



Sustainability Report

2025

Our Sustainability Commitments

At Jasani, we are always driven by “True North” values—our unwavering commitment to always do the right thing for our clients, our people, and our communities. We are committed to social impact and strive for protecting the nature and the environment.

Environment Friendly:

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction
- Undertake initiatives to promote greater environmental responsibility such as:
 - Responsible waste management and disposal
 - Reduction of greenhouse gases and other emissions harmful to the environment
 - Conservation of non-renewable natural resources.
 - Identifying and moderating the use of hazardous materials and products

We intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Endorsing highest standards of economic, social, ethical, and environmental practices
- Identifying and moderating the use of hazardous materials and products.
- develop hazardous waste regulations that balance the conservation of resources, while ensuring the protection of human health and environment.
- Recycling hazardous waste has a variety of benefits including reducing the consumption of raw materials and the volume of waste materials that must be treated and disposed.

THE JASANI SUSTAINABILITY PILLARS



The Planet

Protecting the Planet: A Core Commitment for Jasani

At Jasani, we understand that as a leading supplier of promotional merchandise, we have a unique responsibility to safeguard the planet. The products we create represent our clients' brands, and with that comes an opportunity—and a duty—to ensure that these items are made with respect for the environment. As the world faces growing environmental challenges, including climate change, resource depletion, and waste management crises, our role in promoting sustainable practices has never been more critical.

Sustainability is not just an ethical consideration; it is a strategic imperative. Today's customers are more environmentally conscious than ever before, seeking partnerships with suppliers who share their commitment to protecting the planet. For businesses, aligning with sustainability goals isn't optional— it's essential. By embedding eco-friendly principles into our operations, Jasani not only reduces its environmental footprint but also empowers our clients to meet their sustainability targets. Together, we create a positive ripple effect that extends far beyond individual transactions.

Promotional merchandise is more than just a marketing tool; it's a tangible representation of a brand's values. When these items are thoughtfully designed and responsibly sourced, they serve as meaningful expressions of sustainability, leaving a lasting impression without compromising the planet's resources. This is why Jasani has prioritized initiatives like using renewable and recycled materials, minimizing waste across our supply chain, and adhering to ethical sourcing standards.

From biodegradable packaging to reusable products, our portfolio reflects our commitment to sustainability at every stage of the product lifecycle.

However, protecting the planet requires more than individual action—it demands collaboration. Jasani works closely with suppliers, partners, and clients to identify and implement innovative solutions that reduce environmental impact. Whether it's optimizing production methods, reducing carbon emissions, or championing circular economy principles, we are committed to leading the way in responsible manufacturing.

At Jasani, sustainability isn't just a trend; it's a cornerstone of our business. By investing in sustainable practices, we are not only protecting the planet but also enhancing the value of the products we offer and strengthening our relationships with clients. Through these efforts, we aim to inspire change, set new standards for our industry, and contribute to a greener, more sustainable

Modern, Energy-Efficient Facilities: A Key to Sustainable Progress

Modern, energy-efficient facilities play a vital role in Jasani's sustainability journey. We recognize that the infrastructure supporting our operations directly impacts our environmental footprint, and therefore we continuously invest in solutions that improve energy performance and reduce resource consumption.

Our offices are equipped with energy-efficient LED lighting to minimize electricity usage and lower carbon emissions. In addition, we have installed solar panels to harness renewable energy, significantly reducing our dependence on conventional power sources. These initiatives not only decrease greenhouse gas emissions but also improve operational efficiency and reduce long-term costs.

By adopting sustainable infrastructure and renewable energy solutions, Jasani reinforces its commitment to responsible business practices, contributing to a greener future while ensuring efficient and sustainable growth.



Reducing Waste and Enhancing Recycling Practices

At Jasani, sustainability is deeply integrated into our product development and operational practices. A key focus area is the adoption of lower-impact materials that reduce environmental strain while maintaining the quality, durability, and aesthetics our clients expect. We actively incorporate materials such as recycled leather, which is crafted from repurposed leather scraps while retaining the look and feel of traditional leather; recycled PET, which transforms plastic waste into strong, eco-friendly materials; and seed paper, an innovative solution embedded with seeds that can be planted after use to grow flowers or herbs.

