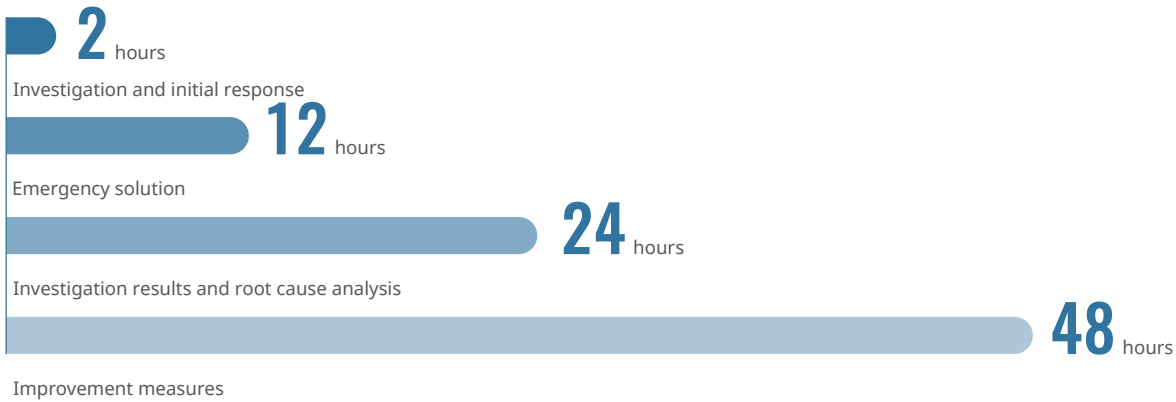


Complaint handling

Rokin attaches great importance to customer feedback and recommendations, actively diversifying communication channels including email, official website, 400 hotlines, and delivery receipt confirmation at end points. We implement a standardized process for the entire complaint lifecycle, from initial feedback and acceptance to investigation, claims settlement, and corrective action, ensuring claims are processed as swiftly as possible. Additionally, we share and analyze complaint cases internally, investigate root causes, implement preventive and corrective measures, and continually optimize our products and services to mitigate the recurrence of similar complaints.



Complaint resolution timeframes:



In 2024, Rokin received 2,192 cases of customer feedback via website, telephone, and email, with the majority relating to damages, deformation, and delivery delays. We maintained a 100% response rate, and each feedback case was followed by targeted corrective action and ongoing improvements.

Satisfaction survey

We conduct customer satisfaction surveys twice annually, primarily through online questionnaires targeting logistics department heads. Following each survey round, we analyze customer feedback, address any identified issues, and track the effectiveness of improvements implemented since the previous survey, ensuring a closed-loop management process.

Professional skills training

Rokin places strong emphasis on continuous professional skills training and development. For nation-wide customer services and professional skills, the Customer Service Department organizes at least one training session per month, with over 85% training coverage.

In 2024
we provided
14 training sessions
comprising
8 online
and
6 offline events

- Notification of violations and non-compliance;
- Legal and regulatory updates and requirements from government authorities;
- Analysis of accidents, as well as violation and non-compliance cases (including the event description, root causes, and corrective measures);
- Safe usage of transportation vehicles and related equipment;
- Safety knowledge on hazardous goods classification and characteristics;
- Fundamentals of cargo handling, including stacking, securing, and requirements and restrictions for mixing goods during transport; and
- Customer site security management requirements, etc.

Case | Rokin co-hosts employee skills enhancement competition with a client

In June 2024, Rokin Taicang Branch and a client co-hosted an employee skills enhancement competition aimed at inspiring staff to strengthen their professional competencies, foster value co-creation, and share success with clients.

The competition consisted of five segments: “Golden Ideas” sharing, authentic vs. counterfeit product identification, bow-tying contest, gift set assembly challenge, and a product knowledge quiz. After a spirited competition, winners were selected for each category. During the awards ceremony, judges commended the participants’ outstanding performance and encouraged employee to apply their newly acquired knowledge and skills in day-to-day operations, enhancing personal capability and delivering better customer service.



Case | Rokin co-hosts employee skills enhancement competition with a client



Advancing industry development

With four decades of deep engagement in the logistics sector, Rokin actively participates in industry summits, seminars, and conferences, collaborating with leading enterprises, peers, suppliers, and academic institutions to jointly advance the high-quality development of the industry. In 2024, Rokin contributed to the drafting of two group standards: the *Group Standard on Cleaning Service Requirements for Tanks of Tank Container* (T/CFLP0059-2023) and the *Evaluation Indicators for Urban Green Freight Distribution Enterprises* (T/CGCC85-2023), both of which have been formally released and implemented.

Case | Rokin contributed to the release of Enterprise Evaluation Index of Urban Green Freight Distribution

In 2024, the group standard *Enterprise Evaluation Index of Urban Green Freight Distribution* (T/CGCC85-2023), co-drafted by Rokin and other parties, was officially released and implemented by the China General Chamber of Commerce. Rokin was awarded a certificate in recognition of its role as a drafting organization for this standard.

This standard establishes a scientific and rational evaluation framework, supporting better understanding and management of the overall development of green freight distribution enterprises. It provides critical insight into existing challenges and shortcomings, supplying data-driven support for government agencies to timely refine and optimize policies, and guiding enterprises to develop in a regulated and orderly manner.



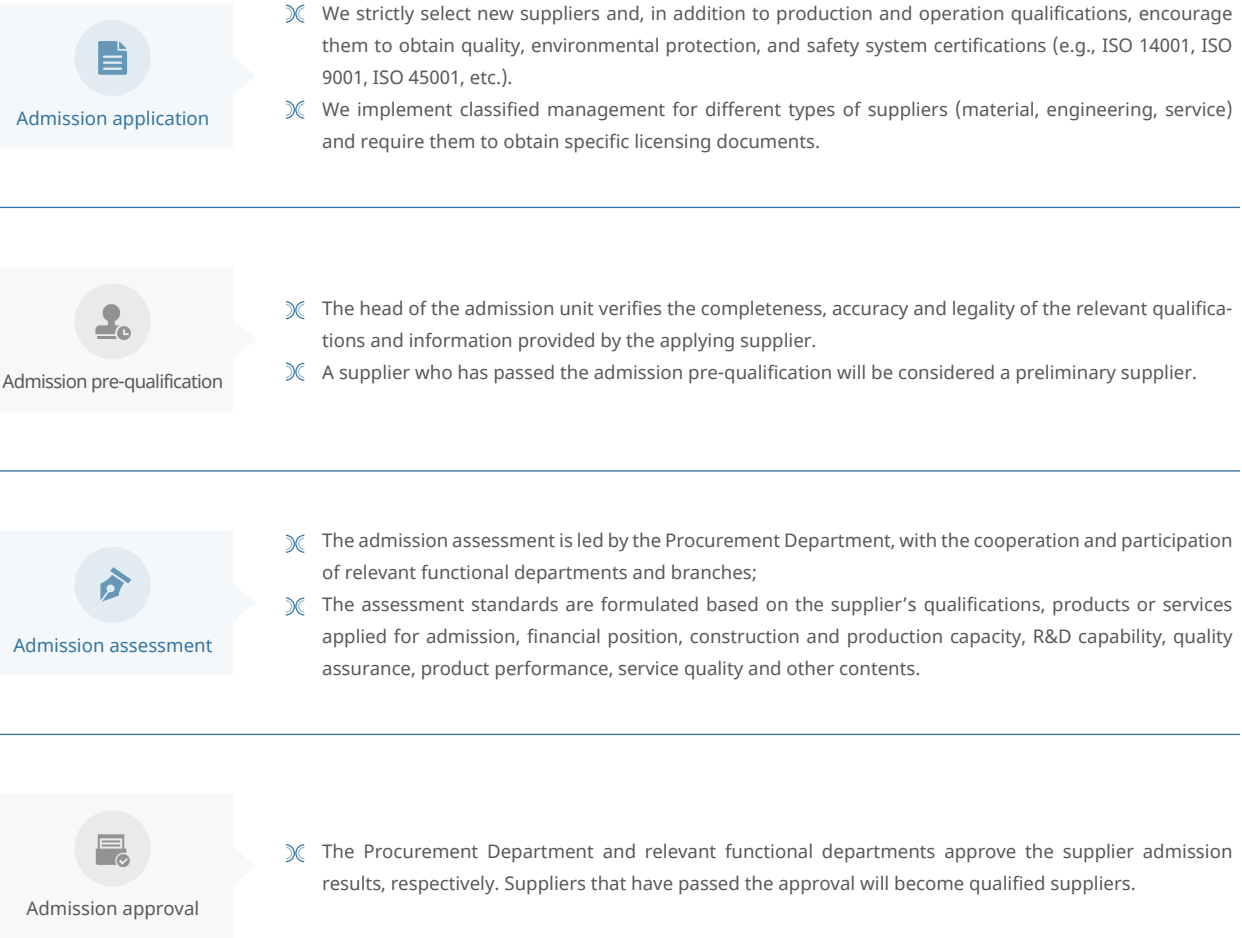
Sustainable Supply Chain Management

In today’s globalized business environment, supply chain resilience and sustainability are essential indicators of corporate social responsibility and long-term competitiveness. Rokin recognizes that sustainable supply chain management is not only central to environmental protection and social responsibility, but also forms the foundation for the Company’s enduring and stable growth. We are committed to developing long-term and stable partnerships with suppliers through responsible sourcing practices, ongoing training and monitoring, and rigorous risk management, ensuring that every link in the supply chain meets both environmental and social standards.

Responsible procurement policies

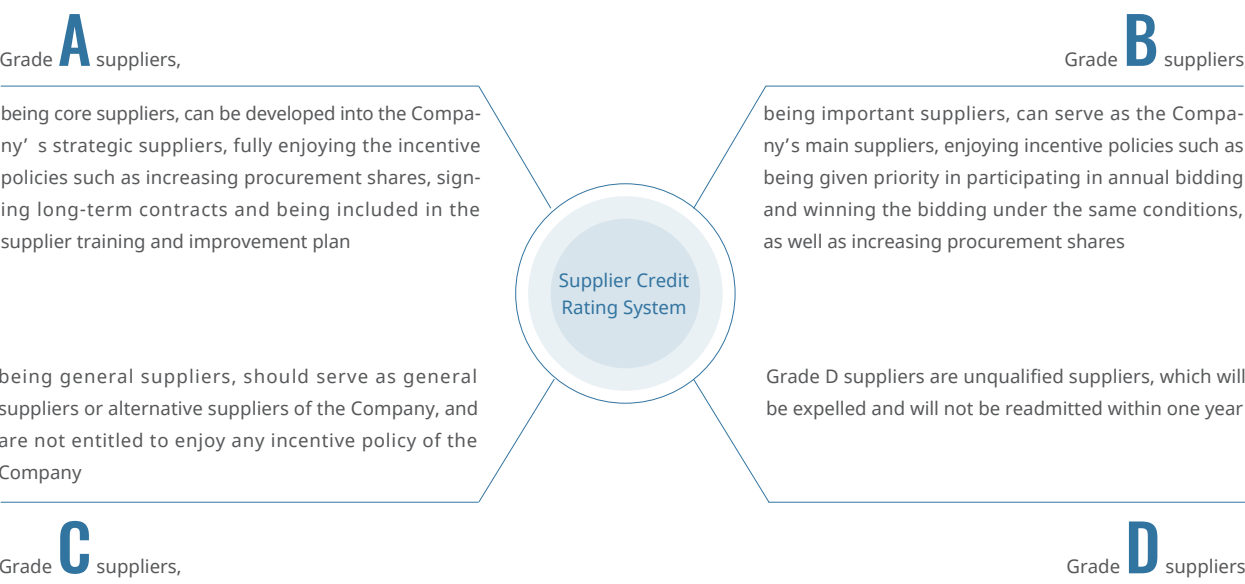
Rokin complies with the *Bidding Law of the People’s Republic of China*, the *Regulations on the Implementation of the Bidding Law of the People’s Republic of China*, and the *Measures for the Administration of Government Procurement by No-Bid Procurement Methods*, among other applicable laws and regulations. We also rigorously implement our internal *Procurement Management Policy*, *Bidding Management Policy*, and *Supplier Code of Conduct* to ensure robust supplier management throughout the entire process.

Supplier access process



Supplier classification

Rokin has classified its suppliers into four grades, i.e., “Grade A”, “Grade B”, “Grade C” and “Grade D”, according to their credit ratings. Grade A, B, and C suppliers are qualified suppliers; while Grade D suppliers are unqualified suppliers, which will be discontinued and will not be readmitted within one year.



We have formulated corresponding appraisal standards to normalize and standardize the management of carriers, set up a fair, just and transparent appraisal system, and integrate the KPI appraisal of carriers. The standards mainly focus on on-time pickup rate, on-time delivery rate, complaint rate, loss rate, compensation rate, on-time POD return rate, major accidents, and the promotion of key work, etc., so as to strengthen the overall operation capability of carriers and build up an excellent carrier team.

