

ADVANCING

WELLBEING

TODAY FOR

A THRIVING

TOMORROW

Our 2024 Sustainability Impact Report

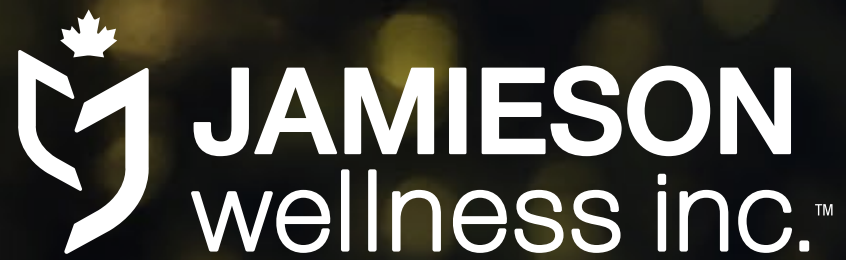




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FORWARD-LOOKING INFORMATION



This presentation contains “forward-looking information” within the meaning of applicable securities laws. Forward-looking information may relate to our future outlook and anticipated events or results and may include information regarding our financial position, business strategy, growth strategy, budgets, operations, financial results, taxes, dividend policy, plans, intentions, beliefs, and objectives of our Company. Particularly, information regarding our expectations of future results, performance, achievements, prospects or opportunities is forward-looking information. In some cases, forward-looking information can be identified by the use of forward-looking terminology such as “plans”, “targets”, “expects”, “does not expect”, “is expected”, “an opportunity exists”, “budget”, “scheduled”, “estimates”,

“outlook”, “forecasts”, “projection”, “prospects”, “strategy”, “intends”, “anticipates”, “does not anticipate”, “believes”, or variations of such words and phrases or statements that certain actions, events or results “may”, “could”, “would”, “might”, “will”, “will be taken”, “occur” or “be achieved”. In addition, any statements that refer to expectations, intentions, projections or other characterizations of future events or circumstances contain forward-looking information. Statements containing forward-looking information are not historical facts but instead represent management’s expectations, estimates and projections regarding future events or circumstances. In addition, our assessments of, and targets for, annual revenue, Adjusted EBITDA, Adjusted diluted earnings per share and certain other measures are considered forward-looking information. See the section titled “Outlook” in our most recently filed MD&A for additional information concerning our strategies, assumptions and market outlook related to these assessments.

The forward-looking information contained in this presentation is based on management’s opinions, estimates and assumptions in light of its experience and perception of historical trends, current conditions and expected future developments, as well as other factors that we believe to be appropriate and reasonable in the circumstances. Despite a careful process to prepare and review the forward-looking information, there can be no assurance that the underlying opinions, estimates and assumptions will prove to be correct. Certain assumptions in respect of the ability to pursue further strategic acquisitions; our ability to source raw materials and other inputs from our suppliers; our ability

to continue to innovate product offerings that resonate with our target customer base; our ability to retain key management and personnel; our ability to continue to expand our international presence and grow our brand internationally; our ability to obtain and maintain existing financing on acceptable terms; currency exchange and interest rates; the impact of competition; changes to trends in our industry or global economic factors; and changes to laws, rules, regulations and global standards are material factors made in preparing the forward-looking information and management’s expectations contained in this presentation.

The forward-looking information contained in this presentation represents management’s expectations as of the date of this presentation and is subject to change after such date. However, we disclaim any intention or obligation or undertaking to update or revise any forward-looking information whether as a result of new information, future events or otherwise, except as required under applicable securities laws in Canada.

Forward-looking information is necessarily based on a number of opinions, estimates and assumptions that management considered appropriate and reasonable as of the date such statements are made, is subject to known and unknown risks, uncertainties, assumptions and other factors that may cause the actual results, level of activity, performance or achievements to be materially different from those expressed or implied by such forward-looking information, including but not limited to those described under the heading “Risk Factors” in our 2024 annual MD&A for the fiscal year ended December 31, 2024 and in our most recent annual information form.

We caution that the list of risk factors and uncertainties under the heading “Risk Factors” is not exhaustive and other factors could also adversely affect our results. Readers are urged to consider the risks, uncertainties and assumptions carefully in evaluating the forward-looking information and are cautioned not to place undue reliance on such information.

NON-IFRS FINANCIAL MEASURES

This presentation may make reference to the following non-IFRS financial measures: “EBITDA”, “Adjusted EBITDA”, “Adjusted net earnings”, “normalized gross profit”, “normalized SG&A”, “normalized earnings from operations”, “cash from operating activities before working capital considerations” and “net debt”, the following non-IFRS ratios: “Adjusted EBITDA margin”, “Adjusted diluted earnings per share”, “normalized gross profit margin”, “normalized operating margin”, and the following supplementary financial measures: “gross profit margin”, “operating margin” and “USD-denominated revenue”, to provide supplemental measures of our operating performance and thus highlight trends in our core business that may not otherwise be apparent when relying solely on IFRS financial measures. Accordingly, these measures should not be considered in isolation nor as a substitute for analysis of our financial information reported under IFRS. For further details on these non-IFRS measures, non-IFRS ratios, and supplementary financial measures, including relevant definitions and certain reconciliations, see our most recently filed MD&A.



LAND ACKNOWLEDGMENT

We gratefully acknowledge that our workplace lies on the unceded territories of the First Nation, Inuit, and Métis Nations. Our facilities and head office reside in Toronto and Windsor, Canada, the traditional home of the Anishinabewaki ᐱᐸᓂᓴᐃᐅᐸᐸ, Wendake-Nionwentsio, Ho-de-no-sau-nee-ga (Haudenosaunee), Mississauga and the Mississaugas of the Credit First Nation.

Through our dispersed team, we conduct our work on the traditional territories of several Indigenous peoples across the world. We respectfully honour all people, cultures, and traditions.

As part of our acknowledgment, we are committed to amplifying Indigenous voices and working in partnership with Indigenous organizations, community members, and ambassadors towards our purpose of **Inspiring Better Lives Every Day.**

MESSAGE FROM OUR PRESIDENT & CEO

Our purpose of *Inspiring Better Lives Every Day* is the driving force behind everything we do at Jamieson Wellness.

As a trusted global leader in health and wellness, this purpose motivates us to advance wellbeing for everyone we serve.

In the face of global challenges, 2024 was a year of significant progress for our sustainability agenda, building on the momentum of programs outlined in our inaugural 2023 Sustainability Impact Report.

Our achievements this year spanned several key areas. We conducted our first Global Engagement and Inclusion Survey, with 86% of our workforce participating. The results showed that sustainability is a significant driver of engagement, and 83% of our team members expressed pride in working at Jamieson. On the environmental front, we completed several capital projects focused on energy efficiency and sustainable technology. We anticipate these projects will contribute to 22% of our 2030 Scope 1 and 2 carbon emissions reduction goal. Additionally, we completed our first double materiality assessment and two consumer studies focused on sustainability, giving us deeper insights into our stakeholders' priorities.

Transforming our culture and operations has been crucial to our progress. Our culture of belonging helps us attract and retain diverse talent, which gives us a competitive advantage as we grow globally. Our diversity, combined with embedding sustainability into everything we do, has been key to moving our agenda forward.

While we are proud of our achievements, we recognize there is still work to do. The next five years will be a critical window to accelerate our progress.

Looking ahead, we are focused on three of our most ambitious targets:

- Reducing our Scope 1 and 2 emissions by 50% by 2030
- Increasing recycled content in all branded packaging by 50%
- Ensuring that 100% of our processes and policies are free of bias

These targets represent key pillars of our comprehensive sustainability strategy, which includes additional commitments detailed in the full report.

Our focus on sustainability is not just good for the planet. It will help us push the boundaries of innovation, drive operational excellence, and hold ourselves accountable to create lasting value for all stakeholders.

On behalf of Jamieson, I want to thank our partners, consumers, shareholders, the Board, and our team members for trusting and supporting us on our sustainability journey. Together, we are building a more prosperous future, ensuring we all thrive for years to come.

Sincerely,

Mike Pilato
President & CEO



MESSAGE FROM OUR CHAIRS

I am pleased to report that our commitment to sustainability continues to create lasting value for Jamieson and all our stakeholders. In today's rapidly evolving business landscape, this commitment positions us for long-term success.

The Board has worked closely with management to ensure our sustainability agenda is robust yet achievable. The progress detailed in this report demonstrates how we are effectively integrating environmental and social considerations into our core business strategy, while holding ourselves accountable with governance oversight.

We strengthened our governance framework this year through the addition of another independent director to both the Board and our Governance, Compensation, and Nominating Committee. This enhancement, combined with extensive stakeholder engagement through our double materiality assessment, has further sharpened our focus on emerging risks and opportunities across our value chain.

Looking ahead, the Board remains confident in our strategic direction and our ability to meet stakeholder expectations. I want to thank the Board, management, and everyone at Jamieson for their leadership as we continue to grow our global business while building a more sustainable future.

Sincerely,

Tim Penner
Chair of the Board





MESSAGE FROM OUR CHAIRS

The Governance, Compensation, and Nominating Committee has focused this year on strengthening the frameworks and accountability measures that support our sustainability journey.

Our role has centered on enhancing transparency and driving accountability across our value chain. We achieved two significant milestones: 74% of our suppliers have signed up for our Sustainable Partner Program, which provided us with deeper insights into our suppliers' sustainability practices; we also completed a double materiality assessment that has helped us prioritize our sustainability efforts. These initiatives have strengthened our supply chain governance, risk management processes, and stakeholder engagement practices.

Beyond strategic oversight, the Board recognizes that a culture of Inclusion and Belonging contributes to Jamieson's success. This year, we continued our commitment to these principles by ensuring equity remains a priority at all levels of the organization—from diverse candidate slates in recruitment to fair representation at the Board level itself. These mechanisms support Jamieson's vibrant, high-performing culture while strengthening long-term business resilience.

Looking ahead to 2025, we will expand our environmental oversight through two key initiatives: beginning our Scope 3 emissions inventory and implementing the Taskforce on

Nature-related Financial Disclosures framework to assess our impact on biodiversity—a priority identified through stakeholder engagement.

We remain committed to robust governance standards as we advance our sustainability agenda. Our work continues to align with leading frameworks including the UN Sustainable Development Goals and the International Sustainability Standards Board, ensuring comprehensive and transparent reporting of our progress.

On behalf of the Committee, I thank management and the Jamieson team for their dedication to accountability in advancing our sustainability goals.

Sincerely,

Heather Allen
Board Director
Chair, Governance, Compensation, and Nominating Committee





ABOUT THIS REPORT GRI 2-3

This annual sustainability report provides stakeholders an insight into the environmental, social, and governance goals and achievements at Jamieson from the reporting period of January 1, 2024 to December 31, 2024.

Aligned with our purpose of **Inspiring Better Lives Every Day**, this report exemplifies our unwavering commitment to nurture wellbeing for both people and planet by outlining our performance, initiatives, and progress towards our sustainability goals.

In this impact report, we have sought to ensure high-quality sustainability reporting. We have adopted leading standards and frameworks that are among the most widely used and trusted, including the International Sustainability Standards Board (ISSB), the Task Force on Climate-related Financial Disclosures (TCFD), relevant Sustainability Accounting Standards Board (SASB) metrics as well as the Global Reporting Initiative (GRI) standards¹. Ernst & Young LLP (EY) has also provided limited assurance for Scope 1 and Scope 2 emissions detailed in our Greenhouse Gas (GHG) Emissions Report.

NOTE: Any dollar figures reported are in CAD.

¹References to the GRI disclosures are denoted throughout this report using the notation: "GRI XX-XX"
SASB, ISSB (integrating TCFD) disclosures are noted in our Sustainability Index.





