Sustainability Report

2025

JAS

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CEO Message

Dear Stakeholders,

As we present our **2025 Sustainability Report**, I am pleased to reflect on the continued progress we have made in embedding sustainability across JAS. Over the past year, our focus has been on strengthening the systems, processes, and partnerships that support a more structured and measurable approach to ESG performance. This reflects a natural step forward: moving from commitments to more consistent execution across our global organization.

In 2025, we reached several important milestones. We achieved the EcoVadis Gold Medal, an upgrade from previous years, recognizing progress in integrating sustainability into our operations. We also completed the validation of our Science Based Targets, confirming our pathway toward net-zero emissions by 2050.

We strengthened our approach to responsible supply chain management through the implementation of a Sustainable Supplier Management Program. Given that the majority of our impact lies within our value chain, this remains a key priority. In parallel and with evolving regulatory requirements, we conducted a comprehensive Double Materiality Assessment, providing a clear view of the topics most relevant to our business and stakeholders, and supporting our preparation for the Corporate Sustainability Reporting Directive (CSRD).

Our team continues to optimize our operational processes, advance the global rollout of the Green Office Program and maintain our ISO- and GDP-certified management systems to ensure consistency and compliance across our operations.

These achievements reflect the efforts of JAS, as well as the ongoing collaboration with our customers, partners, and suppliers.

Looking ahead, we remain focused on improving data quality, strengthening supplier engagement, and ensuring readiness for increasing regulatory requirements, while continuing to align our operations with long-term climate objectives.

Sincerely,

Marco Rebuffi

President and CEO
JAS Worldwide, Inc.

Sustainability Highlights 2025

2050

Carbon Net-Zero
(SBTi validated)

17

Average training
hours per employee

Top 5%

EcoVadis
Gold Medal

21%

Renewable electricity
share across
locations

5800

Corporate
Volunteer hours

65%

of employees are
engaged

ESRS 2 General Disclosures

BASIS OF PREPARATION (ESRS 2 BP-1)

This sustainability statement presents information on the environmental, social and governance (ESG) matters that are considered material for JAS. The content of this statement is based on the outcomes of the company's most recent double materiality assessment (DMA), which identifies the impacts, risks and opportunities (IROs) that are material for disclosure in accordance with ESRS requirements. The double materiality assessment was conducted using calendar-year 2024 data and covers impacts, risks and opportunities across JAS's full value chain, including upstream, own operations and downstream activities. No material changes were identified that would require an update to the assessment for the 2025 reporting period. This sustainability statement has been prepared by applying the principles and general requirements set out in ESRS 1.

SCOPE AND BASIS FOR MEASUREMENT (ESRS 2 BP-1)

This sustainability statement has been prepared on a consolidated basis and covers the activities of JAS entities that are included within the company's management system framework. Entities acquired during the reporting period that have not yet been integrated into these systems may be excluded from, or only partially reflected in, certain disclosures within this statement. Unless otherwise stated, the information disclosed reflects the reporting period from 1 January to 31 December 2025. The methodologies, assumptions and calculation approaches applied to specific disclosures are described within the relevant topical sections of this statement.

REPORTING APPROACH AND USE OF FRAMEWORKS (ESRS 2 BP-2)

This sustainability statement has been prepared on a voluntary basis with reference to the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). The structure and content of this statement follow the European Sustainability Reporting Standards (ESRS), which serve as the primary reference framework. In addition, JAS has reported in accordance with the Global Reporting Initiative (GRI) Standards for the reporting period from 1 January to 31 December 2025. GRI 1: Foundation 2021 has been applied in preparing the disclosures included within this statement. JAS also prepares a separate climate-related financial risk disclosure in accordance with the California Climate-Related Financial Risk Disclosure Program under Senate Bill 261 (SB 261), using the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework as accepted by the California Air Resources Board (CARB).

TIME HORIZONS (ESRS 2 BP-2)

JAS applies the following time horizons for the assessment of impacts, risks, opportunities and related targets: Short term (up to 1 year), medium term (more than 1 year and up to 5 years), long term (more than 5 years). These timeframes are applied consistently across materiality assessment, target setting, transition planning and scenario analysis.

EXTERNAL ASSURANCE (ESRS 2 BP-2)

Greenhouse gas emissions reported for the period ending 31 December 2025 were independently verified by Normec Verifavia. The assurance engagement was conducted on a voluntary basis and provided reasonable assurance for Scope 1 emissions and limited assurance for Scope 2 and Scope 3 emissions in accordance with relevant ISO standards and the Greenhouse Gas Protocol. Normec Verifavia concluded that the reported emissions data was fairly stated and contained no material misstatements or material nonconformities. The full independent assurance statement is available in the Appendix of this report.

General

JAS's Business Model and Value Chain

Founded in Milan in 1978 and headquartered in Atlanta, JAS is a privately owned global logistics company with more than 7,000 employees operating in over 100 countries.

Global Strategy

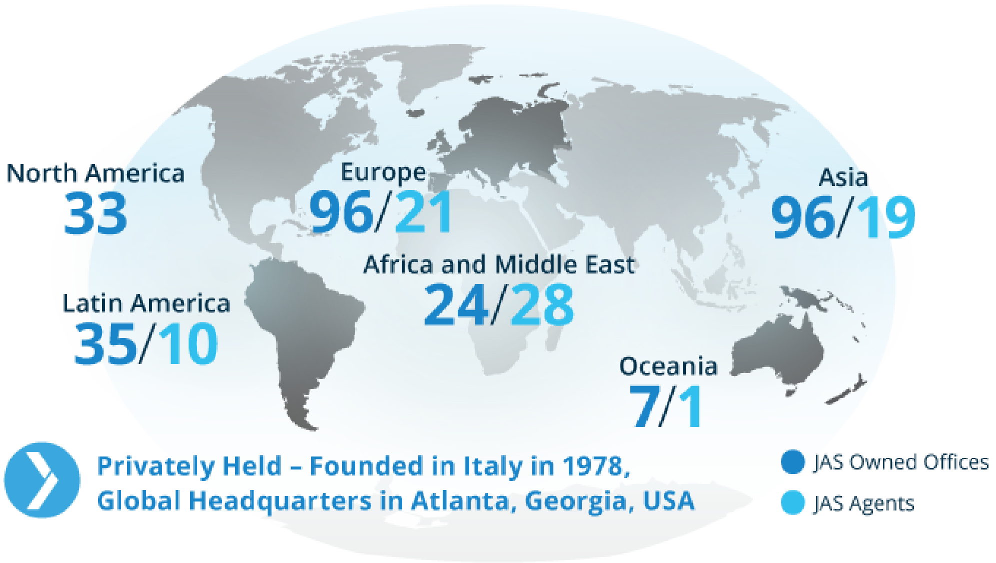
- ✓ Focus on development of people and technology to foster accelerated growth
- ✓ Strategic acquisitions to add complimentary service offerings to our portfolio
- ✓ Continued market | vertical investments

$3.7B
2025 Global Revenue

8k
Employees

291
JAS Offices in **57** Countries

79
JAS Agents in **67** Countries



Data as of 09/01/2026 and subject to change

OUR PURPOSE

creating opportunities to thrive. Together

OUR VISION

every interaction enables positive change by connecting people across the globe

OUR MISSION

delivering customer value with passion

OUR VALUES

Family
Embrace inclusiveness and belonging

Integrity
Lead by example, trust and respect

Excellence
Enable quality, service, and performance

Innovation
Embrace agile decision making and new ideas

Community
Make a sustainable impact in our ecosystem

JAS provides integrated Logistics and Supply Chain Solutions across Air, Ocean, Road and Rail Transport. In addition, JAS offers Value-Added services such as Customs Clearance and Compliance Services, Contract Logistics and E-Commerce Solutions, including Order Management and Warehouse Management Systems (WMS) implementation. Supply Chain Consulting, including Sustainable Solutions and Digital Visibility tools complement the JAS product portfolio.

JAS SERVICES POWERING EVERY STEP

- Air Freight & Flight Operations
- Ocean Freight Management
- Ground Transportation (Rail/Road)
- Customs Clearance & Compliance
- Contract Logistics
- E-commerce Solutions
- Order Management & WMS
- Consulting Services

JAS supports customers across the full value chain: From pickup at origin through international freight to final delivery, supporting complex Supply Chains through its global network and operational partnerships. JAS operates within a global logistics value chain that includes upstream and downstream activities. Upstream activities primarily consist of external carriers, suppliers, and service providers that support transportation, origin handling, and operational infrastructure. JAS's core business focuses on coordinating and managing integrated logistics solutions across air, ocean, and ground transportation. Through its asset-light business model, JAS provides planning, coordination, and visibility services before, during, and after the physical movement of goods. Downstream activities relate to the delivery of goods to final destinations and their subsequent distribution within customer supply chains. JAS enables, and in some cases directly manages, activities such as warehousing and last-mile delivery, but does not control the broader downstream distribution or end-use of goods within customer supply chain. Upstream and downstream boundaries are therefore defined based on the position of activities within the value chain rather than the timing of value creation.

Sustainability is integrated throughout our operations and decision-making processes, including responsible business practices, environmental stewardship, supply chain transparency, employee wellbeing, health and safety, and ethical conduct across the value chain.

Technology and data play a central role across the business, creating shipment visibility, operational coordination, emissions reporting, and AI-driven decision-making across transportation and logistics activities.

Sustainability is integrated throughout our operations and decision-making processes, including responsible business practices, environmental stewardship, supply chain transparency, employee wellbeing, health and safety, and ethical conduct across the value chain.

In 2025, JAS continued to expand its global presence through organic growth and targeted acquisitions. Earlier acquisitions, including Setoa S.p.A. and Multilogistics, remained in the process of integration, while Key Logistics Group (KLG) was integrated throughout the year, strengthening capabilities and regional footprint in Latin America. During the year, JAS also completed the acquisitions of International Airfreight Associates (IAA) and Pentagon Freight Services, further broadening service offerings and geographic reach.

Additionally, JAS invested in operational infrastructure through new offices and facility expansions or relocations in Puerto Rico, Querétaro, Buenos Aires, Dubai, Beijing, Xiamen, Guangzhou, and Perth. These investments support evolving customer needs, operational growth, and long-term business resilience across key markets.

While integration and operational scaling continue over time, these actions reflect a consistent approach to sustainable growth, supporting our role in connecting people and businesses across the globe while aiming to create a positive and lasting impact within our ecosystem.

The Sustainability Context

JAS continues to assess and respond to its material impacts, risks, and opportunities across ESG topics.

In 2025, the environment for logistics companies continued to be characterized by supply chain uncertainty, evolving regulation, and increasing stakeholder expectations. Ongoing geopolitical tensions, disruptions across key trade routes, and shifts in global trade patterns continue to affect supply chain stability, creating both operational challenges and financial risks for logistics providers.

At the same time, the regulatory landscape has entered a new phase: The initial application of the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) increased requirements for transparency, auditability, and consistency in sustainability reporting. These developments reinforce the need for robust data management systems and clear governance structures to support compliant disclosures and decision-making.

Climate-related risks and opportunities are becoming more relevant across supply chains. Physical risks, including extreme weather events, and transition risks, such as carbon pricing and evolving customer requirements, are influencing cost structures and service delivery. At the same time, the shift toward low-carbon transport solutions presents opportunities to develop new services, strengthen customer relationships, and remain competitive in a transforming economy.

In response, companies are increasingly adopting science-based targets, sector-specific decarbonization pathways, and improved emissions accounting practices, including greater transparency on value chain emissions. This reflects a broader shift toward measurable and comparable climate performance.

Technological developments, particularly in digitalization, data analytics, and artificial intelligence, continue to support improved visibility and efficiency across the supply chain. These tools enable more accurate emissions tracking, enhanced monitoring of operations, and better identification of risks and opportunities, supporting more informed decision-making.

Beyond environmental factors, the focus lies on social and governance factors. Expectations related to human rights due diligence, ethical business conduct, cybersecurity, and responsible supply chain management are strengthening, driven by both regulatory developments and customer requirements. These topics represent key areas of impact and risk within global logistics value chains.

Within this context, JAS continues to assess and respond to its material impacts, risks, and opportunities across ESG topics. The company is focused on strengthening resilience, improving transparency, and aligning its operations and strategy with evolving regulatory requirements and stakeholder expectations.

Engaging with stakeholders

JAS engages with a range of key stakeholders across its value chain to understand their expectations, inform decision-making, and support the identification and management of material impacts, risks and opportunities. Stakeholder engagement is conducted through structured and ongoing interactions across business operations, enabling the company to capture relevant input from both internal and external stakeholders.