We are committed to standardizing the behaviors of suppliers in the fields of environment, society and labor rights, encouraging suppliers to obtain system certifications in environment, occupational health and safety, as well as information security, and regard them as important indicators for supplier appraisal. During supplier appraisal, we uphold the principle of “dynamic appraisal and merit-based selection”, employing a combination of daily management and regular appraisal. During the annual/quarterly periodic appraisal process of suppliers, we require suppliers to provide a letter of commitment to fulfill social responsibility during the year, including a series of materials such as supplier qualification certificates, to ensure that suppliers meet the requirements of the Company, minimize the supply risks and reduce the cost of supplier management. In addition, we inspect suppliers from time to time every year by means of the desktop audit or flight inspection, so as to promote suppliers to strengthen routine management and continuously improve their performance in environmental, social and safety, etc. In 2024, the Company approved 12 new suppliers while removing 4 suppliers that failed to meet our requirements.





05

DELIVERING WELL-BEING FULFILLING RESPONSIBILITY

Human Rights and Labor Management	72
Talent Development and Career Advancement	79
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1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

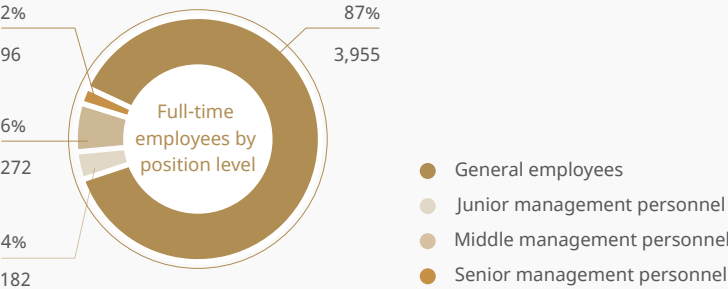
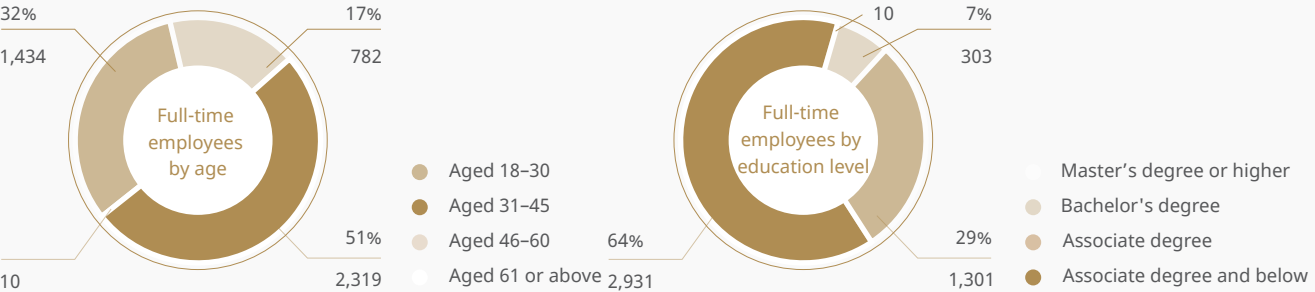
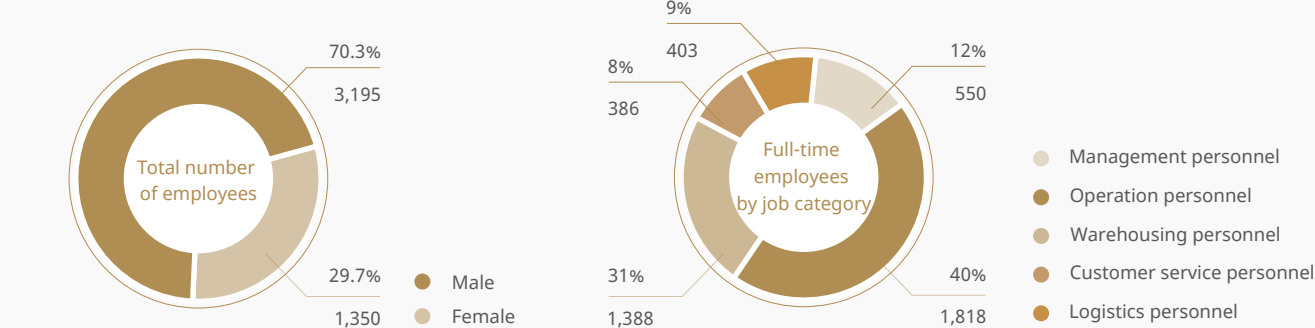
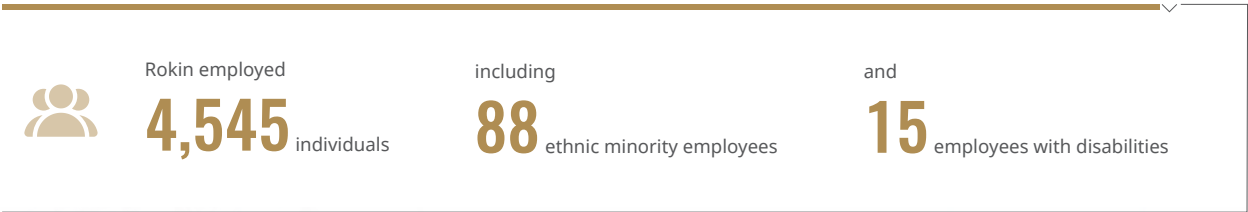
Human Rights and Labor Management

The Company strictly abides by the *Labor Law of the People’s Republic of China*, the *Labor Contract Law of the People’s Republic of China*, the *Social Insurance Law of the People’s Republic of China*, the *Individual Income Tax Law of the People’s Republic of China* and other relevant laws and regulations, and has established a sound employment system to safeguard the legitimate rights and interests of employees in human rights protection, recruitment and employment, career development, remuneration and benefits, health and safety, etc. At the same time, we are committed to creating an equal and diversified recruitment environment, continuously optimizing the talent training system, driving the development of Rokin with talents, and working together with employees to share development achievements.

Diversity and equal employment

Rokin adheres to the principle of “openness, equality, competition and meritocracy” when recruiting employees. In combination with relevant laws and regulations, we have formulated the *Recruitment Management System*, which clearly stipulates that all candidates have equal opportunities and will not be treated differently due to their place of origin, gender, ethnicity, religious beliefs, etc. We respect and recognize the diversity of employees. The Company attracts talents through internal competition, campus recruitment, social recruitment, online recruitment and other diversified channels every year, and strives to create a stimulating, creative, diverse and non-discriminatory work environment that respects personal dignity for all employees.

The Company prohibits discrimination and differential treatment, respects the customs of ethnic minorities, and promotes employment opportunities for people facing employment difficulties. As of the end of 2024, Rokin employed 4,545 individuals, including 88 ethnic minority employees and 15 employees with disabilities.



Case
 |
 Honoring China's Army Day on August 1: Veterans write new glories at Rokin



Rokin has consistently upheld the principle of diverse employment, providing extensive re-employment opportunities for military veterans. Veterans are present across the Company in a wide variety of roles, from front-line drivers, operators, and site supervisors, to core positions such as sales representatives, customer service agents, and safety managers. With their unwavering perseverance and strong sense of responsibility, these former service members have become essential pillars of the Company's continued development.

Drawing from their military training and service to the nation, these veterans continue to excel on the Rokin platform. They infuse their work with the discipline and execution honed in the armed forces, handling the rigors of long-haul driving, the demands of cargo handling, and the complexities of customer interaction with remarkable competence. Their actions demonstrate that even beyond military service, they remain steadfast contributors and mainstays, not only of the business, but society as a whole.

At Rokin, we have established a "Veteran Practice Base", offering former service members both new career opportunities and a stage to realize their full potential. Through their loyalty and dedication, they continue to write new chapters of achievement, injecting vitality and momentum into the Company. Looking ahead, Rokin will persist in supporting and empowering veterans, furnishing them with development platforms to succeed in their new journeys.



Case
 |
 The power of women at Rokin: exemplars of excellence



Among the Rokin family is an inspiring group of female employees. Their resilience and extraordinary professionalism shine brightly in the traditionally male-dominated logistics industry. These women navigate daily between warehouses and transport lines, undeterred by demanding loading/unloading work or the diverse challenges encountered en route. Their actions provide compelling proof of the boundless potential for women in logistics, breaking through gender barriers with wisdom and courage and contributing significantly to corporate growth and social progress.



Zhengzhou Branch: The Five Sisters

At the Zhengzhou Branch, five outstanding women, affectionately known as the "Five Sisters", have stood together for seven years. Site supervisors Li Hailing and Guo Yulian shoulder the crucial responsibility of customer goods receipt/dispatch, order verification, and loading supervision. In the office, documentation specialists Tang Xiaotian and Zhao Yahui excel at customer POD management, documentation auditing, and system operation, while also serving as key support in the warehouse to ensure timely order fulfillment. Customer service specialist Guo Jing is tasked with daily dispatch status updates in system, invoice generation and account reconciliation, order tracking, and customer follow-up. Though not related by blood, these five women share a camaraderie and teamwork that transcends familial ties. United in purpose and dedicated to excellence, their outstanding service is frequently reflected in client commendations, which serve as a testament to the extraordinary commitment they have demonstrated as a team over the years.



Wuhan Branch: Front-line team

During every holiday season, a dedicated group of women can always be found on the front lines in Rokin Wuhan's tea beverage product warehouse. They are daughters, wives, and mothers, and above all, exemplary women in the workforce. Braving harsh winter chills and scorching summer heat alike, these employees diligently fulfill the operational needs of approximately 800 stores each day. They routinely handle some of the heaviest goods, weighing up to 30 kilograms, never flinching in the face of strenuous labor. Quietly enduring sweat and fatigue, their singular focus is to ensure that every customer at each store enjoys the highest quality products. Through their determined footsteps traversing every corner of the warehouse, they embody the spirit of "women's responsibility" through resolute action.



Nanjing Branch: Customer service team

On an otherwise ordinary weekend, when an urgent customer task arose and the warehouse faced a manpower shortage, the women of the Customer Service Department volunteered to assist with order fulfillment. Faced with pallets of products awaiting processing, they swiftly organized into efficient teams, quickly familiarized themselves with operational procedures, and undertook the work with energy and focus. Sorting by batch, checking dates, labeling with care, they meticulously arranged every product, ensuring that each item was classified and positioned as required. In no time, the entire shelving area was transformed into a scene of immaculate order.



Prohibition of child labor

The Company strictly complies with relevant laws and regulations such as the *Law of the People's Republic of China on the Protection of Minors* and the *Provisions on the Prohibition of Using Child Labor* to explicitly prohibit the use of child labor and individuals under the age of 18. During the recruitment, the Company uses the EHR system for management and control, which can automatically identify identity information, and prohibits individuals under the age of 18 from entering the recruitment process. In order to prevent imposters from entering the recruitment process, the Company verifies the ID card information of employees again during the onboarding process, and a warning will be given by the system when unqualified identity information is entered into the system. At the same time, the Company formulates a child labor remediation policy and remediation procedures.



During the Reporting Period,
the Company did not experience any incident of using child labor.

Elimination of compulsory labor

Rokin abides by national laws and actively supports the Ten Principles of the United Nations Global Compact (UNGC), resolutely prohibiting all forms of forced labor, and ensuring employees' rights to regular rest and leave. We implement different working hours for different types of work to ensure the rest and physical and mental health of our employees.

Employee care

Employees' sense of happiness and satisfaction are the driving forces of enterprise development. Rokin attaches great importance to employee care, pays attention to the life of employees, and actively organizes and carries out a variety of activities to enrich employees' work experience, enhance their sense of belonging and happiness, and strengthen the cohesion and sense of identity of employees.

Remuneration and benefits

Rokin attaches great importance to establishing an employee remuneration and benefits system. We have formulated the Management System on Remuneration and the Management System on Performance Evaluation, which outlined the standards and application principles of salaries and benefits, guided by the principles of "fairness, justice and reasonableness". The Company has a welfare system that covers endowment, medical, unemployment, employment injury and maternity insurance and housing provident fund, statutory holidays, allowances and bonuses, employee dormitory and canteen, which guarantees employees' rights of labor protection, social security, rest and vacation. The Company provides annual one-time assistance to employees in difficulty and subsidies for those who are seriously ill.

Employee activities

The Company actively conducts a variety of content-rich employee activities, including holiday blessings, anniversary blessings, and employee team building, in the forms of physical exercise, exhibition visit, etc. These activities aim to enrich employees' spare time, fulfill their spiritual needs, and promote a healthy work-life balance.