THE JAMIESON APPROACH

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- 12 | 2024 at a Glance
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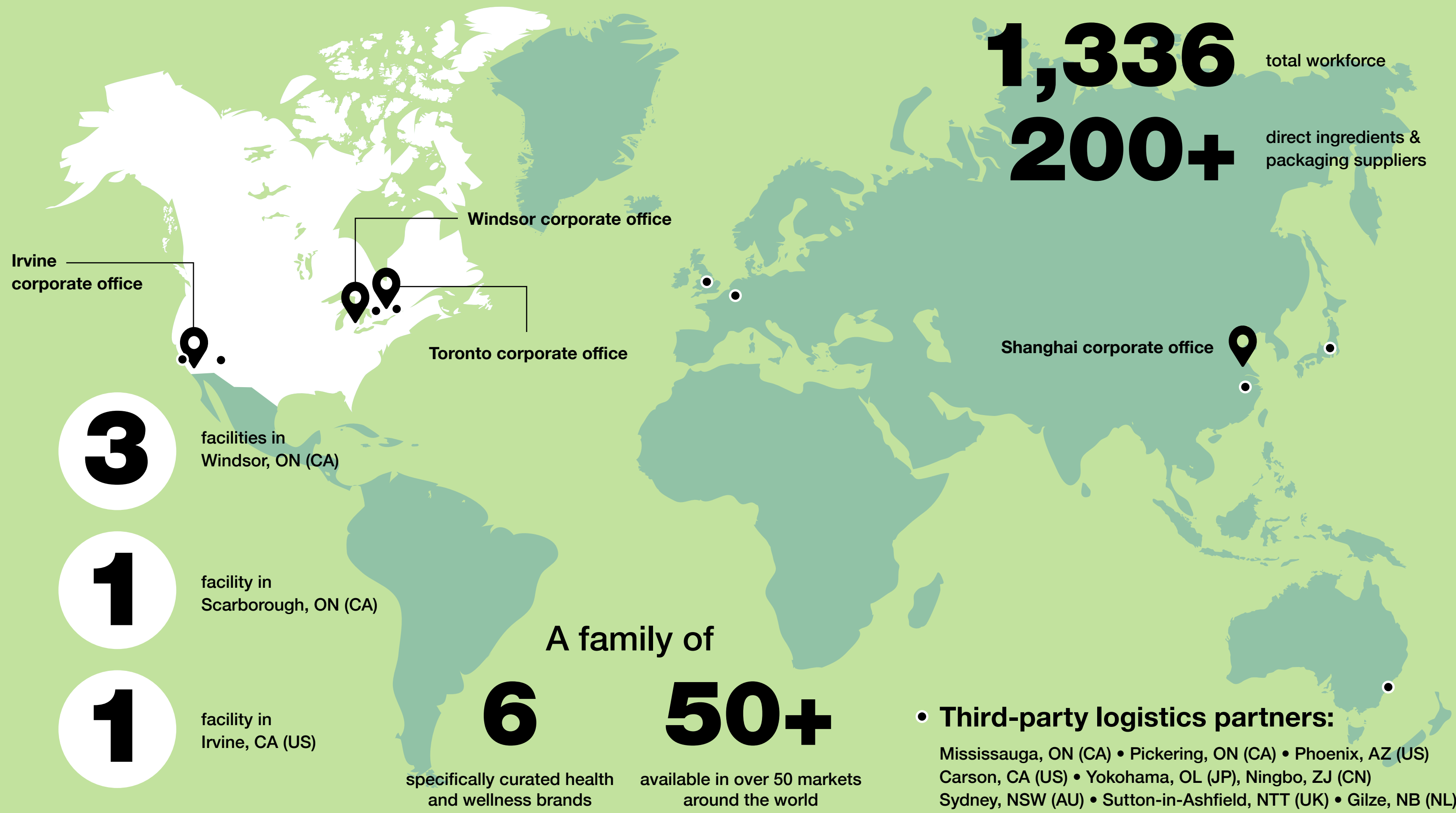
INSPIRING BETTER LIVES SINCE 1922

Jamieson Wellness is a global leading branded manufacturer, distributor, and marketer of high-quality natural health products.

At Jamieson, we're focused on what brings people together. Today, what unites us all is our desire to live a healthy life in the most sustainable way possible. Our physical, mental, and social wellbeing are essential elements of being human, and the pursuit of which is something we all have in common, no matter where we are in the world. Guided by our purpose and anchored by our values, we have dedicated ourselves to inspiring people around the world to live their best lives.

Our product portfolio is specifically curated to help maintain overall health with daily multivitamins for all age groups, letter vitamins, digestive, heart health, and immune support formulas. From responsibly sourcing ingredients to implementing innovative packaging solutions, we strive to minimize our environmental footprint while delivering products that promote overall health and wellbeing for our people, our planet, and our collective future.

A SNAPSHOT OF OUR GLOBAL PRESENCE





COMPANY PROFILE – BRAND & PRODUCTS

DELIVERING SUSTAINABLE HEALTH AND WELLNESS

We want to nurture the wellbeing of people around the world, helping them live healthier lives through trusted, high-quality vitamins, minerals, and supplements tailored to their wellness journeys.

We recognize that our responsibility extends beyond the health benefits of our products, which is why sustainability is deeply embedded in every step of our value chain.

BRAND FAMILY

2 Global Brands



4 Canadian Specialty Brands





OUR 2024 IMPACT

THE JAMIESON APPROACH

WELLBEING FOR PEOPLE

WELLBEING FOR PLANET

APPENDIX

PEOPLE

83%

of our global workforce are proud to work for Jamieson

1,000

hours of team member days of giving

283,528

tests performed for product quality and safety

50%* 25%**

reached Gender* and Racialized** representation targets for our Board of Directors

\$275K

annually invested with our corporate community partners

75%

of our suppliers report actions on supporting Inclusion and Belonging

PLANET

7

major carbon reduction initiatives implemented that will contribute 22%² of our 2030 Scope 1 & 2 emissions reduction goal

Completed

double materiality assessment

58%

successful diversion of waste to landfill

+50%

of our direct suppliers are reporting their GHG emissions

1.8M

bees in Kenya restored in partnership with veritree

74%

of suppliers have signed on to our Sustainable Partner Program

² Timing estimated for 2026.



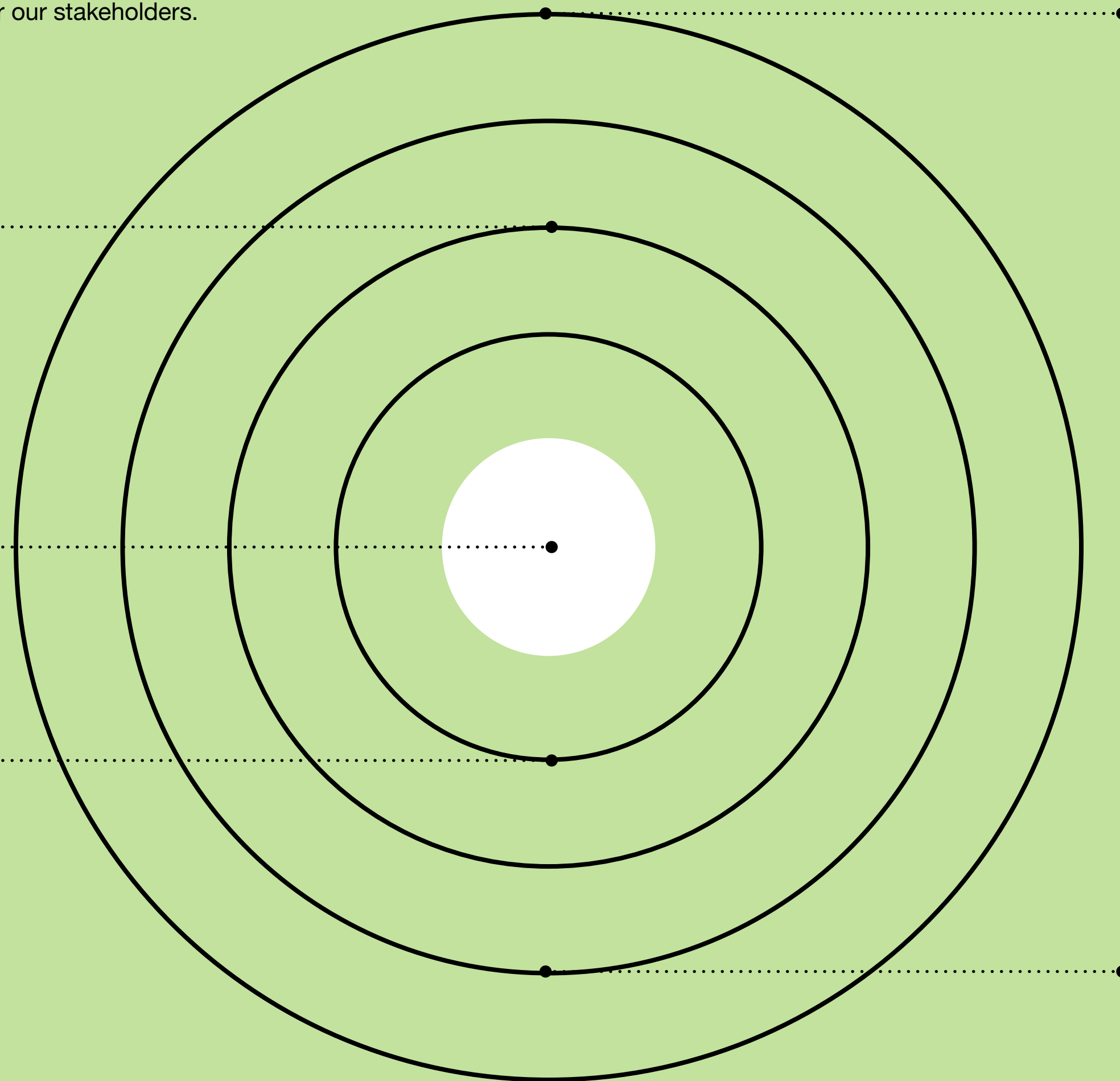
CREATING SUSTAINABLE VALUE GRI 302-1, 305-5

This chart outlines the connection between our purpose, sustainability strategy, values, and United Nations Sustainable Development Goals (SDGs) showing where we aim to have the greatest impact as we advance sustainable health and wellness for our stakeholders.

VALUES
Accountability, Excellence, Respect, and Agility.

PURPOSE
Inspiring Better Lives Every Day.

SUSTAINABILITY STRATEGY
We believe in creating sustainable growth for our people, our products, and our planet.



SHORT AND LONG-TERM GOALS

People

Short-term Targets

- Annual mandatory Inclusion and Belonging training with more than 90% compliance.
- Executive leadership and board roles are held by minimum 50% women and 25% racialized persons.
- Ensure a diverse candidate and interview slate with a minimum of 50% women and 22.5% racialized persons for 100% of our external job postings for Manager and above roles.

Planet

Medium-term Targets

- 50% emissions reduction on Scope 1 and 2 (location-based) by 2030.³
- 75% reduction of landfill waste.
- 50% increase of recycled content in all branded packaging.
- 50% reduction in packaging cartons by 2030.

Long-term Target

- Net zero by 2050.

SUSTAINABLE DEVELOPMENT GOALS



³Per GHG protocol: Our goal is based on location-based emissions with 2023 as our base year that progress will be measured from. Jamieson chose this base year to correspond with the implementation of its environmental management system. Jamieson has listed in its inventory manual a 5% recalculation policy.

GOVERNANCE

BOARD OF DIRECTORS

The Jamieson Board of Directors is comprised of nine members and two committees—the Audit Committee and the Governance, Compensation, and Nominating Committee.

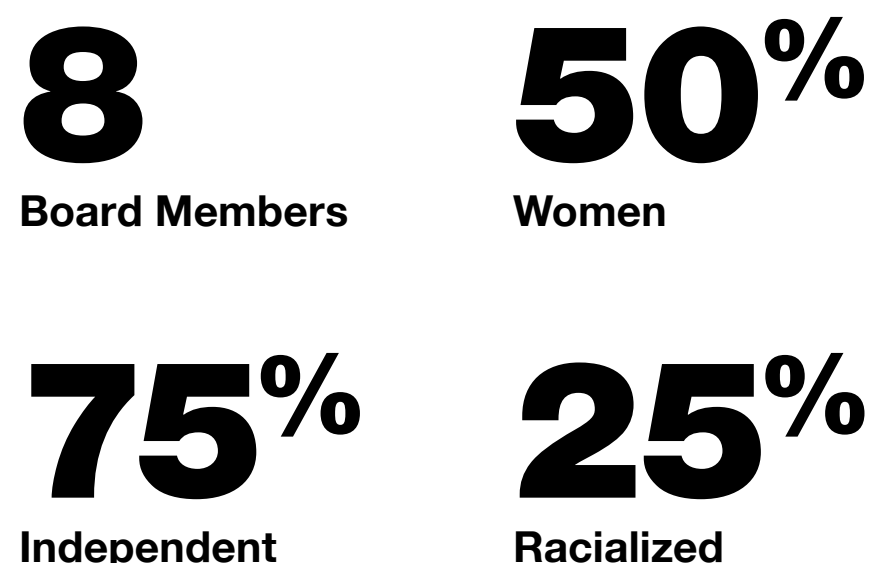
Our Board of Directors has overall responsibility for stewardship of the company, which includes Sustainability risk oversight and management. The Board recognizes how critical sustainability matters are to the execution of its mandate and to the company’s purpose of **Inspiring Better Lives Every Day**.