Our portfolio also includes recycled aluminum and recycled stainless steel—materials that are lightweight, durable, and endlessly reusable—helping conserve natural resources while reducing waste. Wheatstraw material repurposes agricultural byproducts into practical, lightweight alternatives to plastic. Recycled cotton gives new life to textile waste, significantly saving water and reducing resource consumption compared to virgin cotton. In addition, cactus leather provides a plant-based, sustainable alternative to conventional leather, and recycled plastic converts discarded materials into functional, long-lasting products. By integrating these materials into our offerings, we actively contribute to reducing landfill waste and supporting a circular economy where resources are reused and repurposed rather than discarded.

Beyond material selection, reducing waste within our operations is a continuous priority. We focus on minimizing waste at the source by optimizing production processes, improving material planning, and adopting precision techniques that reduce offcuts and excess usage. We also emphasize responsible packaging by increasing the proportion of recyclable materials and eliminating unnecessary components wherever possible.

Within our facilities, structured recycling systems are in place to ensure effective waste segregation. Clearly labeled bins and employee awareness initiatives encourage proper disposal of paper, plastics, and metals into designated recycling streams. All cardboard boxes received through shipments are carefully collected, flattened to save space, securely stored in a designated area, and regularly handed over to authorized recyclers. These consistent and disciplined practices help divert substantial waste from landfills.

Through responsible sourcing, lower-impact materials, waste reduction strategies, and strong recycling practices, Jasani demonstrates its long-term commitment to environmental stewardship. We believe that sustainable innovation combined with everyday operational discipline creates meaningful impact, benefiting not only our business but also our clients, community, and the planet.



Sustainable Products and Packaging

- Our packaging is FSC certified, recycled, and recyclable.
- The proportion of recyclable packaging materials has increased significantly from 5% to 27%, reflecting our strong commitment to sustainability and responsible sourcing.
- Our packaging is thoughtfully designed to ship without the need for unnecessary plastic sleeves, further reducing plastic waste.