Taicang Branch organized a Women's Day celebration event, featuring on-site games and the distribution of gifts



Beijing Branch held a "Cool Summer Visit" campaign, providing refreshing care packages to front-line workers



Kunshan Branch hosted a Mid-Autumn Festival event where employees handcrafted moon cake gift boxes

Labor union

In order to foster employee care and strengthen the protection of employees' rights and interests, Rokin established labor unions in Shanghai and Shandong in 2016 and 2017 respectively, and took the relevant requirements of the Labor Union *Law of the People's Republic of China* as the top priority of labor union construction. As of the end of 2024, the labor union in Shanghai consisted of seven management members, including one president and six committee members, and 703 labor union members. With the support of labor unions at all levels, Rokin has organized several employee care activities, such as the Cool Summer Visit, Books Deliver Warmth, Basketball Matches and Running to Welcome the New Year, etc., to let the front-line employees feel the warmth and care.

Case | Shanghai Federation of Trade Unions visits Rokin to carry out employee welfare activities



In July 2024, members of the leadership from the Shanghai Federation of Trade Unions, including Party Committee members, Vice Chairpersons, and the Deputy Director of the Labor Relations Department, visited Rokin to carry out the “Caring for Employees – Summer Cooling” welfare activity. During their visit, they delivered care packages to front-line employees working under high-temperature conditions.



The Company’s labor unions protect the legitimate rights and interests of employees, adjust labor relations, and cooperate and work together for the development of the Company. They safeguard the legitimate rights and interests and special interests of female employees, aiming to build harmonious and stable labor relations and promote the common development of female employees and the Company. In accordance with the principle of equal consultation, and the prescribed procedures and work requirements for signing collective contracts, the Company’s labor union discussed and approved the 2023 Collective Contract (Draft) at the meeting of employees (representatives) on June 20, 2023, and the official version was prepared on July 1, 2023 for signing and sealing by the chief representatives of both parties. The Contract is valid for three years.

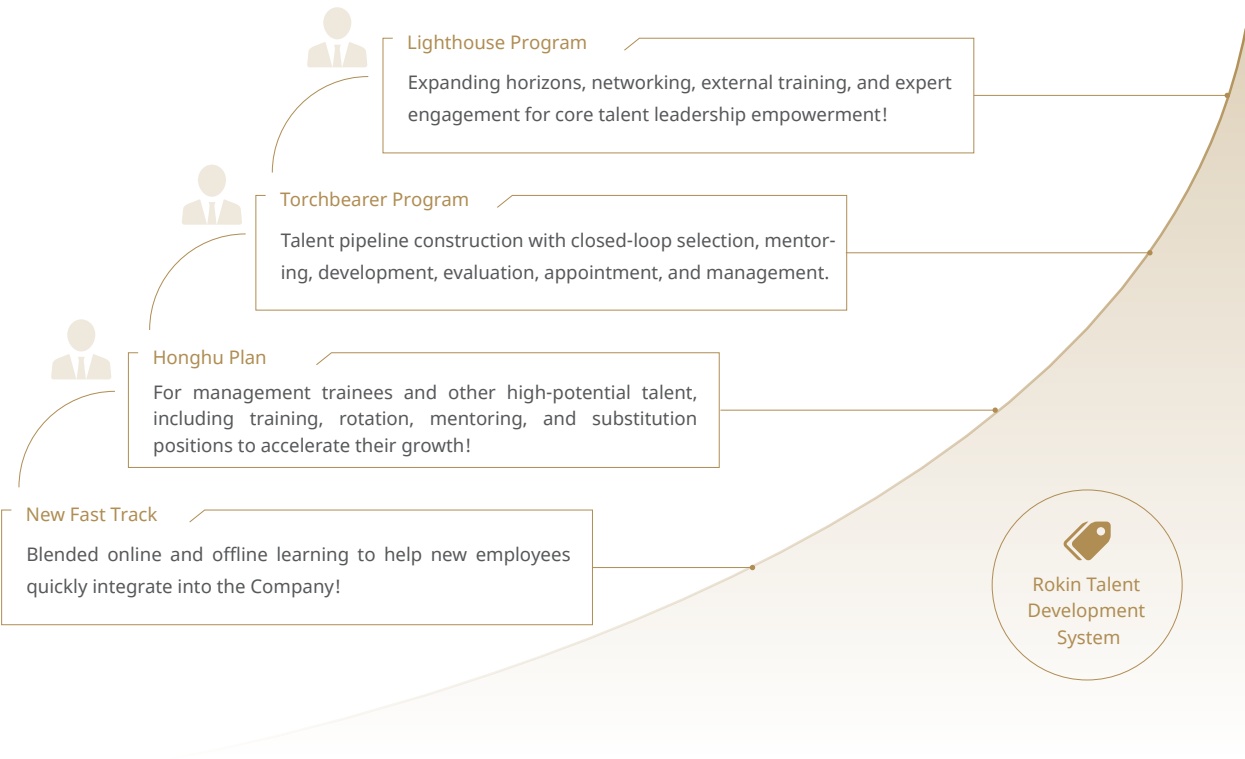
Talent Development and Career Advancement

Rokin consistently regards talent as the core driving force for corporate development and recognizes that, in the era of new quality productive forces, talent is not only a resource but also the key catalyst for innovation and breakthroughs. The Company attaches great importance to talent pipeline development, dedicating efforts to scientific talent acquisition, cultivation, and incentive mechanisms to establish a cohort of professional and high-caliber talent, thus providing a solid foundation for the Company’s sustainable growth.

Talent development

Rokin upholds a position value-oriented approach, constructing a scientific post system framework that both meets current operational needs and possesses scalability to support rapid business growth. The Company has formulated a suite of policies, including the *Regulations for the Management of the Reserve Cadre Talent Pool*, the *Implementation Measures of Rokin for Professional Track Promotion Management*, and the *Incentive Policy for Talent Recruitment and Development*. Through compensation design based on position level systems, talent planning, and training and development management systems, the Company provides employees with clear career development pathways. Meanwhile, Rokin has established dual career channels – managerial and professional – to encourage employees to deepen their expertise in diverse areas, enabling them to achieve both personal capability enhancement and career advancement.

To cater to employees at various skill levels and career stages, the Company implements differentiated development programs such as “New Fast Track”, “Honghu Plan”, “Torchbearer Program”, and “Lighthouse Program”, offering a broad spectrum of developmental opportunities. The Company conducts quarterly nationwide management position competitive recruitment activities. Through a comprehensive selection process including document review, short-term specialized training and observation, job interviews and presentations, compatibility ranking, and finalist interviews, successful candidates for position promotions are ultimately confirmed and appointments are announced.



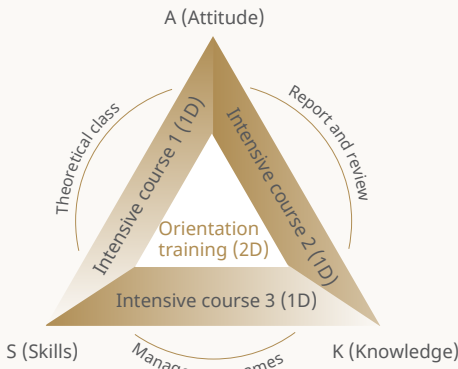
Rokin's talent development framework

Position Level	Position Grade	Management Track		Professional Track	
10	1/2/3	10	Regional Chief/Senior Director	Researcher	10
9	1/2/3	9	General Manager /Director	Researcher	9
8	1/2/3	8	Deputy General Manager/Deputy Director	Senior Expert	8
7	1/2/3	7	Senior Manager	Senior Expert	7
6	1/2/3	6	Manager	Expert	6
5	1/2/3	5	Supervisor	Senior Specialist	5
4	1/2/3	Intermediate Specialist			
3	1/2/3	SPECIALIST			
2	-	Intern			
1	-	1 — Front-line employees			

Rokin's talent development pathways and promotion diagram

Case | Orientation Week for “Honghu Plan” management trainees

The “Honghu Plan” aims to attract university graduates aspiring to pursue careers in the logistics sector. Each year, selected management trainees sign a tripartite agreement with the Company, receive formal offers, and initiate their onboarding process which begins with a three-stage, five-day comprehensive induction training. During this period, trainees undergo holistic training utilizing the “ASK (Attitude–Skill–Knowledge)” framework, combining classroom learning with hands-on practice and project-based research. The curriculum covers corporate culture, rules and policies, and industry-specific skills. After the training, management trainees embark on a rotational assignment across various departments, including customer service, operations, and sales, in branches for a period of 90 to 150 days. Upon completion of the rotation, trainees’ final placements are determined based on both their preferences and evaluations by departmental leaders.





Curriculum system based on ASK (Attitude, Skills, Knowledge) model



Hands-on practice classroom and innovation topics newly added



Fixed management trainee follow-up every 15 days

Project innovation

WHY core indicators

✕

Arrival rate: Signing tripartite agreements, issuing offers, arrival and onboarding

✕

Retention rate: 1 month, 6 months, 1 year

✕

Success rate: Recognition rate, rating rate, promotion rate

WHAT development steps

✕

Rotation: Warehousing, operations, and customer service position rotations

✕

Training: New training → Intensive training → Practical classroom → Innovation classroom

✕

Position assignment: 6 months-1 year, personnel assigned to branches for permanent positions

HOW development system

✕

Schedule arrangement: 2 (New training) + 3 (Intensive training) + 1 (Practical classroom) + 4 (Innovation classroom)

✕

Course structure: Management games + Theoretical classroom + Presentation and evaluation

✕

Innovation topics: Topic communication + Topic reporting Progress communication + Results reporting

Case
 |
 Orientation Week for “Honghu Plan” management trainees



In July 2024, under warm sunshine and a gentle breeze, Rokin welcomed its first cohort of new management trainees for the year. More than 20 vibrant young graduates gathered at the Rokin Taicang Smart Logistics Park to embark on an intensive two-day training journey. The organized program was both rigorous and enriching, comprising 12 courses encompassing corporate culture, business fundamentals, teamwork, and more. Trainees actively engaged both during lectures and through group discussions, on-site business tours, and interactive sharing sessions. These activities provided them a first-hand experience of Rokin’ s corporate values and the cutting-edge advancements in intelligent logistics.

On the first day, trainees began their journey with an enthusiastic welcome ceremony. During the sessions, instructors used vivid examples and engaging narratives to convey Rokin’ s corporate culture and developmental milestones, to which trainees listened attentively and took copious notes.

On the second day, group discussions and field visits enabled in-depth exploration into the future of smart logistics. Touring the Smart Logistics Center, trainees witnessed the high efficiency of automated equipment, gaining great appreciation for technological advancements. At the conclusion, trainees shared their learning and insights, fostering a lively and encouraging atmosphere.

Though only brief, the two-day training equipped trainees with a systematic understanding of both the corporate culture and smart logistics practices. In closing, the cohort participated in a group photo in front of the Company’ s logo, marking their transition to becoming “Rokiners” and preparing to make meaningful contributions at the front-lines of the business.

Training period 2 days *JULY 4-5	Number of courses 12
Course duration 14	Number of participants 20
	Number of instructors 6



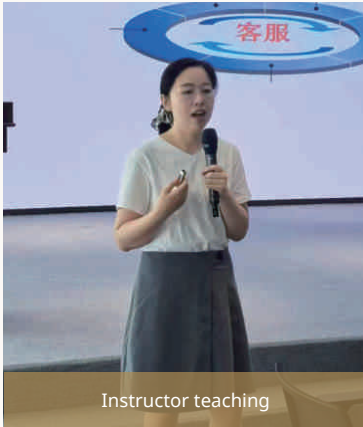
Collective training



Group discussions



Participant sharing



Instructor teaching



Business site visits



Interactive sessions & group photos

School-enterprise cooperation

Rokin actively carries out exchanges and cooperation with universities. The Company conducts academic competitions and establishes Rokin Group scholarships to motivate students to make academic progress, so as to support student education and talent introduction. We also cooperate with the logistics management major to provide graduate internship sites and training of teaching content for graduates of such major, as well as subsidies for food and accommodation, aiming to cultivate professional reserve talents and expand the pool of talent reserves.

In 2024, Rokin and Langfang Yanjing Vocational Technical College carried out school-enterprise cooperation to jointly build a training base of the College’ s teachers, an on-campus logistics practice training room and an off-campus internship site, and established a “Rokin order class” comprising 50 students selected through interviews from modern logistics management major, to train talents collaboratively. The class adopted an oriented order training model. Students who have obtained their graduation certificates and passed the internship appraisal will be directly employed by Rokin as regular employees provided that they express their willingness to join the Company. In recognition of outstanding students, Rokin offered scholarships to students of the “Rokin order class” , with 3 first prizes, 5 second prizes and 10 third prizes. Rokin deepened school-enterprise cooperation and integration between industry and education, improved the practical teaching system of the College, and enhanced the practical ability of students comprehensively to meet the employment demand of the Company. This approach aims to bolster the ability to serve the local economy, and to achieve win-win cooperation by leveraging complementary advantages.