The Board strives to ensure Jamieson operates as a sustainable business while effectively managing risks, including climate-related risks. To that end, the Board has established clear oversight of our sustainability practices by ensuring primary accountability at the committee level. The Board exercises its oversight of assurances and enterprise risk management (ERM) to the Audit Committee and relating to environment, social and governance matters to the Governance Committee.

We have a dedicated Sustainability Steering Committee that assesses, monitors and manages sustainability and climate-related risks. Furthermore, these risk assessment practices are integrated into our business units for management on a day-to-day basis in accordance with our ERM policy.

The Board meets quarterly with management to evaluate risks and opportunities related to climate impact, social responsibility, and governance.

Additionally, the Chair of the Board, the Chair of the Governance, Compensation, and Nominating Committee, and the Chair of the Audit Committee participated in our double materiality assessment interviews, helping to identify key sustainability topics, risks, and opportunities.



[OUR AUDIT COMMITTEE CHARTER](#) • [OUR GCN COMMITTEE CHARTER](#) • [BOARD OF DIRECTORS CHARTER](#)

GRI 2-9, 2-10, 2-11, 2-12 ,2-13 , 2-14, 2-16, 2-18 (GCN charter); 2-19 (GCN charter); 2-20 (GCN charter)

At Jamieson, we recognize the critical importance of transparency and accountability in all reporting inclusive of sustainability.

The Audit Committee oversees the integrity of both financial and specified non-financial data, ensuring that sustainability-related disclosures are accurate, complete, and aligned with global standards. Our role is to oversee the design, implementation, and enforcement of a robust system of controls that supports sustainability disclosures, in accordance with the International Sustainability Standards Board (ISSB) and other relevant regulations. By working closely with management and independent auditors, we ensure that current sustainability considerations are consistently and comparably integrated into our overall reporting process, reinforcing our commitment to responsible and sustainable business practices.

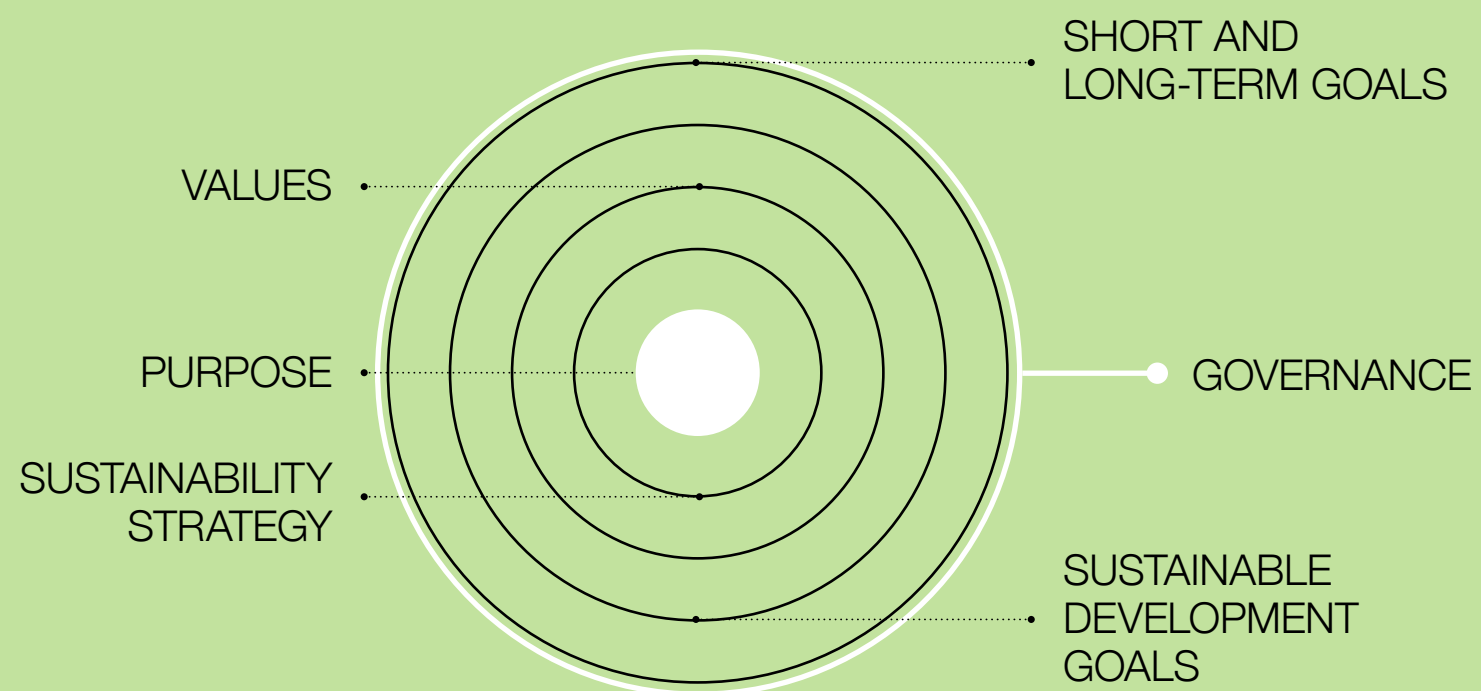
Tania M. Clarke
Chair of Audit Committee





STAKEHOLDER ENGAGEMENT GRI 2-6, 2-29

Our key stakeholders and the various ways we engage with them to foster collaboration, transparency, and shared value across our business and communities.



HOW WE ENGAGE OUR KEY STAKEHOLDERS

OUR CONSUMERS

We continuously engage with our consumers through surveys, focus groups, and interviews to enhance our understanding of which materiality topics are most important to them. This ensures that we have prioritized the right environment, social, and governance areas for our organization.

OUR TEAM MEMBERS

Jamieson is powered by a team of talented individuals across many countries, contributing their skill and dedication in offices, manufacturing facilities, research and development labs, and various wellness-focused initiatives. Keeping our team engaged, informed and inspired is essential to achieving our purpose of **Inspiring Better Lives Every Day**.

OUR RETAIL PARTNERS

We directly engage with our customers through our brand website, marketing campaigns, social media platforms, customer service, and surveys to provide support, gather feedback, and foster trust.

OUR COMMUNITIES

We support global wellbeing by engaging with local communities and collaborating with organizations and team members. Through our Community Engagement strategy, we enhance physical, mental, and social health, fulfilling our purpose of **Inspiring Better Lives Every Day**.

OUR SHAREHOLDERS

We are committed to transparent communication with the investment community, sharing updates on operations, strategy, financials, and environment, social, and governance initiatives. We host quarterly calls, annual meetings, attend conferences, engage directly with investors, and participate in ratings and benchmarking. Our website and media releases ensure timely access to key updates.

INDUSTRY & CIVIL SOCIETY

We collaborate with various NGOs on issue-specific initiatives and proudly participate in the United Nations Global Compact.

EMBEDDING SUSTAINABILITY IN OUR VALUE CHAIN

We're dedicated to understanding and addressing the full impact of our value chain.

In 2024, we conducted a comprehensive double materiality assessment to identify the environmental, social, and governance topics, risks, and opportunities that are most significant to our key stakeholders. This assessment serves as a foundation for shaping our sustainability strategy and pinpointing the areas where we can make the greatest impact.

This assessment incorporated diverse inputs, including internal and external surveys, industry trends, insights from rating and ranking agencies, and guidance from leading environment, social, and governance standards. This approach allowed us to compile a well-rounded list of potential priority environment, social, and governance topics for evaluation.

In this report, we detail the highest-priority environment, social, and governance topics and include coverage of lower-priority topics as relevant. It's important to note that a lower ranking does not indicate a lack of action; every

issue plays a crucial role in advancing our sustainability strategy and achieving our goals. As part of our commitment to continuous improvement, we will revisit and update our priority topics and materiality matrix whenever there is a material change in the business.

One key finding from this assessment indicated that the governance of our supply chain is a top priority across all our stakeholders. We actively engage with stakeholders to understand their perspectives, collaborate for improvement on impact, and foster shared value.

Stakeholder engagement is an integral part of shaping our business strategy and is carried out consistently throughout the year to ensure our actions align with the needs and expectations of those we serve.

Regan Stewart
Chief Operations and People Officer





OUR VALUE CHAIN GRI 2-6

We have outlined the full lifecycle of our value chain starting with research and development and ending with the consumer.

More Influence

Less Influence

RESEARCH AND DEVELOPMENT

Jamieson has a team of over 100 people dedicated to the R&D of our products.



PROCUREMENT

Our procurement team partners with farmers, ingredient, and packaging suppliers who share our values, our passion for quality, and align with our sustainability commitments.



PROCESSING AND MANUFACTURING

We have five state-of-the-art facilities in Canada and the US. We have a dedicated continuous improvement team whose purpose is to achieve best-in-class safety, quality and efficiency while engaging our workforce and supporting our corporate strategy.



PACKING AND PACKAGING

Our products are packaged in Windsor, Ontario, and Irvine, California. We have commitments and principles to both plastic and waste reduction through our process.



CONSUMERS

Our brands are uniquely positioned to meet consumers' evolving needs throughout their lifetime health and wellness journey.



RETAILERS

We are proud of our retail relationships and devote a best-in-class service through insights, education, and strong industry expertise.



WAREHOUSE AND DISTRIBUTION

Our goal is to be the health and wellness industry benchmark in sustainability, service, and efficiency across all the regions where we operate—exceeding partner expectations.

We recognize that sustainability extends beyond our owned operations—we must understand the full lifecycle of our value chain, both upstream and downstream. While we have greater influence over our direct operations, we acknowledge our broader responsibility to minimize negative impacts across the entire value chain, from sourcing raw materials to product disposal. Whether it's reducing emissions, enhancing ethical sourcing, or supporting circular economy initiatives, we are committed to driving positive change at every stage of our value chain.

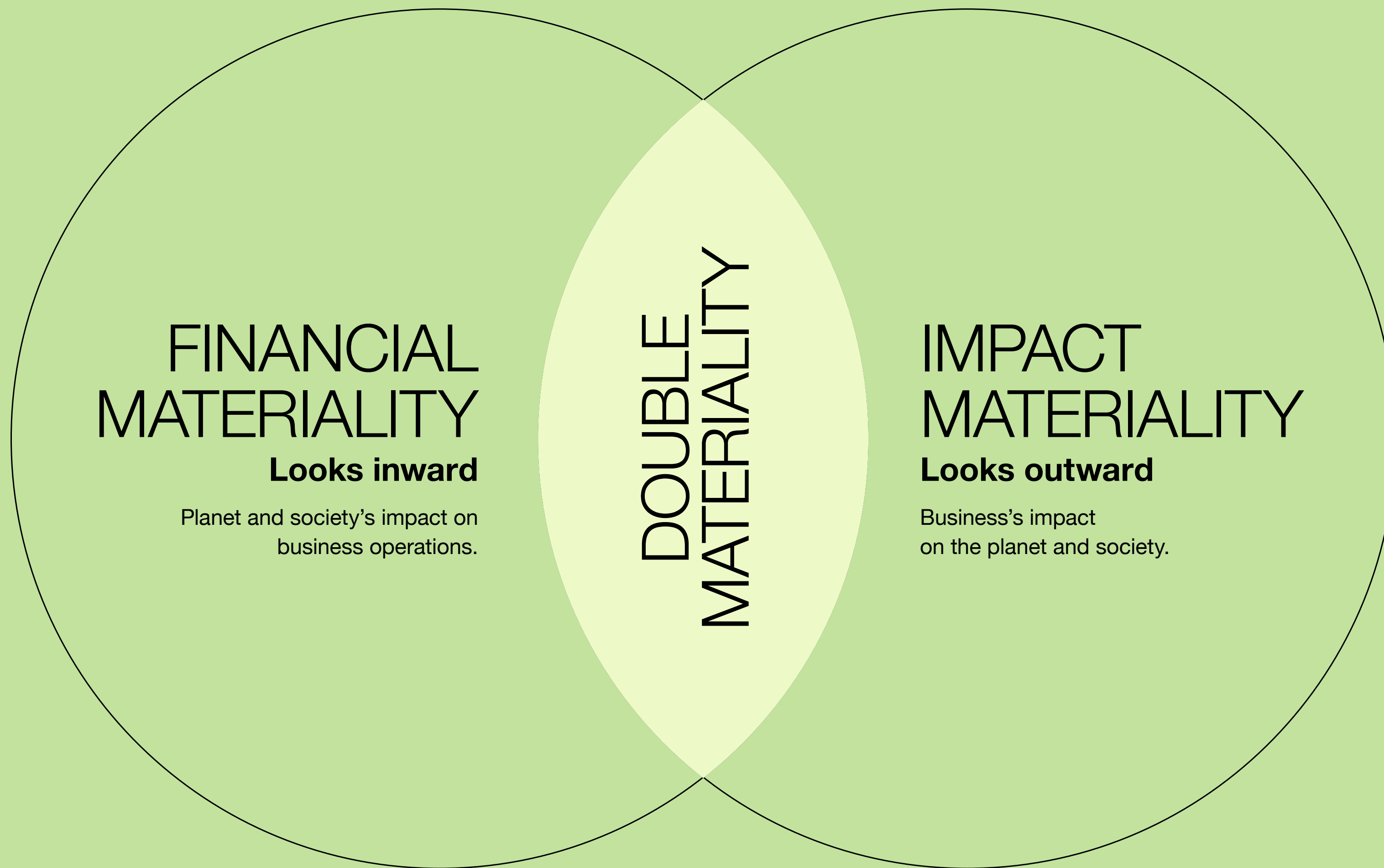


DOUBLE MATERIALITY ASSESSMENT

In 2024, we conducted a double materiality assessment to identify the most critical areas for prioritizing initiatives, data tracking, and reporting. This assessment involved online surveys, and industry research, ensuring a comprehensive and methodical approach supported by a third-party.

