



JAM Industries Sustainability Report

2025-2026

POWERING RESPONSIBLE GROWTH



All data correct as of the end of JAM FY26 (April 1, 2025 - March 31, 2026).

Environmental and workforce metrics are reported using either fiscal-year (FY) or calendar-year (CY) periods as indicated.

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Powering Responsible Growth

JAM is a leading distributor of technology products and specialist services across Professional AV, Musical Instruments, Pro Audio, Sound & Lighting, and Consumer Electronics. Our scale, expertise, and long-standing industry partnerships enable us to drive sustainable growth while delivering exceptional value to our customers, manufacturer partners, and communities.



JAM at a Glance

73%

employee
engagement

56

promotions



623

employees



ZERO

personal
data breaches

134.78 MT

waste stream
tracked



>60%

emissions
reduction vs
baseline



Environmental Management

PRIORITIZING THE PLANET

Our Sustainability Framework

Together, these pillars guide our commitment to long-term, sustainable progress.



Environmental Management

Reducing our footprint across operations



Ethics & Governance

Maintaining integrity in everything we do



People & Culture

Supporting a safe, inclusive, and engaged workforce



Sustainable Procurement

Partnering responsibly across our supply chain



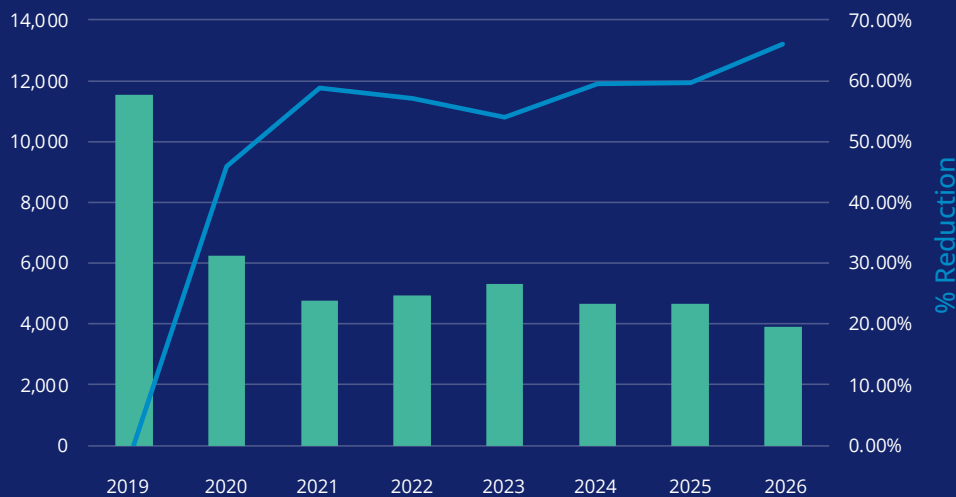
Energy & Emissions

50%

Carbon reduction target achieved ahead of schedule

Our goal was to reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030.

We exceeded this target nine years ahead of schedule, achieving a 58.8% reduction in 2021 compared to our 2019 baseline.



- Scope 1 & Scope 2 tCO2e (With Rebase)
- Scope 1 & Scope 2 vs Base Year (%Reduction)

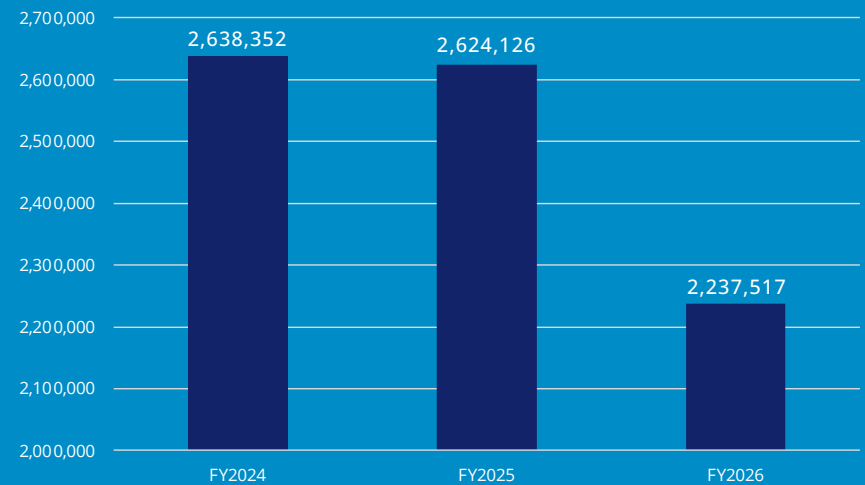


Exceeded our 2030 target by 16 percentage points in FY2026.