Also in 2024, Rokin established a partnership with Linyi University, encompassing scholarship programs, professional knowledge seminars, and the creation of an employment and internship base. Rokin entered into a partnership with Linyi University to jointly establish and operate the Linyi Engineering Research Center for Advanced Cold Chain Logistics, focusing on R&D, commercialization of achievements, talent cultivation, standards development, and technical consulting services.



Employee training

Believing that “talent is the primary resource”, Rokin is committed to building a sound employee training system and creating a rich, flexible and diversified training course platform to facilitate employees’ career development.

In 2024, the Company organized over one hundred training sessions. The training topics covered management skills, professional and technical competencies, sales, customer service, safety education, and sustainability. In early April, the National Sales Conference was successfully held at the Taicang Smart Logistics Park, with more than 150 participants, including Chairman and President Zhang Yuqing, Director and CEO Xiong Xingming, Executive President Geng Qiang, nationwide sales personnel, major project management leaders, and functional department managers. Centered on the theme “Innovate Ideas • Broaden Horizons • Enhance Skills • Strengthen Collaboration”, the conference focused on analyzing and discussing strategies to tackle the current challenging market environment, preparing the Company to seize opportunities, innovate business thinking, sharpen skills, and build an “invincible sales force”.



Group photo: Rokin 2024 National Sales Conference



Mr. Zhang Yuqing, Chairman and President of Rokin, addressed the Conference

Between March and June, under our “Wings to Grow” initiative, Rokin held 38 training sessions on management skills across 10 branches, totaling 4,500 training hours and 1,042 participants, including management personnel, internal trainers, and key business staff from warehousing and customer service functions.

月份	单位	课题	课时	培训对象	培训人数
3月13日	宝山培训中心	《情商领导力》	4	管理干部	33
3月22日	太仓	《组织发展与团队建设》	4	管理干部	32
4月7日	苏州/张家港	《DS-4情商领导力》	4	管理干部	32
4月7日	苏州/张家港	《跨部门沟通与协作》	4	管理干部	32
4月8日	苏州/张家港	《影响力》	4	管理干部	30
4月8日	苏州/张家港	《MOT关键技能》	4	管理干部	32
4月10日	昆山	《从优秀到卓越-职业经理必修课》	8	管理干部	31
4月12日	昆山	《新员工培训-迎新带教交流会》	4	新员工	17
4月16日	昆山	《内训师赋能TTT持证班》	5	内训讲师	23
4月23日	北京	《打造DREAM Team》	4	管理干部	30
4月23日	北京	《家军Team2.0》	2	管理干部	36
4月24日	北京	《DS-4绩效领导》	4	全员	62
4月24日	北京	《双解码》	2	管理干部	36
4月25日	北京	《从优秀到卓越-管理者的必修课》	4	管理干部	36
4月25日	北京	《影响力》	2	管理干部	36
4月26日	北京	《组织发展与团队建设》	4	全员	60
4月27日	北京	《内训师赋能TTT持证班 第2期》	4	内训讲师	15
5月14日	沈阳	《销售部门墙-跨部门沟通协作》	4	管理干部	20
5月14日	沈阳	《情商领导力》	4	管理干部	20
5月15日	沈阳	《从优秀到卓越-管理者的必修课》	4	管理干部	20
5月16日	沈阳	《TTT内训师赋能持证班》	4	内训讲师	20
5月17日	沈阳	《打造DREAM Team》	4	管理干部	20
5月21日	天津	《打造DREAM Team》	4	业务骨干	30
5月22日	天津	《从优秀到卓越-管理者的必修课》	4	业务骨干	30
5月23日	天津	《DS4情商领导力》	4	业务骨干	30
5月24日	天津	《TTT企业内训师持证班》	4	业务骨干	15
5月25日	天津	拓展活动	16	文化	38
5月31日	无锡	《打造DREAM Team》	4	管理干部	14
6月1日	无锡	《TTT-内训讲师认证》	4	管理干部	15
6月18日	长沙	《TTT企业内训师持证班》	4	管理干部	10
6月19日	长沙	《打造DREAM Team》	4	管理干部	13
6月20日	长沙	《高效协作训练营》	4	全员	48
6月25日	武汉	打造DREAM team	4	管理干部	18
6月26日	武汉	《从优秀到卓越-职业经理必修课》	4	管理干部	18
6月27日	武汉	《情商领导力》	4	管理干部	21
6月28日	武汉	《棉花罐的挑战》	1.5	仓储业务骨干	18
6月28日	武汉	《销售部门墙-跨部门沟通与协作》	4	管理干部	33
6月29日	武汉	《TTT-内训讲师认证》	4	内训讲师	18
6月29日	武汉	TTT-内训讲师认证	4	内训讲师	18
总计	10座城市	38场次	160.5H	/	1042人

Case | Rokin part-time trainer team



To address the needs arising from rapid business growth and to systematically transfer knowledge and experience, Rokin initiated the Part-time Trainer Program to identify high-potential internal talent and establish a flexible, efficient training resource pool.

Part-time trainer development mechanism

Selection mechanism: Candidates are screened based on their “professional competencies + willingness to teach”, with priority given to high-performing key personnel and technical experts.

Systematic capacity building: Trainers receive tiered instruction in “course development and delivery skills”, coupled with mentorship and hands-on teaching practice. The certification pass rate must exceed 85%.

Sustainable incentives: The program offers session-based subsidies and trainer recognition to ensure long-term engagement and motivation.

Part-time trainer distribution

In 2024, 369 trainers participated in delivering courses, comprising 26 Gold-level trainers, 49 Silver-level trainers, 216 Bronze trainers, and 7 reserve trainers, covering diverse functional areas such as warehousing, customer service, operations, and support functions

Project outcomes

This standardized development program enables rapid knowledge transfer and organizational capability building. In 2024, part-time trainers delivered courses to more than 30,000 participants.

Offline TTT courses



Baoshan



Beijing



Guangzhou



Kunshan



Shenyang



Taicang



Tianjin



Wuxi

Beyond logistics and technical skill training, Rokin also places great emphasis on company-wide sustainable development training. From April to August 2024, five ESG-themed training sessions were held, including four offline training sessions at Head Office and one in a branch, totaling 373 participants and accumulating more than 400 training hours.

Occupational Health and Safety

Rokin strictly complies with the *Work Safety Law of the People's Republic of China*, the *Fire Prevention Law of the People's Republic of China*, the *Emergency Response Law of the People's Republic of China* and other laws and regulations. The Company attaches great importance to the health and safety of all employees and has formulated its safety production management systems and regulations, including the *Warehouse Fire Safety Management Regulations*, the *Operation Safety Management Regulations*, the *Safe Production Management Regulations for Road Chemical Goods Transportation*, and the *Safety Management Assessment Measures for Hazardous Goods Vehicles*, etc. We are committed to establishing a sound safety production management system and advancing the Company's safety management work towards systemization, normalization and standardization.

Safety management system and institutional construction

The Safety Management Department has identified relevant safety production laws and regulations, standards and norms applicable to the Company's production and operation, including a total of 104 safety laws and regulations related to safe production, road transportation, special equipment, emergency management, safety accidents, and the dual prevention system. These regulations provide institutional safeguards for safe production and occupational health, effectively preventing risks. In 2024, 15 branches secured ISO 45001 Occupational Health and Safety Management System certification.



ISO 45001 Occupational Health and Safety Management System



International Storage And Transportation Co., Ltd.



Rokin Logistics And Supply Chain Co., Ltd.



Shanghai Xiaorong Logistics Co., Ltd.



Rokin Logistics And Supply Chain Co., Ltd. Shenyang Branch



Rokin Logistics And Supply Chain Co., Ltd. Guangzhou Branch



Rokin Logistics (Suzhou) Co., Ltd.



Guangzhou Economic And Technological Development Zone



Jianzhong Transportation Co., Ltd.



Rokin Logistics And Supply Chain (Beijing) Co., Ltd.



Rokin Logistics And Supply Chain Co., Ltd. Chengdu Branch



Rokin Logistics And Supply Chain Co., Ltd. Xi'an Branch



Qingdao Rokin Logistics And Supply Chain Co., Ltd.



Rokin Logistics (Taicang) Co., Ltd.



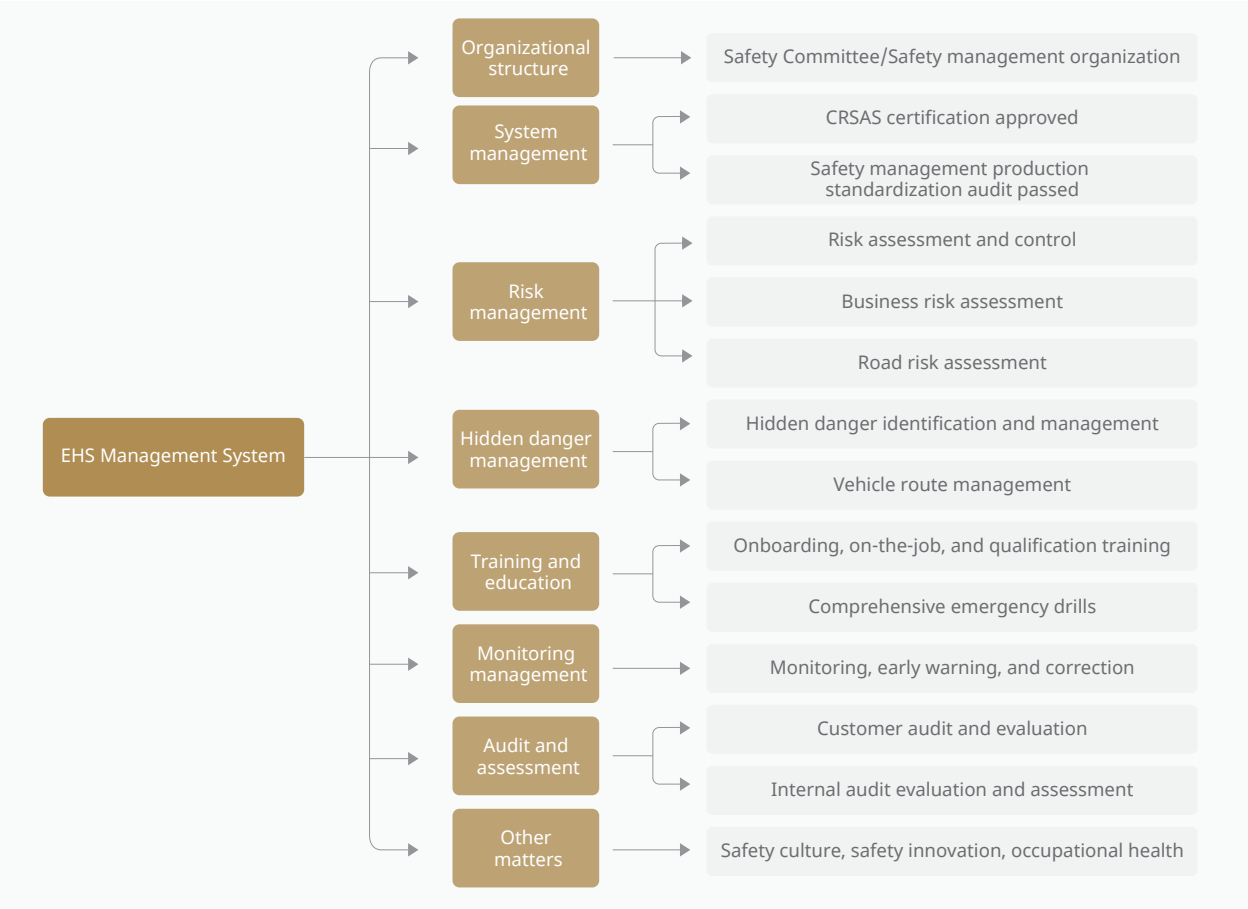
Rokin Logistics And Supply Chain Co., Ltd. Tianjin Branch



Rokin Logistics And Supply Chain Co., Ltd. Wuhan Branch



Rokin Logistics (Kunshan) Co., Ltd.



