Sustainability Report
2024

Contents

CEO Message

Dear Stakeholders,

As we present our **2024 Sustainability Report**, I am proud to share the progress we have made in advancing responsible business practices across JAS. This past year has been about deepening our efforts, translating sustainability from a strategic goal into practical actions across departments, regions, and operations.

At JAS, we understand the dual role we play enabling global trade while being accountable for the environmental and social impacts of our operations. Throughout 2024, we focused on embedding sustainability into the way we work, from integrating emissions data into customer invoices, to launching the Green Sales Champions training for our commercial teams, to expanding the JAS SmartHub platform with tools that help clients identify areas for decarbonization.

We have also grown our global engagement joining dialogues through the UN Global Compact and Smart Freight Centre, hosting internal sustainability webinars, and expanding customer collaboration on climate initiatives, including insetting and offsetting programs. These steps reflect a stronger, more coordinated approach across teams and regions, all aimed at creating long-term value and reducing our environmental footprint.

Equally important is our continued investment in people. We strengthened our commitments to health, safety, and human rights, expanded training and mentoring programs, and reinforced our culture of inclusion and shared purpose. Through the Bruni Foundation, we supported more than 60 community projects around the world, fostering education, opportunity, and positive change in the communities where we live and work.

As we look ahead, we are preparing for the evolving regulatory landscape, including the Corporate Sustainability Reporting Directive (CSRD), while continuing to improve the accuracy of our reporting and expand our vendor and supplier engagement. With a new sustainable infrastructure in place and greater transparency across the network, we are building momentum for the future.

Thank you to our customers, colleagues, and partners for your trust, your collaboration, and your shared values. Together, we are shaping a more sustainable path forward step by step, and with purpose.

Sincerely,

Marco Rebuffi

President and CEO
JAS, Inc.

JAS at a Glance

Founded in Milan in 1978 and headquartered in Atlanta, JAS is a privately-owned global logistics leader with over 7,000 team members in more than 100 countries. We deliver innovative, customer-driven solutions across air, ocean, road, and contract logistics, built on a foundation of excellence, integrity, and innovation.

In 2024, we continued our growth journey with the acquisitions of Setoa S.p.A., Key Logistics Group (KLG), and International Airfreight Associates (IAA), each bringing valuable expertise and expanding our footprint in key regions, including West Africa and Europe.

To better serve our customers and meet rising demand, several JAS operations, including Amsterdam, Wroclaw, Radzymin, New York, and Bogota, either opened new offices or relocated to larger, more advanced facilities.

While integration of our new partners will take time, these developments reflect our ongoing commitment to strengthening our global network and delivering even greater value, always guided by our belief that People Make the Difference.

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

The Sustainability Context

The year 2024 has underscored the growing complexity of the global landscape in which logistics companies operate. Disruptions such as the Red Sea crisis, ongoing geopolitical instability, and shifting global trade dynamics tested the resilience of supply chains and drew attention to the need for agility, transparency, and sustainable operations.

At the same time, regulatory developments such as the EU's Corporate Sustainability Reporting Directive (CSRD) and the expansion of carbon pricing mechanisms like CBAM are accelerating the demand for robust Environmental, Social, and Governance (ESG) data and integrated reporting practices. The United Nations Climate Change Conference COP29 further emphasized the urgency of decarbonizing transportation and logistics, reinforcing the global agenda for measurable and accountable climate progress, and encouraging companies to move from ambition to action.

Meanwhile, technological advances in digitalization, artificial intelligence (AI), and data analytics are rapidly transforming how we operate and how we measure impact. These tools offer opportunities to enhance emissions tracking, optimize network efficiency, and support smarter, more sustainable decision-making across the supply chain.

At JAS, we view this evolving context not only as a challenge, but as a call to action.
We face the dual responsibility of managing short-term volatility while investing in long-term transformation. This includes action on climate adaptation, clean energy, digital traceability, human rights due diligence, and broader collaboration across global value chains.

Participation in Sustainability Networks

At JAS, collaboration with our stakeholders is central to our sustainability strategy. By actively participating in global networks and initiatives, we engage with peers, share best practices, and help shape industry-wide progress toward more sustainable logistics. These partnerships support our ESG goals, provide access to valuable frameworks and tools, and ensure our actions remain aligned with global standards.

United Nations Global Compact (UNGC)

Since joining the UN Global Compact in 2023, JAS has committed to its ten principles covering human rights, labor standards, environmental protection, and anti-corruption. In 2024, we expanded our involvement by participating in accelerator programs focused on Business and Human Rights and Climate Ambition. We incorporated relevant training into our internal learning platform and continue to engage through the annual Communication on Progress.

Smart Freight Centre (SFC)

As an active member of the Smart Freight Centre, JAS contributes to the advancement of sustainable freight across global logistics networks. In 2024, we further aligned with the Global Logistics Emissions Council (GLEC) Framework, supporting standardized emissions accounting across modes and geographies.
We also joined the SFC Week where we participated in practical discussions around actionable freight decarbonization strategies.

Clean Cargo and Clean Air Transport Working Groups

Under the umbrella of the Smart Freight Centre, JAS is an active participant in the Clean Cargo and Clean Air Transport (CAT) working groups. We regularly join discussions, contribute feedback, and help shape the evolution of these collaborative platforms, focused on improving the environmental performance of ocean and air freight. Our engagement supports industry-wide progress in emissions data quality and sustainable practices across transport modes.

EcoTransIT World

Beyond using EcoTransIT World as a tool to assess and report the environmental impact of freight transport, JAS actively contributes to its ongoing development. We share feedback and operational insights that support the improvement of its methodology and practical application, helping ensure it continues to reflect the realities of global logistics.

Blue Whales & Blue Skies

JAS is part of the Blue Whales & Blue Skies initiative, which works to reduce ship strikes and air pollution along key marine corridors. Through our participation, we contribute to shaping industry practices by engaging with carriers on safer routing and operating strategies that help protect vulnerable marine ecosystems.

Through these platforms, we continue to build partnerships, stay informed on emerging best practices, and contribute to the global transition toward cleaner, fairer, and more transparent supply chains.

ESG Strategy and Ambition

At JAS, our sustainability mission **"Achieving a More Sustainable Future. Together."** guides our efforts across ESG dimensions. Our approach remains grounded in the needs of our stakeholders and our responsibility to future generations, as we continue to scale sustainability across our global operations.

In 2023, we formally committed to setting a science-based target aligned with the Science Based Targets initiative (SBTi) to reach Net Zero by 2050. In 2024, we focused on improving data accuracy and aligning internal processes across regions in preparation for submitting our targets for validation. This work supports our broader environmental strategy, which includes reducing greenhouse gas emissions, supporting clean energy and efficiency initiatives, offering sustainable product options, and exploring circular economy solutions.

While we recognize the importance of all 17 UN Sustainable Development Goals (SDGs), we have identified six that are most relevant to our role as a global logistics provider. As active members of the United Nations Global Compact (UNGC), we report annually on our progress toward these goals through the Communication on Progress questionnaire.

We continue to prioritize the health, safety, and engagement of our employees through training, development, and inclusive workplace programs. In 2024, we further strengthened our focus on human rights, with risk assessments and audits conducted across our operations and supply chain. We also expanded our efforts to promote fairness, equal opportunity, and meaningful community partnerships around the world.

Our governance practices remain a cornerstone of responsible business. In 2024, we advanced the enforcement of ESG-related regulations, enhanced sustainable procurement processes, and refined our methods to identify and manage supply chain risks and opportunities. We also continued to strengthen industry partnerships and align with emerging regulatory frameworks to ensure transparency and accountability in our ESG practices.

