



Sustainability Progress Update

Progress across climate,
social responsibility and
sustainable business



Introduction

Advancing Sustainability Through Measurable Action

At Jones Healthcare Group, sustainability is increasingly embedded into how we operate, innovate and grow. Across our global operations, we continue to strengthen the systems, partnerships and initiatives that support long-term environmental responsibility, workplace safety and sustainable business practices.

We advanced several key priorities since our last update — including the validation of our near-term greenhouse gas emissions reduction targets by the Science Based Targets initiative (SBTi), expanded energy and waste reduction initiatives, continued investment in safer workplaces and recognition for sustainable packaging innovation through our Qube™ Eco medication adherence blister pack.

While some of our sustainability targets extend over many years, meaningful progress requires ongoing action today. This update provides a snapshot of how we are tracking against key goals, highlights important milestones achieved over 2025 and into 2026, and outlines the initiatives helping shape our path forward.

By integrating sustainability into operational decision-making, product innovation and customer collaboration, we continue working to support better health outcomes while reducing environmental impact.



Sustainability by the Numbers

93% waste diverted from landfill

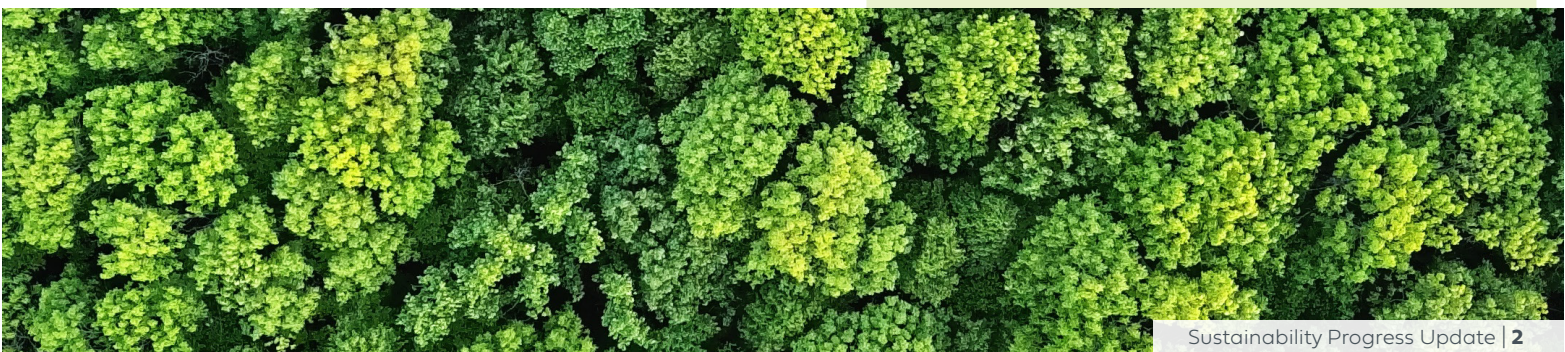
2,000 MWh of Renewable Energy Certificates (RECs) purchased

100% top-tier suppliers evaluated for sustainability

78% of suppliers by emissions have science-based targets

100% certified fibre sourcing (SFI® or FSC®)

142 years supporting health and wellness markets



Progress Against Our Sustainability Priorities

We track progress across climate, social responsibility and sustainable business priorities to maintain accountability and drive continuous improvement.



CLIMATE			
Target	Timeline	Progress	Update
-43.26% Scope 1+2 vs 2023	By 2030 (2023 base year)	-13%	Continued energy optimization and operational efficiency programs across facilities; Renewable Energy Certificate (REC) purchases scheduled.
-25.0% Scope 3 vs 2023	By 2030 (2023 base year)	+12%	Increase reflects increased procurement, production and logistic activity, as well as improved reporting completeness. Scope 3 emissions now represent over 98% of our total footprint. Supplier engagement strategy aligned with the Science Based Targets initiative underway.
0% Waste diverted to landfill	By 2030	93% diversion	Continued progress toward zero landfill through expanded circular material programs and improved waste stream management; Improved waste diversion over 5% from 2024 to 2025.