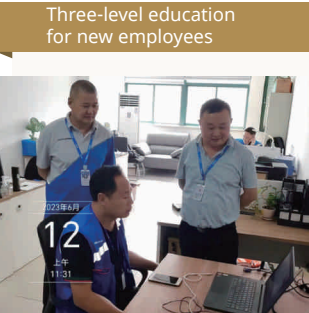
Rokin's EHS management system framework

Safety management strategy



The Company’s safety management strategy is built upon “four key pillars”: behavior management, vehicle safety control, cargo security, and environmental impact mitigation. For behavioral management, comprehensive training and monitoring are implemented for front-line employees, including a three-tier onboarding education program (comprising video-based courses, on-site operational guidance, and onboarding assessments), monthly training sessions, regular competency evaluations, and ongoing day-to-day supervision. In terms of vehicle safety, compliance management is integrated from the procurement stage to ensure that only qualified vehicles are purchased. All vehicles undergo routine maintenance and servicing, with mandatory 360° hazard inspections conducted prior to every transport operation. Each vehicle is also equipped with emergency supplies, fire extinguishers, reflective strips, and other essential safety accessories. For cargo security, the Company has established rigorous business risk assessment protocols and maintains clearly defined prohibited/restricted shipment criteria. Shipments are subject to collaborative approval by the customer service, operations, and safety departments. In terms of cargo protection and packaging, a multifaceted approach is adopted that combines soft protective materials (such as blankets, bubble wrap, and air bags) with hard protective elements (including corner protectors, bamboo plywood, and cardboard) to ensure neat and stable stacking and proper pallet wrapping with stretch film. During loading, cylindrical and irregularly shaped goods are strapped and secured, following the principle of not stacking large items on small ones or heavy items on light ones. Loading responsibilities are clearly assigned and monitored, with stringent supervision and assessment. Loading and unloading processes are further standardized and visualized through the implementation of on-site 5S management practices. With regard to environmental impact control, the Company performs real-time road risk assessments, plans routes to avoid accident-prone areas, and ensures orderly parking management with designated personnel, reserved parking spaces, and systematic site monitoring. Parking areas are equipped with firefighting facilities and sand-water pools, while driver lounges are furnished with emergency supplies. Weather monitoring is continuous, with proactive warnings issued for adverse conditions, and contingency plans are activated as required to protect vehicles and ensure en route safety.

Human behavior control



Three-level education

- Onboarding management compliant with regulatory requirements
- Company, department, and team courseware preparation
- Video recording (16 hours)
- On-site guidance
- Onboarding assessment (threshold + learning + test driving verification)



Monthly training

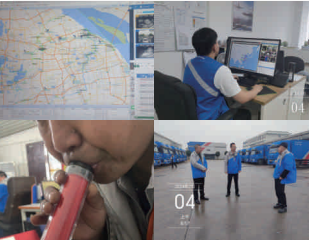
- Annual plan
- Courseware compliant with regulatory industry standards, such as JT/T617
- On-site interaction
- Code-scanning examination
- Record archiving



Verification assessment

- Code-scanning examination
- Performance analysis
- Practical operation verification
- Performance evaluation

Supervision and management



Supervision and management

- Real-time monitoring
- Correction, prevention, alarm reporting
- Driving behavior analysis
- Ledger entry (daily reports, monthly reports, maintenance, etc.)
- Alcohol testing
- BBS inquiry

Vehicle safety control

Compliant procurement



- Compliance with national technical standards
- Energy-saving and environmentally friendly vehicle models
- Detailed procurement standards
- Registration and filing

Maintenance



- Selection of maintenance entities (qualifications, capabilities)
- Development of maintenance plans
- Timely maintenance arrangements
- Filing and archiving

Hidden danger investigation



- Formulation of hidden danger investigation plans
- Leadership by example
- Routine/special/comprehensive inspections
- Random inspections, dynamic hidden danger analysis and assessment

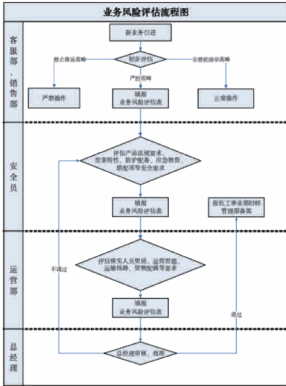
Safety accessories



- Emergency supplies, PPE, medications
- Top lights, spark arresters, anti-static straps
- Signs, notices, reflective tape, reflective panels
- Right-turn indicators, door opening alerts, etc.
- Monthly inspections

Cargo safety control

Business risk assessment



Business risk evaluation

- Establishment of prohibited/restricted shipment criteria
- New business acceptance evaluation process
- Collaborative approval by the customer service, operations, and safety departments
- Pre-approval evaluation for contract business

Cargo protection



Cargo protection

- Soft protection (blankets, bubble wrap, air bags)
- Hard protection (corner protectors, bamboo plywood, cardboard)
- Neat cargo stacking
- Proper pallet wrapping with stretch film

Strapping and securing



Strapping and securing

- Strapping (packing tape, binding straps, stretch film)
- Securing (support poles, baffles, etc.)
- Proper arrangement, following the principle of not stacking large items on small ones or heavy items on light ones
- Clear accountability, implementation of supervision and assessment

Loading and unloading safety



Loading and unloading safety

- Standardized and visualized loading and unloading operations
- Compliant personnel and equipment
- Regular training and supervision
- Forklift accessories (forward-moving lights, buzzers, speed limiters)
- On-site 5S management

Environmental impact control

ESG measures



- Prioritize clean energy (electricity, biodiesel)
- Invest in vehicles meeting China VI emissions standards
- Electric forklifts, hydraulic carts, energy-saving lights
- Recyclable pallets, recyclable air bags
- Paperless office, carton recycling, fixed racks
- Intelligent route planning, shortened routing time

Road risk assessment



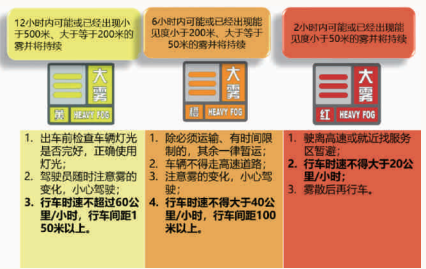
- Route planning
- Road risk assessment
- Implementation of training and education
- Encouragement of hazard reporting

Parking management



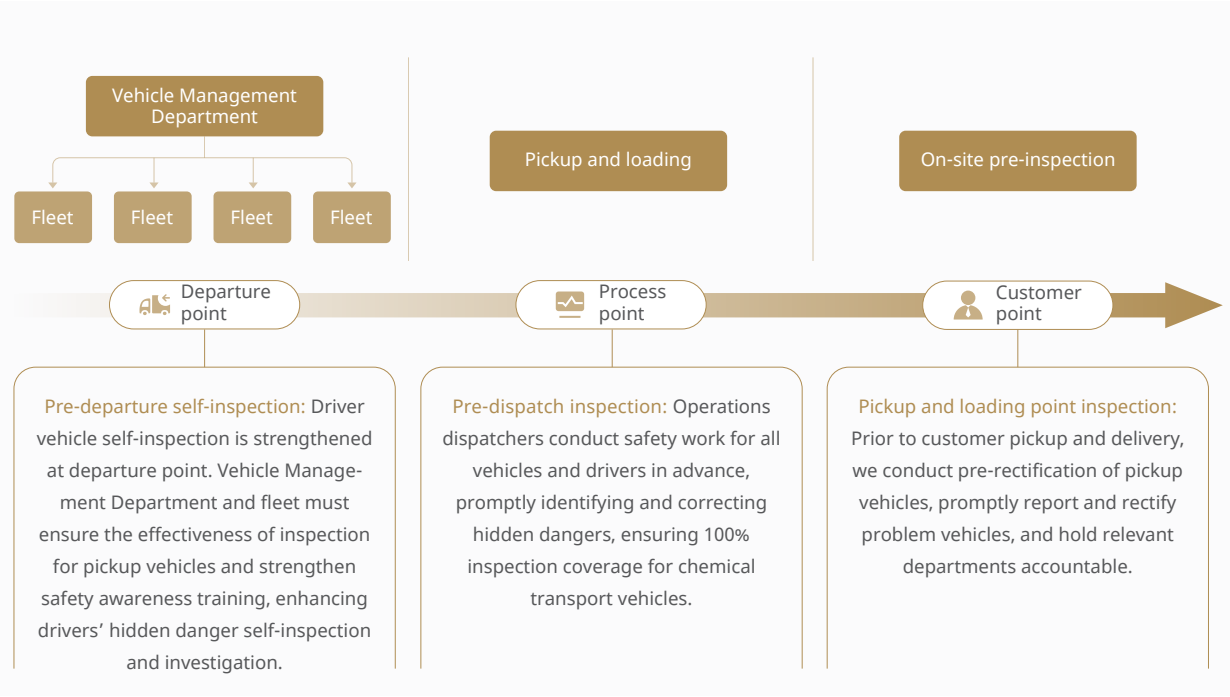
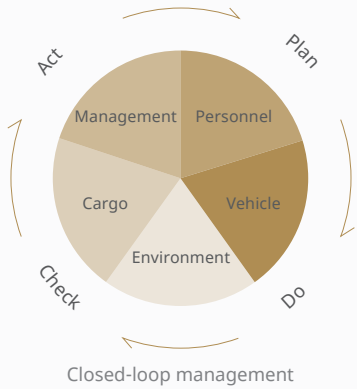
- Dedicated personnel at entrance gates for monitoring
- Arrangement of gate barriers and vehicle parking
- Sufficient fire extinguishing equipment
- On-site sand and water pools
- Complete emergency supplies

Adverse weather response

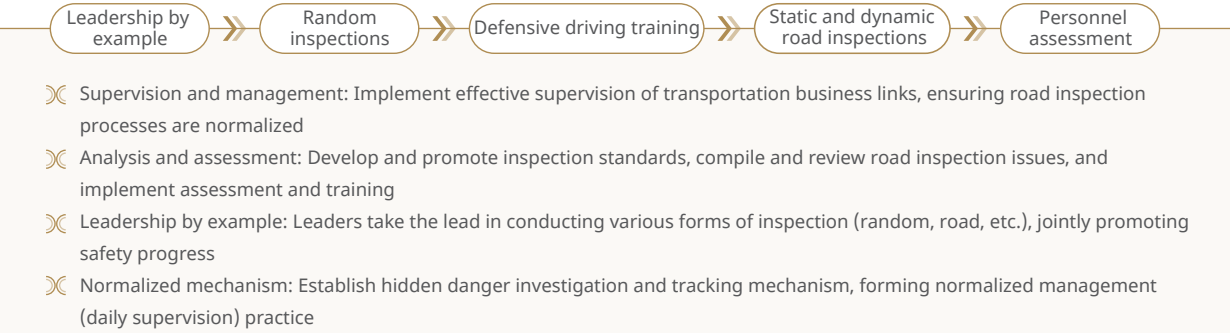


- Constant monitoring of weather conditions
- Timely reminders for driving safety
- Activation of contingency plans in adverse weather
- Continuous vehicle monitoring

The Company's safety management processes strictly follow the Plan-Do-Check-Act (PDCA) model, entailing continuous hazard identification and resolution, effective guidance on corrective measures, verification of remediation efficacy, and the institutionalization of routine safety governance, altogether reinforcing the Company's safety management measures.



Frontline Inspection



Management department supervision

Safety risk management

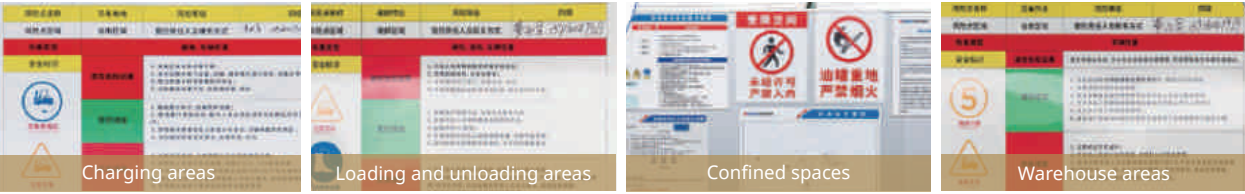
Hidden safety hazards inspection

The General Administrative Department uses the LEC (risk assessment of work environment) method to classify hazard sources into 53 categories with a total of 359 items. Among them, there are 8 items of third-level risk and 351 items of fourth-level risk. Based on the above, it studies and identifies the risk situations of each branch, formulates the corresponding risk identification lists and makes third-level risk notification cards, requiring each branch to post them and arrange regular inspections. In 2024, the branches updated a total of 330 third-level risk notification cards. The Safety Management Department has continuously carried out risk assessments of work environment. In 2024, it also conducted a detailed classification and assessment of potential hazard sources and further enhanced the grid-based management of fire protection and special equipment. This management model divides the Company's management of fire safety and special equipment safety into several grids and specifies responsible persons for each grid. The responsible persons are in charge of fire safety work within their grids, including daily inspections, hidden hazards inspection and other tasks, in order to more precisely monitor and manage the fire safety conditions of each area.

Risk level (D)

Score value	Risk degree	Risk level
Level 1 risk	Extremely dangerous, operations cannot continue	Unacceptable
Level 2 risk	Highly dangerous, immediate correction required	Material risk
Level 3 risk	Significant danger, correction needed	Significant risk
Level 4 risk	General danger, attention needed	General risk
Level 5 risk	Slight danger, acceptable	Low risk

We install important hazard source notice boards, safety risk notification cards, and safety warning signs at prominent locations in our facilities, achieving comprehensive coverage of safety warning signs for site equipment and facilities to reduce safety risks.