E

ENVIRONMENTAL

- Reduce Transport GHG emissions
- Offer Sustainable Services & Packaging Solutions
- Enable Circularity & Recycling
- Prioritize Renewable Electricity and Energy Efficiency

S

SOCIAL

- Protect Human Rights
- Focus on Health and Safety
- Train and Develop our employees
- Foster Corporate Volunteering projects supported by the Bruni Foundation

G

GOVERNANCE

- Enforcement of ESG regulations
- Establish Sustainable Procurement
- Manage Supply Chain Risks and Opportunities
- Strengthen Industry Partnerships

Double Materiality Assessment

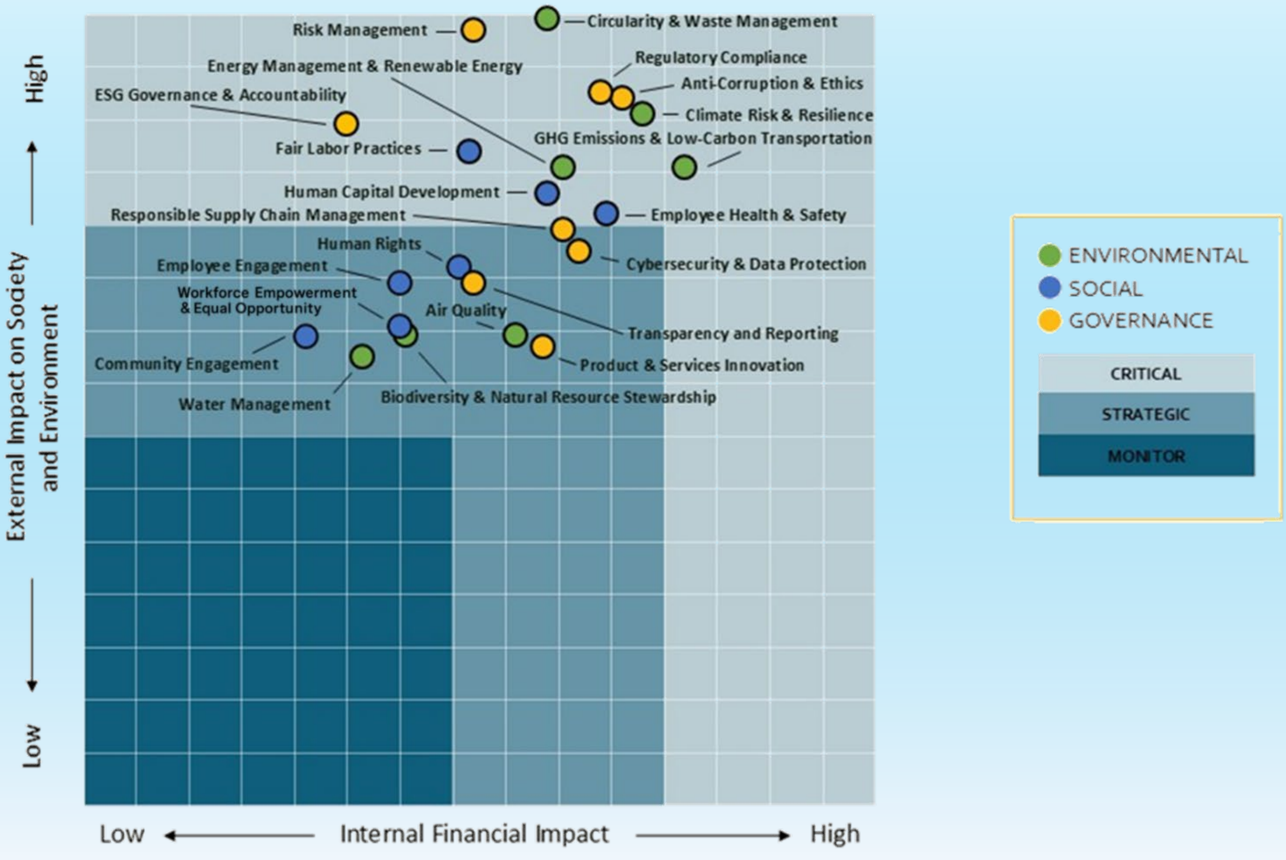
In preparation for complying with the EU Corporate Sustainability Reporting Directive (CSRD) and to lay the foundation for European Sustainability Reporting Standards (ESRS), JAS conducted a comprehensive Double Materiality Assessment (DMA) covering its 2024 operations across the full value chain. The 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 and auditable, adhering to CSRD's repeatable and transparent requirements. 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.

This DMA now reinforces JAS's 2025 Sustainability disclosures and strategic roadmap, ensuring that the company's reporting and resource allocation squarely address the matters that most matter, for stakeholders and for long-term value creation.



Key Findings of the Assessment

1. High-Priority Environmental Matters

- **GHG Emissions & Low-Carbon Transportation** emerged as the most material topic, reflecting both the scale of logistics-related carbon impacts and the financial imperatives of decarbonization. JAS's commitment to SBTi positions it among the industry leaders.
- **Energy Management & Renewable Energy, Circularity & Waste Management**, and **Climate Risk & Resilience** also scored highly, underscoring the need for continued investment in energy-efficient facilities, waste-minimizing operations, and climate-proofing JAS's network against extreme weather and regulatory shifts.

2. Social Priorities

- **Workforce Empowerment and Equal Opportunity**, and **Employee Health & Safety** emerged as key social focus areas. Fostering a workplace culture that promotes fairness and equal opportunities for all employees and ISO 45001 certification are standout practices.
- **Human Capital Development, Employee Engagement**, and **Fair Labor Practices** were also rated material, pointing to opportunities for richer public reporting on Key Performance Indicators (KPIs) and metrics such as training hours and engagement scores.

3. Governance Themes

- **Anti-Corruption & Ethics, Cybersecurity & Data Protection**, and **ESG Governance & Accountability** were highly material, aligning with customer demands for transparent, secure, and ethically managed supply chains. JAS's robust Code of Conduct, board-level ESG oversight, and ongoing audits were noted as leading practices in these areas.
- **Responsible Supply Chain Management** and **Transparency & Reporting** also scored strongly, reflecting the importance of extending ESG standards into carrier and vendor relationships and enhancing the granularity of public disclosures.

Our Stakeholders

At JAS, meaningful engagement with our stakeholders is essential to delivering long-term value and shaping a responsible, resilient supply chain. The table below outlines our key stakeholder groups, how we define the relationship, and how we interact with them on sustainability and business priorities.

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 align on 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 account management, joint solution development, customer surveys, emissions reporting, QBRs (Quarterly Business Reviews), and sustainability-related tenders.
Employees	Our people are central 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 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, and safety standards.	Formal audits, reporting frameworks, ISO certifications, and updates on evolving ESG compliance obligations.

JAS's Performance with ESG Rating Agencies

JAS monitors ESG progress through independent third-party assessments to ensure transparency and continuous improvement. In 2024, we achieved a score of 60 from EcoVadis, reflecting an improvement from the previous year. Our CDP (Carbon Disclosure Project) rating also improved from D (Disclosure) to C (Awareness), indicating greater maturity in climate-related data collection and risk understanding. These evaluations help guide our priorities and benchmark our performance against global sustainability standards.

	Performance		Scoring scale	
Rating Agency	**2024**	**2023**	**Best**	**Worst**
EcoVadis	60	58	100	0
CDP	C (Awareness)	D (Disclosure)	A	F

ESG Governance

The ESG governance model at JAS supports the integration of sustainability across the organization. It provides an approach for aligning strategy, operational priorities, and regional implementation, reflecting our intention to embed ESG considerations into everyday business practices.

At the highest level, the President & CEO plays a role in guiding our 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 based on their areas of responsibility whether by overseeing non-financial reporting, digital transformation, operational practices, or customer engagement. This cross-functional involvement ensures that sustainability is addressed not only from a compliance standpoint, but also as a lever for innovation, operational performance, and long-term value creation.

The Global Sustainability department, which sits under the Operations organization, is responsible for driving ESG strategy, setting global policies and targets, and overseeing implementation across environmental, social, and governance topics.

To ensure alignment at all levels, Regional Sustainability Counterparts adapt and apply these initiatives in their respective regions, while Local Ambassadors support site-level engagement and implementation.

The MAB reviews progress toward QHSE and Sustainability targets in an annual management review. The targets are adjusted in January and reviewed at the end of each year to assess the results and determine future priorities.

This layered structure enables both top-down strategic alignment and bottom-up action, promoting accountability, alignment, and continuous improvement across our sustainability program.

ESG Progress

Following the foundational work established in 2023, JAS continued to advance its ESG efforts in 2024, deepening integration across the organization and aligning with international standards and stakeholder expectations.

Our progress reflects a commitment to continuous improvement and long-term value creation, with actions and initiatives that support the United Nations Global Compact's Ten Principles in the areas of human rights, labor, environment, and anti-corruption. Through a combination of internal engagement, external partnerships, and operational improvements, we are building on our initial framework and embedding ESG more firmly into our global operations.

The following pages summarize JAS's performance and results in the ESG dimensions, especially in relation to the UN Global Compact's Ten Principles under the areas of human rights, labor, environment, and anti-corruption.