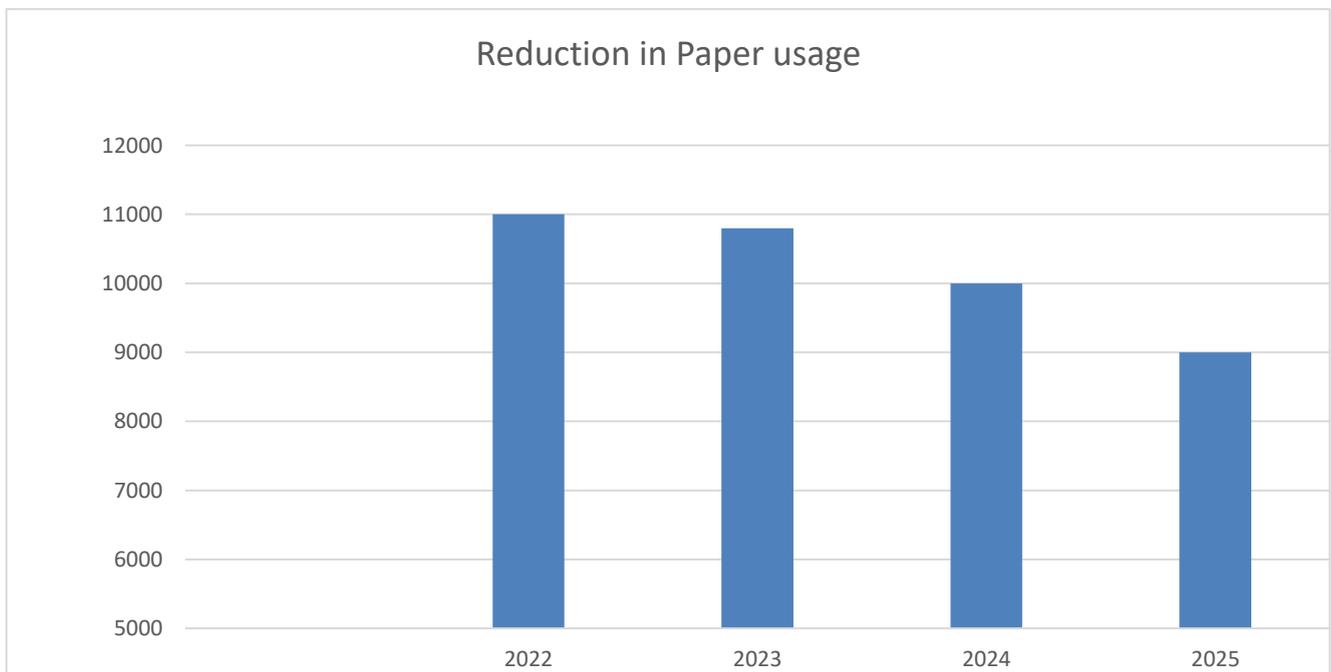


Use of E-Catalogue and Reduction of Paper Use:

Jasani has significantly reduced its printed catalogue production from 20,000 copies in 2019 to 9,000 copies in 2025. This reduction has been achieved through a strategic shift toward digital transformation, actively promoting and increasing the adoption of e-catalogs. As a result, we have substantially lowered our paper consumption and minimized our environmental impact.

Our digital catalogue is accessible online, enabling clients to conveniently browse our products while supporting our sustainability initiatives:

<https://www.thegiftscatalog.com/jasani26/>



Our Impact Highlights

At Jasani, sustainability goes beyond products—it is embedded in our design philosophy, sourcing decisions, and partnerships. Through innovative thinking and responsible practices, we continue to create measurable environmental and social impact. Our commitment has been recognized both locally and internationally, earning us a Platinum rating from EcoVadis, a Bronze award from the Gulf Sustainability Awards, and certification from SEDEX for ethical business practices.

Through our CHANGE Collection and strategic partnerships, we have repurposed 2,318,394 plastic bottles into high-quality products such as bags and polo shirts, giving discarded materials a second life. In collaboration with Ocean Bottle, we have also contributed to the collection of 84,306,000 plastic bottles, preventing them from entering the ocean and harming marine ecosystems.

Our sustainability efforts extend to significant water conservation. Since the launch of the CHANGE Collection, we have collectively saved 1,404,804,100 liters of water that would otherwise have been used in conventional cotton irrigation. Additionally, through our partnership with Water.org, we have supported initiatives that have provided 36,000 people with access to safe and reliable water, improving health, sanitation, and overall quality of life in communities in need.

Climate action is another core priority. Through our CHANGE Zero collection and smart climate financing initiatives with ClimatePartner, we have successfully reduced 236,000 kilograms of carbon emissions by supporting certified renewable energy projects.

These milestones reflect Jasani's dedication to driving meaningful change—demonstrating that conscious business decisions can deliver lasting benefits for the planet and society.

People

A Healthy, Safe, and Happy Workplace: The Foundation of Success

At Jasani, we believe that our greatest asset is our people. Creating a healthy, safe, and happy workplace is not just a moral responsibility but also a strategic priority. Our employees are at the heart of everything we do, and their well-being is essential to achieving sustainable growth, fostering innovation, and delivering excellence to our clients.

A healthy workplace begins with a focus on physical and mental well-being. By ensuring proper ergonomics, providing access to health resources, and encouraging work-life balance, we empower our team to perform at their best. We understand that mental health is as crucial as physical health, which is why we actively promote open communication, offer support programs, and foster an environment where everyone feels valued and heard.

Safety is another cornerstone of our workplace culture. We take proactive steps to ensure that all facilities meet the highest safety standards, implementing rigorous protocols and regular training to minimize risks. By prioritizing safety, we protect not only our employees but also the broader community we interact with.

A happy workplace goes beyond physical and mental well-being; it's about creating an environment where employees feel engaged, motivated, and fulfilled. At Jasani, we cultivate a sense of belonging through team-building activities, opportunities for professional development, and recognition of achievements. A positive and inclusive culture enhances collaboration, drives productivity, and strengthens employee retention.