14.7% YOY Reduction in total electricity consumption

Through ongoing operational efficiencies and energy-conscious practices, JAM reduced total electricity consumption by 14.7% in FY2026 compared to FY2025.

Electricity Use Across All JAM Sites (kWh)





Waste & Recycling Management

JAM tracks waste generation and recycling activity across its distribution centers to better understand environmental impacts and identify opportunities to improve operational efficiency and reduce landfill waste.

Through ongoing waste diversion and recycling efforts, JAM continues to prioritize responsible resource management across its operations. In CY2025, **municipal solid waste decreased by 13.8%** compared to CY2024, while cardboard recycling remained a significant component of the company's waste stream, helping divert materials from landfill.



DISTRIBUTION CENTERS

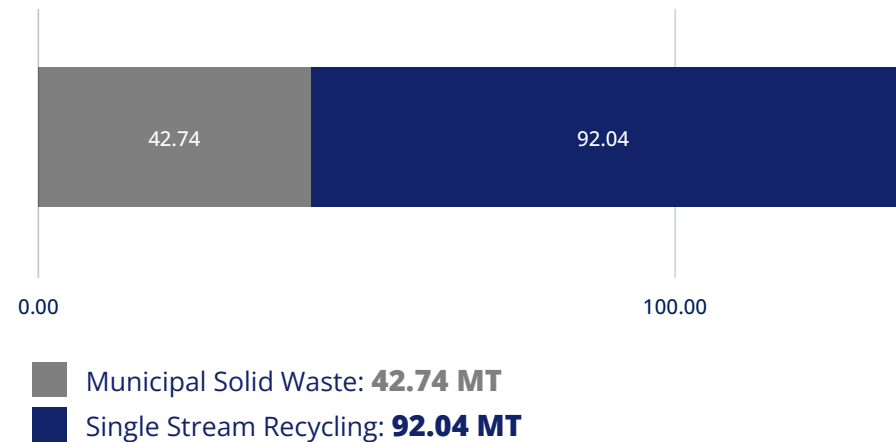
- 📍 Montreal, QC
- 📍 Cheshire, CT
- 📍 Folsom, CA
- 📍 Menifee, CA
- 📍 Southaven, MS
- 📍 Webster, NY

134.78 MT

Total Waste Stream Managed

Waste & Recycling Stream by Material Type (CY2025)

Total Metric Tons Generated Across All Sites



13.8% reduction in municipal solid waste in CY2025 compared to CY2024.