STAKEHOLDER GROUP	DESCRIPTION	ENGAGEMENT CHANNELS
Customers	Our customers rely on JAS for high-quality, compliant, and reliable logistics services. We work closely with them to fulfil their service expectations and ESG goals, including emissions transparency and regulatory compliance. We are also committed to supporting the safe transport of goods and ensuring our employees' and customers' health and safety.	Ongoing dialogue through customer communication, joint solution development, engagement surveys, emissions reporting, QBRs (Quarterly Business Reviews), and sustainability-related tenders.
Employees	Our people are key to our success. We foster a safe, inclusive, and engaging workplace that supports development and encourages open dialogue on ESG, Health & Safety, and operational excellence.	Internal communication and learning platforms, surveys, ESG specific training, global webinars and townhalls, performance reviews, and whistleblower hotline.
Suppliers	As a non-asset-based freight forwarder, we depend on strong vendor partnerships to deliver on our sustainability and service commitments. We expect our vendors to meet agreed performance standards and follow our Supplier Code of Conduct principles.	Supplier onboarding processes, risk and sustainability assessments, contract clauses, audits, and collaborative projects.
Local Communities	JAS supports the communities where we operate through social investment and environmental responsibility. We engage communities via charitable partnerships and local initiatives.	Corporate volunteer programs through the Bruni Foundation, local environmental projects, education, and social support initiatives, and stakeholder feedback in development projects.
Regulators & Certification Bodies	Regulatory compliance is foundational to our business. We maintain proactive, transparent relationships with authorities to ensure alignment with legal, environmental, safety standards, and service quality.	Formal audits, reporting frameworks, various ISO certifications, and updates on evolving ESG compliance obligations.

Through these engagement activities, JAS identifies key stakeholder interests and expectations. This includes but is not limited to reliable and compliant logistics services, emissions transparency and reduction, responsible supply chain practices, employee wellbeing and safety, as well as adherence to regulatory and ethical standards.

Stakeholder feedback and insights are consolidated through day-to-day operations, customer engagement activities, customer and employee surveys, supplier assessments, internal communication channels, regular townhall meetings with executive leadership, and the whistleblower hotline, which enables employees and external stakeholders to raise concerns. These inputs are brought to the attention of management and relevant governance bodies and are considered in strategic decision-making and risk assessment processes. Stakeholder input also forms a key component of the company's double materiality assessment, including structured engagement with customers, suppliers, and internal stakeholders to identify and evaluate material impacts, risks and opportunities.

> Stakeholder feedback and insights are brought to the attention of management and relevant governance bodies and are considered in strategic decision-making and risk assessment processes.

Double Materiality Assessment

JAS conducted a comprehensive Double Materiality Assessment (DMA) covering its 2024 operations across the full value chain, in line with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS). The results of this assessment continue to inform the company's 2025 Sustainability disclosures.

The DMA served a dual purpose:

1 **Impact Materiality** – Identifying the issues where JAS's logistics activities create the most significant positive or negative impacts on people and the planet.

2 **Financial Materiality** – Pinpointing the sustainability-related risks and opportunities that could materially affect JAS's financial position, performance, cash flows, or cost of capital over the short-, medium-, and long-term.

The DMA process was fully documented, ensuring transparency, traceability, and consistency in line with CSRD and ESRS requirements for verifiability. It encompassed:

- A universe of 41 potential sustainability topics, narrowed to 22 through desk research, benchmarking, and over 40 stakeholder interviews and surveys (internal and external).
- Structured stakeholder engagement, drawing on interviews with senior leaders, customers, carriers and peer benchmarking.
- A weighted scoring matrix combining quantitative data and qualitative insights to map each topic's relative importance from both impact and financial lenses.

The outcomes of the assessment were reviewed for the 2025 reporting period and remain valid, with no material changes identified that would require an update.

The results of the DMA inform JAS's sustainability disclosures, strategic priorities, and resource allocation, ensuring alignment with the company's material impacts, risks and opportunities.

Key Findings of the Assessment

1. High-Priority Environmental Matters

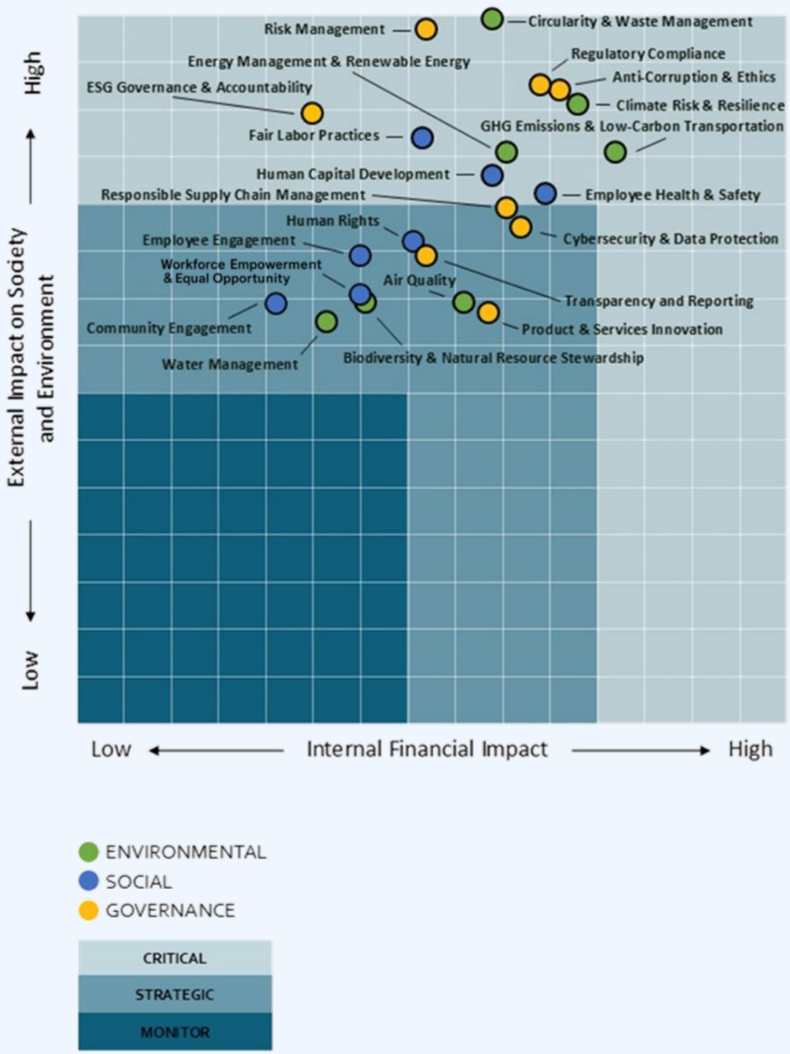
- **GHG Emissions and Low-Carbon Transportation** emerged as the most material topics, reflecting both the scale of logistics-related carbon impacts and the financial implications of decarbonization. JAS's science-based targets validated by the Science Based Targets initiative (SBTi) supports its transition toward lower-carbon logistics solutions.
- **Energy Management and Renewable Energy, Circularity and Waste Management, and Climate Risk and Resilience** also scored highly, highlighting the importance of energy efficiency, waste reduction, and strengthening operational resilience to physical climate impacts and regulatory changes.

2. Social Priorities

- **Workforce Empowerment and Equal Opportunity** and **Employee Health and Safety** were identified as key priorities, reflecting the importance of maintaining safe working conditions and fostering an inclusive workplace.
- **Human Capital Development, Employee Engagement**, and **Fair Labor Practices** were also assessed as material, indicating the importance of workforce development and transparent performance tracking across global operations.

3. Governance Themes

- **Anti-Corruption and Ethics, Cybersecurity and Data Protection**, and **ESG Governance and Accountability** were identified as highly material,



aligning with stakeholder expectations for transparent, secure, and responsibly managed supply chains.

- **Responsible Supply Chain Management** and **Transparency and Reporting** also scored strongly, reflecting the importance of extending ESG standards across carrier and supplier relationships and strengthening sustainability disclosures.

Interaction of Material Impacts, Risks and Opportunities with Strategy and Business Model

The material impacts, risks and opportunities identified through the double materiality assessment are connected to JAS's strategy and business model by influencing operational priorities, service offerings, and risk management practices across the value chain. Environmental risks, particularly those related to greenhouse gas emissions, carbon pricing, and climate-related disruptions, affect transportation models, cost structures, and infrastructure resilience, requiring ongoing adaptation of logistics solutions and investment decisions. Social risks, including health and safety and human rights in operations and the supply chain inform workforce policies, supplier engagement, and compliance processes.

These factors may have financial implications for JAS's performance, targets and cash flows over the short, medium and long term, including increased operating costs, regulatory exposure, and evolving customer demand for sustainable and responsible logistics services.

Detailed information on climate-related risks and resilience is provided in the Environmental section, while human rights risks and supply chain due diligence are addressed in the Social section.

> Environmental risks, particularly those related to greenhouse gas emissions, carbon pricing, and climate-related disruptions, affect transportation models, cost structures, and infrastructure resilience, requiring ongoing adaptation of logistics solutions and investment decisions. Social risks, including health and safety and human rights in operations and the supply chain inform workforce policies, supplier engagement, and compliance processes.

Corporate Governance

The ESG governance model at JAS supports the integration of sustainability across the organization. It provides a structured approach for aligning strategy, operational priorities, and regional implementation, with the objective of embedding ESG considerations into everyday business practices.

At the highest level, the President & CEO is responsible for guiding the company's sustainability direction. This includes endorsing and signing the company's QHSE (Quality, Health, Safety, Environment) and Sustainability policies, approving key sustainability-related decisions and resource allocations, and supporting long-term commitments such as alignment with the Science Based Targets initiative (SBTi).

The Management Advisory Board (MAB) provides strategic oversight and supports decision-making on sustainability-related matters across Business Units. MAB members contribute within their respective areas of responsibility, including non-financial reporting, digital transformation, operational practices, and customer engagement. This cross-functional involvement ensures that sustainability is addressed not only from a compliance perspective, but also as part of operational performance and business development.

The Global Sustainability Department, which is part of the Operations organization, is responsible for defining ESG strategy, setting global policies and targets, and overseeing implementation across environmental, social, and governance topics. Led by the SVP QHSE & Sustainability, the Global Sustainability Department executes the strategy, and provides technical expertise, recommendations, and guidance management on these matters.

To ensure alignment, Regional Sustainability Counterparts adapt and implement these initiatives across their regions, while Local Ambassadors support site-level engagement and execution.

The identification of material impacts, risks, and opportunities is based on the company's Double Materiality Assessment, as described in a dedicated section of this report. As part of this process, a structured set of internal and external stakeholders was engaged, including interviews with members of the MAB and senior management, to ensure that strategic perspectives are reflected in the assessment outcomes. The results of the assessment inform sustainability priorities, target-setting, and governance processes.

Progress towards QHSE and Sustainability targets is reviewed by the MAB through an annual management review process. Targets are defined at the beginning of the year and assessed at year-end to evaluate performance and inform subsequent priorities.

To support awareness and capacity building across the organization, JAS promotes ongoing engagement on ESG-related topics. Monthly sustainability sessions, open to employees at all levels including management, are led by the Global Sustainability Team and feature internal and external subject matter experts. These sessions provide a forum for sharing updates, discussing relevant sustainability topics, and reinforcing sustainability-related knowledge and responsibilities across the organization.

This governance structure combines centralized direction with decentralized implementation, supporting accountability and consistent execution across the sustainability program.

Diversity at Management Levels

As a global company, JAS's Management Advisory Board (MAB) brings together individuals with diverse national and geographical backgrounds, reflecting the international scope of the company's operations. In 2025, the MAB continued to demonstrate broad executive experience and leadership across regions and industries.

The composition of the MAB reflects the current gender and age distribution of its members. In 2025, 13% of MAB members were female and 87% were male. In terms of age, 75% of members were over 50 years old, while 25% were between 30 and 50 years old.

MANAGEMENT ADVISORY BOARD	UNIT	FEMALE	MALE	< 30 years old	30–50 years old	> 50 years old
MAB members	Percentage	13	75	0	25	63
Chief Executive Officer	Percentage	0	6	0	0	6
Chairman	Percentage	0	6	0	0	6
Total	**Percentage**	**13**	**87**	**0**	**25**	**75**

Sustainability Milestones

JAS's sustainability approach has developed over time, moving from initial foundations to broader integration and a more structured implementation across the business. The timeline below highlights key milestones and reflects this progression. While the pathway to net-zero carbon emissions by 2050 represents a central environmental priority, JAS's overall ambition extends beyond climate and encompasses a wider set of environmental, social, and governance objectives.

2023

FOUNDATION

- Sustainability Team established
- First Materiality Analysis
- SBTi Commitment
- UNGC Membership
- Automated Emissions Calculation
- Internal Sustainability Webinars

2024

INTEGRATION

- Smart Freight Centre membership
- Sustainability Employee Training
- First Sustainability Report
- Green Sales Champions Program
- CO_2 Visibility on Invoices
- Expansion of global ISO network

2025

ACCELERATION

- Double Materiality Assessment
- SBTi Validation
- Green Office Program Rollout
- EcoVadis Gold Medal
- CDP Score Upgrade (B)
- Sustainable Procurement Program
- Sapphire Ambassador Award
- External Sustainability Webinars

2050

AMBITION

Net-Zero Carbon Emissions

Sustainability Performance

JAS monitors its sustainability performance through independent third-party assessments as part of its broader governance and control framework for ESG reporting. These external benchmarks support the identification, evaluation, and monitoring of material impacts, risks, and opportunities (IROs), and contribute to the reliability and comparability of disclosed information.

In 2025, JAS achieved a score of 79 from EcoVadis, reflecting continued improvement compared to prior years (60 in 2024 and 58 in 2023). This progression indicates strengthening performance across environmental, social, and governance dimensions, as well as enhanced implementation of policies, controls, and management practices.