By gathering consensus input from both internal and external stakeholders, the study determined the relative importance of key sustainability topics to our business. The insights from this assessment are now shaping our sustainability strategy and helping us focus our efforts where they matter most.

This graphic highlights how we evaluate financial and impact materiality to drive our sustainability strategy and ensure a balanced approach that creates long-term value for all stakeholders.



IDENTIFYING MATERIAL TOPICS

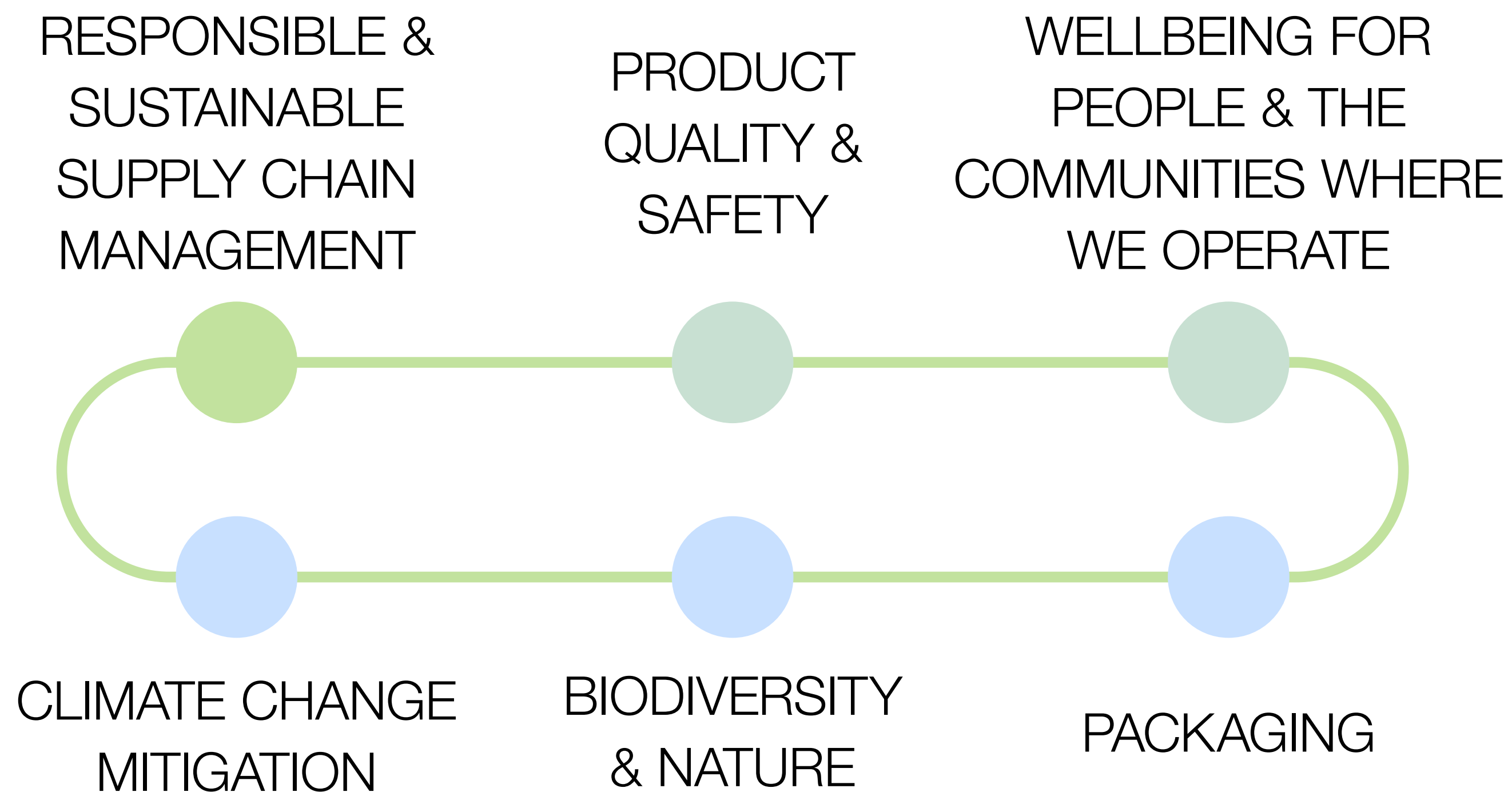
The results of our double materiality assessment highlighted the following areas of strategic focus pictured in the chart to the right.

In 2025, our sustainability strategy will be guided by the insights from our double materiality assessment, ensuring that we focus on the most impactful areas for both our business and stakeholders. A key priority will be launching a deep dive into Biodiversity and Nature in alignment with the Taskforce on Nature-related Financial Disclosures (TNFD), reinforcing our commitment to environmental stewardship. We will also execute our Post-Consumer Recycled (PCR) plan, further advancing our circular economy efforts.

In addition, we aim to complete our ISO 50001 certification, strengthening our energy management systems. We will continue to enhance responsible sourcing and will integrate more stringent environmental screening into our Sustainable Partner Program, ensuring that our supply chain aligns with our sustainability values.

Finally, we will begin managing our Scope 3 carbon inventory, a crucial step toward a comprehensive approach to emissions reduction and climate impact mitigation. These initiatives will help us drive meaningful progress and set the foundation for a more sustainable future.

Environment Social Governance





WELLBEING FOR OUR PEOPLE

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- 30 | Legacy of Stewardship





For us, everything starts with people.

Wellbeing is an essential element of our humanity, and the pursuit of wellbeing is something we all have in common—no matter where we are in the world. We know business can be a force for good and that’s why we are committed to making decisions and using our influence to improve the lives of everyone connected to our global presence.

This commitment is reflected in our focus on protecting human rights in our supply chain, supporting the wellbeing of our workforce, and driving meaningful social impact in the communities we serve worldwide.

WELLBEING FOR OUR PEOPLE – PRODUCT QUALITY & SAFETY



PRODUCT QUALITY: THE RELENTLESS PURSUIT OF PERFECTION

A Century of Uncompromising Quality and Innovation

Quality is more than a promise; it's our legacy. For over 100 years, we've been a trusted leader in product quality and safety, ensuring the health and wellbeing of our consumers worldwide. At the heart of our commitment is 360 Quality, our industry-leading quality assurance program, where every product undergoes 360 stringent tests to guarantee its purity, safety, and potency.

Operating in highly regulated markets such as Canada, China, and Saudi Arabia, we are a global leader in health and wellness, selling products in over 50 countries while navigating some of the world's most complex regulatory environments. Through our commitment to quality and safety, we hold numerous certifications, including Health Canada Drug Establishment Licenses, Good Manufacturing Practices certification, and Australian Therapeutic Goods Administration (TGA) clearance.

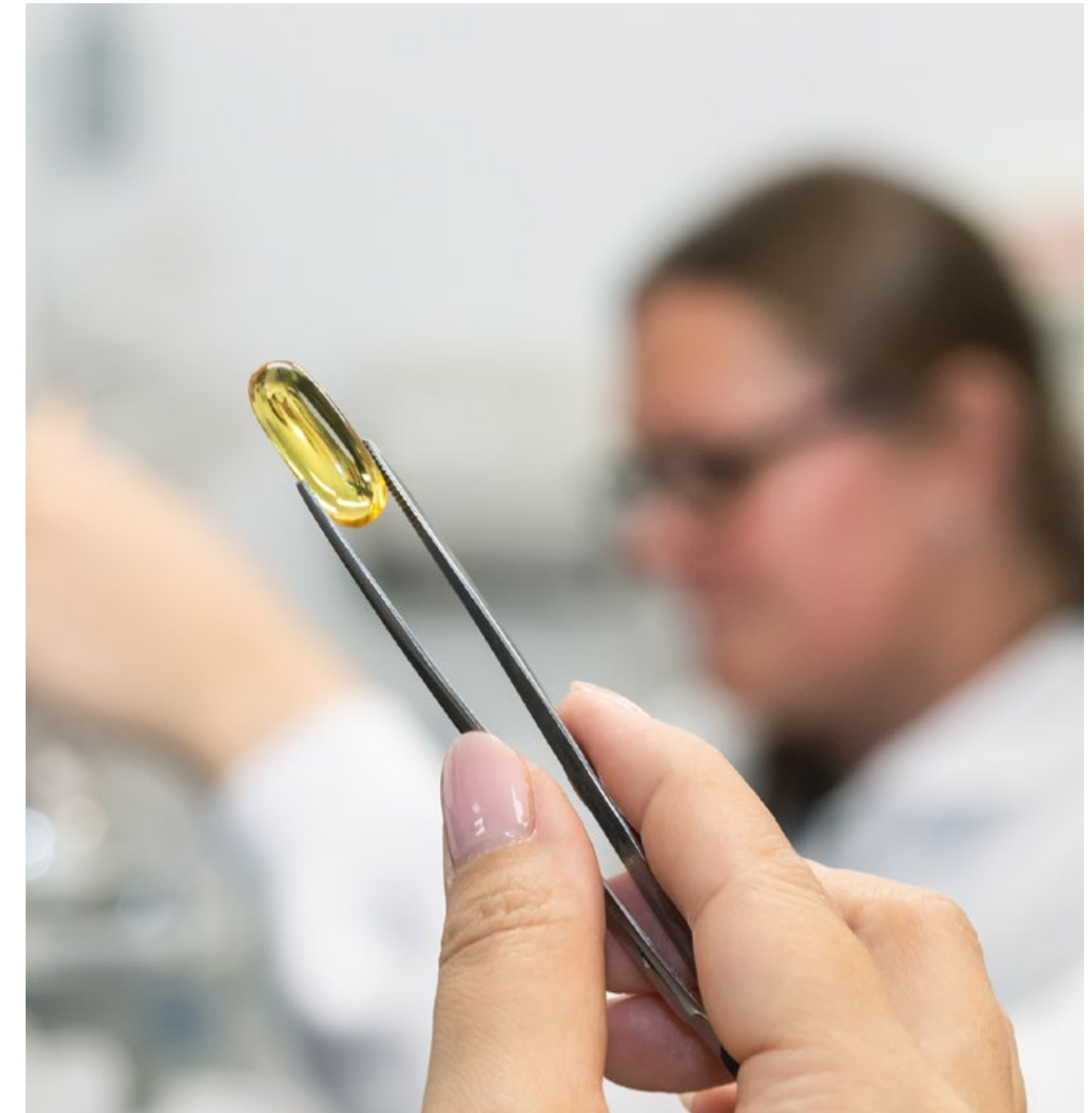
“Our high-quality work showcases our dedication to doing things right the first time, learning from challenges, and always looking for ways to improve—it's not a process, it's who we are,” says Tina Ewanski, Director of Quality Control at Jamieson Wellness. “In my personal and professional life, quality is the foundation of trust, connection, and success, and I see those same values shining through in everything Jamieson represents.”