Environmental

UN Global Principles:

Principles: Environment

Sustainable Development Goals:

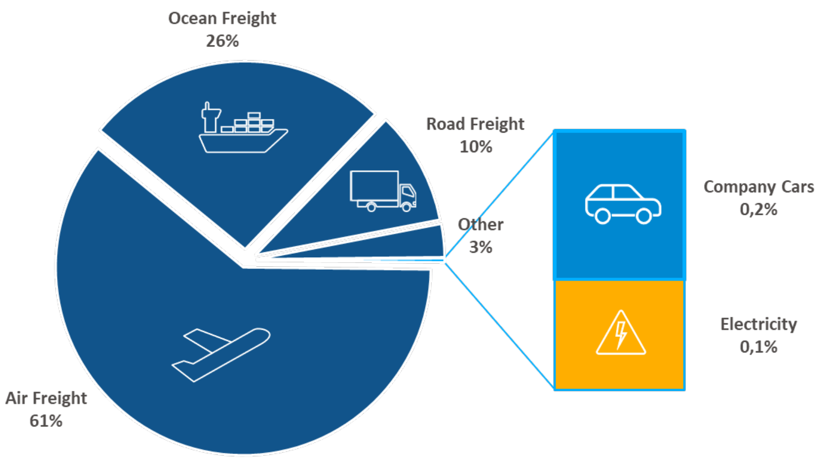
GHG EMISSIONS & LOW-CARBON TRANSPORTATION

The year 2024 marked another turning point for global climate action. The 2024 United Nations Climate Change Conference or Conference of the Parties, COP29, held in Azerbaijan, reinforced the urgency of reducing emissions in all sectors, especially transport, which remains one of the fastest growing sources of greenhouse gas (GHG) emissions worldwide. Both governments and industry stakeholders called for faster and more transparent decarbonization pathways, and increasing attention was paid to Scope 3 emissions, data quality, and credible solutions for hard-to-reduce sectors. In this context, JAS continued its efforts to reduce logistics-related emissions and enable customers to choose lower-carbon transportation.

Emissions Overview and Sources

At JAS, we report emissions across Scopes 1, 2, and 3, in line with the GHG Protocol, with a strong focus on data quality and in alignment with the Global Logistics Emissions Council (GLEC) Framework and ISO 14083. As a non-asset-based logistics company, our emissions profile is heavily weighted toward Scope 3, which accounts for over 99% of our total emissions. These emissions stem from transportation activities performed by third-party carriers on behalf of our customers.

The following breakdown shows the distribution of emissions by mode of transport and category. Air transport remains the largest contributor, followed by ocean and road transport, underlining why initiatives such as embedding, modal optimization, and emissions transparency are central to our sustainability strategy. Scope 1 and 2 emissions, which come mainly from company vehicles and electricity consumption in buildings, represent a small portion of the total, but continue to be controlled and reduced through energy efficiency measures and electrification efforts.



CO_2e (WTW)	Unit	2024	2023	2022	2021 (Baseline)
Scope 1					
Mobile Combustion	Metric tonnes CO_2e	4 842	5 600	6 136	3 712
Total Scope 1	**Metric tonnes CO_2e**	**4 842**	**5 600**	**6 136**	**3 712**
Scope 2					
Electricity	Metric tonnes CO_2e	3 562	2 739	2 690	2 470
Total Scope 2	**Metric tonnes CO_2e**	**3 562**	**2 739**	**2 690**	**2 470**
Total Scope 1 & 2	**Metric tonnes CO_2e**	**8 404**	**8 339**	**8 826**	**6 182**
Scope 3					
Upstream					
Upstream Transportation and Distribution	**Metric tonnes CO_2e**	**2 342 544**	**2 122 576**	**2 302 510**	**2 402 028**
· Air Logistics	Metric tonnes CO_2e	1 442 962	1 184 964	1 387 022	1 506 146
· Ocean Logistics	Metric tonnes CO_2e	625 104	575 312	576 220	537 447
· Road Logistics	Metric tonnes CO_2e	232 107	334 913	310 125	322 582
· Rail Logistics	Metric tonnes CO_2e	42 370	27 386	29 143	35 852
Downstream					
Waste generated in operations	**Metric tonnes CO_2e**	**1 026**	**1 048**	**1 064**	**866**
· Solid waste	Metric tonnes CO_2e	976	997	1 012	816
· Wastewater	Metric tonnes CO_2e	50	51	52	50
Business Travel	**Metric tonnes CO_2e**	**4 160**	**3 289**	**2 214**	**1 075**
Other Scope 3 Categories	**Metric tonnes CO_2e**	**19 933**	**20 678**	**19 319**	**13 659**
Total Scope 3	**Metric tonnes CO_2e**	**2 367 662**	**2 147 591**	**2 325 107**	**2 417 628**
Total CO_2e emissions	**Metric tonnes CO_2e**	**2 376 066**	**2 155 930**	**2 333 933**	**2 423 810**

To better understand the climate impact of different transportation modes, we calculate and report the carbon intensity of our freight services. These figures represent the average emissions per tonne-kilometer (tCO_2e/Tkm) and are based on actual shipment data, calculated using the EcoTransIT World tool. Carbon intensity metrics provide valuable insight for logistics planning and mode-shift decisions and support more informed decarbonization strategies.

Carbon intensity per transport mode	Unit	2024	2023	2022	2021
Air Transport	CO_2e (g/tonnes-km)	697	660	655	650
Road Transport	CO_2e (g/tonnes-km)	117	120	120	116
Rail Transport	CO_2e (g/tonnes-km)	44	42	40	43
Ocean Transport	CO_2e (g/tonnes-km)	8	8	8	8

Raising Transparency and Awareness

To increase visibility into logistics-related emissions, we now include CO_2e emission data directly on customer invoices and transport documents. The rollout started at the beginning of 2024 in Italy, one of our largest markets, and was expanded to additional countries over the course of the year. The goal of this initiative is to increase awareness among customers about the climate impact of their shipments and support more informed decision-making.

Promoting Low-Emission Alternatives

In 2024, we actively promoted our audited biofuel insetting offering, enabling customers to reduce CO_2e emissions by at least 65% on a lifecycle basis (versus fossil fuels) based on the mass balance principle. This solution is carrier-independent and globally applicable, helping customers reduce Scope 3 emissions without operational disruption. We continued to engage directly with customers and continuously train sales teams to raise awareness, resulting in several successful onboardings across key regions and growing interest in sustainable fuel options.

We also advanced electrification in key locations, notably in Norway, where diesel-powered reach stackers were replaced with electric models. As one of our largest operational hubs, including port handling, this shift has contributed to lower local emissions and operational efficiency.

Innovating with Sustainable Ocean Freight Products

In parallel, we launched the JAS ECOntainer product for ocean freight, which enables customers to convert a traditional FCL (Full Container Load) into a base-load within a consolidated container. This innovative approach combines the control and security of FCL with better container utilization, reduced emissions, and the option to use marine biofuels. Customers benefit from more efficient space usage, lower cost per unit, fewer touchpoints, improved shipment security, and reduced environmental impact.

Technology and Emissions Data Automation

JAS continues to automatically track GHG emissions, air pollutants, and energy consumption across its operations. With most emissions stemming from our supplier network, we use EcoTransIT World to model Scope 3 emissions in accordance with the GLEC Framework, GHG Protocol, and ISO 14083. Through our JAS SmartHub platform, customers also gain access to on-demand transport emissions reports, as well as other transportation costs and data, enabling better supply chain planning and more transparent carbon accounting.

In 2024, we also launched a new Insights section within JAS SmartHub, making it easier for customers to analyze, interpret, and act on their emissions data. The interface provides intuitive visualizations and performance breakdowns, supporting more informed logistics decisions and emission-reduction strategies. Beyond the digital tools, our teams actively engage customers using their own data, offering tailored consulting support to help translate insights into action.

AIR QUALITY

Air quality is a growing area of concern in logistics, with implications that span from environmental health to operational excellence. We track and report emissions of key air pollutants such as particulate matter (PM), nitrogen oxides (NO_x), and sulfur dioxide (SO_2) recognizing their broader impact on the environment and communities.

In 2024, we began our participation in the Clean Air Transport (CAT) working group under the Smart Freight Centre. This global collaboration focuses on improving emissions transparency and developing common methodologies to support more sustainable air freight. Our engagement helps shape the tools and strategies used to reduce emissions across the industry.

Beyond transport-related air pollution, we also address indoor air quality in our facilities, both to protect the health of our employees and to maintain high standards for product handling. In newer or upgraded warehouses and offices, air filtration systems are being installed to minimize dust and airborne contaminants. This is particularly important for handling sensitive goods such as pharmaceuticals, electronics, and other high-value or cleanroom-compatible cargo.

Our efforts to track emissions and improve data quality are ongoing, helping us meet regulatory requirements and stakeholder expectations while contributing to cleaner, safer logistics environments.

To support greater transparency, we disclose transportation-related emissions of PM, SO_2, and NO_x, based on modeled data across freight modes and aligned with the GLEC Framework. Since transportation accounts for over 99% of our total reported emissions, it represents the most material source of air pollutant output across our operations.

Our efforts to track emissions and improve data granularity are ongoing, helping us meet regulatory requirements and stakeholder expectations while contributing to cleaner, safer logistics environments.

Air Pollutant (WTW)	Unit	2024	2023	2022	2021
PM	Mt	1 015	1 020	968	924
SO_2	Mt	4 299	5 180	4 946	4 934
NO_x	Mt	19 254	18 759	18 732	18 604

ENERGY MANAGEMENT AND RENEWABLE ENERGY

Sustainable Facilities and Green Office Program

Across our global footprint, we continue to reduce the environmental impact of our offices and warehouses through targeted initiatives, both operational and behavioral. Our actions in this area directly contribute to our energy efficiency goals and the transition to renewable electricity sources.