Definitions: Scope 1&2: Emissions from our operations and purchased electricity. Scope 3: Emissions from suppliers, transport and product use and disposal.

SOCIAL RESPONSIBILITY			
Target	Timeline	Progress	Update
0 Lost-Time Frequency (LTF)	Immediately	2025 LTF = 0.7%	Ongoing focus on workplace safety and incident prevention.
≤6% Recordable Incident Frequency Rate	Immediately	2025 incident rate = 13%	Recordable incident rate decreased from 24% in Q1 2025 to 13% in Q1 2026, reflecting meaningful improvements in safety performance and progress toward our target.

Climate Fast Facts



Renewable energy
2,000 MWh of Renewable Energy Certificates (RECs) purchased in early 2025 with a tracking framework under development



Water usage
4% reduction in water intensity (m³) from 2024 to 2025

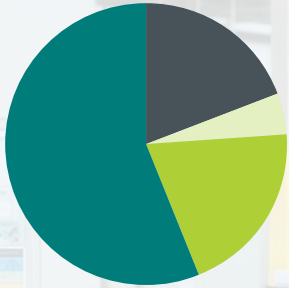
Emissions
Our total greenhouse gas (GHG) inventory decreased 1% from 2024 to 2025

Sustainable Business

83% revenue from healthcare

100% top-tier suppliers evaluated for sustainability

142 years in business



Colleague Tenure

- <5 years **55%**
- 5-9 years **19%**
- 10-14 years **6%**
- 15+ years **20%**



Targets Achieved

78%

of suppliers by emissions have had SBTi-validated targets since 2025, ahead of 2030 goal. We continue aligning suppliers and onboarding to science-based targets

100%

of sites assessed for water risk since 2021

1:1

gender wage equity maintained since 2015

100%

completion of forced labour prevention training since 2023

100%

certified fibre sourcing (SFI® or FSC®) since 2022

100%

of capital investments evaluated against sustainability criteria since 2022

Key Initiatives

CLIMATE

Driving Measurable Environmental Progress

SBTi Validates Jones Healthcare Group's Near-Term Greenhouse Gas Emissions Targets

Jones Healthcare Group's near-term greenhouse gas emissions reduction targets were validated by the Science Based Targets initiative (SBTi), confirming alignment with recognized climate science criteria.

As part of these targets, Jones commits to:

- Reduce absolute scope 1 and 2 emissions 43.26% by 2030 (2023 base year)
- Reduce select scope 3 emissions 25.0% over the same period
- Ensure 72% of suppliers by emissions set science-based targets by 2030

PPE Reduction & Recycling

- Introduced Personal Protective Equipment (PPE) recycling, diverting commonly used safety materials from landfill and supporting circular waste practices within operations.
- Removed disposable (to landfill) hearing protection from general use and implemented a robust custom moulded hearing protection program at London, Ontario facilities, decreasing landfill materials and increasing the level of verifiable protection for our colleagues. This program will roll out at our Brampton facility in 2027

Waste Audit Identifies New Diversion Opportunities

A comprehensive waste audit completed at our London Page Street facility identified additional opportunities to improve waste diversion performance beyond our current 93% diversion rate.

The findings are helping guide future improvements focused on recycling, waste stream management, colleague education, supplier reviews and circular material programs. These initiatives support our long-term goal of diverting 100% of operational waste from landfill by 2030.

Recent actions include the expansion of PPE recycling, enhanced waste stream identification throughout operations, sustainability reviews for new materials and suppliers, and increased colleague engagement through environmental awareness initiatives.

Global Energy Team Advances Efficiency Initiatives

We formed a global, cross-company energy team to identify opportunities and set action plans to reduce energy usage. So far, the team has been able to report the following achievements:

- Our Brampton facility converted to a fully electric material handling fleet, reducing CO₂ emissions by 22,500 kg per year
- Our London Page Street facility:
 - Is installing a peak management program and direct sub-metering system to better understand power demands and use resources more efficiently.
 - Is moving to LED lighting facility-wide
 - Has installed a shut-down program for compressor technology to increase efficiency



Achieved a Bronze EcoVadis Rating in a More Advanced Evaluation Tier

Jones achieved a Bronze EcoVadis rating in 2024 after progressing into a more advanced assessment tier within the EcoVadis framework.