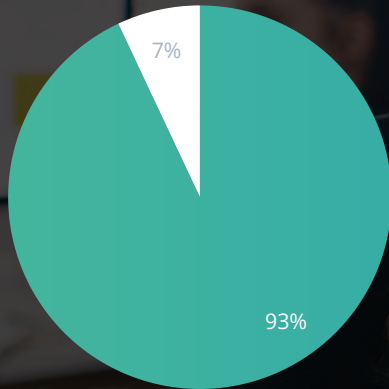


Ethics & Governance

DOING THE RIGHT THING

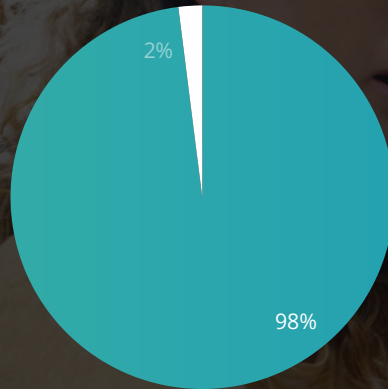


Compliance & Training Rates



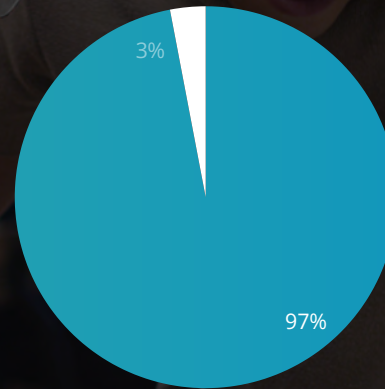
93%

**CODE OF
CONDUCT**



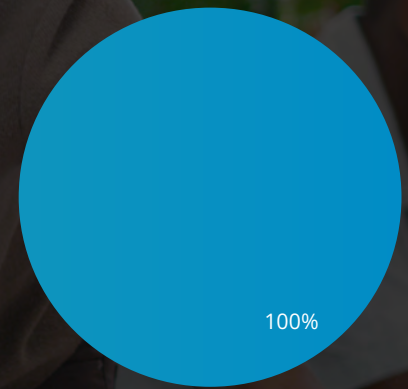
98%

ANTITRUST



97%

**DOING BUSINESS
IN HIGH-RISK
COUNTRIES**



100%

**PREVENTING
BRIBERY &
CORRUPTION**

● Complete ● Outstanding



Cybersecurity & Data Protection Training

85%
completed

Cyber
Security
Training

60%
completed

Additional
Mandatory
Cyber
Training

**Training remains in progress and completion rates are expected to increase in FY2027.*



ZERO

**personal
data breaches**



Ethical Business Practices & Values

At JAM, the heart of our organization lies in our people and their shared passions. We believe in the power of exchanging ideas and working together to develop and deliver successful solutions. We celebrate and recognize the unique talents and ideas of our inspiring and dedicated team members. Our positive work environment embraces an entrepreneurial spirit where everyone feels welcomed, valued, safe – both physically and psychologically, and empowered.

OUR VALUES

✓ Integrity & Honesty

Doing the right thing, always.

✓ Customer Centric

Putting partners and customers first.

✓ Accountability

Owning actions and outcomes.

✓ Results Driven

Pursuing excellence every day.

✓ Teamwork

Succeeding through collaboration.

✓ Safety

Everything we do, we must do safely.

✓ Respect

Treating everyone with dignity.

✓ Passion

Bringing energy to shared success.



People & Culture

SUPPORTING OUR PEOPLE



Workforce Overview

We empower the people and businesses behind music, communication, and entertainment. Through a culture rooted in respect, inclusion, and equal opportunity, we are committed to supporting our employees, strengthening our partnerships, and ensuring every voice has the opportunity to be heard and valued.

Total Employees: **623** Total Leaders: **89** New Hires: **78**



80.3%
retention



General Wholesale Sector Retention Rate Benchmark: 73%*

**Results of the 2025 US Turnover Surveys, iMercer.com*



56
promotions



Employee Engagement

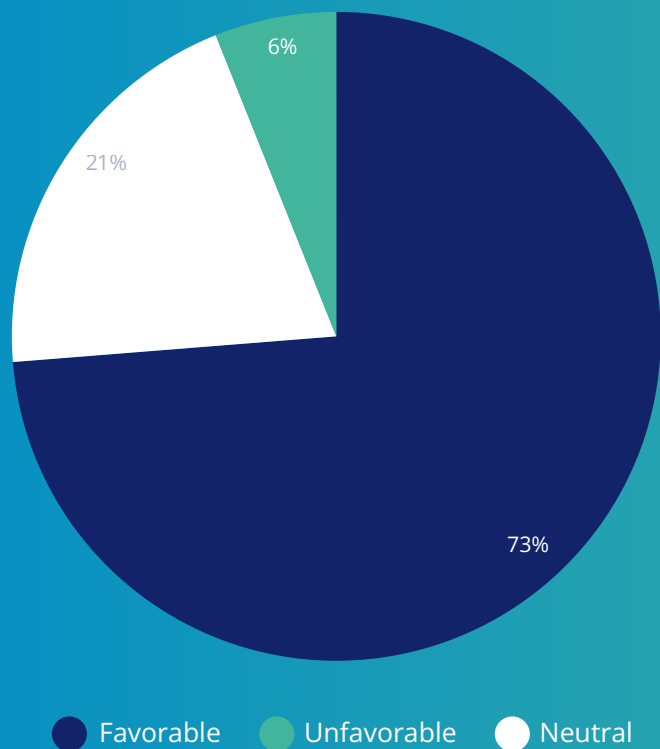
95% employee response rate

585 employee responses received

73% employee engagement score

STRENGTHS

- 85% I know how the work I do helps this company achieve its aims
- 85% I feel empowered to stop and speak up when something is unsafe
- 84% My manager treats me fairly and with respect
- 84% This company is committed to employee safety
- 83% I care about the future of this company