Our Green Office Program is an internal initiative focused on fostering more sustainable office practices across all regions. The program aims to engage employees at every level and build sustainability into daily operations, especially in the areas of energy use, waste and recycling, business travel and commuting, and responsible purchasing.

Each participating office appoints Green Office Coordinators who help implement best practices and drive local engagement. In 2024, we expanded the program in several countries and laid the foundation for broader global rollout. Offices recognized for their Green Office efforts include:

- **Johannesburg, South Africa:** LED lighting throughout, movement sensors, water-saving systems, and recycling infrastructure.
- **Port Elizabeth, South Africa:** LED lighting, restroom sensors, JoJo rainwater tanks, and solar backup systems in collaboration with the landlord.
- **Durban-Cape Town, South Africa:** Full LED lighting upgrades and ongoing collaboration with building management on further improvements.
- **Ningbo-Shanghai-Beijing, China:** Low-carbon commuting suggestions, waste minimization, light and temperature management, employee engagement activities such as community cleanups and tree planting.
- **Tianjin-Ningbo-Guangzhou, China:** Participation in community recycling schemes, and eco-friendly alternatives to solvent-based office materials. Some offices also promoted digital solutions like electronic business cards.

New and Upgraded Facilities with Sustainable Features

In addition to office initiatives, several new or relocated JAS facilities launched in 2024 were built or retrofitted with sustainability in mind. While not all are officially part of the Green Office Program, they incorporate advanced environmental features:

- **Amsterdam, Netherlands and Radzymin, Poland:** Both facilities are BREEAM (Building Research Establishment Environmental Assessment Method) Excellent certified. Amsterdam includes solar panels expected to generate ~50% of its electricity needs, a wind-powered energy supply, motion-activated LED lighting, water-saving systems, Electric Vehicle (EV) charging stations, and reuse of office furniture by the next tenant.
- **Bogota, Colombia:** Waste separation, water-saving faucets, LED lighting, natural ventilation systems, green walls, and creative reuse of materials such as pallet furniture.
- **New York, USA:** Motion-sensor LED lighting, low-flow and waterless sanitary systems, high-efficiency hand dryers, and purified water stations to reduce plastic use.

Bogota, CO

Amsterdam, NL

Energy and Renewable Electricity Highlights

Across our global network, JAS facilities feature a range of measures that support energy efficiency and the transition to renewable electricity.

- **Renewable electricity sourcing**:
  - *Solar panels installed*: Milan, New York, Port Elizabeth, among others
  - *100% renewable grid electricity*: Panama City, Tallinn, Montreal, and more
- **Energy efficiency improvements**:
  - *LED lighting systems*: Installed in offices including Bogota, Johannesburg, and Amsterdam
  - *Motion sensors*: Implemented in Singapore, Frankfurt, and other locations to reduce unnecessary energy use
- **Other sustainability features**:
  - *EV charging stations*: Available at sites including Atlanta, Gothenburg, and Copenhagen
  - *BREEAM-certified buildings*: Amsterdam and Radzymin recognized for their high-performance sustainability standards

These features, combined with our Green Office Program and sustainable design principles, form an integrated approach to energy management and contribute to our broader environmental goals.

In 2024, our total electricity consumption across offices and warehouses reached 15,277,408 kWh, reflecting an increase compared to previous years. This growth was primarily driven by the inclusion of additional locations not previously accounted for, such as sites in the Nordics and Baltics, alongside office expansions and improved data collection efforts. Of this total, 20% was sourced from renewable energy through either direct supply contracts or on-site generation, including facilities equipped with solar panels that produce clean electricity locally.

As we continue to scale our renewable energy capabilities, the transition to cleaner power remains a key focus of our operational decarbonization strategy.

Electricity consumption	Unit	2024	2023	2022	2021 (Baseline)
Electricity consumption	kWh	15 277 408	9 870 641	9 799 718	8 996 942
Renewable electricity	kWh	3 081 453	961 435	946 060	403 889
Non-renewable electricity	kWh	12 195 955	8 909 206	8 853 658	8 593 053
Renewable electricity share	Percentage	20%	9,7	9,6	4,5

CIRCULARITY & WASTE MANAGEMENT

Circularity and Waste Management are evolving focus areas within JAS's ESG strategy. In 2024, we took a step forward by initiating waste measurement at the site level and improving data quality to enable more precise tracking and targeted reduction initiatives over time.

As a non-manufacturing organization, JAS generates a limited amount of waste, primarily non-hazardous materials such as cardboard and plastics from warehouse activities, alongside general office waste. Nevertheless, we remain committed to continuously improving how we manage this footprint, with a strong focus on reducing waste and increasing recycling practices wherever possible.

Waste Management Procedures

JAS has established and regularly updates comprehensive Waste Management Procedures, which include clear policies and guidelines for the sorting, segregation, and responsible disposal of waste. These procedures specify that waste should be recycled whenever feasible and include a detailed list of both non-hazardous and hazardous materials.

To ensure preparedness for environmental risks, our HSE Emergency Preparedness and Response Plan includes protocols for incidents such as chemical spills, gas leaks, and natural disasters. Our HSE Contractors Manual also outlines measures to prevent environmental releases and defines standards for handling, labeling, storing, and disposing of hazardous materials.

Office Recycling & Warehouse Circularity Initiatives

Recycling systems are now in place at many of our offices globally, with dedicated bins for paper, plastics, aluminum, tin, and glass. We have also made measurable progress in reducing paper consumption through:

- Awareness campaigns to encourage responsible printing
- Default double-sided print settings
- Digital workflows that eliminate the need for physical documentation

In our warehouses, we focus on improving packaging sustainability and reducing material use through:

- Use of paper-based packaging tape instead of plastic alternatives
- Customization of packing and adjustment of shipping carton sizes to minimize filler and reduce transport volume
- Reuse of packaging where feasible, with ongoing efforts to standardize recycling and waste separation across sites
- Use of high-performance cardboard shelving, made from honeycomb-cell technology, introduced at locations like Amsterdam and the UK. These are made with 80%+ recycled content, 100% recyclable at end of life, and sourced from ethically managed suppliers

We also collaborate with our customers to promote sustainable packaging and supply chain design. This includes optimizing material choices, eliminating excess packaging, and exploring circular solutions that align with product performance and packaging regulations. These efforts support a more resource-efficient, low-impact supply chain across the lifecycle of the products we move.

CLIMATE RISK & RESILIENCE

Climate-related risks continue to present operational, financial, and strategic challenges across the logistics sector. From extreme weather events and infrastructure disruptions to evolving emissions regulations and customer expectations, the ability to anticipate and respond to these dynamics remains essential while building long-term operational resilience.

In 2024, we strengthened our understanding of climate risks through participation in industry forums such as TPM (Trans-Pacific Maritime) Conference, Smart Freight Centre Week, and the ESG Europe Summit. These engagements provided insight into global decarbonization pathways, physical and transitional climate risks, and infrastructure resilience. They also offered a platform to exchange best practices with customers, suppliers, and peers, and anticipate regulatory expectations more effectively.

We also took part in the CDP climate disclosure process, achieving a C rating in 2024. This rating reflects our progress toward climate transparency and awareness, and it serves as a baseline to guide future improvements in areas such as scenario analysis, governance, and climate-related financial disclosures.

To support climate adaptation and resilience within the supply chain, JAS offers a growing portfolio of sustainable transportation solutions. This includes raising customer awareness through emissions calculation, providing decarbonization advisory support, and helping implement concrete measures such as biofuel insetting, modal shifts, consolidation, and network optimization.

Moving forward, we will continue working to align climate-related risk management with broader regulatory developments such as the Corporate Sustainability Reporting Directive (CSRD), while enhancing internal coordination around both physical and transitional climate risks.

CLIMATE ADAPTATION AND DISASTER RESPONSE IN VULNERABLE COMMUNITIES

In parallel to operational resilience, JAS also supports climate adaptation and disaster response in vulnerable communities, particularly where the effects of water scarcity, drought, and extreme weather are most acute. These efforts are led in collaboration with the Bruni Foundation, as part of our commitment to strengthening resilience beyond the logistics value chain.

In 2024, we continued our long-term partnership with Charity: water, helping communities secure reliable access to clean and safe water. By mid-year, the initiative had funded 86 water points, improving the lives of over 2,000 people across India, Mozambique, Mali, and Burkina Faso. Projects included rainwater harvesting tanks in India, hand pumps and training programs in Mozambique, and rehabilitated wells and piped systems in Mali and Burkina Faso, helping reduce vulnerability to climate-related risks and supporting several Sustainable Development Goals.