As science and technology evolve, so do our methods. In 2024, we reinforced our dedication to quality through significant laboratory renovations and brought a variety of testing capabilities in-house. These enhancements included the adoption of GENE UP technology, a cutting-edge DNA verification system for advanced microbial detection. By using DNA testing for microbial contamination, we ensure even greater precision, accuracy, and sensitivity, allowing us to deliver results faster and with enhanced reliability.

Our dedication to performing testing in-house reflects our deep care for our products, results, and the trust consumers place in us. These innovative systems have played a pivotal role in helping us achieve an exceptional quality record—a testament to the rigor of our safety and quality protocols.

“Jamieson's commitment to quality isn't just a standard, it's a reflection of accountability, trust, and the value we place on the work we do,” Ewanski adds. “Whether it's creating products that improve lives, the services we deliver, or the relationships we build, our focus on quality is about owning outcomes. We strive to exceed expectations in everything we do.”

By combining international regulatory excellence, state-of-the-art manufacturing capabilities, and unwavering quality standards, we earn our consumers' trust, enabling them to confidently support their health and wellbeing at every stage of life.





WELLBEING FOR OUR PEOPLE – PRODUCT QUALITY & SAFETY



PRODUCT QUALITY: THE RELENTLESS PURSUIT OF PERFECTION

Transparency in Action

In celebration of our commitment to uncompromising quality, we launched an integrated brand campaign reinforcing our dedication to transparency and authenticity. By highlighting employees and manufacturing processes, the campaign offers consumers a behind-the-scenes look at the rigorous standards that define our products.

At the heart of the campaign is a captivating 30-second [television commercial](#) that takes viewers inside our state-of-the-art manufacturing facilities, showcasing the meticulous care and science we put behind each product. Designed for a global audience, the spot is adaptable to multiple languages, reflecting our leadership in natural health solutions around the world.

Beyond television, the “Quality” campaign extends across social media with engaging, immersive content. Through exclusive behind-the-scenes footage and expert insights, we provide consumers with an in-depth understanding of our uncompromising approach to quality—from raw ingredient sourcing to final product testing.

We ensure that every product is crafted with precision and care, so consumers can feel confident in every bottle. “Quality” embodies our legacy of evidence-based innovation and unwavering commitment to excellence.

DATA & TARGETS

2024

283,528
quality tests performed

9
successful audits from our regulatory license and certification partners, including new NSF certification

Implemented
GENE UP technology to DNA test our products for microbial contamination

Renovated
our Quality labs and brought nine new testing methods in-house, bolstering our testing capabilities

Launched
our new quality marketing campaign



WELLBEING FOR OUR PEOPLE – INCLUSION AND BELONGING GRI 405-1



INSPIRING INCLUSION AND BELONGING IN OUR WORKPLACE

The diversity of our people is one of our greatest strengths, providing thoughts and perspectives that have shaped our brands and allowed us to connect with people all over the world.

Our journey began in 2020, when we publicly declared our stance against systemic racism and social injustice affecting the Black community. This marked the beginning of embedding inclusion within our organization, leading us to conduct our first corporate Inclusion and Belonging training, establish our inaugural Inclusion Council alongside our first Employee Resource Group (ERG), and launch Brave Space Sessions, a supportive space for diverse groups on our team to share their experiences and insights.

Fully committed to Diversity, Equity, Inclusion and Belonging, we extended our integration beyond internal initiatives by signing the Black North Initiative Pledge to show our dedication to

actionable change. To address representation and fairness, we implemented a balanced slate requirement for interviews, accompanied by a self-identification diversity survey. And following a comprehensive pay equity review, we established a clear hierarchy to promote fairness in compensation. These tools ensure equitable opportunities for all candidates and align with our broader goal of creating an environment where everyone feels valued.

“Diversity, Equity, Inclusion and Belonging plays a critical role in Jamieson’s success because it reinforces that this is a place where everyone belongs,” says Joel Scales, Executive Sponsor of Diversity, Equity, Inclusion and Belonging. “I genuinely believe that if you can provide openness to marginalized people, you can shrink the distance between their real-self and their work-self, ensuring they feel comfortable enough to show up authentically, and that’s a vital part of nurturing the wellbeing of all our people.”

Four years later, our sustainability and inclusion efforts have evolved into a more comprehensive and measurable framework. Participation in our annual Inclusion and Belonging training has

consistently exceeded 95%, reflecting our team’s shared commitment to growth and learning. This year marked a significant milestone for us as we conducted our first-ever global Engagement and Inclusion Survey, expanding participation beyond Canada to include team members in the US and China. At a participation rate of 86%, this survey allowed us to gain valuable insights from our diverse global workforce, helping us better understand the unique experiences and perspectives of our employees across different regions. The results will play a key role in shaping our ongoing commitment to fostering an inclusive and supportive workplace for all.

“Diversity, Equity, Inclusion and Belonging is not a linear journey,” Scales adds. “It has a ton of complexity to it, so to do it right, it requires transformation and not transactions. This takes time and energy but if you are patient, it can lead to incredible results. Through correlation data, Jamieson’s engagement and inclusion survey demonstrates how it specifically drives employee engagement. We know that an engaged culture is a performing culture.”



Joel Scales
EVP, Jamieson International
Global Strategy & E-Comm

ENGAGEMENT AND INCLUSION SURVEY (2024 - GLOBAL)



WELLBEING FOR OUR PEOPLE – INCLUSION AND BELONGING GRI 405-1



INSPIRING INCLUSION AND BELONGING IN OUR WORKPLACE

Our Diversity, Equity, Inclusion, and Belonging efforts are driven by the belief that diversity in all its forms leads to greater innovation, better decision-making, and a stronger, more connected workplace from entry level to our Board of Directors.

By ensuring that everyone has an equal opportunity to contribute, succeed, and feel supported, we are not only enhancing our company culture but also fostering a sense of belonging that is reflective of the world we live in.

“Our commitment to fostering an inclusive workplace where every individual is valued, respected, and empowered will continue to transform our organization and the lives of those we touch,” says Paul Galbraith, Executive Vice President & Managing Director of Jamieson Wellness US. “Diversity, Equity, Inclusion, and Belonging is not a checkbox, but enduring values embedded in all our actions and each of us has the power to create positive change. As our journey continues, let’s continue to learn, grow, and drive

change. Together, we’ll build a workplace that celebrates differences and paves the way for a more inclusive future.”

Looking ahead to 2025 and beyond, our goal is to maintain an Inclusion Index score of 80% or higher in our annual surveys, reflecting meaningful engagement and progress. Diversity, Equity, Inclusion, and Belonging will be further embedded into all internal systems—such as hiring and recruitment practices, onboarding programs, talent development, performance reviews, and succession planning—and external systems, including supplier diversity initiatives, community partnerships, and customer engagement strategies. This comprehensive approach ensures that our values, training programs, and ERGs are integrated into every aspect of our operations, upholding global consistency while addressing the unique cultural and social dynamics of regions like the US and China.

As we celebrate the conclusion of our first strategic Diversity, Equity, Inclusion, and Belonging goals, we look forward to publishing our updated 2030 Diversity, Equity, Inclusion, and Belonging inspirations, marking a new chapter in our ongoing commitment to fostering a more inclusive future where we can continue to nurture the wellbeing of our people.



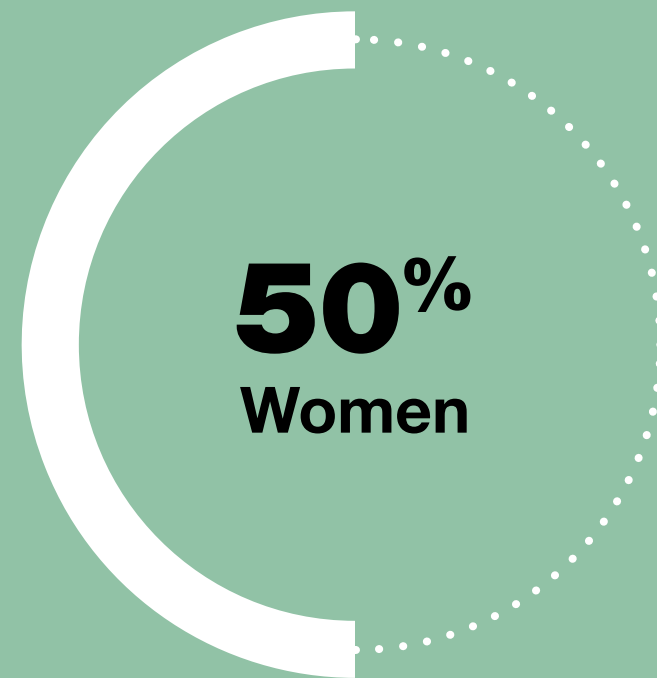


WELLBEING FOR OUR PEOPLE – INCLUSION AND BELONGING GRI 405-1



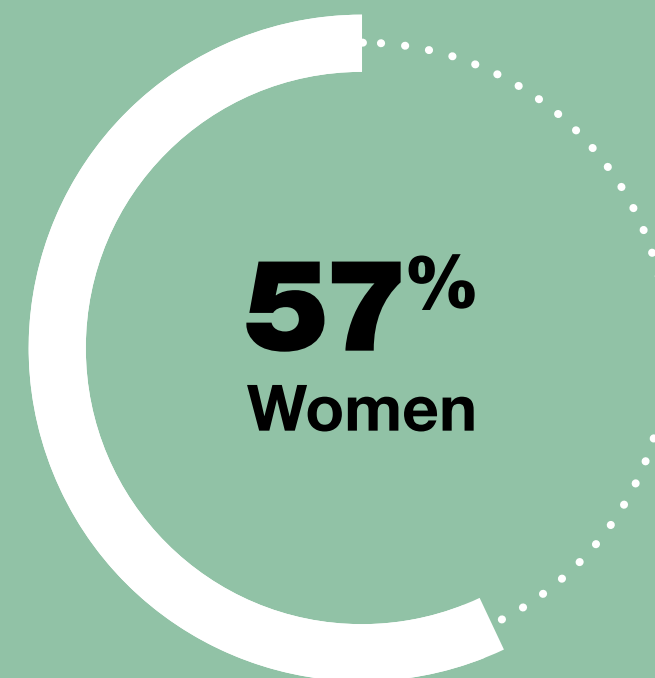
INCLUSION AND BELONGING DATA

BOARD OF DIRECTORS REPRESENTATION



BIAS FREE SYSTEMS

Ensuring a diverse candidate and interview slate for all our external job postings for Manager and above roles



GLOBAL % OF WOMEN



INCLUSION & EQUITABLE WORKPLACE TRAINING

Workplace Inclusion and Belonging training for all team members



DEVELOPMENT

Development Action Plans for all team members with 3+ months of service





WELLBEING FOR OUR PEOPLE – INCLUSION AND BELONGING GRI 405-1



ERGS/PARTNERS/PROGRAMS

EMPLOYEE RESOURCE GROUPS

- [Black Guidance and Support Network](#)
- [East Asian Support Network](#)
- [South Asian Support Network](#)
- [The Pride Network](#)
- [Women's Alliance for Voice and Empowerment](#)

SUPPORTED PROGRAMS & PARTNERS

- [Black Talent Initiative](#)
- [BLAXPO Career Fair](#)
- [North American Association of Asian Professionals](#)
- [Pride at Work](#)
- [Pride & Remembrance Run](#)



WELLBEING FOR OUR PEOPLE – COMMUNITY GIVING

INVESTING IN OUR COMMUNITY

We have developed a community giving strategy focused on sustainable collaboration with organizations and our team members.

Working to improve the physical, mental, and social wellbeing of people around the world, our funding focuses on select community-based organizations that can help have a positive impact on change around diversity, equity, inclusion, and the wellbeing of the planet.

WHAT WE FUND

We support programs and initiatives with partners that align with our purpose, values, and definition of health and wellness (mental, physical, and social wellbeing).

WHAT WE DON'T FUND

We do not support organizations that discriminate against a person or group due to race, sexuality, gender, disability, political, or religious belief.

Eligible proposals are received throughout the year and decisions are based on an appropriate fit within the policy principles and funding available.

LIST OF SUPPORTED INITIATIVES, PROGRAMS, AND PARTNERS

- 1% for the Planet
- Asian Community AIDS Services
- Black Coalition for AIDS Prevention
- Black Talent Initiative
- BLAXPO Career Fair
- Buddies in Bad Times Theatre
- Caldwell First Nation and Essex Regional Conservation Authority
- Campfire Circle
- Fauna Foundation
- Grocery Foundation
- Harmony for Hope Women's Shelter
- Jesse Rees Foundation – NEGU (Never Ever Give Up)
- Latino Health Access
- Nutrition International
- Park Street Education
- Princess Margaret Ride to Conquer Cancer
- The 519 Community Centre
- The PRIDE & Remembrance Foundation
- Women's Brain Health Initiative

CORPORATE COMMUNITY GIVING STRATEGY

Community Partner Engagement

Corporate Community Partners:
Three-year commitment.