The benefits of a healthy, safe, and happy workplace extend far beyond the individual. Employees who feel supported and valued are more innovative, committed, and aligned with the company's goals. This creates a ripple effect, improving service quality, client satisfaction, and overall organizational success. Furthermore, prioritizing employee well-being reinforces our commitment to corporate social responsibility, strengthening Jasani's reputation as an employer of choice and a trusted business partner.

At Jasani, we understand that investing in our employees is an investment in our future. By creating a workplace where health, safety, and happiness are paramount, we empower our people to thrive personally and professionally. This commitment reflects our core values and drives our mission to build a sustainable, impactful, and people-centered organization. Together, we continue to grow, innovate, and make a positive difference in the lives of our employees, clients, and communities.

Empowering Growth Through Career Development

At Jasani, we believe that the success of our business is intrinsically tied to the growth and development of our employees. Providing opportunities for career advancement is not only an investment in our people but also a strategic priority that drives innovation, fosters loyalty, and strengthens our organizational culture.

Career development is essential for attracting and retaining top talent. Employees who see a clear path for growth within the company are more motivated and engaged, leading to higher productivity and a stronger sense of purpose in their roles. By prioritizing training, mentorship, and skill-building opportunities, we empower our team to take ownership of their professional

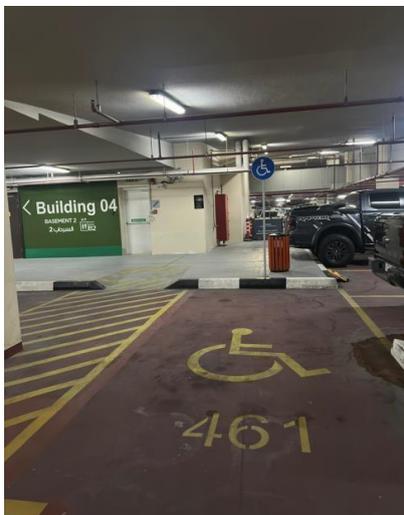
journey while contributing meaningfully to our shared goals.

In 2025, we were proud to promote 4 employees into key roles within the organization, showcasing our commitment to internal mobility and recognizing the exceptional talent within our team. These promotions not only highlight our dedication to nurturing potential but also serve as an inspiration to others, demonstrating that hard work and growth are rewarded at Jasani.

Supporting career development is about more than individual success; it's about building a thriving, future-ready workforce. Together, we grow, innovate, and achieve excellence, shaping a brighter future for our employees and our business.

Provision of Facilities for Disabled Employees

Our modern offices are equipped with accessible facilities for all employees.



Employee Feedback

We have a comments box to ensure that any employee can provide feedback on improvements to working conditions or to share any safety concerns. The comments box is designed especially for employees who prefer not to disclose their identity, allowing them to share their concerns confidentially. Comments placed in the box are collated and reviewed by management for appropriate action.

In addition, we conduct an annual employee satisfaction survey to formally gather feedback, assess workplace conditions, and identify areas for continuous improvement.



Ensuring the Safety of our Goods

We transport many powered products containing lithium batteries. These are labelled with hazardous shipping stickers for safe transit.



During the summer, temperatures can reach as high as 45 degrees Celsius. To ensure the safety of our employees and the proper handling of hazardous substances, we have installed cooling systems throughout the warehouse. Additionally, employees are trained to promptly move dangerous goods (DG) products to air-conditioned rooms where the temperature is maintained below 24 degrees Celsius.

We also conduct regular training sessions focused on the safe handling and storage of hazardous materials, emphasizing the importance of maintaining proper environmental conditions. Emergency procedures and safety protocols are well-communicated, and employees are equipped with the necessary personal protective equipment (PPE) to handle such materials. These measures collectively minimize risks and ensure compliance with safety and environmental standards.