In addition, JAS supported targeted relief efforts following climate-related disasters, including the severe flooding in Southern Brazil in May 2024, the worst in the region since 1941. Through our partnership with the Center for Disaster Philanthropy, we contributed to emergency response and recovery for affected communities, particularly in the Rio Grande do Sul region.

Through these contributions, we aim to provide adaptation support where and when it is most needed, complementing our operational strategies with tangible contributions to community-level climate resilience. For more on our local engagement initiatives, see the Community Engagement section under Social.

BIODIVERSITY & NATURAL RESOURCE STEWARDSHIP

While JAS's operations have a limited direct impact on land or biodiversity, we recognize that logistics activities, particularly emissions and routing, can indirectly affect natural ecosystems, including marine environments. Our approach focuses on identifying where these impacts occur and supporting efforts to reduce harm across the global supply chain.

In 2024, we continued our support for the Blue Whales & Blue Skies (BWBS) initiative, a voluntary program that works with ocean carriers to reduce ship speeds in designated marine corridors along the U.S. West Coast. These slowdowns help protect endangered whale populations, reduce the risk of ship strikes, and lower underwater noise and air pollution.

As part of this commitment, JAS was named a Sapphire Ambassador, the highest recognition level awarded by the program, for ensuring that over 90% of our import and export shipments through California ports in 2024 were handled by carriers operating at whale-safe speeds (10 knots or less). The Sapphire status is reserved for companies whose fleets achieve 85–100% compliance within voluntary Vessel Speed Reduction (VSR) zones.

As the BWBS program explores opportunities to expand its reach and impact, we remain committed to supporting its development and promoting broader adoption across trade lanes. Concurrently, we are evaluating additional biodiversity and conservation initiatives that complement BWBS, with the goal of expanding our support for ecosystem protection across key regions and supply chain touchpoints.

We also continue to promote the use of alternative fuels as part of our emissions reduction strategy. Shifting toward cleaner energy sources contributes to improved air quality and helps alleviate environmental stress on sensitive habitats.

Through collaboration and voluntary action, we aim to reduce our indirect footprint on biodiversity and play a more active role in preserving natural systems linked to global logistics.

Social

UN Global Principles: Principles: Human Rights, Principles: Labour

Sustainable Development Goals: 10 Reduced Inequalities, 8 Decent Work and Economic Growth

Our approach to social responsibility centers on respecting human rights, fostering an inclusive and empowering workplace, protecting the health and safety of our employees, and strengthening the communities in which we operate. In 2024, we advanced these commitments through global frameworks, local engagement, and employee-driven initiatives.

HUMAN RIGHTS

JAS continues to advance its commitment to human rights across its operations and supply chain. We align with the UN Guiding Principles on Business and Human Rights and the core conventions of the International Labor Organization (ILO). Our policies include a Modern Slavery Policy, a Human Rights Policy, and our Supplier Code of Conduct, which are grounded in these international standards.

Human Rights related training is available to all employees through our JAS University Learning Management System (LMS), raising awareness on risks related to forced labor, trafficking, and vulnerable populations. In 2024, we maintained this training and supported its ongoing accessibility.

We also engaged in human rights due diligence, responding to audit requests in countries like Norway and Australia, and actively participated in international forums such as the UN Global Compact's Business & Human Rights Accelerator and the UN Human Rights Forum in Geneva.

Safe working conditions are a fundamental part of labor rights and are addressed in more detail in the Employee Health & Safety section.

Human Rights Due Diligence at JAS

Our Human Rights Due Diligence (HRDD) process is designed to systematically identify, prevent, mitigate, and account for how we address human rights impacts across our global business activities.

Policy Commitment → Identify & Assess Risks → Prioritize → Plan and Act → Engage Stakeholders

Our Approach

Our Human Rights Due Diligence at JAS process includes three core elements:

- A policy and commitment embedded into our operations and governance
- A human rights due diligence process to identify and address risks
- Grievance mechanisms to support impacted stakeholders

We have clear policies in place, including our Human Rights Policy, Modern Slavery Policy, Code of Conduct, and Supplier Code of Conduct, and we provide access to grievance mechanisms such as our whistleblower hotline, available for both internal and external stakeholders via our website.

Human Rights Risk Assessment

Given the complexity of modern supply and value chains, we prioritized areas where the risks of adverse human rights impacts are commonly perceived to be most severe in our industry. Our initial risk assessment focused on four stakeholder groups:

1. JAS's own workforce,
2. Workers across our value chain (upstream and downstream),
3. Affected communities across the value chain, and
4. People impacted by the use of our products or services

For each group, we identified potential and actual human rights impacts, considering the specific vulnerabilities of certain populations and contextual factors that may exacerbate risks. This mapping approach ensures that we remain focused on risks to people, not just risks to the business.

Prioritizing Risks

To prioritize action, we analyzed each identified impact based on the severity of the potential harm to people, and the likelihood of the impact occurring.

Severity was the primary consideration, recognizing that even highly unlikely but severe impacts demand attention. We visualized these risks through a Human Rights Risk Heatmap, helping to clearly identify our salient human rights issues, the most severe and pressing risks that we address first.

Action Planning and Implementation

For each salient human rights issue, we developed targeted action plans. Each plan identifies specific actions to address the issue, intended outcomes, and related risks.

Salient Issue	Action Plan	Intended Output	Risk Addressed
Employee Right to Health, Safety, and Well-Being	1. Review and update onboarding and recurring Health & Safety (H&S) training materials.	Increased H&S training completion rates.	Risk of workplace injuries due to lack of employee awareness and inadequate reporting.
	2. Increase communication around H&S awareness and reporting, leveraging internal platforms.	Enhanced employee engagement with H&S policies.	
	3. Expand internal campaigns to reinforce reporting culture and prevent unsafe practices.	Improved reporting of incidents and near-misses.	
Human Rights Risk Monitoring in the Workplace	1. Develop and implement a global dashboard to monitor H&S and human rights-related KPIs.	Centralized and transparent tracking of H&S performance.	Risk of systemic Health & Safety failures due to inconsistent practices and lack of centralized monitoring.
	2. Standardize and collect H&S information from all branches.	Early identification of risks.	
	3. Extend existing internal audits by integrating targeted human rights questions.	Continuous improvement and broader oversight across H&S and human rights topics.	
Protection of Labor Rights in the Supply Chain	1. Conduct a human rights risk mapping of suppliers across the value chain, prioritizing based on sector, geography, and risk severity.	Greater visibility into human rights risks across the supply chain.	Risk of labor rights abuses such as forced labor, unsafe working environments, discrimination, and lack of worker voice in supplier operations.
	2. Engage directly with prioritized high-risk suppliers to assess practices, understand challenges, and co-develop improvement plans.	Strengthened relationships and collaboration with key suppliers.	
	3. Provide targeted support and capacity-building measures to suppliers (e.g., training, corrective action plans).	Reduction in risk of human rights violations in sourcing and logistics operations.	

Stakeholder Engagement

Engaging directly with affected stakeholders is fundamental to our HRDD approach. We engage stakeholders through:

- Meetings such as "Townhall" sessions
- Whistleblower Hotline
- Training programs and employee communications

We communicate our human rights commitments and activities through our internal channels, website, Sustainability Report, and Bruni Foundation Report, reinforcing transparency and accountability.

Commitment to Continuous Improvement

Human rights due diligence is an ongoing journey at JAS. We are committed to continuously strengthening our processes, expanding our assessments across our business activities, and deepening our engagement with stakeholders, including suppliers. As our operations grow and evolve, so too will our efforts to ensure that every interaction fosters respect for human dignity.

EMPLOYEE HEALTH & SAFETY

Health and safety are a core part of our operational culture and social responsibility. In 2024, we refreshed and expanded our global HSE training to ensure continued awareness and preparedness in the workplace. These updated modules are accessible to all employees through our learning management system.

We take a structured approach to occupational health and safety, aligning our systems with ISO 45001:2018 and ensuring implementation through dedicated regional QHSE teams and local QHSE representatives.

Each of our sites has an established Health and Safety Committee composed of both management and employee representatives. These committees actively identify and address workplace hazards, promote awareness, and drive continuous improvement in safety performance.

To measure our progress, we track indicators such as Lost Time Injuries (LTIs) on a monthly basis across all locations and calculate the Lost Time Injury Frequency (LTIF) per 1,000,000 hours worked. In 2024, we are proud to report that there were no fatalities across our global operations.

Health & Safety Facts	2024	2023
Lost Time Injury Frequency	0,31	1,45
Fatalities	0	0

Our health and safety framework includes:

- Employee engagement and site-level initiatives such as safety drills and toolbox talks
- Hazard identification and prevention programs
- Structured incident management and investigation protocols
- Dedicated HSE training programs at global and local levels
- Occupational health check-ups in selected locations
- Monthly security tips shared company-wide to promote everyday awareness
- HSE notice boards at sites for ongoing communication and visibility

Through our safety-first culture, we empower employees to take an active role in maintaining a safe and healthy work environment, because at JAS, people truly make the difference.