JAS's CDP (Carbon Disclosure Project) rating improved to B (Management), demonstrating increased maturity in the governance of climate-related topics, including risk identification, data management, and the integration of climate considerations into decision-making processes. This represents a continued improvement from C (Awareness) in 2024 and D (Disclosure) in 2023.

In addition, JAS maintained a "Green" rating in IntegrityNext, reflecting ongoing alignment with ESG requirements across its supply chain, and improved its Supplier Assurance rating to B94 (from B83 in 2024 and B73 in 2023). These results support JAS's approach to managing value chain impacts and risks, particularly in relation to responsible business conduct and supplier engagement.

	PERFORMANCE			SCORING SCALE	
Rating System	**2025**	**2024**	**2023**	**Best**	**Worst**
EcoVadis	79	60	58	100	0
CDP	B (Management)	C (Awareness)	D (Disclosure)	A	F
IntegrityNext	Green	Green	Green	Green	Red
Supplier Assurance	B94	B83	B73	A	F

> These results support JAS's approach to managing value chain impacts and risks, particularly in relation to responsible business conduct and supplier engagement.

Participation in Sustainability Networks

JAS engages with a range of industry platforms and global initiatives to stay aligned with evolving sustainability expectations and to contribute to the development of common approaches across the logistics sector. These engagements support knowledge sharing, strengthen methodological consistency, and enable collaboration on topics such as decarbonization and responsible business conduct.

United Nations Global Compact (UNGC)

JAS continues its participation in the United Nations Global Compact, maintaining its commitment to the Ten Principles on human rights, labor, environment, and anti-corruption. In 2025, engagement focused on the annual Communication on Progress (CoP) process and ongoing dialogue through UNGC-led discussions and initiatives. This continued participation supports the integration of responsible business practices into JAS's operations and governance framework.

Smart Freight Centre (SFC)

JAS remains actively involved in the Smart Freight Centre, an organization focusing on decarbonization of the logistics industry. JAS is engaging in regular meetings and technical exchanges aiming at improving emissions transparency and advancing freight decarbonization. Participation in SFC initiatives, including industry events and working sessions, supports the consistent application of recognized best practices and methodologies such as the GLEC Framework. This contributes to the development of practical solutions across transport modes.

Clean Cargo and Clean Air Transport Working Groups

Our engagement supports industry-wide progress in emissions data quality and sustainable practices across transport modes. Hosted by the Smart Freight Centre, JAS continues to contribute to the Clean Cargo and Clean Air Transport (CAT) working groups. Engagement in these forums includes participation in discussions, feedback on ongoing initiatives, and collaboration with industry peers to improve emissions reporting practices and environmental performance in global ocean and air freight.

EcoTransIT World

JAS maintains its membership in EcoTransIT World beyond its use as an emissions calculation tool. In 2025, participation continued through annual meetings and regular exchanges, during which JAS provided feedback and operational insights to support the ongoing refinement of calculation methodologies and alignment with industry standards. EcoTransIT World is one of the most widely used methodologies for calculating transport-related emissions across the logistics sector.

Blue Whales & Blue Skies

JAS continues its participation in the Blue Whales & Blue Skies (BWBS) initiative, supporting efforts to reduce ship speeds and associated impacts on marine ecosystems along California coastlines. Following its recognition as a Sapphire Ambassador in 2024, JAS maintained this level of performance in 2025, reflecting continued engagement with carrier partners to support responsible practices along key trade routes.

External Recognition

JAS's sustainability efforts also received external recognition in several regions during 2025. JAS Hong Kong earned an **ESG Award** from the Italian Chamber of Commerce Hong Kong and Macau and a Bronze **Green Management Award** at the Hong Kong Green Awards 2025, recognizing progress in areas including sustainability strategy, employee engagement, and governance. In addition, JAS China was honored at the 2025 **Panda d'Oro Awards** by the China-Italy Chamber of Commerce for its commitment to low-carbon logistics and responsible business practices.

Environmental

UN Global Principles:

ENVIRONMENT

Sustainable Development Goals:

Main Policies

- Environmental Policy
- Sustainable Procurement Policy

Targets

- Near-term (by 2030):
  - Scope 1* & 2: Absolute emissions reduction of 42%
  - Electricity: Transition to 100% renewable electricity
  - Scope 3: Suppliers responsible for 80% of upstream transportation and distribution emissions have set science-based targets
- Long-term Net-Zero (by 2050):
  - Scope 1 & 2: Absolute reduction of 90%
  - Scope 3: Absolute reduction of 90%

* Baseline years: 2023 (scope 1 & 2) & 2021 (scope 3)

Actions

- Expand renewable electricity sourcing and energy efficiency measures
- Scale biofuel insetting programs
- Strengthen supplier engagement on emissions reduction and science-based targets
- Increase adoption of lower-carbon transport solutions
- Electrify equipment and upgrade facilities

Climate Risk & Resilience

Climate-Related Risk Identification and Assessment

JAS's climate strategy is driven by its commitment to science-based targets aligned with a 1.5°C scenario, demonstrating the company's ambition to support global decarbonization and build long-term resilience. Through an assessment of climate-related risks and opportunities across short-, medium-, and long-term horizons, JAS has identified both physical risks, such as extreme weather events and sea level rise, and transition risks related to regulatory changes, carbon pricing, market volatility, and evolving customer expectations.

The identification and prioritization of these risks were based on the DMA, which combined desk research, benchmarking, and structured stakeholder engagement, including interviews and surveys with senior leaders, customers, carriers, and external experts.

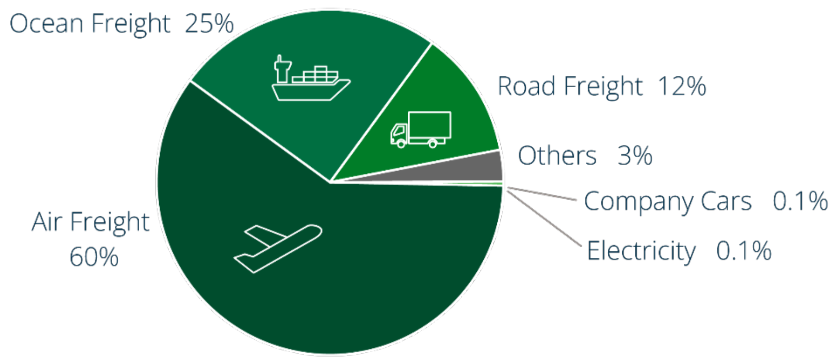
Through this methodology, JAS identified seven environmental topics as most material for the company's climate-related risk management and reporting. These topics, **GHG emissions and low-carbon transportation, air quality, energy management and renewable energy, circularity and waste management, climate risk and resilience, water management**, and **biodiversity and natural resource stewardship**, were selected based on their significance to both impact and financial materiality.

Each topic was analyzed in detail to identify the specific physical and transition risks, as well as the opportunities associated with the global shift toward sustainability. This structured approach ensures that JAS's climate strategy and risk management actions are targeted, data-driven, and aligned with stakeholder expectations and regulatory requirements.

ENVIRONMENTAL MATERIAL TOPIC	RISK	DESCRIPTION	TYPE	IMPACT	VALUE CHAIN STAGE	TIME HORIZON
GHG Emissions & Low-Carbon Transportation	Customer behavior	Demand shifts towards sustainable/low-carbon logistics.	Transition Risks & Opportunity	Need to meet sustainability expectations or risk losing market share.	Downstream	Short–Medium term
	Carbon pricing	Fuel levies, ETS, carbon taxes.	Transition Risks & Opportunity	Increased costs on high-emission transport modes and warehouses.	Direct operations + Upstream	Medium term
Air Quality	Human Health	Occupational H&S issues, pollution-related liability.	Transition Risks & Opportunity	Employee health and operational resilience.	Direct operations	Short term
Energy Management & Renewable Energy	Sustainable solutions cost	Premium on biofuels, renewable energy purchases.	Transition Risks & Opportunity	Higher cost barriers to implementing biofuels, renewables, and electrification where infrastructure is limited.	Upstream	Medium term
	Market uncertainty	Volatility in carbon markets, unclear policies.	Transition Risks & Opportunity	Unstable policies, customer and industry demand shifts.	All stages	Short–Medium term
Circularity & Waste Management	Non-compliance	Penalties, delays, fines (e.g., CSRD)	Transition Risks	Governmental / Legal penalties, business continuity risks.	Direct operations	Short term
Climate Risk & Resilience	Storms/extreme weather	Disruptions from hurricanes, floods, storms.	Physical Risk	Facility damage, transport disruption.	Direct operations + Upstream	Short–Medium term
	Sea level rise	Long-term loss of coastal warehouses, ports.	Physical Risk	Long-term threat to port infrastructure, warehouses, and supply chains.	Direct operations + Upstream	Long term
Water Management	Intl. law changes	Trade restrictions, customs changes, bilateral bans.	Transition Risks & Opportunity	Compliance burden higher in mature regulatory markets.	–	Medium term
Biodiversity & Natural Resource Stewardship	Negative press	Reputational damage from environmental controversies.	Transition Risks	Media coverage in relevant markets.	Downstream	Short term

Scenario Alignment and Strategic Response

JAS climate strategy and emissions reduction targets are aligned with the 1.5°C scenario, as validated by the Science Based Targets initiative (SBTi). This alignment ensures that our decarbonization pathway supports global efforts to limit warming and building resilience against the physical and transition risks identified through our DMA. JAS periodically monitors regulatory, market, and physical climate developments to ensure ongoing resilience and adaptability of its strategy.



CO_2e (WTW)	Unit	2025	2024	2023 (Baseline Scope 1 & 2)	2022	2021 (Baseline Scope 3)
SCOPE 1						
Mobile Combustion	Metric tonnes CO_2e	2 025	4 842	5 600	6 136	3 712
Total Scope 1	**Metric tonnes CO2e**	**2 025**	**4842**	**5600**	**6136**	**3712**
SCOPE 2						
Electricity - Location-based	Metric tonnes CO_2e	3 777	3562	2739	2690	2470
Electricity - Market-based	Metric tonnes CO2e	2 984	2849	2479	2432	2359
Total Scope 2	**Metric tonnes CO2e**	**2 984**	**2849**	**2479**	**2432**	**2359**
Total Scope 1 & 2	**Metric tonnes CO2e**	**5 009**	**7691**	**8079**	**8568**	**6071**
SCOPE 3						
Upstream Transportation and Distribution	**Metric tonnes CO2e**	**2 374 259**	**2 342 544**	**2 122 576**	**2 302 510**	**2 402 028**
• Air Logistics	Metric tonnes CO_2e	1 435 523	1 442 962	1 184 964	1 387 022	1 506 146
• Ocean Logistics	Metric tonnes CO_2e	609 573	625 104	575 312	576 220	537 447
• Road Logistics	Metric tonnes CO_2e	293 066	232 107	334 913	310 125	322 582
• Rail Logistics	Metric tonnes CO_2e	36 097	42 370	27 386	29 143	35 852
Waste generated in operations	**Metric tonnes CO2e**	**769**	**1 026**	**1 048**	**1 064**	**866**
• Solid waste	Metric tonnes CO_2e	738	976	997	1 012	816
• Wastewater	Metric tonnes CO_2e	31	50	51	52	50
Business Travel	**Metric tonnes CO2e**	**4 437**	**4 160**	**3 289**	**2 214**	**1 075**
Other Scope 3 Categories	**Metric tonnes CO2e**	**17 011**	**19 933**	**20 678**	**19 319**	**13 659**
Total Scope 3	**Metric tonnes CO2e**	**2 396 476**	**2 367 662**	**2 147 591**	**2 325 107**	**2 417 628**
Total CO2e emissions	**Metric tonnes CO2e**	**2 401 485**	**2 376 066**	**2 155 930**	**2 333 933**	**2 423 810**

Metrics & Targets

Reducing greenhouse gas (GHG) emissions across Scopes 1, 2, and 3 is a critical lever for mitigating the climate-related risks identified. Many transition and physical risks, such as carbon pricing, customer demand shifts, and regulatory compliance, are directly influenced by our emissions profile.

Reducing emissions directly mitigates regulatory, financial, and operational risks, whilst positioning the organization to meet stakeholder expectations and secure long-term business continuity.

JAS's emissions profile is dominated by Scope 3 emissions, which account for over 99% of total reported emissions, primarily generated by transportation activities performed by third-party carriers. Scope 1 and 2 emissions, related to company-controlled vehicles and purchased electricity, represent a much smaller share but are actively managed through energy efficiency initiatives.

Emissions Reduction Targets

In pursuit of Net Zero by 2050, JAS maintains a robust framework for emissions reduction, with targets validated by the SBTi and benchmarked against the 1.5°C scenario. Progress is regularly reviewed to ensure ongoing alignment with evolving climate science and stakeholder expectations.