Appendix

2025 Labor Data

Number of hours worked	2496
Total number of employees	48
Number of days lost to work-related injuries, fatalities and ill health	0
Number of work-related accidents	0
Average hours of training per employee	16 hrs
Percentage of women employed in the whole organization	21%
Percentage of employees from a minority or vulnerable group in the whole organization	0
Number of employee injuries	0
Number of employees trained on health and safety	40
Number of employees with healthcare benefits	48
Number of overtime hours worked	0
Number of performance appraisals	48
Number of internal promotions	10
Number of reports of discrimination	0
Number of reports of harassment	0

2025 Sustainable procurement Data

Percentage of targeted suppliers who have signed the supplier code of conduct	100%
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	85%
Percentage or number of targeted suppliers covered by a sustainability assessment	85%
Percentage or number of targeted suppliers covered by a sustainability on-site audit	71%
Percentage or number of all buyers who received training on sustainable procurement	100%
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	100%

2025 Ethics Data

Percentage of employees trained on business ethics	80%
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0

2025 Environmental Data

Total weight of hazardous waste	0
Total water consumption	0
Total weight of non-hazardous waste	0
Total renewable energy consumption	0
Total energy consumption	36000 kWh (For whole year)
Total weight of air pollutants	0
Total weight of hazardous waste	0
Total weight of non-hazardous waste	500 KG
Total weight of waste recovered	1000 Kgs
Number of product recalls	0
Number of customer injuries relating to company's products	0
Amount of used products collected	0
Amount of used products recycled	0
Number of employees trained on energy efficiency	40
Number of employees trained on Recycling	45
Number of employees trained on minimizing water use	40
Number of employees trained on minimizing air/noise pollution	40
Total gross Scope 2 GHG emissions (market or location based)	0
Total gross Scope 3 GHG emissions	236 tCO ₂ e
Total gross Scope 3 Downstream GHG emissions	120 tCO ₂ e
Total gross Scope 3 Upstream GHG emissions	480 tCO ₂ e

Electricity Usage 2025

Jasani Office 301-302				
2025	Electricity (KWH)	Water (IG)	Renewable Energy (kWh)	Kg CO2e
Jan	1478	0	0	592
Feb	1617	0	0	647
Mar	1499	0	0	600
Apr	1492	0	0	597
May	1789	0	0	716
Jun	1705	0	0	682
Jul	1724	0	0	690
Aug	1797	0	0	719
Sep	1743	0	0	697
Oct	1700	0	0	680
Nov	1811	0	0	724
Dec	1579	0	0	632

Jasani Office 305				
2025	Electricity (KWH)	Water (IG)	Renewable Energy (kWh)	Kg CO2e
Jan	2069	0	0	828
Feb	2182	0	0	873
Mar	1733	0	0	694
Apr	1864	0	0	746
May	2162	0	0	865
Jun	2151	0	0	860
Jul	2013	0	0	805
Aug	2424	0	0	970
Sep	2424	0	0	897
Oct	2179	0	0	872
Nov	2316	0	0	926
Dec	2014	0	0	806

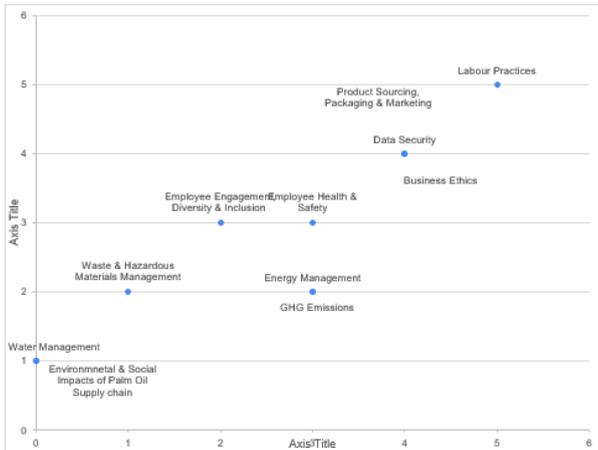
Jasani Office 301-302				
2024	Electricity (KWH)	Water (IG)	Renewable Energy (kWh)	Kg CO2e
Jan	1692	0	0	677
Feb	1687	0	0	675
Mar	1385	0	0	554
Apr	1517	0	0	607
May	1495	0	0	598
Jun	1656	0	0	663
Jul	1608	0	0	644
Aug	1769	0	0	708
Sep	1865	0	0	746
Oct	1729	0	0	692
Nov	1761	0	0	705
Dec	1690	0	0	676