WORKFORCE EMPOWERMENT AND EQUAL OPPORTUNITY

We view fairness, respect, and equal opportunity as foundational to a thriving workplace. In 2024, we continued to build a culture where all employees feel valued, supported, and empowered to grow, regardless of their background, position, or location.

Our efforts included professional development initiatives, internal mentoring programs, and accessible learning resources that support growth at every career stage. We also offered wellness activities to promote mental, physical, and emotional health throughout the year.

To reinforce shared values and expectations, all employees are required to complete regular training on non-discrimination, anti-harassment, and professional conduct through our JAS University platform.

To assess employee perceptions, our annual Global Employee Survey now includes a dedicated score on workplace fairness and sense of belonging. In 2024, this score reached 8 out of 10, reflecting a high level of confidence in how JAS supports respectful and equitable treatment.

Score	2024	Scale
Fair Treatment & Sense of Belonging	8	0-10

Workforce Composition

Understanding the makeup of our global workforce helps guide how we foster an environment of fairness and opportunity. In 2024, we continued to strengthen workforce monitoring by tracking distribution across age groups, gender, and leadership roles, while working toward more consistent and transparent reporting.

Employees by gender	Unit	2024	2023
Female	Percentage	42	45
Male	Percentage	42	47
Not disclosed	Percentage	16	8
Female (Leadership)	Percentage	23	23
Male (Leadership)	Percentage	71	75
Not disclosed (Leadership)	Percentage	6	2

Employees by age structure	Unit	2024	2023
16 - 30 years old	Percentage	12	15
30-50 years old	Percentage	50	55
> 50 years old	Percentage	18	19
Not disclosed	Percentage	20	11

As a global company, JAS's Management Advisory Board (MAB) brings together individuals from different nationalities and geographical backgrounds, reflecting our international operations and global perspective. In 2024 the MAB continues to demonstrate broad executive experience and leadership across industries and regions.

The MAB was composed by male members in an 89% and female members by 11%. 74% of MAB members are above 50 years old and 26% 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	11	79	0	26	63
Chief Executive Officer	Percentage	0	5	0	0	5
Chairman	Percentage	0	5	0	0	5
Total	**Percentage**	**11**	**89**	**0**	**26**	**74**

EMPLOYEE ENGAGEMENT

We believe that an engaged workforce is essential to long-term success and a strong corporate culture. In 2024, JAS continued to strengthen employee connection and involvement through a range of global initiatives aimed at deepening sustainability awareness, empowering employees, and reinforcing our company values.

- **Sustainability Webinars:** We hosted monthly live webinars throughout the year to foster awareness, promote learning, inspire, and engage employees around key environmental and social sustainability topics.
- **Earth Day Global Challenge:** Our "Join. Act. Sustain." campaign invited employees worldwide to participate in collective sustainability actions, fostering a sense of shared purpose and positive impact.
- **Green Office Program:** Expanded in 2024, the Green Office Program empowered local teams to adopt resource-efficient practices, reduce emissions, and promote sustainability initiatives in the workplace. These employee-driven efforts remain vital in building everyday sustainability into our operations.

Employee-driven progress was recognized externally as well:

- JAS Belgium was awarded the Gold Award for Sustainable Development by the Forward Belgium Association for the second year in a row.
- JAS Chile and JAS Argentina once again achieved Great Place to Work certification, which includes performance in sustainability-related workplace culture.

Global Employee Survey

A key pillar of our engagement efforts is the annual Global Employee Survey, which provides valuable insights into how our teams experience the workplace. In 2024, the overall engagement score increased to 61%, up from 58% the previous year. This improvement reflects a growing sense of inclusion and commitment across the organization, with feedback highlighting employees' strong focus on delivering high-quality standards.

Score	2024	2023	Scale
Employee Engagement	61	58	0-100

We evaluate the survey findings and use them to shape concrete action plans that help improve the employee experience year over year. This continuous feedback loop ensures that engagement remains a priority and that every voice contributes to building a more connected, empowered JAS.

HUMAN CAPITAL DEVELOPMENT

Investing in people is essential to building a resilient and future-ready organization. In 2024, we broadened access to learning and development opportunities across all regions. On average, each employee received 27.5 hours of training, tailored to their role and local requirements.

Most of this training was delivered through our JAS University LMS, which continues to serve as a central platform for compliance, technical, and leadership development. We enhanced the platform in 2024 to offer more relevant and accessible content, supporting continuous learning as a core pillar of performance and adaptability.

Recognizing the growing importance of sustainability in commercial roles, we introduced dedicated environmental training for our customer-facing teams. Colleagues from different regions and functions were nominated to take part in this targeted program, designed to strengthen their ability to engage confidently with stakeholders on low-carbon logistics and support customers in achieving their decarbonization goals.

Professional growth also was supported through development and goal-setting conversations, providing employees with the space to reflect on their ambitions and shape their career paths. These structured conversations help align individual aspirations with business priorities, while reinforcing a culture of accountability and support.

To nurture early career talent, we launched internship initiatives in several countries, including the United States, where interns have actively supported the development and implementation of sustainability projects, helping drive innovation from the ground up.

In addition to learning investments, we monitor workforce trends to better understand how to support our people. In 2024, our voluntary employee turnover rate was 15.8 %, which we continuously review alongside engagement, training, and retention data to inform future workforce strategies and talent planning.

FAIR LABOR PRACTICES

We are committed to maintaining a workplace where every employee is treated with respect, dignity, and fairness. Our approach includes:

- **Equal Opportunity Employment**: We are committed to making employment decisions, such as hiring, promotion, and compensation, based on merit and free from bias related to race, gender, age, religion, disability, or any other protected characteristic.
- **Anti-Discrimination and Harassment Policies:** Our Code of Conduct and Human Rights Policy explicitly prohibits any form of discrimination or harassment based on any legally protected characteristic. We maintain a zero-tolerance stance and have clear procedures for reporting and addressing such incidents.

- **Grievance Mechanisms:** Employees have access to confidential channels to report concerns or grievances. We are committed to investigating all reports promptly and taking appropriate corrective action.
- **Monitoring and Accountability**: We regularly review our practices and policies to ensure they are effective and aligned with our commitment to fair treatment. Feedback from employees is actively sought and incorporated into our continuous improvement efforts.

We expect every employee to embrace our values and treat others accordingly. These expectations are reinforced through clear policies, training, and a strong organizational culture.

COMMUNITY ENGAGEMENT

Supporting the communities of which we are a part of is fundamental to how JAS approaches social responsibility. Through the Bruni Foundation, we empower employees to lead positive change where it matters most, locally and globally, while advancing progress on the UN Sustainable Development Goals (SDGs).

Founded in 2018, the Bruni Foundation operates with the clear mission of creating impact through compassion, integrity, and service. While global partnerships and emergency aid remain core pillars, our employee-led Pay It Forward program has become a key driver of hands-on engagement. This corporate volunteering initiative enables JAS colleagues to identify and carry out social or environmental projects during working hours, with up to 16 hours of paid volunteer time annually.

In 2024, the program gained significant momentum. Over 4,000 volunteer hours were dedicated across 52 projects in more than 20 countries, from Argentina to China. Activities ranged from food and school supply drives to reforestation, blood donations, and support for underserved communities. These efforts strengthened both local resilience and internal engagement.

The program also expanded significantly, with applications for 2025 projects nearly doubling, demonstrating a strong commitment across the organization to make a meaningful difference. As part of our broader sustainability strategy, Pay It Forward supports beyond-the-value-chain mitigation, helping to address systemic challenges and promote inclusive growth in the regions where we operate.

For a detailed overview of supported projects and their outcomes, please refer to the **Bruni Foundation Impact Report**.

4000+
Hours volunteered

52
Projects carried out

20
Countries positively impacted

Governance

UN Global Principles:

Principle:
Anti-Corruption

Sustainable Development Goals:

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

ANTI-CORRUPTION & ETHICS

Our commitment to the UN Global Compact guides how we do business. In line with its principles on anti-corruption, JAS upholds a global compliance system focused on transparency, accountability, and ethical conduct across our value chain.

Our program translates these commitments into everyday practices through clearly defined policies, internal controls, and reporting mechanisms. Core components of our ethics framework include:

- Code of Conduct, setting standards for ethical behavior
- Mandatory Code of Conduct training, as well as other compliance training, tracked for company-wide completion and available to all employees through JAS University and other external learning platforms providers
- Supplier Code of Conduct, outlining expectations on labor rights, environmental responsibility, and business ethics
- Whistleblower Hotline, an anonymous and secure reporting channel for concerns, with protections in place against retaliation
- Non-Conformity process to address operational deviations

JAS complies with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and relevant legislation in the countries where we operate. Our policies include clear prohibitions on bribery, anti-competitive practices, conflicts of interest, and other forms of misconduct, supported by internal procedures and risk controls.