- **Near-term (by 2030):**
    - Scope 1 & 2: Absolute emissions reduction of 42%
    - Electricity: Transition to 100% renewable electricity
    - Scope 3: Suppliers responsible for 80% of upstream transportation and distribution emissions have set science-based targets
- **Long-term Net-Zero (by 2050):**
    - Scope 1* & 2: Absolute reduction of 90%
    - Scope 3: Absolute reduction of 90%

* Baseline years: 2023 (scope 1 & 2) & 2021 (scope 3)

Decarbonization Actions and Risk Mitigation

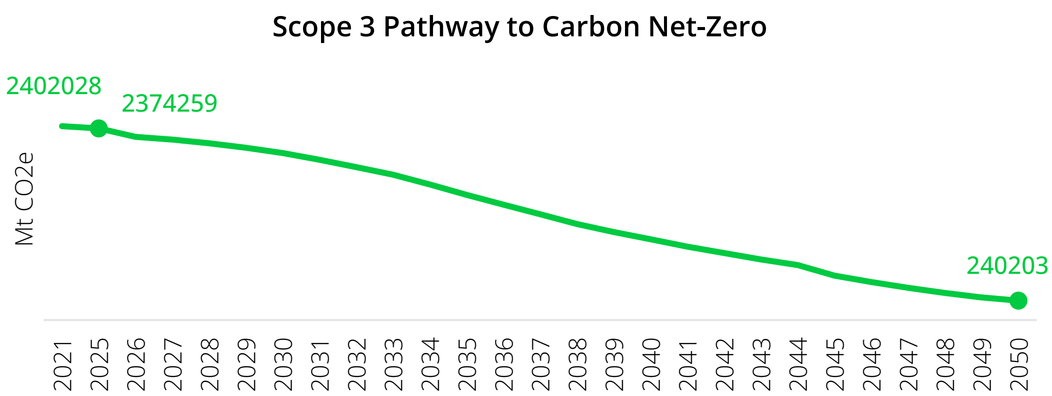
ENVIRONMENTAL MATERIAL TOPIC	RISK	PRIMARY RESPONSE TO RISK
GHG Emissions & Low-Carbon Transportation	Customer behavior	Engagement: Engage with customers, climate transition plan
	Carbon pricing	Pricing & Credits: Promotion/purchase carbon credits
Air Quality	Human Health	Infrastructure & Spending: Pollution abatement, health & safety measures
Energy Management & Renewable Energy	Sustainable solutions cost	Infrastructure & Spending: Secure alternative supply, use sustainable sources
	Market uncertainty	Policies & Plans: Develop a climate transition plan
Circularity & Waste Management	Non-compliance	Compliance & Monitoring: Greater due diligence, site-specific targets
Climate Risk & Resilience	Storms/extreme weather	Infrastructure & Spending: Establish and improve facilities
	Sea level rise	Infrastructure & Spending: Relocate/retrofit facilities
Water Management	Intl. law changes	Policies & Plans: Amend business continuity plan, adapt to new trade agreements
Biodiversity & Natural Resource Stewardship	Negative press	Engagement: Engage in multi-stakeholder engagement, transparency

To mitigate identified climate-related risks and impacts, JAS integrates sustainability into its business strategy and daily operations, with a strong focus on collaboration across the value chain, especially with customers and suppliers. This approach is based on our emissions profile, where Scope 3 freight emissions (primarily from upstream transportation and distribution) account for over 99% of total reported emissions, while Scope 1 and 2 emissions are actively managed through electrification and energy efficiency initiatives.

SCOPE 3

GHG Emissions & Low-Carbon Transportation

The projected Scope 3 reduction pathway reflects emissions coming from Upstream Transportation and Distribution activities. It is illustrative and assumes an exponential reduction trajectory from the 2021 baseline emissions level to the 2050 net-zero target, equivalent to a 90% absolute reduction. Actual annual performance may vary depending on shipment volumes, modal mix, supplier decarbonization progress, renewable and low-carbon fuel availability, and customer adoption of lower-emission logistics solutions.



Main decarbonization levers include:

1. **Smarter Transport Networks**
   Reduce emissions through more efficient planning and execution of freight movements.

- Route optimization
- Shipment consolidation
- Improved equipment and load utilization
- Modal type optimization
- Visibility and analytics tools

2. **Lower-Carbon Transport Solutions**
   Increase the use of lower-emission transport options and fuels across transport modes.

- Sustainable Aviation Fuel (SAF)
- Sustainable Marine Fuels
- Electric commercial vehicles
- More efficient vehicle fleets
- Emerging low-carbon transport and fuel technologies

3. **Value Chain Decarbonization**
   Drive emissions reductions across the logistics ecosystem through shared action.

- Carrier engagement
- Supplier decarbonization efforts
- Science-based targets adoption
- Sustainable procurement and visibility

4. **Technology, Infrastructure & Innovation**
   Support the long-term transition to net zero through investment, collaboration, and innovation.

- EV charging infrastructure
- Renewable electricity
- Digital solutions
- Innovation and Technology pilots
- Strategic partnerships

In 2025, Scope 3 emissions increased slightly compared to the previous year, primarily due to business growth and higher shipment volumes. Despite this increase, JAS continued to strengthen its decarbonization efforts and laid important foundations for long-term emissions reductions. Key areas of progress included expanding customer engagement, increasing the offering of lower-carbon solutions, strengthening internal capabilities, and advancing climate governance.

JAS expanded the procurement and use of biofuels in ocean and road freight and completed its first Sustainable Aviation Fuel (SAF) shipment from Brazil to Italy. The company also finalized the internal processes and partnership framework required to operationalize its global biofuel offering and launched a dedicated Earth Day biofuel campaign with strategic customers to encourage adoption and facilitate biofuel-supported shipments. These initiatives coincided with increasing customer demand for lower-carbon logistics solutions, further supporting their deployment.

JAS also enhanced emissions visibility for customers by rolling out CO_2e data on invoices and transport documents globally, including Air Waybills and Bills of Lading. Sustainability was further embedded into commercial processes through the integration of sustainability-related aspects into the internal Customer Relationship Management (CRM) platform. Customer engagement also increased through strategic collaborations, quarterly business reviews, customer sustainability events, and the launch of JAS's first external sustainability webinar, *From Word to Action*.

Throughout the year, JAS invested in spreading sustainability knowledge and expertise across the organization. Eight internal sustainability webinars were delivered globally, and onboarding sessions were conducted for new employees. A dedicated emissions calculation training was provided to Tender Management teams to support growing customer demand for sustainability-related proposals and RFIs. The company also expanded and enhanced its sustainability database to support increasing customer requests and the use of internal AI tools.

JAS strengthened its external engagement on sustainability through participation in industry initiatives and stakeholder forums. The company actively contributed to Smart Freight Centre working groups, participated in the United Nations Business Forum in Geneva and United Nations Global Compact activities, and engaged with customers and suppliers through industry and sustainability-focused events.

A major milestone was the validation of JAS's Science Based Targets in 2025, confirming the company's pathway toward carbon net-zero by 2050. Progress was also reflected in external assessments, with JAS improving significantly its EcoVadis rating and CDP Climate score. This demonstrated continued advancement in climate management, transparency, and disclosure practices. In addition, JAS published its first Climate-Related Financial Risk Disclosure, strengthening its assessment and management of climate-related risks and opportunities and further integrating climate considerations into business planning and decision-making.

These actions support the adaptation of key climate-related transition risks, including evolving regulations, customer expectations, and market changes associated with the transition to a lower-carbon economy.

Air Quality

Air quality remains an important consideration for JAS due to its implications for environmental health, human well-being, and the overall sustainability of logistics operations. We track and report emissions of key air pollutants, including particulate matter (PM), nitrogen oxides (NO_x), and sulfur dioxide (SO_2), recognizing their broader impact on communities and ecosystems.

As transportation activities account for more than 99% of JAS's total reported emissions, they also represent the most significant source of air pollutant emissions within the company's value chain. Reported emissions of PM, NO_x, and SO_2 are estimated using modeled transportation data across freight modes, aligned with the GLEC Framework methodology.

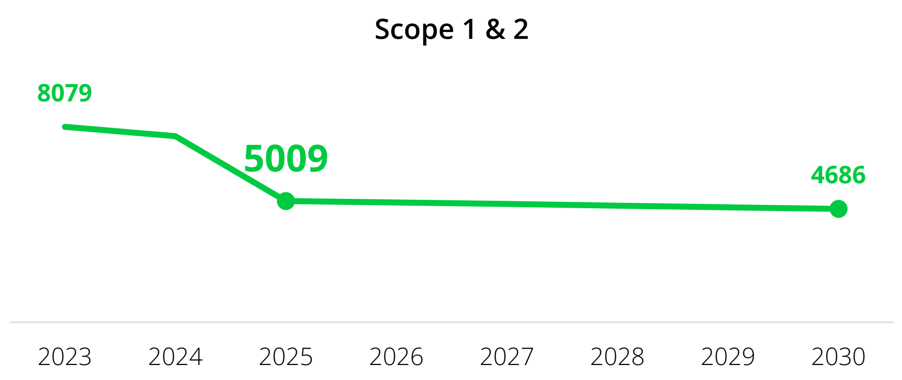
During 2025, reported air pollutant emissions increased compared to the previous year, primarily reflecting higher transport activity associated with business growth. At the same time, JAS continued to advance initiatives that support both decarbonization and improved environmental performance, including the expansion of lower-carbon transport solutions, increased use of biofuels, customer collaboration on alternative transport solutions, enhanced emissions transparency, and ongoing engagement with carriers and suppliers on sustainability performance.

JAS also continued its participation in the Smart Freight Centre initiatives, supporting industry efforts to improve emissions transparency and advance more sustainable freight transportation practices.

AIR POLLUTANT (WTW)	UNIT	2025	2024	2023	2022	2021
PM	Mt	1 109	1 015	1 020	968	924
SO_2	Mt	4 456	4 299	5 180	4 946	4 934
NO_x	Mt	21 264	19 254	18 759	18 732	18 604

Energy Management & Renewable Energy

In 2025, a decline in Scope 1 and 2 emissions occurred despite continued growth in both the business and workforce. The reduction was primarily driven by lower emissions associated with company vehicles, supported by fleet renewal and the gradual transition to lower-emission alternatives and norms. Examples of initiatives implemented during the year included dedicated electric vehicle transport operations in Norway, developed in collaboration with customers, alongside continued efforts to improve energy efficiency and increase the use of renewable electricity.



During the year, JAS also continued to implement energy efficiency measures across its operations, including the replacement of conventional lighting with LED systems, relocation to more energy-efficient modern facilities, employee training and awareness initiatives aimed at reducing electricity consumption, and an increase in the share of renewable electricity. In addition, improvements in data quality and coverage contributed to a more accurate representation of operational emissions.

ELECTRICITY CONSUMPTION	UNIT	2025	2024	2023 (BASELINE)	2022	2021
Electricity consumption	kWh	21 340 013	15 277 408	9 870 641	9 799 718	8 996 942
Renewable electricity	kWh	4 385 043	3 081 453	961 435	946 060	403 889
Non-renewable electricity	kWh	16 954 969	12 195 955	8 909 206	8 853 658	8 593 053
Renewable electricity share	Percentage	21%	20%	9,7	9,6	4,5

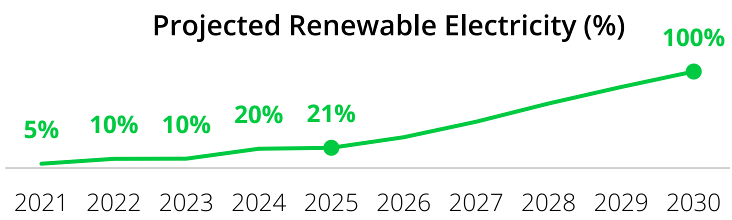
Looking ahead, Scope 1 and 2 emissions are expected to decline progressively as decarbonization measures expand across JAS's operations. The projected pathway reflects the continued electrification of equipment and facilities, including the replacement of diesel-powered reach stackers, forklifts, and other vehicles with electric alternatives, alongside further improvements in energy efficiency and renewable energy adoption.

Renewable Electricity

Renewable electricity represents a key component of JAS's Scope 2 decarbonization strategy. In 2025, renewable electricity represented **21%** of total electricity consumption across JAS locations, reflecting continued progress in the transition toward lower-emission electricity sources.

Progress was supported by a range of initiatives focused on renewable electricity generation, renewable electricity sourcing, energy efficiency, and sustainable facility management. These include facilities with on-site solar photovoltaic installations, locations supplied through renewable electricity contracts or other recognized market-based instruments, as well as facilities certified to sustainable building standards such as BREEAM. Together with the Green Office Program, these measures contribute to operational decarbonization efforts and support the transition toward 100% renewable electricity by 2030.

Looking ahead, renewable electricity adoption is expected to accelerate between 2026 and 2030 as existing initiatives are expanded, and additional renewable electricity opportunities are implemented across the network. Where JAS does not have direct control over electricity procurement, the company will continue to engage with landlords, facility owners, and other relevant stakeholders to facilitate access to renewable electricity solutions.



Circularity & Waste Management

As a Third-Party Logistics Provider (3PL) and a non-manufacturing organization, JAS generates a relatively limited volume of waste, primarily consisting of non-hazardous materials such as cardboard, plastics, and general office waste. Nevertheless, the company remains committed to reducing waste generation, increasing recycling rates, and promoting more circular practices across its operations.

During 2025, JAS continued to strengthen its approach to waste management by expanding the Green Office Program and introducing a global waste data collection process. A dedicated dashboard helps track waste generation and management practices across the network. While waste data coverage and quality improved during the year, further enhancements in data collection and reporting remain a focus area to support future target setting and performance monitoring.