Community Grants:
Given on annual basis.

Team Member Community Engagement

ERG Community Giving Program
Employee Days of Giving

Humanitarian Engagement

Engagements that impact our team members, consumers, and communities; where we can meaningfully influence the issue.



WELLBEING FOR OUR PEOPLE – FIGHTING GLOBAL MALNUTRITION



FIGHTING GLOBAL MALNUTRITION WITH NUTRITION INTERNATIONAL

For 30 years, Nutrition International has been leading the global fight against malnutrition, reaching between 100–200 million children annually across 50 countries with life-saving vitamin A supplements.

Like all forms of malnutrition, vitamin A deficiency is a marker of inequality and in regions where diets lack sufficient vitamin A and where infections and deaths are prevalent, supplementation programs offer vulnerable children a crucial opportunity to survive, grow, and thrive.

As one of Nutrition International’s trusted partners for over a decade, we have been proud to contribute to this vital mission, helping reduce childhood morbidity and mortality caused by vitamin A deficiency. We have produced over two billion vitamin A capsules, including nearly 70% of Nutrition International’s required supply between 2017 and 2021, amounting to 344 million capsules annually.

Nutrition International’s global vitamin A program reaches approximately 150 million children in over 50 countries

every year. In regions where vitamin A deficiency remains a public health crisis, the impact of supplementation is profound. Providing children aged six months to five years with two doses of vitamin A per year reduces their overall risk of death by up to 24%, including a 12% reduction in deaths due to diarrhea. It also decreases the incidence of measles by 50% while reducing the likelihood of stunting and promoting healthier, stronger growth.

“Vitamin A supplementation is a simple and cost-effective solution to a global public health problem that can have devastating impacts,” says Emily Measures, Sr. Global Portfolio Director, Child Survival at Nutrition International. “We’re pleased that Jamieson has chosen to support Nutrition International, and the VAS program, since 2013 in delivering high-quality vitamin A capsules to millions of children in need, saving lives around the world.”

This year, Nutrition International and Canada’s Minister of International Development, Ahmed Hussen, visited one of our manufacturing facilities, underscoring Canada’s leadership in combating global vitamin A deficiency and highlighting how our partnership with Nutrition International is combating malnutrition one vitamin A capsule at a time.

YEARLY DONATION

12,442,500

LIFE-SAVING DOSES OF VITAMIN A DONATED

Photo credit: Nutrition International



WELLBEING FOR OUR PEOPLE – COMMUNITY IMPACT



LEGACY OF STEWARDSHIP

For over a century, we have been deeply rooted in the Windsor-Essex region, contributing to the health and wellness of its people and the preservation of its natural environment.

As we continue to grow globally, we understand that true community wellbeing extends beyond geographical boundaries and requires acknowledging and addressing the historical and ongoing systemic inequalities faced by Indigenous Peoples across the world. As part of our commitment, we have adopted the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework to guide our actions.

We are honoured to have partnered with Caldwell First Nation and the Essex Region Conservation Authority (ERCA) in transforming 40 acres of former agricultural land in Leamington, Ontario, into forest and prairie habitats. This land, owned by Caldwell First Nation, was granted reserve status after 230 years of efforts to reclaim their ancestral territory—a milestone of profound significance in the journey toward reconciliation.

“We strongly support the restoration plan led by ERCA and Caldwell First Nation,” says Shawna Ketter, Senior Director of Environment, Social, and Governance and Culture at Jamieson Wellness. “It is an honour to contribute to this work, which is foundational to reconciliation and reflects our commitment to compassion, active engagement, and environmental stewardship.”

This three-year partnership, which has resulted in the planting of 35,000 trees, has created critical habitats, enhanced biodiversity, and strengthened climate resilience within one of the region’s most vital watersheds.

We have been fortunate to collaborate with ERCA on several conservation projects in the area, including the creation of the Jamieson Forest located in the ecologically significant Cedar Creek watershed. Now home to over 25 native species, including maple, oak, cedar, and tulip trees, the Jamieson Forest laid the foundation for deeper partnerships with Indigenous leaders, leading to our collaboration with Caldwell First Nation.

Combined, the Jamieson Forest and our collaboration with Caldwell First Nation and ERCA represent a total of 161 acres of restored land, and 107,000 trees planted. These forests not only improve water quality, mitigate flooding, and provide habitats for local wildlife but also bridge the gap between environmental sustainability and cultural restoration.

“We are deeply grateful to Jamieson for their longstanding partnership and their dedication to sustainability in the Essex region,” says Claire Wales, President of the Essex Region Conservation Authority. “Their involvement in restoring forest and prairie habitats on Caldwell First Nation lands is a powerful example of how environmental and community goals can align.”

By elevating Indigenous voices and investing in projects that restore ecosystems and foster reconciliation, we are following through on our commitment to nurturing the wellbeing of both people and planet and continuing to build a sustainable future where people, nature, and culture thrive together.

DATA & TARGETS

3-YEAR PARTNERSHIP
W/ CALDWELL AND ERCA

35K trees planted to help restore > **40** acres of land

13-YEAR PARTNERSHIP
W/ ERCA

107K trees planted which restored > **61** acres of former agriculture land



WELLBEING FOR THE PLANET

In this section:

- 33 | Restoring Nature and Biodiversity
- 36 | Reducing Our Carbon Footprint
- 38 | Advancing Circularity to Minimize Waste
- 40 | Ensuring a Responsible Supply Chain



We believe that the wellbeing of both people and the planet are profoundly interconnected.

That's why we're dedicated to making responsible choices and using our influence to safeguard and nurture the environment for future generations to come.

This commitment is guided by our three strategic pillars of biodiversity, climate, and circularity, ensuring that our practices not only support people's health but also contribute to a sustainable and resilient planet.



WELLBEING FOR OUR PLANET – BIODIVERSITY GRI 304-3



RESTORING NATURE AND BIODIVERSITY

To ensure a restorative and sustainable future for the next century, we must act now to protect our planet’s health and wellbeing. Nature climate solutions (NCSs) are a key driver of our sustainability strategy. According to the World Economic Forum’s Nature and Net Zero Report, these projects can deliver up to 33% of global net emissions reductions.

In 2024, we invested in several new restoration projects that will sequester carbon, restore biodiversity, and help local communities thrive.

Restoring the Pacific Coast with Kelp

For over 100 years, we have been a leader in health and wellness, and to ensure the next 100 years are restorative and sustainable, we must act now to protect the health and wellbeing of our people, the planet, and the communities we serve for years to come.

Globally, over 40% of kelp forests have declined due to climate change, overexploitation, and pollution. Kelp is an extraordinary natural resource that helps combat climate change by removing excess nitrogen and filtering our waters—while also preventing coastal erosion. That’s why, since 2023, we have partnered with veritree, a restorative platform that connects nature-based solutions with mission-driven companies, to restore underwater ecosystems along the Pacific Coast of British Columbia by planting kelp. These towering underwater forests provide habitat for thousands of marine species, are excellent carbon sinks, and provide NCS to improve the health and wellbeing of the planet for current and future generations.

“Jamieson’s support has enabled us to deliver real environmental change while bolstering confidence in the transformative power of restoration projects,” says Louise Chen from veritree’s marketing and communication department.

KELP DATA:

ANNUAL (2023–2024)

60K kelp planted which helped restore > **6,480** square feet of ocean area

TOTAL

120K kelp planted which helped restore > **12,960** square feet of ocean area



WELLBEING FOR OUR PLANET – BIODIVERSITY GRI 304-3



RESTORING NATURE AND BIODIVERSITY

Nurturing Nature and Empowering Women

Through our partnership with veritree, we are supporting measurable biodiversity restoration, helping to create a healthier planet for current and future generations. We believe we have a part to play in the net-zero transition, while supporting local communities and regenerating nature. In 2025, we'll be contributing to veritree's agroforestry project in Senegal, a sustainable land management approach that enhances biodiversity, improves soil health, and increases crop yields, while also sequestering carbon, reducing erosion, and promoting the use of traditional knowledge that protects Indigenous cultural systems and practices.

"Jamieson is supporting farmers in Senegal in revitalizing their lands by planting diverse, resilient tree species," says David Luba, Co-founder and Head of Partnerships at veritree. "These efforts restore degraded landscapes, enrich soil, and provide sustainable and diverse sources of food and income. By championing this agroforestry project, Jamieson is helping communities rebuild forests, protect their livelihoods, and secure a healthier future for future generations."

Additionally, these programs support women and vulnerable groups like female orphans, young mothers, and former illegal loggers by promoting ecosystem conservation while building economic independence. By diversifying income, improving food

security, and strengthening resilience to economic challenges, agroforestry empowers communities. Our training programs are intentionally designed for women, with flexible schedules, small group sizes, and larger farming plots tailored to their needs.

"What I love most about working with Jamieson is their focus on impact," says Montana Brisbin, a member of veritree's marketing and communication team. "It's not just about the number of kelp or trees planted, it's all about the socioeconomic impact it creates, allowing us to empower women and young people in both rural and urban areas around the world."

Women play a central role in shaping sustainable futures in rural communities, particularly in Kenya and Senegal, where they are at the forefront of agroforestry and mangrove conservation efforts. Over 50% of the staff employed by our planting partners, Mother Trees and Earth Lungs, are female, with many of them holding leadership positions.

INSIGHTS FROM KENYA

58%
of staff members are women

80%
of tree nursery participants are women

INSIGHTS FROM SENEGAL

50%
of leadership roles within regional farmer groups are women

60%
involvement in savings and loan groups are women

TREE DATA:

25,255 total trees planted

438 tonnes of CO2 to be sequestered

10 hectares reforested



RESTORING NATURE AND BIODIVERSITY

Protecting Bees for the Future

In 2024, we were one of the first businesses to support veritree’s Pollinate & Protect program in Kenya, which focuses on ecosystem restoration through the strategic deployment of beehives. Bees are vital pollinators whose activity increases the regeneration and growth of diverse native plant species. Involvement in beekeeping can also foster a sense of stewardship and connection to the forest among local communities, encouraging conservation efforts.

Beekeeping also provides an additional source of income for local communities through the sale of honey, beeswax, and other bee-related products. This economic opportunity helps reduce dependence on destructive practices such as logging or slash-and-burn agriculture, reinforcing the importance of conservation.

“Through this initiative, Jamieson is advancing wellness in Kenya,” Luba explains. “And helping to create systems that support sustainable livelihoods, enhance pollination, and combats deforestation.”

By investing in veritree’s mission to support 1, 800, 000 bees, we’re extending our commitment to sustainability and environmental stewardship, helping to regenerate degraded landscapes while nurturing the wellbeing of the planet for future generations and empowering communities with new sources of income and resilience.

VERITREE BEE DATA:

CURRENT BEEHIVE CAPACITY

30 total hives

ESTIMATED HIVE POPULATION

60K bees per hive

TOTAL BEE POPULATION

1.8M bees





WELLBEING FOR OUR PLANET – CLIMATE



REDUCING OUR CARBON FOOTPRINT

Our ambition is to reduce our full value chain emissions to net-zero by 2050.

Achievement of this will greatly reduce our exposure to climate related risks and maximize our potential to take advantage of climate-related opportunities. In particular, the reduction of both direct and indirect emissions will reduce our exposure to the carbon pricing increases that would be required to limit global temperature rises to sustainable levels. We have established an environmental management system that is aligned with the internationally recognized Greenhouse Gas (GHG) Protocol Corporate Standard.

In FY 2023, we completed our first measurement of greenhouse gas (GHG) emissions, laying the foundation for meaningful action. Since then, our progress has continued, including key milestones achieved in FY 2024:

KEY MILESTONES

Scope 1–2



Scope 3



BOILER PROJECT

At the Windsor (INTL) manufacturing facility, we rely heavily on our boiler for processing heating needs. In 2024, we added a second boiler to help support production growth. This second boiler is more efficient and is coupled with an economizer, which captures and reuses heat that would otherwise be exhausted outside the building. This innovative approach allows us to reduce natural gas consumption, leading to an estimated reduction in our carbon footprint by **177 tCO2-e annually**⁴ by 2026.

SMART THERMOSTATS IMPLEMENTATION

We've implemented ENA smart thermostats across our facilities in Ontario⁵. This measure standardizes settings and optimizes energy use across our large and complex facilities footprint, reducing carbon emissions by an estimated **30 tCO2-e annually** by 2026.