Risk notification cards in key areas

Rokin actively conducts the hidden safety hazards inspections, and organizes the specialized rectification initiatives to constantly enhance employees' safety and prevention awareness and eliminate potential hidden safety hazards within the Company. In 2024, we conducted a total of 24 safety inspections, uncovering 1,433 hidden hazards. All hidden safety hazards inspected in 2024 annual inspections have been fully rectified. We have devised tailored rectification plans based on the nature and severity of the identified hidden hazards, and enhanced employee safety training and education to ensure timely and effective rectification of all hidden hazards. Meanwhile, we regularly provided on-site support to our branches to ensure the effectiveness and long-term safety of rectification measures.

Distribution ratio of hidden safety hazards in 2024



Safety training and drills

In 2024, the Company implemented a comprehensive program of routine safety education and training activities, covering such topics as driving safety, fire safety, electrical safety, special equipment safety, pre-holiday and post-holiday/resumption of work procedures, legal and regulatory compliance, safe operating procedures, seasonal safety, Work Safety Month, National Fire Safety Day, National Traffic Safety Day, volunteer fire brigade training, and safety education for key personnel and safety managers. Over the course of the year, 44,385 employee attendances were recorded. The training content included an in-depth understanding of laws and regulations, roles and responsibilities, general and specialized safety knowledge, use and maintenance of fire-fighting equipment and facilities, and position-specific safety operating procedures. Through a diversified and systematic safety training program, the Company ensures that all key personnel and safety managers gain a thorough grasp of legal requirements and essential safety knowledge, while continuously strengthening the safety awareness and emergency response capabilities of all employees, and enabling the workforce to manage and respond to potential safety risks more effectively.

The major safety training sessions are as follows:



Q1, 2024

Training topic

Pre-holiday safety
Safety education for resumption of work and production

Number of participants

2,374



Q2, 2024

Training topic

Electrical safety
Flood and rain preparedness safety
Criteria for identifying material accident hazards
Fire safety

Number of participants

13,602



Q3, 2024

Training topic

Heatstroke prevention
Flood and rain preparedness safety
Loading/unloading safety
“Combating Three Violations” on strengthening the awareness and behavior of combating illegal command, illegal operation and violation of labor discipline
Specialized forklift safety

Number of participants

9,611



Q4, 2024

Training topic

Electrical safety
Fire safety
Winter safety
Company-wide safety responsibility system
Fire safety for warehousing and logistics facilities

Number of participants

18,798

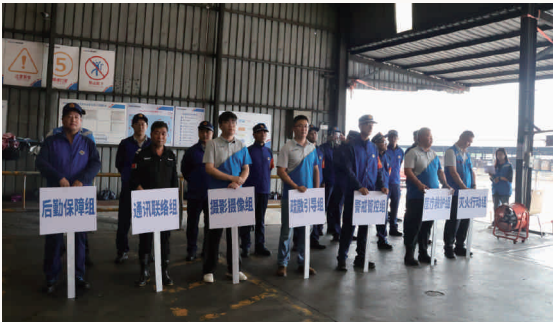
Case | “Work Safety Month” special activities



To enhance safety awareness across the workforce, strengthen emergency response capabilities, and ensure unimpeded evacuation routes, and aid the stable and orderly implementation of work safety initiatives across the Company, the Company organized Work Safety Month campaigns in June themed “everyone stresses safety, and is able to deal with emergencies – keeping life channels clear”, along with safety emergency rescue drills, tailored to business realities. 314 promotional banners and posters were displayed. 4,897 participants attended the safety education and training, and 1,743 employees participated in emergency rescue drills. During the campaigns, 134 safety hazards were identified and all were rectified on schedule, with a 100% remediation rate.



Case | Fire safety drill



Case | Fire safety drill



Case | Safety culture development



To enhance safety competency among all employees, foster an ongoing safety culture within the Company, and effectively strengthen work safety defenses, the Safety Management Department organized 36 branches to develop safety culture walls/boards.



Case | “Fire Safety Day” special activity



In line with the Company’ s operational context, in November, we organized fire safety training and emergency drills themed “Fire Prevention for All, Life Above All” as part of Fire Safety Day activities.

To enhance branch safety management capabilities and safeguard company assets and personnel safety, 228 promotional banners and posters were displayed. Besides, 5,995 participants attended the safety education and training, and 2,004 employees participated in emergency rescue drills. During the campaigns, 116 safety hazards were identified and all were rectified on schedule, with a 100% remediation rate.

promotional banners and posters were displayed

228

During the campaigns,

116

safety hazards were identified and all were rectified on schedule

participants attended the safety education and training

5,995

and

2,004

employees participated in emergency rescue drills

with a

100

% remediation rate.



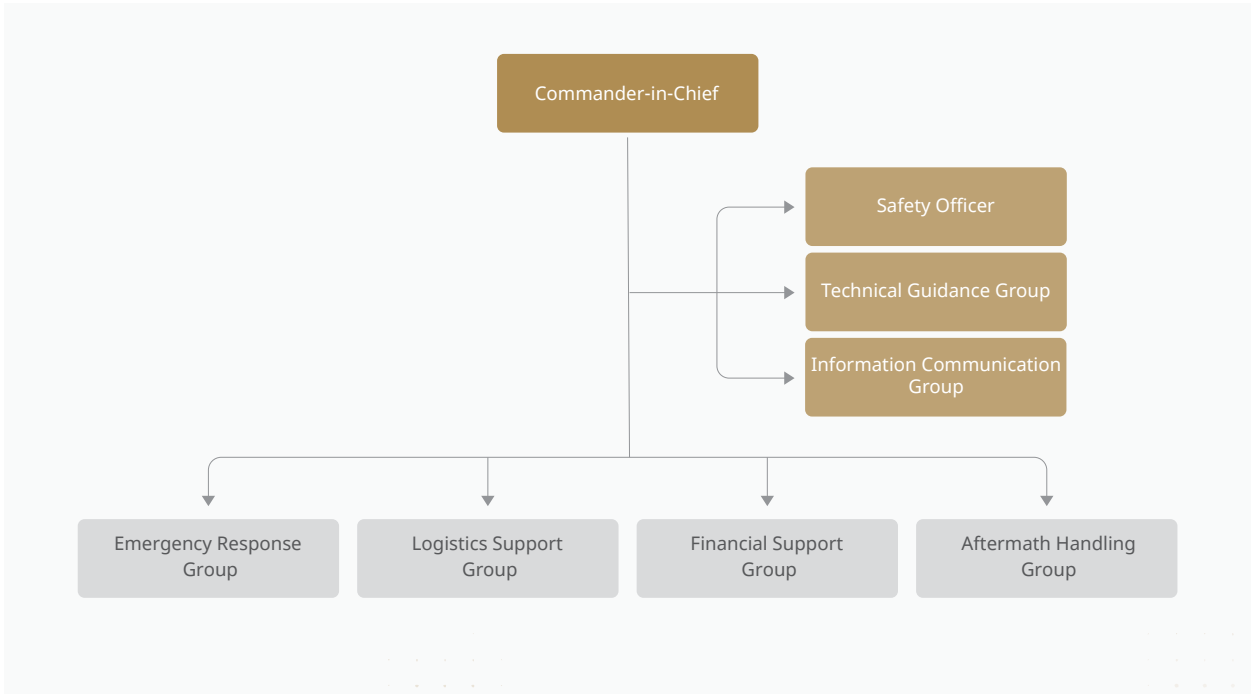
Emergency response and incident management

The Company has established a robust emergency response plan system, which is regularly reviewed and updated to ensure consistency with current operational realities. All emergency plans are filed and registered to enable swift activation in an emergency. The Company has also defined emergency response procedures and action plans, and regularly conducts drills to reinforce safety awareness, ensuring an organized and rapid reaction in the event of unexpected incidents.

To guarantee the efficient execution of emergency operations, the Company has formed the Emergency Steering Team with a well-defined organizational structure. The roles and responsibilities of each team member are also clearly specified. The Steering Team organizes regular emergency drills to ensure prompt coordination of resources and unified command during emergencies.

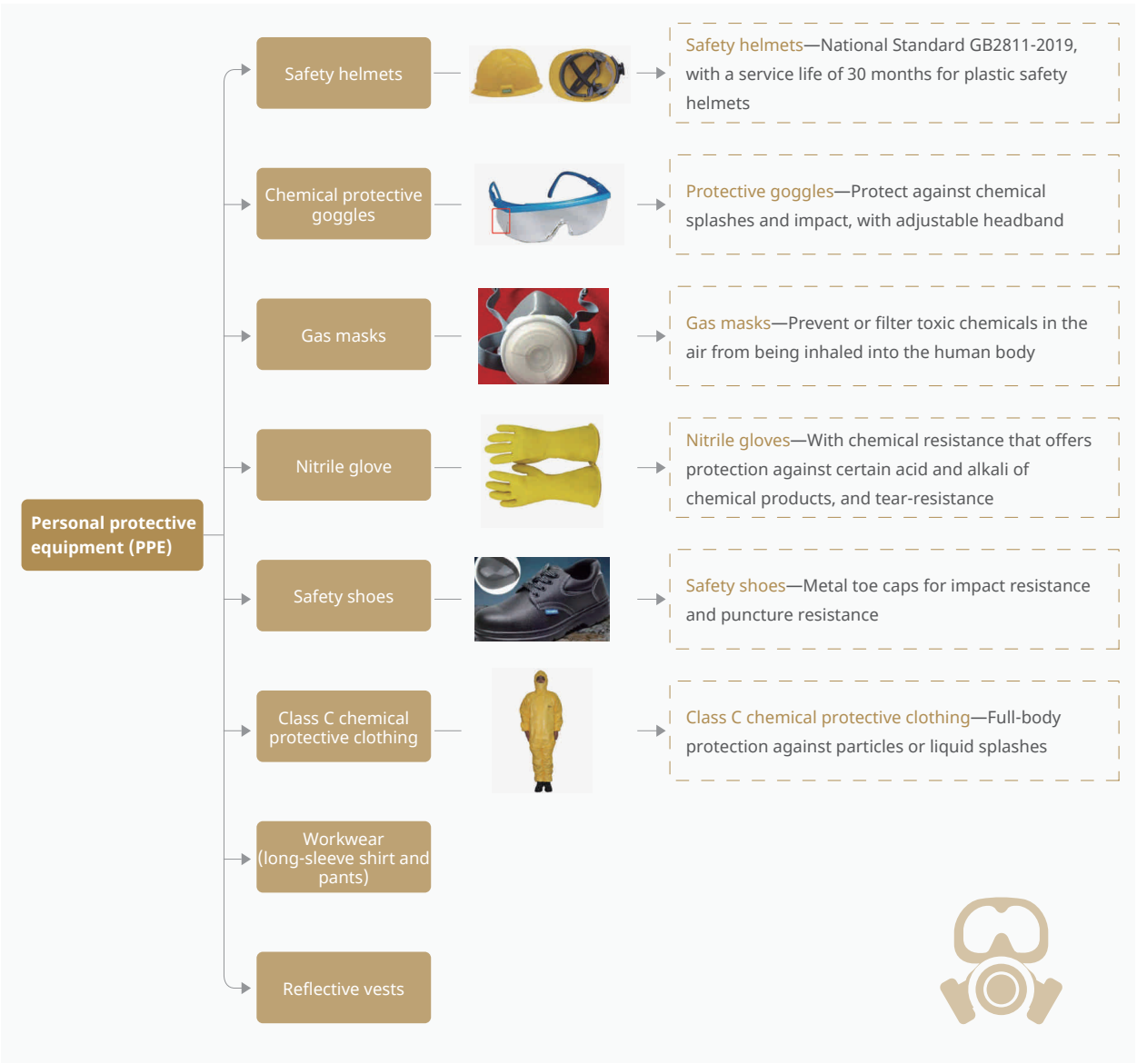
Regarding emergency supplies, the Company maintains adequate stockpiles of personal protective equipment (PPE), including safety helmets, nitrile gloves, gas masks, protective suits, chemical-resistant boots, and safety goggles. Emergency spill response materials are also provided, such as absorbent pads, oil containment booms, non-sparking tools, sand buckets, and leak-sealing kits. All emergency equipment and materials are subject to regular inspection and update to ensure their readiness and functionality.

The Company places great emphasis on emergency training and exercises, arranging regular emergency response training sessions and conducting emergency drills at least biannually. These activities effectively enhance employees’ emergency response capabilities, while also providing opportunities to evaluate and optimize the effectiveness of the emergency management system. Under the safety management principle of “prevention first, comprehensive management” , the Company continually improves the emergency response mechanisms to safeguard safe and stable operations.



Emergency Steering Team

PPE standards



Emergency training and drills



Incident investigation and management

Accident investigation and management play a vital role in supporting work safety and continuous improvement. The Company has laid out clear definitions and classifications for incidents (including near-misses, security incidents, and environmental incidents), to ensure accurate identification and documentation of all incidents. With a scientific incident severity classification system, the Company tailors reporting procedures and response measures according to the seriousness and scope of each incident. A strict policy of “Four Zero-Tolerance” is enforced for all incident reviews: Zero tolerance for uninvestigated root causes, zero tolerance for unpunished responsible persons, zero tolerance for unimplemented corrective measures, and zero tolerance for uneducated relevant personnel. This policy ensures comprehensive investigation and proper handling of every incident.