WASTE GENERATION	UNIT	2025
Non-hazardous Waste	Metric Tonnes	2 015
Hazardous Waste	Metric Tonnes	3
Total Waste	Metric Tonnes	2 018

JAS maintains Waste Management Procedures that establish requirements for the segregation, handling, recycling, and disposal of waste generated through its operations. These procedures are supported by environmental and health and safety programs, including controls for hazardous materials management, incident response, and the prevention of environmental releases. Emergency preparedness and Business Continuity plans address risks such as chemical spills, gas leaks, and other environmental incidents, while contractor requirements define standards for the handling, storage, labeling, and disposal of hazardous materials.

As waste data collection expanded in 2025, JAS gained greater visibility into recycling and circularity practices across its network. Offices globally promote the responsible recycling of paper, plastics, metals, glass, electronic equipment, and batteries, while warehouse locations continue to implement measures aimed at reducing packaging waste, increasing material reuse, and improving waste separation practices. For example, warehouse operations in the United Kingdom utilize cardboard balers to compact recyclable materials for collection and recycling, while locations in the United States reported initiatives focused on the recovery and recycling of electronic devices, batteries, and shipment monitoring equipment at the end of their useful life.

Beyond its own operations, JAS collaborates with customers to support more sustainable packaging and supply chain design. This includes efforts to optimize packaging configurations, reduce unnecessary material use, improve transport efficiency, and explore circular solutions that balance environmental performance with product protection and regulatory requirements.

Building on the progress made in 2025, JAS will continue improving waste data quality and visibility across its network to better understand waste streams and identify opportunities for waste reduction and material recovery. The expansion of the Green Office Program and the sharing of practical initiatives across offices and warehouses will support more consistent waste management and recycling practices over time.

Water Management

Water consumption within JAS is primarily associated with office and warehouse facilities. The company seeks to manage water use responsibly by promoting efficient consumption practices and implementing practical conservation measures across its locations.

In addition to supporting energy, waste, and broader environmental initiatives, the Green Office Program contributed to increased employee awareness of water consumption and water conservation practices across the network. These efforts are supported through a combination of infrastructure improvements and employee engagement initiatives, including campaigns promoting responsible water use in kitchens and restrooms, water-saving faucets, dual-flush toilet systems, and other efficiency measures designed to reduce unnecessary consumption. Several facilities have implemented rainwater harvesting and reuse solutions to reduce reliance on municipal water supplies. Examples include rainwater storage and collection systems in South Africa and rainwater recovery infrastructure in the United Kingdom, supporting the use of harvested rainwater for various purposes.

WATER	UNIT	2025
Water Withdrawal	m3	121 907
Water Discharge	m3	109 716
Water Consumption	m^3	12 191
Water Withdrawal Intensity	m^3 per employee	22

In addition, a number of locations provide purified drinking water stations for employees. Beyond supporting employee wellbeing, these systems help reduce single-use plastic bottles which contribute to broader waste reduction efforts.

JAS will continue to improve water data quality and visibility across its network while promoting practical conservation measures through the Green Office Program to support more consistent water management practices.

Biodiversity & Natural Resource Stewardship

Although JAS does not undertake activities that directly impact biodiversity-sensitive areas, the company recognizes that global transportation networks can influence ecosystems through vessel operations, transport emissions, and other logistics-related activities. As a result, JAS seeks to incorporate biodiversity considerations into relevant environmental and transportation initiatives.

A successful example of this approach is JAS's participation in the Blue Whales & Blue Skies (BWBS) program, which encourages voluntary vessel speed reductions along the U.S. West Coast to help protect whale populations whilst reducing underwater noise and air pollution. In 2025, JAS was once again recognized as a Sapphire Ambassador, the program's highest recognition level, as more than 90% of JAS import and export shipments through California ports were moved by carriers operating at whale-safe speeds according to the defined BWBS vessel speed reduction zones.

This recognition reflects how transportation decisions, including carrier selection, support environmental objectives alongside operational requirements. It also demonstrates JAS's ongoing commitment to incorporating environmental considerations into its logistics activities where practical.

Many of the initiatives that form part of JAS's broader environmental strategy also provide indirect benefits for biodiversity. Efforts to improve transport efficiency, increase the use of lower-carbon transportation solutions, and reduce greenhouse gas emissions help minimize the environmental impacts associated with freight transportation across marine, terrestrial, and urban environments.

Social

UN Global Principles:

HUMAN RIGHTS

LABOUR

Sustainable Development Goals:

10 REDUCED INEQUALITIES

8 DECENT WORK AND ECONOMIC GROWTH

Main Policies

- Human Rights Policy
- Modern Slavey Policy
- Health & Safety Policy
- Sustainable Procurement Policy

Targets

- Lost Time Injury Frequency <1
- 100% Career & Performance Review completion rate

Actions

- Maintain and expand ISO 45001 certification coverage
- Drive performance review completion
- Strengthen employee engagement through surveys and action plans
- Promote wellbeing through global and local wellness programs
- Advance mentoring and internal mobility programs

Human Rights

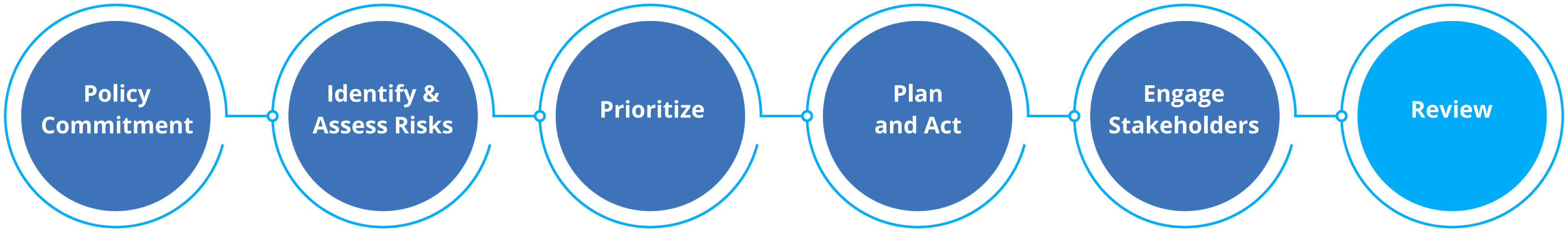
JAS is committed to respecting and promoting human rights across its operations and value chain. Our approach is guided by the UN Guiding Principles on Business and Human Rights, the core conventions of the International Labor Organization (ILO), and other internationally recognized standards. This commitment is reflected in our Human Rights Policy, Modern Slavery Policy, Supplier Code of Conduct, and broader governance framework.

Human rights-related training is available to all employees through the JAS University Learning Management System (LMS), supporting awareness of risks related to forced labor, human trafficking, modern slavery, and vulnerable populations. During 2025, JAS continued to promote participation and maintain access to this training across the organization. Human rights considerations remain integrated into relevant compliance, sustainability, and supplier management activities.

Safe and healthy working conditions are a fundamental component of human rights and labor rights. Additional information on JAS's approach to protecting employee wellbeing and workplace safety is provided in the Employee Health & Safety section.

Human Rights Due Diligence at JAS

JAS's Human Rights Due Diligence process is designed to systematically identify, prevent, mitigate, and account for potential human rights impacts associated with its operations and value chain.



The process is supported by three core elements:

- Policies and commitments embedded within governance and operations
- A human rights due diligence process to identify and address risks
- Grievance mechanisms available to potentially affected stakeholders

Stakeholder Engagement

Engaging with potentially affected stakeholders remains an important component of JAS's Human Rights Due Diligence approach. Stakeholder engagement occurs through employee town halls, training programs, communications, grievance mechanisms, and other reporting channels. JAS communicates its commitments and progress through internal communications channels, its website, Sustainability Report, and Bruni Foundation reporting, supporting transparency and accountability.

Human Rights Risk Assessment

In 2024, JAS conducted a Human Rights Risk Assessment to identify and evaluate potential and actual human rights impacts across its operations and value chain. The assessment focused on four stakeholder groups:

1. JAS's own workforce
2. Workers across the value chain
3. Affected communities
4. Individuals potentially impacted by the company's services

Potential and actual impacts were assessed considering the specific vulnerabilities of affected groups and contextual factors that may increase risk exposure. This process enabled JAS to identify its salient human rights issues and establish targeted actions to address them. To prioritize actions, identified impacts were evaluated based on their severity and likelihood, with particular emphasis placed on the severity of potential harm to people. This approach recognizes that even low-probability impacts may require attention where the consequences could be significant. The assessment results were visualized through a Human Rights Risk Heatmap, supporting the identification and prioritization of the most salient human rights issues.

The assessment continues to serve as the foundation of JAS's Human Rights Due Diligence approach and guided implementation activities during 2025. During the year, the company continued to implement and monitor actions related to employee wellbeing, workplace safety, human rights oversight, and labor rights within the value chain.

Progress on Salient Human Rights Issues

SALIENT HUMAN RIGHTS ISSUE	KEY ACTIONS	2025 PROGRESS
Employee Right to Health, Safety and Well-Being	Strengthening health and safety training, awareness, reporting culture, and management systems.	Continued implementation through global QHSE programs including health and safety training sessions, awareness campaigns, Health & Safety Committees, updated procedures, global QHS Week activities, wellbeing programs, and expansion of ISO 45001 certification coverage across the network.
Human Rights Risk Monitoring in the Workplace	Strengthening monitoring, reporting, auditing, and oversight practices.	Human rights considerations remained integrated into existing health and safety reporting, compliance oversight, and audit activities, enabling ongoing monitoring and continuous improvement.
Protection of Labor Rights in the Supply Chain	Promoting responsible labor practices through supplier due diligence, engagement, and awareness.	Implemented an enhanced supplier sustainability management process, including ESG risk mapping across the global supplier base covering labor and human rights topics, evidence-based assessments, corrective action management, and supplier engagement activities, including capacity-building initiatives.

Commitment to Continuous Improvement

Human rights due diligence remains an integral ongoing part of JAS's approach to responsible business conduct. As the company continues to grow and integrate new operations, it remains committed to strengthening governance, monitoring salient risks, and promoting respect for human rights throughout its operations and value chain.

Employee Health and Safety

JAS manages employee health and safety through a global framework aligned with the ISO 45001:2018 Occupational Health and Safety Management System. In 2025, ISO 45001-certified sites represented approximately **67%** of JAS facilities globally. While certification coverage continues to expand, a portion of the network consists of recently acquired locations that are still being integrated into JAS management systems and certification programs. As these offices and warehouses are progressively integrated, certification coverage will continue to increase over time. This framework is designed to identify and track risks, prevent incidents, support employee wellbeing, and promote consistent health and safety practices across offices, warehouses, and operational sites worldwide.

The health and safety program includes dedicated regional and local QHSE resources, Health & Safety Committees, regular risk assessments, monthly health and safety meeting minutes, occupational health check-ups in selected locations, HSE notice boards, and wellbeing initiatives that support employee health. During 2025, JAS updated several health and safety procedures, including the Health & Safety Incident Management and Investigation Standard Operating Procedure (SOP), to further strengthen reporting, investigation, and corrective action processes across the organization.

Building on the relaunched global Environmental Health & Safety (EH&S) training materials introduced in 2024, JAS continued to scale health and safety trainings during 2025 to support ongoing awareness and preparedness in the workplace. Mandatory training is delivered through JAS University courses and covers a range of workplace risks and operational activities, including workplace ergonomics, stress management and psychological wellbeing, injury and illness prevention, hazard recognition, heat illness prevention, and other role-specific training for operational activities such as forklift operation and warehouse safety. These programs are complemented by local awareness campaigns, refresher trainings, and regular safety communications throughout the year.

To further strengthen awareness across the organization, JAS hosted a global Quality, Health and Safety Week in November 2025. The campaign included videos, interactive quizzes, practical safety tips, and best practices shared from across the network, providing employees with opportunities to learn from one another while reinforcing a proactive safety culture.

Employee wellbeing remained a focus area throughout the year. In 2025, JAS launched the Wellness Boost program globally, complementing existing local wellbeing initiatives through short online sessions designed to encourage movement, stretching, breathing exercises, and mental resets during the workday.

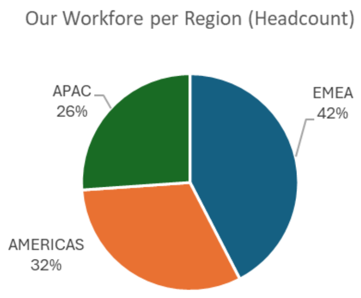
JAS monitors safety performance globally through indicators such as Lost Time Injury Frequency (LTIF) and fatalities. In 2025, the Company recorded an LTIF of **0,54 incidents** per million hours worked and maintained **zero** work-related fatalities across its global operations.