DUST COLLECTOR AIR RECIRCULATION

We've installed an exterior dust collector to centralize and streamline dust collection⁶. This upgrade significantly enhances efficiency and reduces maintenance complexity. Additionally, the processed air is now recirculated into the facility through a HEPA filtration system, minimizing the need for natural gas for heating and summer cooling and contributing to our sustainability goals. (Estimated **156.4 tCO2-e reduction** by 2026.)

FUTURE FOCUS ON SCOPE 3 EMISSIONS

Our next step involves doing a Scope 3 emissions inventory in 2025 on key material categories, ensuring that we address the full spectrum of our environmental impact along our entire value chain.

This commitment reflects our determination to lead with our purpose and integrate sustainability into every aspect of our operations. Together, we are working to make a positive difference for the planet and the communities we serve.

We anticipate these projects will contribute 22% of our 2030 Scope 1 and 2 carbon emissions reduction goal.

⁴ Boiler project completion expected Q2 2025.

⁵ Smart thermostats project completion expected Q2 2025.

⁶ Dust collector projects completed in Q4 2024.

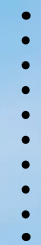


WELLBEING FOR OUR PLANET – CLIMATE



In addition to our key milestones, we have additional projects that we’re working on to reduce our carbon footprint.⁷

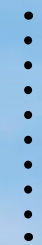
ENERGY TRACKING DEVICES



We’ve installed energy tracking devices to more accurately track our emissions and progress towards net zero.

These devices provide real-time data with updates every few minutes.

LED LIGHTS RETROFIT



We are upgrading to LED lighting and occupancy sensors at our two production facilities in Windsor.

These upgrades will offer superior brightness and improve energy efficiency, reducing our carbon footprint by an estimated **9.20 tCO2-e** by 2025.

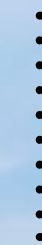
HEAT PUMPS IMPLEMENTATION



We recently replaced three traditional HVAC units with heat pumps at a larger facility.

These systems operate efficiently without natural gas for the majority of the heating season significantly reducing natural gas consumption for heating and supporting our energy conservation goals. (**tCO2-e reduction currently being evaluated.**)

FUME HOOD (EXHAUST CONTROL)



Significant air loss was noted due to the large volume of air exhausted from a large number of fume hoods in a large laboratory.

It was determined that lower air flows could be used when the fume hood sash was lowered while maintaining safe operation. Controls were installed to provide variable speed exhaust control based upon an air speed monitoring system. (Estimated **24.1 tCO2-e reduction** by 2025.)

⁷These projects were completed in Q4 2024.



WELLBEING FOR OUR PLANET – CIRCULARITY



ADVANCING CIRCULARITY TO MINIMIZE WASTE

A core pillar of our environmental strategy is circularity.

We are actively enhancing the circularity of our packaging and optimizing our waste streams to minimize environmental impact.

Transitioning to sustainable packaging is a complex and evolving challenge, but at Jamieson, we are committed to reducing our environmental impact while maintaining our unwavering dedication to quality and product safety.

Our Sustainability Steering Committee for Packaging is a cross-functional team focused on developing solutions that minimize our footprint on nature. We are continuously working to enhance the recyclability of our packaging and expand the use of post-consumer recycled (PCR) plastic—materials derived from recycled consumer products that provide a sustainable alternative to virgin plastics, supporting the circular economy.

Beyond PCR, we are actively exploring innovative materials that could reduce or eliminate the need for plastic altogether. Our sustainable packaging approach prioritizes waste reduction, material reuse, and increased recyclability within our value chain.

By incorporating more PCR materials and improving recyclability, we are not only cutting down on new plastic production but also ensuring valuable materials remain in circulation. This dual strategy helps drive a more sustainable product life-cycle, reinforcing our commitment to both environmental responsibility and product excellence.

Consumer Insights & Future Sustainability Initiatives

To better understand consumer expectations around post-consumer recycled (PCR) materials and broader sustainability concerns, in 2024 we gathered consumer insight feedback on PCR communication and future sustainability initiatives. This research helps align our efforts with Plastics Pact commitments and evolving consumer preferences.

Looking ahead, we will also be incorporating guidance on global market trends into our PCR strategies. These insights will play a key role in shaping our implementation strategy and ensuring our approach aligns with industry best practices and consumer expectations.

Waste Reduction & Circularity at Jamieson

We are committed to minimizing waste and advancing circularity across our operations. By integrating reduce, reuse, and recycle principles into our packaging and production processes, we strive to keep valuable materials in circulation while lowering our environmental footprint.

We are working closely with suppliers and partners to reduce manufacturing waste and improve material recovery within our value chain.

Through these efforts, we aim to divert waste from landfills, lower our resource consumption, and contribute to a more circular economy—ensuring that our commitment to sustainability continues to grow alongside our dedication to quality and innovation.





WELLBEING FOR OUR PLANET – CIRCULARITY



OUR CIRCULARITY GOALS:

2024 CIRCULARITY IMPACT

Achieved a landfill diversion of

58%

getting us closer to our target of

75%

diversion rate by 2030. This is an improvement from

44%

in 2023

PCR TRANSITION PLAN

As part of our commitment to sustainable packaging, we successfully completed stability testing on all bottle formats, ensuring durability and product integrity

Additionally, we conducted a comprehensive assessment of plastics data, including total resin weights across all packaging formats, covering our entire brand portfolio

2030 COMMITMENTS

50%

increase of recycled content in all branded packaging by 2030

75%

reduction in landfill waste by 2030



ENSURING A RESPONSIBLE SUPPLY CHAIN

Our commitment to wellbeing extends beyond our products—it encompasses the communities we serve and the environment we operate in.

As we continue to grow globally, we recognize our responsibility to integrate sustainability into every aspect of our business. A key part of this journey is ensuring transparency in our sustainability practices and holding our partners and suppliers to the same high standards.

SUSTAINABLE PARTNER PROGRAM

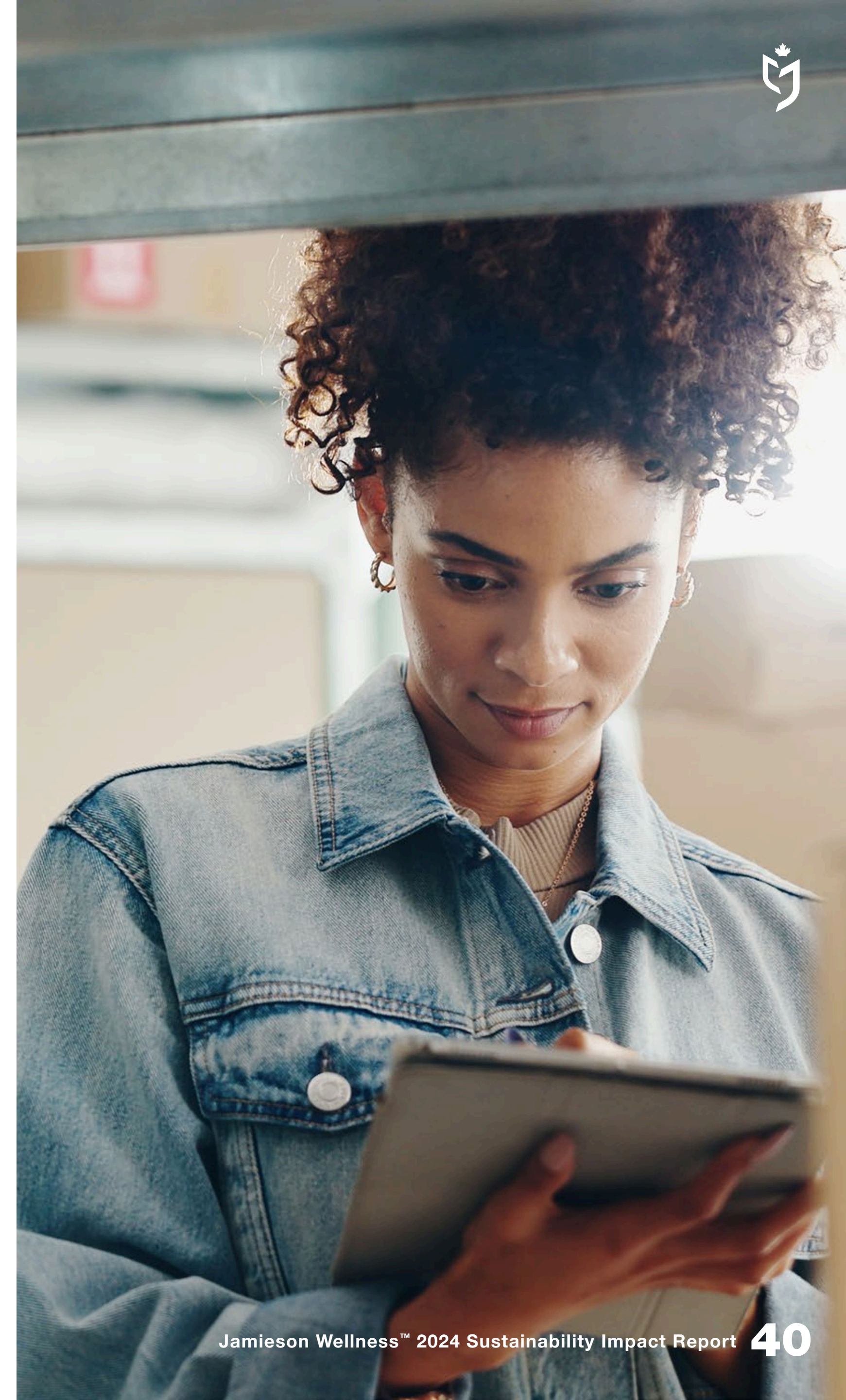
This program and its associated policy are rooted in our core values and aligned with the 10 Principles of the United Nations Global Compact to ensure that sustainability considerations are embedded throughout our supply chain. As a UN Global Compact signatory, we are committed to upholding global best practices in business ethics, human rights, and environmental responsibility.

To assess and improve the sustainability performance of our supply chain partners, we have partnered with EcoVadis, a globally recognized corporate social responsibility (CSR) rating platform. This initiative specifically evaluates human rights and sustainability performance across our supplier network. Participation in the program is mandatory for all suppliers, reinforcing our commitment to ethical and responsible business practices.

GOVERNANCE & ACCOUNTABILITY

Our Sustainable Partner Program and Policy is overseen by the Governance, Compensation, and Nominating Committee (GCN), which reviews and monitors the program on a quarterly basis. The GCN reports key findings to the Board of Directors, ensuring strong governance and accountability at the highest levels.

As part of our continuous improvement efforts, we published our first Modern Slavery Report in 2024 and will continue refining our ethical supply chain management approach.





WELLBEING FOR OUR PLANET – RESPONSIBLE SUPPLY CHAIN GRI 308-1

Our Sustainable Supply Chain Strategy

KEY AREAS OF FOCUS

- 1** Value Chain Improvements
- 2** Internal Capacity Building & Adoption

4 SUPPLIER SUSTAINABILITY PILLARS

- Human Rights
- Environment
- Biodiversity
- Equity & Inclusion

SUSTAINABILITY SUPPLY CHAIN GOALS

100%
of suppliers improving towards our Sustainability Pillars

100%
of our sourcing decisions assess sustainability risk factors

ENABLERS TO ACHIEVE THESE GOALS:

- Supplier capacity building through corrective action plans, 1:1 engagement, and site audits
- Train 100% of buyers on sustainable procurement.
- Request and monitor KPIs to align with carbon reduction goals
- Communicate purpose, resources, and tools for corrective action plans
- Integrate sustainability due diligence in third-party risk screening, vendor onboarding, and Supplier Relationship Management (SRM)
- Maintain a whistleblower hotline for reporting supplier non-compliance



WELLBEING FOR OUR PLANET – RESPONSIBLE SUPPLY CHAIN GRI 308-1

2024 PROGRESS & ACHIEVEMENTS

74%

of suppliers have signed on to our Sustainable Partner Program

43.5%

of suppliers report on health & safety indicators

3

supplier engagement campaigns launched for sustainability assessments

75%

of suppliers report actions supporting Diversity, Equity, Inclusion, and Belonging

56%

of rated suppliers have carbon scorecards

53.9%

of suppliers report CO2 emissions

By embedding sustainability into our supply chain, we reinforce our commitment to responsible business practices, ensuring we continue to **Inspire Better Lives**—ethically and sustainably—**Every Day**.