Jasani Office 305				
2024	Electricity (KWH)	Water (IG)	Renewable Energy (kWh)	Kg CO2e
Jan	2206	0	0	883
Feb	2215	0	0	886
Mar	1976	0	0	791
Apr	1766	0	0	707
May	1935	0	0	774
Jun	2248	0	0	900
Jul	2024	0	0	810
Aug	2262	0	0	905
Sep	2472	0	0	989
Oct	2208	0	0	884
Nov	2365	0	0	946
Dec	2224	0	0	890

2025 SASB Data

Metric	Answer	Unit	Code
Average hourly wage	AED 7,180 Average month wage (30 Aed per hour)	Presentation currency, Percentage (%)	CG-MR-310a.1
Percentage of in-store and distribution centre employees earning minimum wage, by region	0		
Voluntary and involuntary turnover rate for in-store and distribution centre employee	0	Percentage (%)	CG-MR-310a.2
Total amount of monetary losses as a result of legal proceedings associated with labour law violations 2	0	Presentation currency	CG-MR-310a.3
Percentage of gender and diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	a) 37% b) 0% c) 63%	Percentage (%)	CG-MR-330a.1
Total energy consumed	36000 kWh (For whole year)	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1
Percentage grid electricity and	0		
Percentage renewable	0		
Revenue from products third-party certified to environmental or social sustainability standards	24.5%	Presentation currency	CG-MR-410a.1
Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Our company assesses and manages chemical-related risks by reviewing product materials against regulatory requirements and recognized chemical safety standards to ensure safe product composition and minimize potential environmental and health hazards.	Text	CG-MR-410a.2
Discussion of strategies to reduce the environmental impact of packaging	Our company implements strategies to reduce the environmental impact of packaging by optimizing material use, increasing recycled and recyclable content, and improving packaging design to minimize waste and resource consumption.	Text	CG-MR-410a.3
Description of approach to identifying and addressing data security risks	0	Number, Percentage (%)	CG-MR-230a.1
Number of data breaches	0		CG-MR-230a.2
Percentage that are personal data breaches	0		
Number of customers affected	0		
Number of: (1) retail locations and (2) distribution centres	(1) 1 (2) 0	Number	CG-MR-000.A
Total area of: (1) retail space and (2) distribution centres	(1) 4180 (2) 0	Square metres (m ²)	CG-MR-000.B

Double Materiality



		Impact materiality	Financial materiality
Environment	Energy Management	3	2
	GHG Emissions	3	2
	Waste & Hazardous Materials Management	1	2
	Water Management	0	1
	Environmental & Social Impacts of Palm Oil Supply chain	0	1
Social Capital	Data Security	4	4
	Labour Practices	5	5
Human Capital	Employee Health & Safety	3	3
	Employee Engagement, Diversity & Inclusion	2	3
Business Model and Innovation	Product Sourcing, Packaging & Marketing	4	4
Leadership and Governance	Business Ethics	4	4

Our latest double materiality assessment confirms that Labor Practices and Product Sourcing, Packaging & Marketing are the most salient topics for our organization. When evaluating impact materiality (our effect on people and the environment) against financial materiality (the financial risks and opportunities for the company), these two areas scored the highest across both dimensions. Labor Practices, in particular, stands out with a peak score of 5 in impact and 4 in financial materiality, underscoring that how we treat our workforce is not only an ethical imperative but a core driver of our long-term enterprise value.

Furthermore, the analysis highlights a distinct divide between environmental and social factors. While issues like Energy Management and GHG Emissions show moderate financial materiality, they demonstrate a higher impact on the environment, signaling areas where our operational footprint is significant. Conversely, topics such as Water Management and the Environmental & Social Impacts of the Palm Oil Supply Chain currently score lower on financial materiality, yet they remain critical from a stewardship perspective. This duality reinforces our commitment to managing risks holistically—addressing the issues that matter most to our stakeholders while safeguarding the business against emerging regulatory and market shifts.