CYBERSECURITY & DATA PROTECTION

In a digital-first logistics environment, cybersecurity is fundamental to business continuity and customer trust. At JAS, protecting digital infrastructure and safeguarding employee and customer data are top priorities supported by both preventative and responsive measures.

In 2024, we continued to strengthen our cybersecurity posture through employee training, systems hardening, and ongoing vigilance. All employees were required to complete our Cybersecurity Awareness Training, covering key topics such as phishing prevention, secure password practices, and incident reporting. This training reinforces our shared responsibility in maintaining a secure digital environment across all Business Units.

JAS experienced a ransomware-related cybersecurity incident in August 2024. Thanks to swift internal action and collaboration with external cybersecurity experts, we quickly secured affected systems and initiated a structured recovery process. Within days, core platforms, including JAS SmartHub, were restored, and operations resumed globally. While the disruption was significant, our Information Technology team's incident response protocols, transparent communication with stakeholders, and phased recovery approach allowed us to minimize long-term impact.

As part of our response, we conducted a global password reset and implemented additional system monitoring and security upgrades to mitigate future risk. We also launched a comprehensive review of our digital infrastructure and incident response capabilities, further enhancing resilience.

Our ISO 27001 certification, covering our entire organization including central data centers, continues to provide a solid framework for information security management. This certification ensures compliance with international standards and supports the protection of sensitive customer and operational data.

Cybersecurity is not a one-time investment, but an evolving practice. At JAS, we remain committed to continuous improvement, proactive risk management, and maintaining the trust of our partners through secure and resilient digital systems.

REGULATORY COMPLIANCE

JAS maintains a comprehensive portfolio of internationally recognized certifications that reflect our commitment to quality, safety, environmental stewardship, and regulatory compliance across global operations.

Our management systems are certified to ISO 9001 (quality), ISO 14001 (environment), and ISO 45001 (occupational health and safety), with ISO 45001 implementation advanced across the NOBA region during 2024. These standards provide a consistent framework for operational excellence, employee protection, and environmental responsibility.

In the pharmaceutical and healthcare sector, JAS complies with GDP (Good Distribution Practice) and holds IATA CEIV (Center of Excellence for Independent Validators) Pharma certification for temperature-controlled air freight. We also meet ISO 13485 standards for the regulated handling of medical devices. In 2024, GDP implementation progressed in the NOBA region, further strengthening compliance in this area.

Our global information infrastructure is secured under ISO 27001, which applies across all JAS operations through coverage of our centralized data centers. In addition, selected facilities maintain TAPA Facility Security Requirements (FSR) certification to support high standards in physical security for high-value cargo.

Together, these certifications enable JAS to meet international standards, support customer trust, and comply with regulatory obligations across diverse sectors and geographies.

	ISO 14001: 2015	ISO 9001: 2015	ISO 45001: 2018	ISO 27001: 2022	ISO 13485: 2016	GDP	IATA Pharma CEIV	TAPA FSR
# Sites	216	216	185	2	1	53	2	3

In parallel, JAS ensures alignment with evolving ESG regulations such as the EU Emissions Trading System (ETS), International Maritime Organization (IMO) decarbonization rules, and the EU Carbon Border Adjustment Mechanism (CBAM). By maintaining compliance systems and reporting capabilities, we also support our customers in meeting their own regulatory obligations and preparing for upcoming disclosures.

RISK MANAGEMENT

In 2024, risk management remained a key pillar of our ESG and operational strategy. We continued to strengthen our controls and response mechanisms to protect our people, systems, and stakeholders from emerging threats.

We regularly conduct a global and local Business Management System (BMS) risk assessment, covering all locations and functions worldwide. This assessment includes health and safety considerations, environmental risks, and ethical risks such as exposure to corruption or non-compliance with labor standards. These assessments help identify, evaluate, and address the potential impact of operations on people and the planet.

We also advanced physical security measures by pursuing and maintaining the TAPA Facility Security Requirements (FSR) certification in key facilities. This internationally recognized standard promotes minimum security benchmarks, loss prevention, and risk mitigation, while encouraging knowledge sharing and operational efficiencies across certified sites.

ESG GOVERNANCE & ACCOUNTABILITY

ESG governance at JAS is supported by an established structure that includes senior leadership oversight and cross-functional working groups. This structure is described in further detail in the ESG Governance section at the beginning of this report.

In 2024, senior management remained engaged in reviewing ESG priorities, monitoring progress, and supporting alignment with global sustainability goals. Regional leads and topic-specific teams continued to coordinate actions across business areas and geographies.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Our commitment to responsible sourcing continued in 2024 through enhanced supplier engagement and ESG due diligence practices. We maintained our Supplier Code of Conduct, which outlines expectations on labor standards, human rights, environmental practices, and ethical conduct.

As part of our internal due diligence process, we screen existing and potential vendors, assessing their risk level based on geographic and operational factors. In 2024, we updated procedures to increase consistency and traceability.

Beyond compliance, we actively foster collaboration across our value chain. In 2024, JAS hosted dedicated sustainability events and integrated environmental topics into supplier, customer and partner engagements. These conversations brought together key supply chain stakeholders to exchange insights, explore solutions such as low-carbon logistics and digital tools, and align on shared goals.

We also deepened engagement with suppliers on climate strategies, including through participation in platforms like the Smart Freight Centre (SFC). Such collaboration is essential to accelerating the transition toward more sustainable supply chains.

TRANSPARENCY & REPORTING

To drive continuous improvement, we track and manage our performance through a SaaS (Software as a Service) ESG KPI dashboard, which consolidates environmental, social, and governance indicators across regions and functions. In 2024, we further enhanced the dashboard to support data-driven decision-making and internal accountability.

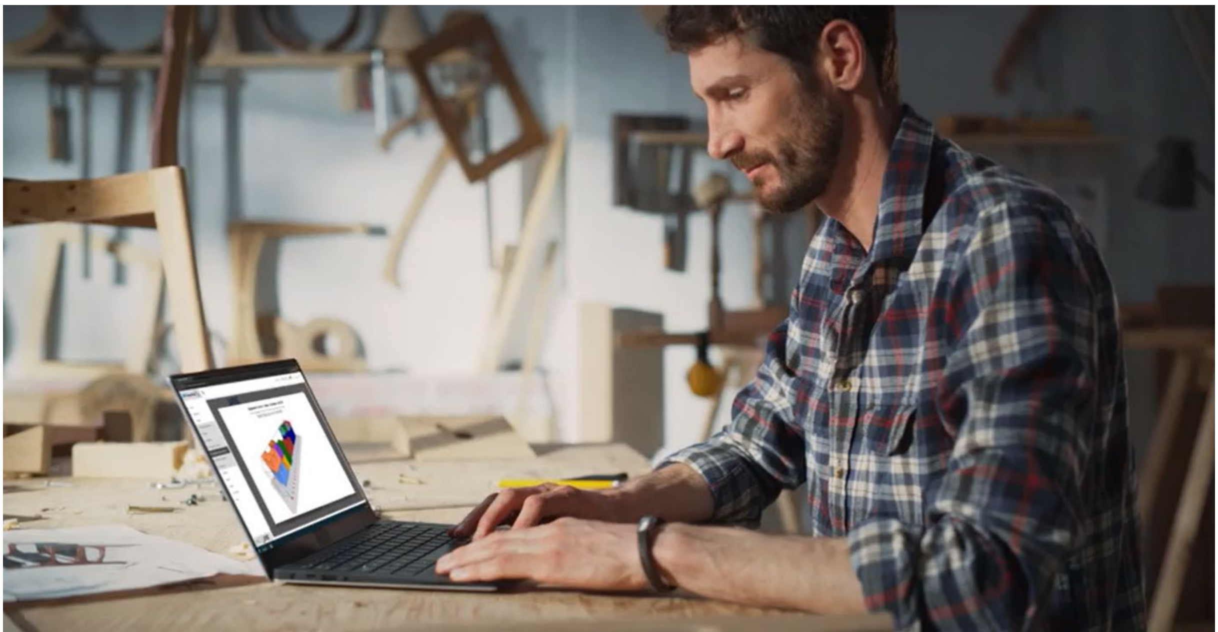
Externally, our EcoVadis rating improved from 58 to 60, reflecting advances in sustainability integration and disclosure. We also continued our engagement with other third-party rating systems, including CDP, reinforcing our commitment to transparency and stakeholder trust.

PRODUCT & SERVICES INNOVATION

We continue to evolve our service portfolio in response to market demand and innovation opportunities, expanding our offerings as new technologies and sustainable solutions emerge. In 2024, this included exploring advanced biofuels, improving emissions tracing capabilities, and deepening industry partnerships to enhance the relevance and reach of our solutions.