In terms of incident reporting, the Company rigorously complies with customers’ and internal reporting protocols. All incident reports must be clear and accurate with well-defined recipients, ensuring timely and effective information transmission. Upon the occurrence of an incident, the Company promptly initiates emergency response procedures to minimize losses and mitigate impacts.

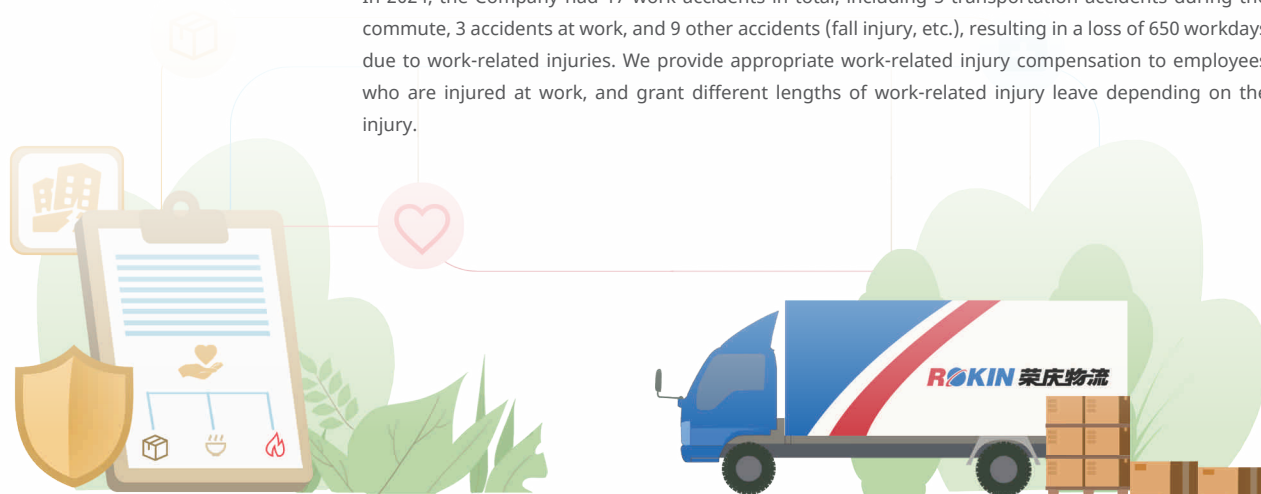
Furthermore, the Company places significant emphasis on root cause analysis and corrective actions for incidents. Through comprehensive root cause analysis, we identify potential and fundamental causes, and develop targeted solutions to prevent recurrence of similar incidents. Through this rigorous series of incident investigation and management processes, the Company not only effectively reduces accident risks but also continuously optimizes its safety management system, providing a solid foundation for sustainable corporate development.

Occupational health

Rokin attaches great importance to the health and safety of all employees, strictly abides by the *Prevention and Control of Occupational Diseases Law of the People's Republic of China*, the *Regulations on Work-Related Injury Insurance* and other relevant laws and regulations, and takes the safety of the personnel as the primary consideration of the entire production and operation activities. We have formulated a number of employee protection measures and occupational norms and systems to prevent occupational risks and make every effort to protect the health and safety of the employees.

In order to prevent and control the occurrence of work accidents, standardize the process of handling accidents, improve employees’ awareness of safe operation and minimize the risk of accidents, we have set up the Work-Related Injury Incident Committee and formulated the *Provisions on Work-Related Injury Management for Rokin Employees*. Such provisions specify a series of contents such as the duties of the Work-Related Injury Incident Committee, the definition and categorization of work-related injuries, the emergency treatment process of work-related injuries, the declaration process of work-related injuries, the settlement of expenses, work-related injury leave, and the rectification and accountability of accidents.

In 2024, the Company had 17 work accidents in total, including 5 transportation accidents during the commute, 3 accidents at work, and 9 other accidents (fall injury, etc.), resulting in a loss of 650 workdays due to work-related injuries. We provide appropriate work-related injury compensation to employees who are injured at work, and grant different lengths of work-related injury leave depending on the injury.



Social Welfare

Rokin firmly believes that only by actively fulfilling corporate social responsibilities can a true win-win situation between commercial value and social value be achieved. The Company not only integrates social responsibility into the core development philosophy but also brings this commitment to life through concrete actions. Over the years, Rokin has taken an active role in public welfare, implementing a diverse range of charity and volunteer programs that reflect our concern for society and our sense of corporate responsibility. In 2024, Rokin donated a total of 25,000 yuan to external causes, including projects for rural revitalization, charitable organization support, and educational assistance.

Disaster relief

Leveraging our expertise and equipment resources in cold chain logistics, Rokin has gained the trust of governmental authorities and customers alike, undertaking critical transport missions during emergencies with professionalism, innovation, and attentive service.



In early 2025, Rokin was awarded the “National Emergency Transport Support Fleet” title by the Ministry of Transport. This national-level certification represents high recognition of the Company’s comprehensive transportation capabilities and social responsibility fulfillment, signifying that Rokin has been formally incorporated into the national emergency transportation support system.

Case | Emergency aid to Shigatse: Transporting disaster relief supplies



In December 2024, Tingri County in Shigatse, Tibet was struck by a 6.8-magnitude earthquake, resulting in significant casualties and property damage. As a designated emergency management supplies storage and transportation entity for Shanghai, Rokin actively undertook the transportation of disaster relief supplies allocated by the Shanghai Food and Strategic Reserves Administration, fully supporting rescue efforts in the disaster area.

Looking forward, Rokin will continue to strengthen cooperation with government agencies, social organizations, and other stakeholders, while continuously improving our service capabilities to provide more comprehensive and efficient emergency transportation support services in response to emergencies, delivering care and warmth through practical actions.



Educational assistance and poverty alleviation

On November 17, 2024, Rokin donated 20,000 CNY to the Red Cross Society of China Yongren Branch. These funds are earmarked for supporting underprivileged students in Zhonghe Town, Yongren County, helping them overcome financial barriers to complete their studies and realize their aspirations.

The Red Cross Society of China Yongren Branch has expressed its gratitude for Rokin's donation, pledging to strictly follow the donor's intentions, ensure appropriate allocation of funds, and guarantee that every penny benefits those in genuine need.

With a strong sense of social responsibility, Rokin is committed to giving back to society and supporting charitable projects. Over the years, we have repeatedly contributed to the welfare of disadvantaged students in Yunnan Province, providing ongoing corporate warmth and tangibly supporting local humanitarian causes.



Looking Ahead



Looking to the future, Rokin will remain steadfast in our sustainability principles of innovation, talent, green initiatives, technology, and safety. As an industry leader, we actively embrace opportunities brought by new quality productive forces and high-quality development in this new era. In the context of the logistics sector's accelerated transformation towards intelligence, sustainability, and supply chain collaboration, Rokin will continuously optimize our operational model, drive technological innovation, and enhance service quality, delivering more efficient, environmentally friendly, and sustainable supply chain solutions for our customers.

As a representative of private enterprises, Rokin is acutely aware of its responsibilities in advancing the sustainable development of the industry. We will proactively respond to national policies, deepen the integration of sustainability practices, and embed the concept of green development into every aspect of our operations, from energy conservation and emissions reduction to resource optimization, from employee care to the fulfillment of social responsibilities, comprehensively enhancing our sustainable development capabilities.

Additionally, Rokin will closely track global sustainability trends, stay sync with international standards, and continuously learn from best practices to further strengthen our sustainability management standard. We are convinced that through sustained effort and continuous innovation, Rokin will not only maintain a leading edge in the highly competitive market landscape, but also set a new benchmark for green transformation and sustainable development in the industry, thereby contributing to the construction of a Beautiful China and to the realization of global sustainable development goals.



Appendix

GHG verification statement



Methodology validation statement for GHG accounting platform



ESG KPI Tables

Environmental KPIs

Indicator		Unit	2022	2023	2024
Greenhouse gas (GHG) emissions					
Scope 1 GHG emissions		tCO ₂ e	49,681.37	43,235	38,593.18
Scope 2 GHG emissions		tCO ₂ e	8,453.23	11,189.6	13,747.73
Total Scope 1 + Scope 2 GHG emissions		tCO ₂ e	58,134.6	54,424.6	52,340.91
Scope 1 + Scope 2 GHG emission intensity		tCO ₂ e/million revenue	13.54	13.34	12.81
Scope 3 emissions	Category 1: Purchased goods and services	tCO ₂ e	/	/	1,842.05
	Category 2: Capital goods		/	/	2,173.46
	Category 3: Fuel- and energy-related activities		/	/	15,597
	Category 4: Upstream goods transportation and distribution		/	/	347,590.4
	Category 5: Waste disposal		/	/	3,968.98
	Category 6: Business travel		/	/	224.3
	Category 7: Employee commuting		/	/	467.51
Total Scope 3 GHG emissions		tCO ₂ e	/	/	371,863.78
Air pollutant emissions					
Sulfur oxides (SO _x)		kg	/	/	224.58
Nitrogen oxides (NO _x)		T	/	/	1,875.46
Particulate matter (PM)		T	/	/	131.84
Energy consumption					
Diesel		T	13,163.50	9,014.43	6942
B5 biodiesel		T	1,357.96	4,695	4,775
Total fuel consumption		T	14,722.46	13,732.23	11,717.00
Liquefied natural gas		T	123.19	115.84	179.68
Hydrogen		T	/	8.2	5.1
Biofuel		T	7	4.9	32.3

Indicator		Unit	2022	2023	2024
Natural gas		10,000 m³	5.03	5.87	3.08
Liquefied petroleum gas		t	15.36	42.08	2.00
Purchased heat		GJ	/	3232.91	488.95
Total electricity (MWh)		MWh	16,507.20	23,437.79	27,865.86
Including	Green electricity	MWh	2,497.44	2,395.33	2,346.06
	Others	MWh	14,009.76	21,042.46	25,519.80
Resource consumption					
TOTAL WATER CONSUMPTION		10,000 t	23.82	35.84	32.00

¹Data as of December 31, 2024, cover Rokin Logistics and Supply Chain Co., Ltd., its subsidiaries, and branches.

²Emission factors are referenced from the HKEX’ s *How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs*, the *Measurement Methods for Greenhouse Gas Emissions in the Express Delivery Industry* issued by the State Post Bureau of the People’ s Republic of China, and the Ministry of Ecology and Environment’s *Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2022*;

³The GHG emission intensity is calculated as: (Scope 1 + Scope 2 emissions)/annual revenue.

⁴Company’ s key air pollutants include NO_x, SO_x, and PM, primarily generated from the operation of gasoline and diesel vehicles. Emissions calculations and factors are based on the HKEX’ s *Environmental Key Performance Indicators Reporting Guide* and the NDRC’ s *Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines for Land Transportation Enterprises (Trial)*.

Social KPIs

Indicator			Unit	2022	2023	2024
B1 Employment	Number of employees	Number of employees (year-end)	Person	5,142	5,048	4,545
		Including: Ethnic minority employees	Person	109	122	88
		Employees with disabilities	Person	13	12	15
	Full-time employees by gender	Male	Person	3,646	3,547	3,195
		Female	Person	1,496	1,501	1,350
	Full-time employees by job category	Management personnel	Person	629	629	550
		Operation personnel	Person	2,219	2,071	1,818
		Warehousing personnel	Person	1,358	1,424	1,388
		Customer service personnel	Person	435	423	386
		Logistics personnel	Person	501	501	403
	Full-time employees by age	Aged 18–30	Person	1,644	1,694	434
		Aged 31–45	Person	2,960	2,517	2,319
		Aged 46–60	Person	503	820	782
		Aged 61 or above	Person	35	17	10
	Full-time employees by position level	General employees	Person	3,884	3,809	3,955
		Junior management personnel	Person	629	629	182
		Middle management personnel	Person	513	506	272
		Senior management personnel	Person	116	104	96
	Full-time employees by education level	Master's degree or higher	Person	/	/	10
		Bachelor's degree	Person	/	/	303
		Associate degree	Person	/	/	1,301
		Associate degree and below	Person	/	/	2,931
B2 Health and Safety	Work-related fatality	Number of work-related fatalities	Person	0	0	0
	Work accident	Work accident	Case	8	7	17
	Lost days due to work injuries for employees	Lost days due to work injuries for employees	Day	420	370	650
	Safety management training	Coverage of safety training	%	/	/	95
		Number of safety training sessions	Times	/	/	17
		Duration of safety training	Hour/person	/	/	30

Indicator			Unit	2022	2023	2024
B5 Supply Chain Management	Terminated suppliers	Annual number of terminated suppliers	Unit	/	365	4
		Annual number of terminated suppliers due to environmental and social issues		/	42	0
B6 Product Responsibility	Customer complaint	Number of customer complaints	Case	2,639	2,326	2,192
		Resolution rate of complaints	%	100	100	100
	Information security protection	Information security drills	Times	1	1	1
		Information security training	Times	4	4	10
B7 Anti-corruption	Legal cases regarding anti-corruption practices	Total number of legal cases regarding anti-corruption practices	Case	0	0	0
		Number of concluded legal cases	Case	0	0	0
	Effective whistle-blowing	Number of effective whistle-blowing	Case	12	5	6
		Response rate to effective whistle-blowing	%	100	100	100
	Anti-corruption training	Number of anti-corruption training sessions	Person	3		411
B8 Community Investment	Public welfare activitie	Number of public welfare activities	Times	/	170	/
	Donation	Annual donation amount	10,000 CNY	1,180.0	13.2	2.5
	Volunteer activities	Number of volunteer service participants	10,000 person-times	/	5.85	/

GRI Index Table

Statement of use:Rokin Logistics and Supply Chain Co., Ltd. has reported in accordance with the GRI Standards for the period from January 1, 2024, to December 31, 2024.