This updated evaluation places greater emphasis on demonstrated performance data and measurable sustainability outcomes. While Jones strengthened its sustainability framework significantly over 2025 and 2026 through initiatives such as SBTi target validation, supplier engagement and operational improvement programs, newly implemented initiatives require additional historical reporting data before their full impact can be reflected within results-based scoring categories.

EcoVadis evaluates organizations across four areas: environment, labour and human rights, ethics, and sustainable procurement. Jones continues to demonstrate strong performance across policy development, governance and implementation activities while building the long-term data required to support future results-based scoring.

SOCIAL RESPONSIBILITY

Advancing Safer, More Resilient Workplaces

Workplace safety remains a core priority across all Jones Healthcare Group operations. We continue to focus on risk reduction, operational control and proactive injury prevention through a balanced approach.

- Leading indicators (training, audits, hazard identification)
- Lagging indicators (incident rates, medical aid, lost time)

This dual focus ensures:

- Continuous improvement in safety performance
- Alignment with regulatory requirements and industry best practices
- Integration of safety into broader ESG performance

We have launched a series of health and safety programs against these criteria:

- Joined WSIB's *Health and Safety Excellence Program* to strengthen safety systems and reduce workplace risk
- Expanded emergency preparedness with additional AED installations & naloxone kits throughout the facilities
- Introduced Diphoterine® emergency response capability for chemical exposure
- Launched a workplace stretching program to reduce soft tissue injuries and support ergonomic awareness
- Implemented colour-coded walkways to improve safety in high-traffic operational areas



SUSTAINABLE BUSINESS

Advancing Sustainable Healthcare Innovation

World's First Medication Adherence Pack Pre-qualified as Recyclable Recognized for Advancing Sustainable Healthcare Packaging

At the 2026 PAC Global Awards, Qube™ Eco received Best of Show and Best in Class recognition, highlighting a breakthrough in sustainable healthcare packaging.

Unlike traditional adherence packs that combine PVC, foil and laminated materials into inseparable structures destined for landfill, Qube Eco is engineered for clean separation into paper and plastic streams using a recyclable blister, paperboard cover and an APR-recognized BOPP pressure-sensitive seal. The design has been pre-qualified as Widely Recyclable by How2Recycle® in Canada and Widely Recycled by OPRL in the United Kingdom, reinforcing the credibility of its recyclability claims across markets*.



*Additional components, product application, or other attributes may change the final recyclability of the package.

Bilingual Course Reviewed by the Canadian Pharmacists Association, Available on the CPhA Learning Platform

Jones Healthcare Group launched *Adherence in Practice*, a pharmacist-led education initiative designed to support real-world medication adherence through practical tools and communication strategies.

The inaugural course focuses on helping pharmacists recognize common barriers to adherence and apply structured, practical communication strategies that fit into everyday pharmacy practice.



Supporting New Beginnings Through Community Partnership

Jones Healthcare Group supported the Cross-Cultural Learner Centre's *Doorways to Dreams* initiative, contributing to housing solutions for newcomers to Canada. The partnership reflects an ongoing commitment to supporting well-being, in line with our commitment to inclusive employment pathways.



Continuing the Momentum

Our focus remains on turning commitments into measurable, long-term progress. Across our operations and value chain, we are working to:

- reduce emissions
- enhance safety, well-being and community impact
- advance sustainable packaging innovation

By integrating sustainability into how we operate and innovate, we continue to support better health outcomes while reducing environmental impact.

Learn More

For additional information regarding our sustainability priorities, commitments, certifications and governance practices, please visit our **Sustainability** and **Sustainability Governance & Policies page**.



With roots firmly established in healthcare, Jones has been a long-time, trusted partner for some of the most recognized global pharmaceutical brands and the largest pharmacy groups, independent pharmacies, hospitals and long-term care facilities across the world.

From packaging that protects and informs, to new platforms that improve consumer outcomes – we are invested in advancing wellness.

Visit us at <https://joneshealthcaregroup.com/>

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