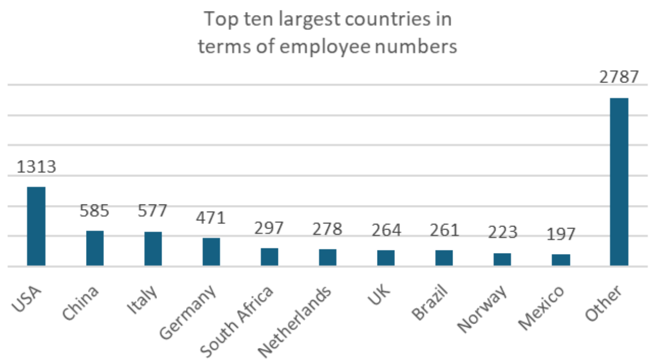
HEALTH & SAFETY FACTS	2025	2024	2023
Lost Time Injury Frequency	0,54	0,31	1,45
Fatalities	0	0	0

Workforce Empowerment and Equal Opportunity

At JAS, we believe that an inclusive, respectful, and empowering workplace is essential to long-term business success. Guided by the corporate Human Rights Policy, Code of Conduct, Equal Employment Opportunity commitment, and anti-harassment and anti-discrimination requirements, we strive to create an environment where employees are treated fairly and have equal access to opportunities for professional growth and development.

JAS's workforce reflects the global nature of its operations. In 2025, employees were distributed across all major regions, with 42% located in EMEA, 32% in the Americas, and 26% in APAC. The largest share of employees by country was located in the United States, China, Italy, Germany, South Africa, the Netherlands, the United Kingdom, Brazil, Norway, and Mexico, with the remaining workforce distributed across other JAS locations.





Workforce composition is monitored across gender, age groups, and leadership positions to support transparency and inform workforce-related initiatives. Changes in workforce demographics compared to previous years were influenced in part by acquisitions completed during the reporting period and the ongoing integration of acquired entities into JAS systems and reporting processes. As workforce data becomes increasingly standardized across the expanded organization, the completeness and consistency of demographic disclosures will improve over time.

WORKFORCE DEMOGRAPHICS	UNIT	2025	2024	2023
Female	Percentage	36	42	45
Male	Percentage	36	42	47
Not disclosed	Percentage	28	16	8
Female (Leadership)	Percentage	33	23	23
Male (Leadership)	Percentage	50	71	75
Not disclosed (Leadership)	Percentage	17	6	2
16 - 30 years old	Percentage	13	12	15
30-50 years old	Percentage	41	50	55
> 50 years old	Percentage	14	18	19
Not disclosed	Percentage	32	20	11

In 2025, women represented 36% of the total workforce and 33% of leadership positions. Men represented 36% of the workforce and 50% of leadership positions, while the proportion of employees whose gender was not disclosed increased to 28% of the workforce and 17% of leadership positions. In terms of age structure, 13% of employees were between 16 and 30 years old, 41% were between 30 and 50 years old, and 14% were over 50 years old. Age information was not disclosed for 32% of employees. The age profile of the workforce indicates that all employees are above the minimum working age, supporting JAS's commitment to preventing child labor across its operations.

Human Capital Development

JAS invests in employee development through learning, career development, talent management, and internal knowledge-sharing initiatives designed to strengthen organizational capability and support long-term employee growth. JAS University is the central platform for employee training, providing access to compliance, operational, and other professional development resources across the organization.

In 2025, JAS continued to enhance its global learning infrastructure. As part of broader efforts to improve visibility, alignment, and accountability in learning, JAS rollout of a global Training Dashboard. The dashboard is designed to provide insights into training progress across regions and support the timely completion of mandatory compliance courses. Key features include centralized visibility of completion status, integrated training records, enhanced manager oversight, and automated notifications linked to new or expiring certification requirements.

Additional improvements include automated onboarding reminders through JAS University, enhanced capabilities for creating interactive AI learning content, and initiatives encouraging employees to maintain accurate records of skills, certifications, and qualifications. These efforts help support workforce planning, organizational readiness, audit preparedness, and employee visibility across the business. In response to evolving workplace requirements and the introduction of new digital tools, JAS also continued to expand employee development opportunities, including training on AI and other relevant technologies.

A significant milestone in 2025 was the launch of the JAS Knowledgebase, a central repository designed to provide employees with quick and consistent access to organizational resources, policies, procedures, guidance materials, and best practices. To further improve accessibility, the Knowledgebase was integrated with a digital AI assistant, enabling employees, including frontline and mobile workers, to access information more easily across devices and locations. The new database supports general onboarding, employee self-service, operational updated, and standardized knowledge sharing across the organization.

Alongside formal learning, JAS supports employee growth through mentoring, coaching, leadership development, internal mobility opportunities, and talent management initiatives. The Global Talent Management Program, supported by mentors across regions, aims to further develop employees' skills, explore career opportunities, and prepare for future leadership positions.

In 2025, employees received an average of 16.5 training hours per person. Employee turnover increased to 21%, compared with 16% in 2024, primarily due to acquisitions and related integration and organizational restructuring activities during the year. Performance evaluation completion improved to 70% in 2025, compared with 63% in 2024, supporting JAS's continued efforts to increase participation in performance and career development reviews.

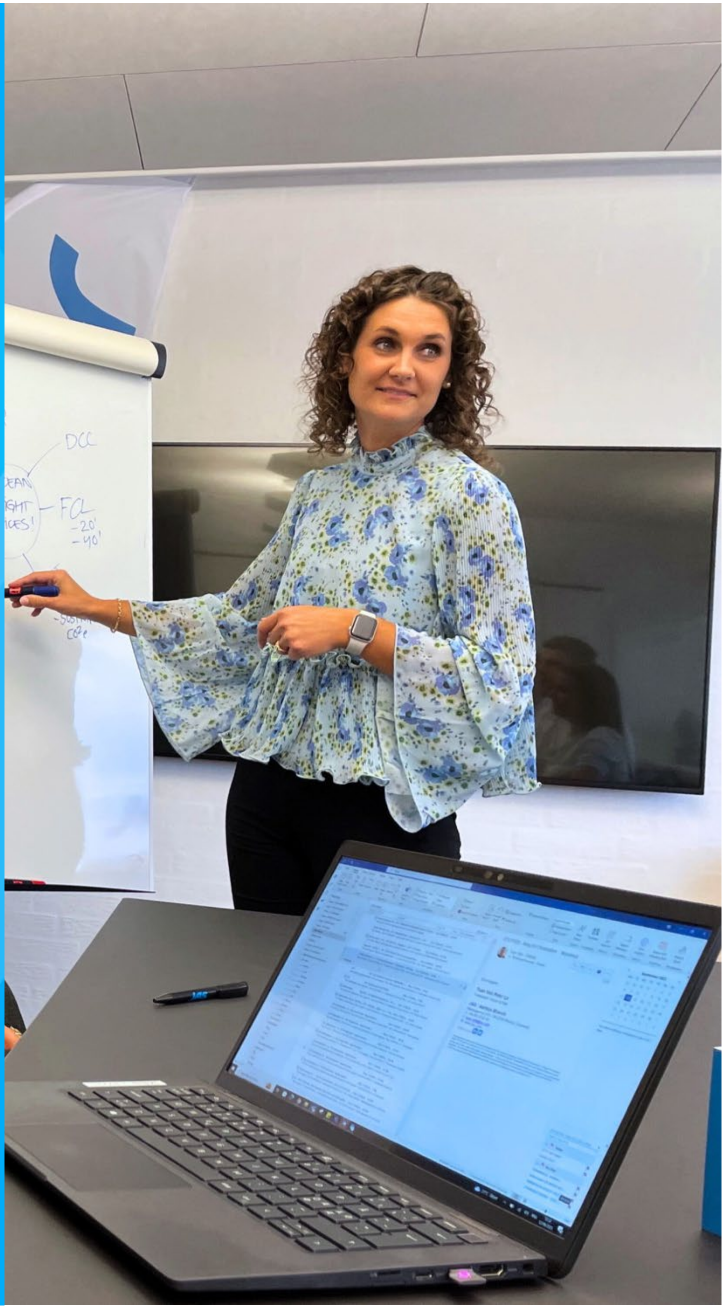
COMPLETION RATE	UNIT	2025	2024
Performance evaluation	Percentage	70	63
EMPLOYEE TURNOVER	**UNIT**	**2025**	**2024**
Employee turnover rate	Percentage	21	16

INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES (ESRS 2 GOV-2)

Sustainability considerations are embedded within JAS's annual Career & Performance Review process. Employee performance is assessed based on operational objectives, forward-looking goals, and expected behaviors aligned with the company's core competencies.

These competencies include relationship-building, integrity, excellence, innovation, and community. The latter explicitly reflects JAS's commitment to sustainability, defined as *making a sustainable difference in our world, both within and outside of JAS, by actively contributing to a more sustainable future*.

Employees define individual objectives through a structured self-evaluation process, which are reviewed and aligned with their direct manager during formal evaluation discussions, and apply across all levels of the organization. This framework supports the integration of sustainability-related considerations into individual performance objectives and aligns employee development with the company's broader ESG priorities.



Fair Labor Practices

JAS is committed to maintaining a workplace founded on integrity, respect, fairness, and the protection of labor rights. This commitment is reflected in the Human Rights Policy, Modern Slavery Policy, Code of Conduct, Supplier Code of Conduct, and additional policies and procedures that support responsible business practices.

Throughout 2025, JAS continued to reinforce these principles through mandatory training on topics such as professional conduct, ethics, anti-harassment, anti-discrimination, human rights, and compliance. Employees have access to confidential grievance mechanisms, including a whistleblower hotline, through which concerns can be reported and investigated in accordance with corporate compliance procedures. JAS maintains a zero-tolerance approach to discrimination, harassment, retaliation, forced labor, child labor, and other violations of internationally recognized labor standards.

JAS updated and implemented the Data Privacy and Protection Policy, establishing minimum standards for data privacy compliance across the organization. The policy reinforces the lawful, fair, and transparent processing of personal data and the rights of individuals (See Cybersecurity and Data Protection section).

Through these policies, training programs, governance mechanisms, and reporting channels, JAS continues to strengthen a workplace culture built on integrity, accountability, and respect for people. Employee perceptions of workplace culture and workplace fairness are monitored through an annual Global Employee Survey. The Fair Treatment & Sense of Belonging score increased to 8.1 out of 10 in 2025, compared with 8.0 in 2024, reflecting employees' positive perception of inclusion, respect, and equitable treatment across the organization.

SCORE	2025	2024	SCALE
Fair Treatment & Sense of Belonging	8,1	8	0-10

Employee Engagement

Employee engagement plays a critical role in fostering a strong organizational culture, supporting collaboration, and driving long-term business success. Throughout 2025, employees were encouraged to actively participate in initiatives that promoted sustainability awareness, wellbeing, learning, and continuous improvement across the organization. Monthly sustainability webinars continued to provide opportunities to learn about and adapt professional environmental and social practices. The Green Office Program empowered local teams to implement sustainability initiatives in their local workplaces and engage colleagues in actions that support the company's sustainability objectives.

Contributions across the organization are elevated through a variety of local and global programs. In addition to annual performance evaluations, these programs highlighted employees who demonstrated exceptional commitment, teamwork and leadership. Examples included initiatives such as the Star Program in China, which recognizes employees not only for performance results, but also for demonstrating company values and behaviors that strengthen the JAS culture.

These efforts were reflected in external recognition as well. In 2025, JAS Chile was recognized as a Great Place to Work for the third consecutive year, reflecting the company's continued focus on employee engagement, workplace culture, and creating a positive work environment.

Beyond operational responsibilities, Sustainability Ambassadors were recognized globally for their commitment to advancing the Sustainable Development Goals (SDGs), supporting local sustainability initiatives, and encouraging participation in various projects. These employees played an active role in mobilizing other colleagues to participate in Bruni Foundation activities and broader sustainability programs, helping to strengthen engagement across teams and regions.

SCORE	2025	2024	2023	SCALE
Employee Engagement	65	61	58	0-100

The annual Global Employee Survey provided valuable insights into employee perspectives and areas for improvement. Survey feedback is evaluated, and action plans are developed and communicated across the JAS organization to address key themes and support continuous improvement. Progress against these actions is monitored Year-on-Year. In 2025, the overall employee engagement score reached 65%, reflecting continued progress in employee connection, participation, and engagement across the organization.

Community Engagement

Supporting the communities in which JAS operates is an important part of the company's social responsibility approach. Through the Bruni Foundation, the philanthropic arm of JAS, the company dedicates up to 1% of its net profits to support initiatives aligned with key Sustainable Development Goals, particularly No Poverty (SDG 1), Zero Hunger (SDG 2), Quality Education (SDG 4), and Clean Water and Sanitation (SDG 6), while advancing broader community development, disaster relief, and social and environmental impact efforts around the world.

A key component of these efforts is the Pay It Forward program, which enables employees to dedicate time and resources to various projects during working hours. The program encourages employees to take an active role in supporting their communities and creates opportunities for collaboration across regions and functions. Projects carried out address educational support, food and supply donations, environmental restoration activities, community outreach, health and wellbeing initiatives, and support for vulnerable populations.

Participation continued to grow in 2025. Employees contributed approximately **5,800 volunteer hours** across **74 projects** in **27 countries**, representing a 45% increase compared to 2024. These initiatives not only generated positive impacts in local communities but also strengthened employee engagement and collaboration across the JAS network.

Additional information on the projects supported, their objectives, beneficiaries, and outcomes are available in the Bruni Foundation Impact Report 2025, which provides a detailed overview of community engagement activities and impacts across the JAS network.