Employee Resource Groups & Belonging

JAM is committed to fostering an inclusive workplace where employees feel supported, connected, and empowered to succeed. Through our **Employee Resource Groups** (ERGs) and the ***You Belong Here* committee**, employees have opportunities to build community, share experiences, and contribute to a culture of belonging.

Our ERGs provide support and connection across a broad range of interests and experiences, including disability inclusion, wellness, mental health, cultural connections, veterans, parents and caregivers, early career professionals, Pride, and women's leadership.



11 ERGs

supporting belonging, wellbeing, professional growth, and community across JAM.





Health & Safety

The health, safety, and wellbeing of our employees remains a top priority across all JAM operations. Through ongoing training, risk management, and continuous improvement initiatives, we work to maintain safe workplaces and reduce the occurrence of workplace injuries.

Lost Time Injury Performance

JAM has continued to improve its Lost Time Injury (LTI) frequency rate, **reducing incidents from 1.08 in FY2023 to 0.55 in FY2026 - a nearly 50% improvement over three years.** While LTI severity increased compared to FY2025, it remains substantially lower than historical peak levels, reflecting continued progress in workplace safety performance.

LOST TIME INJURY FREQUENCY RATE

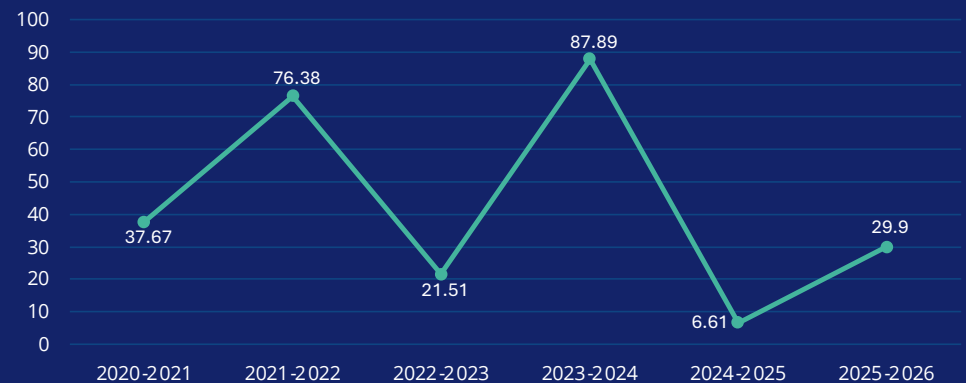


RoSPA Gold Award Winner

JAM has earned this prestigious health and safety award for **2025 & 2026** as part of the Nexora community.



LOST TIME INJURY SEVERITY RATE





Future Priorities & Commitments

WHAT WE VALUE



Looking Ahead

As we continue to evolve our ESG strategy, JAM remains focused on strengthening our environmental, social, and governance practices across the organization. In the coming year, we will prioritize initiatives that drive measurable impact, enhance stakeholder engagement, and support long-term sustainable growth.

KEY AREAS OF FOCUS

Environmental Goals

Advance our sustainability efforts through continued investments in renewable energy, operational efficiency, and responsible resource management.

Supplier ESG Expansion

Strengthen supplier engagement by incorporating ESG considerations into supplier relationships and encouraging alignment with our ethical and sustainability standards.

Employee Engagement Improvement

Enhance employee participation in company programs, community initiatives, and sustainability efforts while continuing to foster a culture built on our FIIT Shared Values.

Sustainability Communications

Improve ESG reporting and communications to increase transparency, share progress, and better engage employees, customers, suppliers, and industry partners.

Building a More Sustainable Future

By building on our strong foundation of responsible business practices, JAM is committed to creating lasting value for our employees, customers, partners, communities, and the environment. Together, we will continue making meaningful progress toward a more sustainable future.





Thank you

JAMindustries.com

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