GRI 1 used: GRI 1: Foundation 2021

GRI Standard No.		GRI Standard	Location/remarks
GRI 2: General Disclosures 2021			
2-1	Organizational details		About the Company
2-2	Entities included in the organization’s sustainability reporting		Reporting scope
2-3	Reporting period, frequency and contact point		Reporting scope
2-4	Restatements of information		
2-5	External assurance		Not applicable
2-6	Activities, value chain and other business relationships		About the Company
2-7	Employees		Social KPI Table
2-8	Workers who are not employees		Social KPI Table
2-9	Governance structure and composition		ESG Governance Structure
2-10	Nomination and selection of the highest governance body		ESG Governance Structure
2-11	Chair of the highest governance body		ESG Governance Structure
2-12	Role of the highest governance body in overseeing the management of impacts		ESG Governance Structure
2-13	Delegation of responsibility for managing impacts		ESG Governance Structure
2-14	Role of the highest governance body in sustainability reporting		ESG Governance Structure
2-15	Conflicts of interest		Business Ethics Compliance
2-16	Communication of critical concerns		Communication with Stakeholders
2-17	Collective knowledge of the highest governance body		ESG Governance Structure
2-18	Evaluation of the performance of the highest governance body		Not disclosed due to confidentiality
2-19	Remuneration policies		Not disclosed due to confidentiality
2-20	Process to determine remuneration		Not disclosed due to confidentiality
2-21	Annual total compensation ratio		Not disclosed due to confidentiality
2-22	Statement on sustainable development strategy		Statement of the Board of Directors
2-23	Policy commitments		Human Rights and Labor Management
2-24	Embedding policy commitments		Human Rights and Labor Management
2-25	Processes to remediate negative impacts		Human Rights and Labor Management

GRI Standard No.		GRI Standard	Location/remarks
2-26	Mechanism for seeking advice and raising concerns		Human Rights and Labor Management
2-27	Compliance with laws and regulations		Compliance and Risk Management
2-28	Membership associations		Qualifications of Associations
2-29	Approach to stakeholder engagement		Stakeholder Survey
2-30	Collective bargaining agreements		Human Rights and Labor Management
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics		Materiality Analysis
3-2	List of material topics		Materiality Analysis
3-3	Management of material topics		Materiality Analysis
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed		Sustainable Development Goals
201-2	Financial implications and other risks and opportunities due to climate change		Climate Risk Analysis
201-3	Defined benefit plan obligations and other retirement plans		Human Rights and Labor Management
201-4	Financial assistance received from government		Not disclosed due to confidentiality
GRI 202: MARKET PRESENCE 2016			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Not disclosed due to confidentiality
202-2	Proportion of senior management hired from the local community		Not disclosed due to confidentiality
GRI 202: MARKET PRESENCE 2016			
203-1	Infrastructure investments and services supported		Not disclosed due to confidentiality
203-2	Significant indirect economic impacts		Disaster Relief
GRI 204: PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers		Not disclosed due to confidentiality
GRI 205: ANTI-CORRUPTION 2016			
205-1	Operations assessed for risks related to corruption		Business Ethics Compliance
205-2	Communication and training about anti-corruption policies and procedures		Business Ethics Compliance
205-3	Confirmed incidents of corruption and actions taken		Business Ethics Compliance
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Business Ethics Compliance
GRI 301: MATERIALS 2016			
301-1	Materials used by weight or volume		Water Resource and Waste Management
301-2	Recycled input materials used		Water Resource and Waste Management
301-3	Reclaimed products and their packaging materials		Water Resource and Waste Management

GRI Standard No.		GRI Standard	Location/remarks
GRI 302: ENERGY 2016			
302-1		Energy consumption within the organization	Environmental and Energy Management
302-2		Energy consumption outside the organization	Environmental and Energy Management
302-3		Energy intensity	Environmental and Energy Management
302-4		Reduction of energy consumption	Environmental and Energy Management
302-5		Reductions in energy requirements of products and services	Environmental and Energy Management
GRI 303: WATER AND EFFLUENTS 2018			
303-1		Interactions with water as a shared resource	Water Resource and Waste Management
303-2		Management of water discharge-related impacts	Water Resource and Waste Management
303-3		Water withdrawal	Water Resource and Waste Management
303-4		Water discharge	Water Resource and Waste Management
303-5		Water consumption	Water Resource and Waste Management
GRI 305: EMISSIONS 2016			
305-1		Direct (Scope 1) GHG emissions	Environmental KPI Table
305-2		Energy indirect (Scope 2) GHG emissions	Environmental KPI Table
305-3		Other indirect (Scope 3) GHG emissions	Environmental KPI Table
305-4		GHG emission intensity	Environmental KPI Table
305-5		Reduction of GHG emissions	Environmental and Energy Management
305-6		Emissions of ozone-depleting substances (ODS)	Not applicable
305-7		Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental KPI Table
GRI 306: WASTE 2020			
306-1		Waste generation and significant waste-related impacts	Water Resource and Waste Management
306-2		Management of significant waste-related impacts	Water Resource and Waste Management
306-3		Waste generated	Water Resource and Waste Management
306-4		Waste diverted from disposal	Water Resource and Waste Management
306-5		Waste directed to disposal	Water Resource and Waste Management
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-1		New suppliers that were screened using environmental criteria	Not disclosed due to confidentiality
308-2		Negative environmental impacts in the supply chain and actions taken	Not disclosed due to confidentiality
GRI 401: EMPLOYMENT 2016			
401-1		New employee hires and employee turnover	Social KPI Table

GRI Standard No.		GRI Standard	Location/remarks
401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Rights and Labor Management
401-3		Parental leave	
GRI 402: LABOR/MANAGEMENT RELATIONS 2016			
402-1		Minimum notice periods regarding operational changes	Human Rights and Labor Management
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018			
403-1		Occupational health and safety management system	Occupational Health and Safety
403-2		Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3		Occupational health services	Occupational Health and Safety
403-4		Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5		Worker training on occupational health and safety	Occupational Health and Safety
403-6		Promotion of worker health	Occupational Health and Safety
403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8		Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9		Work-related injuries	Occupational Health and Safety
403-10		Work-related ill health	Occupational Health and Safety
GRI 404: TRAINING AND EDUCATION 2016			
404-1		Average hours of training per year per employee	Talent Development and Career Advancement
404-2		Programs for upgrading employee skills and transition assistance programs	Talent Development and Career Advancement
404-3		Percentage of employees receiving regular performance and career development reviews	Talent Development and Career Advancement
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1		Diversity of governance bodies and employees	Human Rights and Labor Management
405-2		Ratio of basic salary and remuneration of women to men	Not disclosed due to confidentiality
GRI 406: NON-DISCRIMINATION 2016			
406-1		Incidents of discrimination and corrective actions taken	Human Rights and Labor Management
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016			
407-1		Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Management
GRI 408: CHILD LABOR 2016			
408-1		Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Management
GRI 409: FORCED OR COMPULSORY LABOR 2016			
409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Management

GRI Standard No.	GRI Standard	Location/remarks
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Social Welfare
413-2	Operations with significant actual and potential negative impacts on local communities	Social Welfare
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain Management
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of health and safety impacts of product and service categories	Product and Service Quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product and Service Quality
GRI 417: MARKETING AND LABELING 2016		
417-1	Requirements for product and service information and labeling	Product and Service Quality
417-2	Incidents of non-compliance concerning product and service information and labeling	Product and Service Quality
417-3	Incidents of non-compliance concerning marketing communications	Product and Service Quality
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product and Service Quality

Accounting Standards Board (SASB) Index

Industry: Air Freight & Logistics

Topic	Metric	Category	Code	Section
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	TR-AF-110a.1	Environmental KPI Table
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	TR-AF-110a.2	Climate Change Response
	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	Quantitative	TR-AF-110a.3	Environmental and Energy Management Environmental KPI Table
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM10)	Quantitative	TR-AF-120a.1	Environmental KPI Table
Labor Practices	Percentage of drivers classified as independent contractors	Quantitative	TR-AF-310a.1	Not applicable
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	TR-AF-310a.2	Not applicable
Employee Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	TR-AF-320a.1	Social KPI Table
Supply Chain Management	Percentage of carriers with BASIC percentiles above the FMCSA intervention threshold	Quantitative	TR-AF-430a.1	Not applicable
	Total greenhouse gas (GHG) footprint across transport modes	Quantitative	TR-AF-430a.2	Environmental and Energy Management Environmental KPI Table

Topic	Metric	Category	Code	Section
Accident & Safety Management	Description of implementation and outcomes of a safety management system	Discussion and Analysis	TR-AF-540a.1	Occupational Health and Safety
	Number of aviation accidents	Quantitative	TR-AF-540a.2	Not applicable
	Number of road accidents and incidents	Quantitative	TR-AF-540a.3	Occupational Health and Safety
	Safety Measurement System BASIC percentiles for: (1) Unsafe driving, (2) hours-of-service compliance, (3) driver fitness, (4) controlled substances/alcohol, (5) vehicle maintenance, and (6) hazardous materials compliance	Quantitative	TR-AF-540a.4	Not applicable

Qualifications of Associations

No.	Classification of Units	Name of Associations	Membership
1	China Federation of Logistics & Purchasing	China Federation of Logistics & Purchasing (CFLP)	Vice President Unit
2		Cold Chain Logistics Committee	Vice President Unit
3		Pharmaceutical Logistics Branch	Vice President Unit
4		Medical Device Branch	Vice President Unit
5		Hazardous Chemicals Logistics Sub-Committee	Executive Member of Council
6		Apparel Logistics Association	Executive Member of Council
7		Liquor Logistics Supply Chain Association	Executive Member of Council
8		Food Supply Chain Branch	Member Unit
		Green Logistics Committee	Member Unit
9	Shanghai	Shanghai Logistics Association	Member of Council
10		Shanghai Dangerous Goods Road Transport Industry Association	Member of Council
11		Jiading District (Shanghai) Food Safety Association	Member of Council
12		Shanghai Warehousing and Distribution Industry Association	Member Unit
13		Jiading District (Shanghai) Veterans Employment and Entrepreneurship Service Promotion Association	Member Unit
14		Jiading District Chamber of Commerce	Executive Committee Member
15		Malu Town Chamber of Commerce	Vice President Unit
16	Other provinces	Shandong Transportation and Logistics Association	Member of Council
17		Sanhe (Hebei) Federation of Warehousing and Logistics	Vice President Unit
18		Taicang Association of Logistics and Supply Chain Management	Vice President Unit
19		Taicang Association of Work Safety	Member Unit
20		TaicangRoundtable (TRT)	Member Unit
21		Wuhan Linyi Chamber of Commerce	Vice President Unit
22		Suzhou Cold Chain Industry Association	Vice President Unit
23		Suzhou Express Delivery Management Association	Member Unit
24		Shandong Chamber of Commerce in Suzhou	Member Unit
25		Linyi Road Transport Association	Executive Member of Council
26		Linyi Express Association	Member Unit
27		Guangzhou Dangerous Goods Transport Industry Association	Member of Council
28		Huangpu District (Guangzhou) Precursor Chemicals Industry Association	Member Unit

Feedback

Dear readers,

Thank you for reading this Report! This is the 2024 Sustainability Report of Rokin. We would appreciate it if you could provide feedback on this Report and share your valuable insights to assist us in further enhancing it.

If you have any comments or suggestions on the sustainability of our Company, please feel free to send an email to ESG@rokin.cn

Your comments on this Report:

1.Do you think this Report highlights the important information of the Company in respect of environment, society and governance?

2. Do you think the information and indicators disclosed in this Report are clear, accurate and complete?

3. Do you think the arrangement of content and style design of this Report are reader-friendly?

4. Which parts of this Report are you most interested in?

5. What other information that you need to know about is not reflected in this Report?

6. Do you have any suggestions for our future sustainability reports?