SCORE	2025	2024
Volunteer hours	5 800	4 000
Number of projects	74	52
Countries positively impacted	27	20

Governance

UN Global Principles:

ANTI-CORRUPTION

Sustainable Development Goals:

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

Main Policies

- Code of Conduct
- Supplier Code of Conduct
- Sustainable Procurement Policy
- Data Privacy and Protection Policy

Targets

- Cybersecurity Training Completion Rate 100%
- Suppliers responsible for 80% of upstream transportation and distribution emissions have set science-based targets

Actions

- Improve compliance training monitoring
- Strengthen cybersecurity awareness and data privacy governance
- Assess and engage suppliers on ESG performance
- Develop risk management and business continuity framework

Anti-Corruption and Ethics

Integrity and ethical business conduct are central to how JAS operates and collaborates with employees, customers, suppliers, and other stakeholders. The company's approach is guided by its Code of Conduct, Supplier Code of Conduct, Human Rights Policy, Modern Slavery Policy, and other governance frameworks that establish expectations for responsible business behavior across the organization and value chain.

These expectations are reinforced through mandatory compliance training, awareness initiatives, internal controls, and confidential reporting channels available to employees and external stakeholders. JAS maintains a zero-tolerance approach to bribery, corruption, fraud, conflicts of interest, and other forms of unethical conduct.

During 2025, JAS continued its collaboration with TRACE to deliver mandatory anti-corruption and ethics training across the organization. As part of broader efforts to improve visibility and compliance monitoring activities, TRACE training records were integrated into JAS University and incorporated into the new Training Dashboard (see Human Capital Development section). JAS initiated a comprehensive review and update of its Code of Conduct and mandatory ethics and compliance training content to reflect evolving regulatory requirements, business practices, and stakeholder expectations, strengthening the company's responsible business conduct.

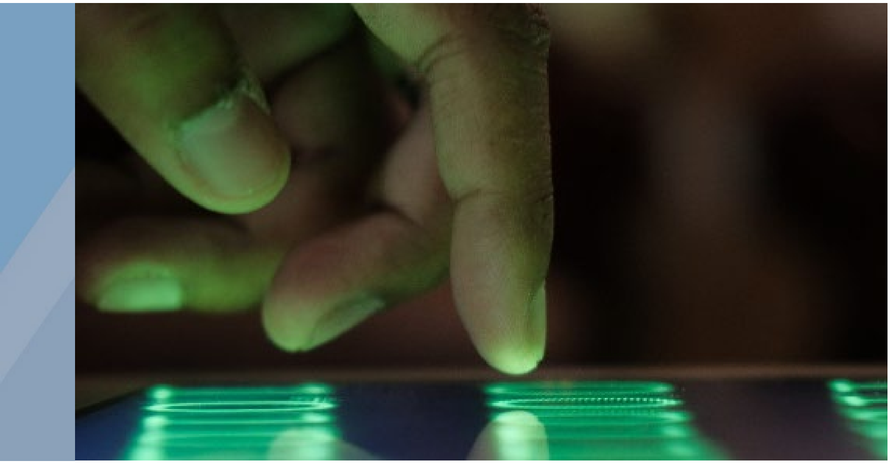
TRAINING	UNIT	2025
Anti-Corruption & Business Ethics Training Completion Rate	Percentage	74

As part of its broader compliance framework, JAS screens organizations, stakeholders, and other operational activities against international sanctions and restricted-party lists to support regulatory compliance and mitigate business risk for JAS and its customers. Activities are supported through automated screenings, defined escalation procedures and ongoing compliance reviews.

Cybersecurity and Data Protection

As technology, digitalization, and data continue to play a central role in logistics operations, protecting information assets and personal data remains a key governance priority for JAS. During 2025, the organization implemented a new Data Privacy and Protection Policy, establishing standards for data privacy compliance across the organization. The policy reinforces the lawful, fair, and transparent processing of personal data and the rights of employees and other stakeholders. To strengthen governance in this area, JAS established a dedicated Group Privacy Office to support the consistent management of personal data and compliance with applicable privacy requirements. JAS also maintained the ISO 27001 certification across its information security management system, supporting a structured approach to information processing and security.

JAS requires Data Privacy Impact Assessments (DPAs) for new projects, IT systems, or processes involving personal data. This process includes innovative technologies, high-risk activities, and international data transfers. Assessment outcomes are used to identify mitigation measures and support the ongoing management of privacy risks.



Cybersecurity awareness continued to be reinforced through mandatory training programs covering email and social engineering threats, insider threats, mobile device security, passwords and authentication, and physical security and remote working practices. Training completion is actively monitored through Management, Human Resources, and Information Technology teams. Additional awareness was promoted through the global Cyber Security Awareness Month campaign launched in October 2025.

TRAINING	UNIT	2025
Data Protection & Privacy Training Completion Rate	Percentage	76

JAS implemented an innovative IT service management platform that streamlines incident reporting and supports self-service. In parallel, the company implemented a global Artificial Intelligence Policy to support the secure, responsible, and compliant use of AI technologies across the organization. These technical, physical, and organizational safeguards continue to be applied to protect information and personal data, supported by risk assessments, cybersecurity controls, incident management processes, and incident response procedures.

ESG Governance and Accountability

JAS's sustainability governance framework is described in detail in the Corporate Governance section of this report. It is embedded across the company's management systems, policies, processes, and decision-making structures. Governance responsibilities are distributed across management functions, regional counterparts, and operational teams, providing clear accountability for ESG performance and implementation.

Several initiatives further reinforced sustainability governance and organizational alignment during 2025. The company held its first on-site Global QHSE & Sustainability Meeting in Amsterdam, bringing together representatives from across the organization to share priorities, best practices, progress and define goals related to quality, health and safety, and other sustainability topics. JAS also consolidated and formalized its global QHSE & Sustainability Policy, supporting the continued integration of sustainability considerations into corporate operational and management processes.

Regulatory Compliance

Operating across multiple jurisdictions requires JAS to monitor and respond to a broad range of regulatory, certification, and customer compliance requirements.

	ISO 14001: 2015	ISO 9001:2015	ISO 45001: 2018	ISO 27001:2022	ISO 13485:2016	GDP	IATA Pharma CEIV	TAPA FSR
# Sites	195	195	195	1	2	62	3	5
% Coverage	67	67	67	100	-	-	-	-

During 2025, JAS continued to expand its certification coverage, including ISO, TAPA Facility Security Requirements (FSR) and GDP (Good Distribution Practice) certifications, supporting high standards of operational excellence, security, and quality across the network. The expansion of TAPA-certified facilities further strengthens physical security controls for high-value cargo, supports loss prevention and risk mitigation efforts, and enables alignment with internationally recognized security standards across supply chains.

JAS continued to strengthen its preparedness for evolving sustainability and compliance requirements. This included activities related to CSRD readiness, human rights due diligence requirements, climate-related disclosure obligations, and other emerging ESG regulations affecting the logistics sector. Relevant developments monitored during the year included the EU Emissions Trading System (EU ETS), International Maritime Organization (IMO) decarbonization measures, and the EU Carbon Border Adjustment Mechanism (CBAM), among other regulatory developments affecting customers and supply chains.

Transparency on climate-related matters advanced during the year through the publication of JAS's first Climate-Related Financial Risk Disclosure, prepared in accordance with the California Climate-Related Financial Risk Disclosure Program (SB 261). The disclosure was prepared using the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework as accepted by the California Air Resources Board (CARB).

These activities are supported through collaboration between operational functions, compliance teams, finance, legal, sustainability, and other relevant stakeholders, helping ensure a coordinated approach to regulatory monitoring, implementation, and reporting.

Resilience and Risk Management

Risk management is integrated into JAS's Business Management System and supports decision-making, operational resilience, regulatory compliance, and long-term business performance. Specific risk assessments are conducted across a range of topics and functions, including climate-related risks, human rights, health and safety, data privacy, cybersecurity, operational activities, and supply chain management. These assessments support the identification, evaluation, mitigation, and monitoring of risks relevant to JAS's operations and value chain.

During 2025, JAS further advanced its approach to enterprise risk management. Led by the QHSE & Sustainability function, a risk committee was established to continuously review functional risks and identify high priorities. These risks are tracked in an interactive IT platform, closely connected with IT and Cyber Security resilience measures. The initiative aimed to consolidate risk identification, assessment, mitigation, monitoring and reporting within a common framework, providing a more structured and integrated approach to risk management. In addition to operational risks, the framework incorporates compliance, financial, health and safety, and other sustainability-related risks, supporting a more holistic view of organizational risk exposure and management.

Risk management activities are supported by established risk assessment methodologies, change management procedures, internal controls, and management review processes. This ensures that risks are consistently monitored and addressed at both operational and organizational levels.

Responsible Supply Chain Management

JAS recognizes that responsible business conduct extends throughout its supply chain. The company's strategy regarding supplier requirements is defined in the Supplier Code of Conduct and Sustainable Procurement Policy. The document establishes the expectations related to ethics, business integrity, human rights, labor practices, environmental performance, and regulatory compliance. In addition, trade compliance controls, including Denied Party Screening procedures, support compliance with applicable sanctions and denied-party policies.

To strengthen the identification and management of ESG risks, JAS implemented a structured supplier sustainability management process using the EcoVadis platform. The process is managed centrally by the Global Sustainability team and supported by regional and local supplier relationship owners, who coordinate supplier engagement, follow-up activities, and improvement actions across the network.

The process begins with the ESG risk mapping and screening of 100% direct logistics providers. Based on this screening, suppliers identified as operating within higher-risk categories are requested to complete a detailed sustainability assessment. Through the EcoVadis platform, suppliers complete a tailored questionnaire and provide supporting evidence covering four key themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The EcoVadis methodology is regularly updated to reflect evolving regulatory requirements, international standards, and sustainability best practices, helping JAS maintain an approach that remains aligned with a changing regulatory landscape.

COVERAGE	UNIT	2025
Direct Logistic Suppliers screened on ESG criteria	Percentage	100
Suppliers assessed on ESG criteria (requested scorecard)	Percentage	9
Suppliers subject to corrective action plans	Percentage	8
ESG training hours completed by procurement staff	Hours	95

Upon completion, suppliers receive a comprehensive scorecard and medal rating that provides a standardized basis for benchmarking performance, identifying risks, and prioritizing engagement activities. Suppliers that do not meet established performance expectations are required to address findings accordingly and implement corrective action plans within agreed timelines. Assessment results are reviewed annually and integrated into supplier risk mapping, compliance monitoring, reporting processes, and business decision-making.

Beyond assessment and monitoring, the process includes a capacity-building component. Suppliers have access to guidance materials, training resources, and improvement tools available through the EcoVadis platform, helping them better understand ESG requirements and strengthen their compliance and sustainability performance over time. Assessment outcomes may also be used to support supplier recognition and incentivization initiatives that reward strong performance and continuous improvement.

In parallel, JAS continued to engage with strategic suppliers representing 80% of upstream transportation and distribution emissions as part of its Science Based Targets initiative commitments, encouraging the adoption of science-based emissions targets and supporting broader value chain decarbonization efforts.

Product & Services Innovation

Innovation plays an important role in how JAS supports customers while improving operational efficiency, visibility, and sustainability performance. During 2025, the company continued to enhance digital solutions and customer-facing services designed to support more informed supply chain decision-making and improve transparency across logistics operations.

JAS further expanded sustainability-related capabilities available through JAS SmartHub and customer visibility solutions, enabling customers to better understand and manage the environmental impacts of their supply chains. This included the integration of emissions data into customer platforms and reporting systems, allowing sustainability information to be incorporated directly into customer processes and decision-making. The company also continued to develop and offer lower-carbon logistics solutions, including certified biofuel programs for air, ocean, and road freight, supported by recognized methodologies and standards such as the GHG Protocol and the GLEC Framework.

Additionally, JAS continued to leverage AI-enabled solutions in collaboration with external partners to optimize container utilization and loading efficiency. These initiatives support improved **load factors, more efficient use of transport capacity, reduced environmental impacts associated with freight transportation, and greater alignment with evolving packaging and sustainability requirements**.

RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING (ESRS 2 GOV-5)

Transparency and Reporting

Sustainability reporting at JAS is supported by internal control processes that ensure the completeness, integrity and accuracy of disclosed data. Data is collected through a centralized process covering entities within the defined reporting boundary, with follow-up procedures in place to address missing or incomplete submissions. Standardized methodologies, including the consistent application of emission factors and calculation approaches, are used to ensure comparability and consistency across all reporting units. Reported data is subject to multi-level validation, including plausibility checks and internal reviews, prior to consolidation. Where primary data is not available, estimates are applied using defined methodologies based on activity data or established proxies, with underlying assumptions documented and periodically reviewed. These processes contribute to the company’s overall approach to risk management and internal controls and are continuously being developed to further strengthen sustainability reporting.

Statement

The Executive Board members have received, and the President & CEO, COO and CFO have approved the JAS Sustainability Report for 2025.