Digitalization played a stronger role across our business this year. Our JAS SmartHub platform remains a cornerstone of customer sustainability support, offering features such as the Insights dashboard for emissions visibility and performance improvement. More customers were onboarded onto JAS SmartHub in 2024, gaining access to integrated analytics and reporting tools.

We also advanced our digital and operational transformation efforts to increase productivity and embed new tools that enhance efficiency across the logistics chain. Additionally, we leveraged AI-based tools to improve logistics efficiency, such as container utilization analysis, in collaboration with external partners. These innovations help drive operational performance while supporting customers on their sustainability journeys.



Reporting Basis

Reporting Period

The Sustainability Report 2024 covers our sustainability actions and results from 1 January 2024 to 31 December 2024.

Reporting Scope

This Sustainability Report covers JAS global operations. In this report, the terms "JAS", "the company", "we", "us", and "our" mean JAS, Inc., a Georgia corporation, and all of its subsidiaries.

Reporting Standards

In our efforts to maintain transparency and accountability, we adhere to the Global Reporting Initiative (GRI) standards for our sustainability reporting. In certain instances, the data required by GRI may not be globally accessible, as specific metrics are monitored locally instead or are planned to start being monitored in the coming period. We, however, are enhancing our data collection processes to ensure more accurate tracking in the future.

For 2024, our Communication of Progress with the United Nations Global Compact (UNGC) will be completed and submitted using the UNGC's dedicated online platform. We include our contribution to the UN Global Principles and the UN Sustainable Development Goals wherever possible.

Environmental Data

JAS reports greenhouse gas (GHG) emissions in line with the Greenhouse Gas Protocol, ISO 14083, and the GLEC Framework, covering Scopes 1, 2, and 3. Our methodology reflects current best practices in emissions accounting and is continually refined to ensure consistency, traceability, and comparability.

Scope 1 Emissions include direct emissions from company-controlled vehicles such as cars, trucks, and forklifts. These are calculated using fuel-spend data and region-specific emission factors drawn from the GLEC Framework v3.1.

Scope 2 Emissions are associated with electricity consumption in JAS-controlled facilities. These are calculated primarily using the location-based method, with monthly energy data collected wherever possible. Conversion from kWh to CO_2e is based on the UK Government GHG Conversion Factors for Company Reporting (2020). We also track renewable electricity, including direct procurement and on-site generation through solar installations.

Scope 3 Emissions reflect indirect emissions throughout the value chain and are reported across six material categories: Category 1 (purchased goods and services), 3 (fuels and energy-related activities), 4 (upstream transportation and distribution), 5 (waste generated in operations), 6 (business travel), and 7 (employee commuting).

Our most significant Scope 3 emissions come from Category 4, which includes transport services provided by third-party carriers. These emissions are calculated through EcoTransIT World, an industry-standard platform that uses a well-to-wheel approach to quantify GHG and air pollutants across air, ocean, road, and rail shipments. The methodology follows ISO 14083 and GLEC accreditation, ensuring accuracy and comparability.

Business travel (Category 6) emissions are based on data from our external booking platform and calculated using the Department for Environment, Food & Rural Affairs (DEFRA) methodology, which takes into account travel distance, transport mode, and accommodation-related emissions.

Additional Scope 3 categories, such as Category 1, 3, 5, and 7, are calculated using spend-based methods and workforce-related estimations. These rely on recognized databases and national averages, providing a reasonable estimate where primary data is unavailable.

Carbon Intensity for Freight (air, ocean, road and rail) is disclosed in grams of CO_2e per tonne-kilometer, reflecting the emissions associated with moving one tonne of cargo one kilometer. This metric supports transparency in logistics efficiency and decarbonization strategy.

Social Data

JAS collects and reports social data across key workforce indicators, using internal systems and external providers. Workforce demographics including age and gender, where permitted and in compliance with applicable laws, are tracked through our HR platform, alongside turnover rate, which is calculated globally based on employee exits relative to total headcount.

Employee engagement metrics are captured annually via an external survey tool, where the Fair Treatment & Sense of Belonging score is also derived from employee responses. Health and safety performance is monitored monthly through local branch reporting, with Lost Time Injury Frequency (LTIF) calculated per 1,000,000 hours worked. Volunteer hours completed through our Pay It Forward program are recorded within an internal case management system.

Contact Point

Contact point for Sustainability Report 2024: ww-sustainability@jas.com

Statement

The Executive Board members have received, and the President & CEO, COO and CFO have approved the JAS Sustainability Report for 2024.

Executive Board Members

Biagio Bruni, Chairman

Marco Rebuffi, President & CEO

Alberto Bruni, Chief Operations Officer

Tahira Fumo, Chief Financial Officer

Indices

Our sustainability reporting is based on the 2021 edition standards of the Global Reporting Initiative (GRI), which is an independent organization that helps companies around the world to take responsibility for their economic, environmental, and social impacts by providing guidance on transparent, systematic, and comparable sustainability reporting.

The GRI index and United Global Compact (UNGC) index are presented below. The overview lists information relating to the GRI standards and to topics that are relevant for the ten principles of the UNGC Principles.

GRI Standard	Disclosure	Disclosure Name	UNGC Principles	Location/ Page
General Standard Disclosures				
GRI 2 (2021)	2-1	Organizational details	1–10	4
	2-2	Entities included in the organization's sustainability reporting	1–10	4, 33
	2-3	Reporting period, frequency, and contact point	1–10	33
	2-6	Activities, value chain and other business relationships	1–10	4
	2-7	Employees	1–10	4, 25
	2-9	Governance structure and composition	1–10	10
	2-12	Role of the highest governance body in overseeing the management of impacts	1–10	10
	2-22	Statement on sustainable development strategy	1–10	6
	2-23	Policy commitments	1–10	21
	2-26	Mechanisms for seeking advice and raising concerns	1–10	29
	2-28	Membership associations	1–10	5
Materiality Assessment and List of Material Topics				
GRI 3 (2021)	3-1	Process to determine material topics	1–10	7
	3-2	List of material topics	1–10	7
GHG Emissions & Low-Carbon Transportation				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	11
GRI 305 (2016)	305-5	Reduction of GHG emissions	7, 8, 9	11
Air Quality				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	15
Energy Management and Renewable Energy				
GRI 302 (2016)	302-1	Energy consumption within the organization	7, 8, 9	17
GRI 305 (2016)	305-2	Energy indirect (Scope 2) GHG emissions	7, 8, 9	12
GRI 305 (2016)	305-3	Other indirect (Scope 3) GHG emissions	7, 8, 9	12
Circularity & Waste Management				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	12, 18
Climate Risk & Resilience				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	19
Biodiversity & Natural Resource Stewardship				
GRI 3 (2021)	3-3	Management of material topics	7, 8, 9	20
Human Rights				
GRI 3 (2021)	3-3	Management of material topics	1, 2, 4, 5	21

Employee Health & Safety				
GRI 3 (2021)	3-3	Management of material topics	1, 2	23
GRI 403 (2018)	403-1	Occupational health and safety management system	1, 2	23
GRI 403 (2018)	403-10	Work-related ill health	1, 2	23
Workforce Empowerment and Equal Opportunity				
GRI 3 (2021)	3-3	Management of material topics	6	24
GRI 405 (2016)	405-1	Diversity of governance bodies and employees	6	25
Employee Engagement				
GRI 3 (2021)	3-3	Management of material topics	6	26
Human Capital Development				
GRI 3 (2021)	3-3	Management of material topics	6	27
Fair Labor Practices				
GRI 3 (2021)	3-3	Management of material topics	1-6	27
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	5	27, 31
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4	27, 31
Community Engagement				
GRI 3 (2021)	3-3	Management of material topics	1-8	19, 28
GRI 413 (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	8	19, 28
Anti-Corruption & Ethics				
GRI 3 (2021)	3-3	Management of material topics	10	29, 31
GRI 205 (2016)	205-1	Operations assessed for risks related to corruption	10	29, 31
GRI 205 (2016)	205-2	Communication and training about anti-corruption policies and procedures	10	29
Cybersecurity & Data Protection				
GRI 3 (2021)	3-3	Management of material topics	1, 10	29
Regulatory Compliance				
GRI 3 (2021)	3-3	Management of material topics	10	30
Risk Management				
GRI 3 (2021)	3-3	Management of material topics	10	31
GRI 205 (2016)	205-1	Operations assessed for risks related to corruption	10	31
ESG Governance & Accountability				
GRI 3 (2021)	3-3	Management of material topics	1-10	10, 31
Responsible Supply Chain Management				
GRI 3 (2021)	3-3	Management of material topics	1, 4, 5, 8	31
GRI 408 (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	5	27, 31
GRI 409 (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4	27, 31
Transparency & Reporting				
GRI 3 (2021)	3-3	Management of material topics	8, 10	32
Product & Services Innovation				
GRI 3 (2021)	3-3	Management of material topics	8, 9	32

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