Executive Board Members

Biagio Bruni, Chairman
Marco Rebuffi, President & CEO
Alberto Bruni, Chief Operations Officer
Tahira Fumo, Chief Financial Officer

STATEMENT ON DUE DILIGENCE (ESRS 2 GOV-4)

CORE ELEMENT OF DUE DILIGENCE	SECTIONS IN THE SUSTAINABILITY STATEMENT	PAGE
a. Embedding due diligence in governance, strategy and business model	• Corporate Governance • Double materiality assessment	13-17
b. Engaging with affected stakeholders in all key steps of the due diligence	• Engaging with stakeholders • Double materiality assessment	11-15
c. Identifying and assessing negative impacts	• Double materiality assessment	13-15
d. Taking actions to address those negative impacts	• Environmental • Social • Governance	22-58
e. Tracking the effectiveness of these efforts and communicating	• Environmental • Social • Governance	22-58

GRI index

Statement of use:

JAS has reported in accordance with the GRI Standards for the period 01.01.2025 – 31.12.2025

GRI used:

2021

Applicable GRI Sector Standard(s):

Not Applicable

GRI STANDARD	DISCLOSURE	DISCLOSURE NAME	UNGC PRINCIPLES	LOCATION/ PAGE
GENERAL STANDARD DISCLOSURES				
GRI 2 (2021)	2-1	Organizational details	1–10	7-9
	2-2	Entities included in the organization's sustainability reporting	1–10	6
	2-3	Reporting period, frequency, and contact point	1–10	6
	2-6	Activities, value chain and other business relationships	1–10	7-9
	2-7	Employees	1–10	7, 17, 44–45
	2-9	Governance structure and composition	1–10	16–17
	2-12	Role of the highest governance body in overseeing the management of impacts	1–10	16–17
	2-22	Statement on sustainable development strategy	1–10	4
	2-23	Policy commitments	1–10	22, 39, 51
	2-26	Mechanisms for seeking advice and raising concerns	1–10	11–12, 48, 52
	2-28	Membership associations	1–10	20
MATERIALITY ASSESSMENT AND LIST OF MATERIAL TOPICS				
GRI 3 (2021)	3-1	Process to determine material topics	1–10	13
	3-2	List of material topics	1–10	14–15
GHG EMISSIONS & LOW-CARBON TRANSPORTATION				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	23–33
GRI 305 (2016)	305-5	Reduction of GHG emissions	7, 8, 9	26–30
AIR QUALITY				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	31
ENERGY MANAGEMENT AND RENEWABLE ENERGY				
GRI 302 (2016)	302-1	Energy consumption within the organization	7, 8, 9	32-34
GRI 305 (2016)	305-2	Energy indirect (Scope 2) GHG emissions	7, 8, 9	25, 32-34
GRI 305 (2016)	305-3	Other indirect (Scope 3) GHG emissions	7, 8, 9	25, 28-30
CIRCULARITY & WASTE MANAGEMENT				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	35-36
CLIMATE RISK & RESILIENCE				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	23-27
BIODIVERSITY & NATURAL RESOURCE STEWARDSHIP				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	38
HUMAN RIGHTS				
GRI 3 (2021)	3-3	Management of material topics	1, 2, 4, 5	40-42

GRI STANDARD	DISCLOSURE	DISCLOSURE NAME	UNGC PRINCIPLES	LOCATION/ PAGE
EMPLOYEE HEALTH & SAFETY				
GRI 3 (2021)	3-3	Management of material topics	1, 2	43-44
GRI 403 (2018)	403-1	Occupational health and safety management system	1, 2	43-44
GRI 403 (2018)	403-10	Work-related ill health	1, 2	43-44
WORKFORCE EMPOWERMENT & EQUAL OPPORTUNITY				
GRI 3 (2021)	3-3	Management of material topics	6	44-45
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	6	17, 45
EMPLOYEE ENGAGEMENT				
GRI 3 (2021)	3-3	Management of material topics	6	49
HUMAN CAPITAL DEVELOPMENT				
GRI 3 (2021)	3-3	Management of material topics	6	46-47
FAIR LABOR PRACTICES				
GRI 3 (2021)	3-3	Management of material topics	1-6	48
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	5	41-42, 48, 56-57
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4	41-42, 48, 56-57
COMMUNITY ENGAGEMENT				
GRI 3 (2021)	3-3	Management of material topics	1-8	50
GRI 413 (2016)	413-1	Operations with local community engagement, impact assessments and development programs	8	50
ANTI-CORRUPTION & ETHICS				
GRI 3 (2021)	3-3	Management of material topics	10	52
GRI 205 (2016)	205-1	Operations assessed for risks related to corruption	10	52
GRI 205 (2016)	205-2	Communication and training about anti-corruption policies and procedures	10	52
CYBERSECURITY & DATA PROTECTION				
GRI 3 (2021)	3-3	Management of material topics	1,10	53

GRI STANDARD	DISCLOSURE	DISCLOSURE NAME	UNGC PRINCIPLES	LOCATION/ PAGE
REGULATORY COMPLIANCE				
GRI 3 (2021)	3-3	Management of material topics	10	54-55
RISK MANAGEMENT				
GRI 3 (2021)	3-3	Management of material topics	10	55-56
ESG GOVERNANCE & ACCOUNTABILITY				
GRI 3 (2021)	3-3	Management of material topics	1-10	16-17, 54
RESPONSIBLE SUPPLY CHAIN MANAGEMENT				
GRI 3 (2021)	3-3	Management of material topics	1,4,5,8	56-57
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	5	42, 56-57
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4	42, 56-57
TRANSPARENCY & REPORTING				
GRI 3 (2021)	3-3	Management of material topics	8,10	58
PRODUCT & SERVICES INNOVATION				
GRI 3 (2021)	3-3	Management of material topics	8,9	58

TCFD index

The table below provides an overview of climate-related disclosures included in this report and their alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

THEME	RECOMMENDED DISCLOSURE	PAGE
Governance	Describe the board's oversight of climate-related risks and opportunities.	16–17
	Describe management's role in assessing and managing climate-related risks and opportunities.	16–17
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	23–24
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	15, 23–27
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	25–30
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	23–24, 55–56
	Describe the organization's processes for managing climate-related risks.	27, 55–56
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	55–56
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	25–34
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	24–26
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	25–34

List of abbreviations

ABBREVIATION	MEANING
AI	Artificial Intelligence
APAC	Asia-Pacific
BWBS	Blue Whales & Blue Skies
CARB	California Air Resources Board
CAT	Clean Air Transport
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CEIV	Center of Excellence for Independent Validators
CoP	Communication on Progress
CO_2	Carbon Dioxide
CO_2e	Carbon Dioxide Equivalent
CRM	Customer-Relationship-Management
CSRD	Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
DPA	Data Privacy Assessment
EMEA	Europe, Middle East and Africa
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
ETS	Emissions Trading System
EV	Electric Vehicle
FSR	Facility Security Requirements
GDP	Good Distribution Practice
GHG	Greenhouse Gas
GLEC	Global Logistics Emissions Council
GRI	Global Reporting Initiative
H&S	Health & Safety
IAA	International Airfreight Associates
IATA	International Air Transport Association

ABBREVIATION	MEANING
ILO	International Labour Organization
IMO	International Maritime Organization
IROs	Impacts, Risks and Opportunities
ISO	International Organization for Standardization
IT	Information Technology
KLG	Key Logistics Group
LMS	Learning Management System
LTIF	Lost Time Injury Frequency
MAB	Management Advisory Board
NO_x	Nitrogen Oxides
PM	Particulate Matter
QBR	Quarterly Business Review
QHSE	Quality, Health, Safety and Environment
RFI	Request for Information
SAF	Sustainable Aviation Fuel
SB 261	California Senate Bill 261
SBTi	Science Based Targets initiative
SDG / SDGs	Sustainable Development Goal(s)
SFC	Smart Freight Centre
SO_2	Sulfur Dioxide
SOP	Standard Operating Procedure
SVP	Senior Vice President
TAPA	Transported Asset Protection Association
TCFD	Task Force on Climate-related Financial Disclosures
UNGC	United Nations Global Compact
WMS	Warehouse Management System
WTW	Well-to-Wheel

Appendix

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ASSURANCE STATEMENT

Context

NORMEC VERIFAVIA has been engaged by JAS Worldwide to perform an independent verification of carbon inventory data with reasonable assurance for Scope 1 and limited assurance on Scope 2 & 3 emissions for the monitoring period 2025 (1st January 2025 – 31st December 2025) as presented in JAS Worldwide's Carbon Footprint report. Scope 2 emissions were calculated using location and market-based emission factors. Scope 3 emissions consist of categories 1, 3, 4, 5, 6 and 7 as per the Greenhouse Gas Protocol – "A Corporate Accounting and Reporting Standard" (Revised Edition).

A summary of the emissions data reported by JAS Worldwide is given in the table below:

Environmental Footprint		
Source	***Unit***	***Emissions***
Scope 1		**2,025**
Mobile Combustion	tCO_2e	2,025
Scope 2		
Location-based emissions	tCO_2e	3,777
Market-based emissions	tCO_2e	2,984
Scope 3		**2,396,476**
Purchased goods and services	tCO_2e	6,898
Fuel and energy-related activities	tCO_2e	1,979
▪ *Upstream emissions of purchased fuels* ▪ *Upstream emissions of purchased electricity* ▪ *T&D Losses*	tCO_2e	*604* *980* *395*
Upstream transportation & distribution	tCO_2e	2,374,259
▪ *Air logistics* ▪ *Ocean logistics* ▪ *Road logistics* ▪ *Rail logistics*	tCO_2e	*1,435,523* *609,573* *293,066* *36,097*
Waste generated	tCO_2e	769
▪ *Solid Waste* ▪ *Water withdrawal*	tCO_2e	*738* *31*
Business travel	tCO_2e	4,437
Employee commuting	tCO_2e	8,134
Total Scope 1 & 2 emissions- Location-based	tCO_2e	**5,802**
Total Scope 1 & 2 emissions- Market-based	tCO_2e	**5,009**
Total Scope 1, 2, 3 emissions- Location-based	tCO_2e	**2,402,278**
Total Scope 1, 2, 3 emissions- Market-based	tCO_2e	**2,401,485**

Any other information in the JAS Worldwide Carbon Footprint report is not subject to our assurance engagement, and we do not report and do not opine on that information. The Global Sustainability Team of JAS Worldwide is responsible for the preparation and presentation of the JAS Worldwide Carbon Footprint report, including the reported annual environmental data and information presented therein.

We are responsible for providing an Assurance Statement on the reported annual environmental data presented in the table above. NORMEC VERIFAVIA disclaims any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this Assurance Statement.

Criteria

The framework used by JAS Worldwide to report the carbon inventory is the Greenhouse Gas Protocol – "A Corporate Accounting and Reporting Standard" (Revised Edition).

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We conducted the independent audit based on the following verification criteria:

- ISO/IEC 17029:2019 - Conformity assessment - General principles and requirements for validation and verification bodies.
- ISO 14064-3:2019 – Greenhouse Gases – Specification with guidance for the validation and verification of greenhouse gas emissions and removals.
- ISO 14065:2020 - General principles and requirements for bodies validating and verifying environmental information.
- The GHG Protocol (Revised Edition) - Corporate Accounting and Reporting Standard.

Responsibilities

JAS Worldwide is solely responsible for the preparation and reporting of its carbon inventory data, for any information and assessments that support the reported data, for determining the group's objectives concerning carbon information and management, and for establishing and maintaining appropriate performance management and internal control systems from which reported information is derived.

In accordance with the verification contract, it is our responsibility to form an independent opinion, based on the examination of information and data presented in the Carbon Footprint report, and to report that opinion to JAS Worldwide. We also report if, in our opinion:

- the carbon inventory data is or may be associated with misstatements (omissions, misrepresentations, or errors), non-conformities; or
- the verification team/verifier has not received all the information and explanations that it requires to conduct its examination; or
- improvements can be made to the group's performance in monitoring and reporting carbon inventory data.

Independence statement

We confirm that NORMEC VERIFAVIA and the verification team are independent of JAS Worldwide and have not assisted in any way with the development of the carbon inventory or in the preparation of any text or data provided in the Carbon Footprint report, except for this Assurance Statement.

Work performed & basis of the opinion

We conducted our examination having regard to the verification criteria documents listed above. This involved a virtual site visit on the 9th June 2026 to interview the staff responsible to gain reasonable assurance that the amounts and disclosures relating to the data have been properly prepared in accordance with the requirements of the Greenhouse Gas Protocol in terms of relevance, completeness, consistency, transparency, and accuracy. This also involved assessing, where necessary, estimates and judgements made by JAS Worldwide in preparing the data and considering the overall adequacy of the presentation of the data in the Carbon Footprint report.

Materiality threshold

For the purpose of this audit, a materiality threshold of 5% was determined as GHG quantification has inherent uncertainties due to measurement instrumentation capabilities, testing methodologies, and incomplete scientific knowledge used in determining emissions factors and global warming potentials.

Opinion

NORMEC VERIFAVIA conducted the verification of the carbon inventory data reported by JAS Worldwide in its Carbon Footprint report and presented above. Based on the verification work undertaken and a virtual site visit (dated 9th June 2026), interviews and walkthrough of the data, and assessment of technical assumptions and judgments to gain reasonable assurance for Scope 1 and limited assurance for Scope 2 & 3, the data is fairly stated and contains no material misstatements or material non-conformities.

Courbevoie, 2nd July 2026

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