APPENDIX

In this section:

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- 53 | ISSB S1 & S2 Report
- 55 | SASB Index
- 57 | References





2024 SUSTAINABILITY REPORTING DATA

Topic	Boundary	FY24	Assurance	2024 Response / Source
OUR PEOPLE (GRI 2-7)				
Total workforce	Global	1,336		
	Canada	1,093		
	US	184		
	China	59		
Total employees covered under benefits	Global	1,268		GRI 401-2.
Workforce Gender & Racialized Diversity GRI 405-1, 405-2				
Gender diversity data:				
Board gender diversity % (W:M)	Global	50:50		
Executive team diversity % (W:M)	Global	37:63		
Other management role diversity	Global	57:43		
Workforce by gender:				
Men	Global	47%		
Women	Global	53%		
Non-binary	Global	Unknown		Non-binary team member (0.07%).
Non-management role gender diversity – salary	Global	66:34		
Non-management role gender diversity – hourly	Global	46:54		
Total workforce gender pay equity gap	Global	0		Jamieson has achieved and maintained gender pay equity for all employees.
Racial diversity data:				
Board directors racialized diversity %	Global	25%		
Executive team racialized diversity %	Global	26%		



2024 SUSTAINABILITY REPORTING DATA

Topic	Boundary	FY24	Assurance	2024 Response / Source
Protecting Human Rights and Countering Anti-Corruption (GRI 205-2, 415-1)				
Whistleblower anonymous & confidential support for team members and stakeholders	Global			Jamieson Code of Ethical Conduct & Financial Integrity Policy.
Number of inquiries, complaints, or issues received by the Ethics compliance office via internal reporting systems (such as whistleblowers)	Global			0 - Whistleblower line is tested numerous times a year.
Prohibition of bribery	Global			Jamieson Code of Ethical Conduct.
Commitment to prohibit the use of forced labour	Global			Jamieson Human Rights Policy.
Anticorruption governance, policy and training	Global			Jamieson Code of Ethical Conduct.
Prohibition of forced labour and child labour	Global			Jamieson Human Rights Policy.
Public Policy/Political Contributions	Global			Code of Ethical Conduct - Jamieson strictly prohibits corporate support or contributions to political parties or candidates.
Workplace Health and Safety (GRI 403-1, 403-2, 403-4, 403-5, 403-9)				
Total number of employees who completed safety, health, and environment training	Global	100%		All employees receive various safety training dependent upon their role in the company.
Number of Health and Safety (H&S) committee meetings/attendance percentage	Global	Quarterly meetings		All Jamieson facilities have established safety committees that meet quarterly. Senior leaders, line management, and employees are all in attendance each meeting. Attendance was 100%.
H&S governance - meetings and frequency - attendance	Global	6		All Jamieson facilities have established safety committees that meet quarterly. Senior leaders, line management, and employees are all in attendance each meeting.
Hazard Assessments	Global	52		
Inspections	Global	52		
Near miss reports	Global	42		
Total recordable injury rate (TRIR)	Global	1.45		Jamieson's target is to get our TRIR below <1.
Total number of injuries among contractors	Global	0		
Occupational Health & Safety (OH&S) fatality metrics	Global	0		
OH&S fatalities among contractors	Global	0		



2024 SUSTAINABILITY REPORTING DATA

Topic	Boundary	FY24	Assurance	2024 Response / Source
Cyber Security GRI 418-1				
Information Security Management Systems (ISMS)	Global	ISO 27001 certification		The scope of the ISMS includes the Cyber Security and IT infrastructure teams processes and procedures, including their working environment. Certificate # IS 792156.
Customer Privacy	Global	0		Jamieson has had no substantiated complaints concerning breaches of customer privacy and losses of customer data.



2024 SUSTAINABILITY REPORTING DATA

Performance Measure	Boundary	FY23 ⁸	FY24	Assurance	2024 Response / Source
WELLBEING FOR OUR PLANET (GRI 305-1, 305-2)					
Quantitative and Qualitative Climate Disclosures: Greenhouse Gas (GHG) Emissions					
Total Scope 1 and Scope 2 location based GHG emissions (tCO ₂ -e)	Global	3,405	3,375		Total Scope 1 and Scope 2 location based GHG emissions include electricity, vehicular, natural gas, and refrigerant emissions. Breakdown of Scope 1 and Scope 2 emissions by gas type is not deemed material and therefore not disclosed.
Scope 1: Direct GHG emissions (tCO ₂ -e)	Global	2,515	2,454	Y	Scope 1 emissions encompass natural gas (2391.21 tCO ₂ e), vehicular (4.72 tCO ₂ e), and refrigerant leakage (57.93 tCO ₂ e) emissions. Primarily actual data is used from invoices/utility bills.
Scope 2: Indirect GHG emissions (location based)	Global	890	921	Y	Scope 2 emissions comprise natural gas (43.44 tCO ₂ e) and electricity (877.81 tCO ₂ e) based emissions.
Total energy use - electricity and natural gas (GJ)	Global	101,114	101,303		Electricity consumption totalled 54,678 gigajoules (GJ), while natural gas consumption amounted to 46,625 GJ.
Total electricity use (MWh)	Global	14,597	15,188		
Total natural gas use (M3)	Global	1,301,966	1,250,005		
Percentage of grid energy from renewable sources	Global		42%		Includes solar, wind, hydro electricity, and others.
Percentage of grid energy from non-renewable sources	Global		58%		Includes nuclear, natural gas, coal, and others.
Scope 3 emissions	Global				In 2025 we will be conducting a Scope 3 inventory assessment on key material categories to ensure we are addressing our impact throughout our entire value chain.
Time Frame	All emissions data provided is for the calendar year ending December 31, 2024.				
Methodology	Jamieson captures, calculates, and reports direct and indirect (Scope 1 and 2) GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol. Primarily actual data is used from invoices/utility bills.				
GHG Emission Factor and GWP Sources	Boundary	2024 Response / Source			
Global Warming Potentials (GWP)	Global	https://www.ipcc.ch/report/ar6/wg1/ (IPCC AR6 – Chapter 7 – Supplementary Material, Table 7.SM.6).			
Natural Gas	Ontario, Canada	https://publications.gc.ca/site/eng/9.506002/publication.html (National Inventory Report [2022]; part 2, Table A6.1-1, Table A6.1-3).			
Electricity	Ontario, Canada	https://publications.gc.ca/site/eng/9.506002/publication.html (National Inventory Report [2022]; part 3, Table A13.-7, “Generation Intensity”).			
Electricity	California, US	https://www.epa.gov/system/files/documents/2024-02/ghg-emission-factors-hub-2024.pdf (Table 6, CAMX).			

⁸In 2023, Jamieson Wellness updated its baseline year to align with the most current greenhouse gas (GHG) emission reporting factors. This adjustment ensures greater accuracy and consistency in our emissions tracking, reflecting the latest methodologies and industry standards for sustainability reporting.



2024 SUSTAINABILITY REPORTING DATA

GHG Emission Factor and GWP Sources	Boundary	2024 Response / Source	
Electricity	Shanghai, China	https://ecoinvent.org/	
Vehicle fuel efficiency	Canada	https://natural-resources.canada.ca/energy-efficiency/transportation-energy-efficiency/fuel-consumption-guide	
Vehicle fuel efficiency	US	http://www.fueleconomy.gov/	
Market-based emission factors	Ontario, Canada	National inventory report: Greenhouse Gas (GHG) sources and sinks in Canada https://publications.gc.ca/collections/collection_2024/eccc/En81-4-2022-3-eng.pdf	
Market-based emission factors	California, US	https://www.green-e.org/2021-residual-mix	
Organizational boundary		Jamieson uses the operational control approach in conformance with the GHG protocol to report energy consumption, and direct and indirect GHG emissions for all facilities and leased vehicles, where Jamieson has operational control. There are no sources excluded from our selected reporting boundary for direct and indirect GHG emissions.	
GHG emissions baseline		After the development of an environmental management system and policy, Jamieson has chosen 2023 as the baseline emissions year for reporting towards our goal of 50% reduction on Scope 1 and Scope 2 (location-based) emissions by 2030. If Jamieson locations are acquired six months before year-end, they will not be captured in that year's GHG report. Newly acquired Jamieson companies will be captured in the following year's report if the acquisition meets the materiality threshold of 5%. We will re-baseline material changes due to structural changes, methodology or discovery of significant errors.	
Market-based emissions		Market-based emissions according to the GHG Protocol Scope 2 Guidance is calculated as 923 tCO ₂ e (this performance indicator is within the scope of the limited assurance report). In some regions where we operate, a Residual Mix Emission Factor is not available due to data limitations and regional reporting gaps. Residual mix factors provide a more accurate representation of the grid's emissions intensity by accounting for purchased electricity that is not directly linked to renewable energy certificates or specific power agreements. In the absence of this data, we rely on the best available emission factors, such as country or regional grid averages, to ensure transparency and consistency in our carbon accounting. As reporting frameworks evolve, we remain committed to enhancing data accuracy and adopting more precise methodologies as they become available.	
Plastics	Boundary	FY24	2024 Response / Source
Total packaging material (metric tonnes)	Global	2,506	2024 Jamieson Impact Report - page 39
High Density Polyethylene (HDPE)	Global	1,192	
Polypropylene (PP)	Global	495	
Polyethylene (PET)	Global	790	
Silica	Global	22	
Low Density Polyethylene (LDPE)	Global	2	
Polyvinyl Chloride (PVC)	Global	6	



2024 SUSTAINABILITY REPORTING DATA

Waste GRI 306	Boundary	FY24	2024 Response / Source
Total waste generated (metric tonnes)	Global	1,920	Jamieson achieved a landfill diversion of 58% getting us closer to our target of 75% diversion rate by 2030. This is an improvement from 44% in 2023.
Total non-hazardous waste generated - solid	Global	1,920	
Non-hazardous waste landfilled	Global	1,136	
Non-hazardous waste waste-to-energy	Global	3.09	
Non-hazardous waste recycled	Global	850	
Total non-hazardous waste generated - liquid (L)	Global	4,200	
Total hazardous waste generated	Global	0	Zero hazardous waste reported for the year of 2024.
Biodiversity (GRI 303-3)	Boundary	FY24	2024 Response / Source
Total water consumption (m3)	Global	142,462 M3	
Windsor sites	Canada	134,082 M3	Not in a water stress area.
Scarborough site	Canada	2,776 M3	Not in a water stress area.
Irvine site	US	5,604 M3	In a water stress area.
Biodiversity & Nature (Future TNFD reporting)			<p>Biodiversity & Nature Impact Assessment As part of our ongoing commitment to sustainability, Jamieson will conduct a Biodiversity and Nature Impact Assessment in 2025, aligning with global frameworks such as the Kunming- Montreal Global Biodiversity Framework and the Taskforce on Nature-related Financial Disclosures (TNFD) framework. This assessment will help us better understand our impact on natural ecosystems, identify risks and opportunities, and integrate nature-related considerations into our broader sustainability strategy. By taking this step, we aim to strengthen our commitment to environmental stewardship and contribute to the protection and restoration of biodiversity for future generations.</p> <p>Current Biodiversity & Ecosystem Protection Programs in place:</p> <ul style="list-style-type: none"> • Reforestation Projects: 35,000 trees planted in partnership with Caldwell First Nation and ERCA. • Marine Conservation: Restored 6,480 sq. ft. of ocean through our Pacific Coast kelp project with veritree. • Pollinate & Protect Initiative: Supporting restoration of 1.8 million bees in Kenya through sustainable pollination programs.

GHG SCOPE 1 & 2 LIMITED ASSURANCE REPORT



Independent practitioner's assurance report To the Management of Jamieson Wellness Inc.

Scope

We have been engaged by Jamieson Wellness Inc. ("Jamieson") to perform a 'limited assurance engagement', as defined by Canadian Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Jamieson's Scope 1 and Scope 2 (location- and market-based) Greenhouse Gas ("GHG") emissions (the "Subject Matter") for the year ended December 31, 2024, contained in Jamieson's 2024 Sustainability Impact Report (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Jamieson

In preparing the Subject Matter, Jamieson applied The Greenhouse Gas Protocol ("GHG Protocol"): A Corporate Accounting and Reporting Standard and the GHG Protocol Scope 2 Guidance (collectively, the "Criteria").

Jamieson's responsibilities

Jamieson's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.



EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the Canadian Standard for Assurance Engagements ("CSAE") 3000, *Attestation Engagements Other than Audits or Reviews of Historical Financial Information* ("CSAE 3000") and CSAE 3410, *Assurance Engagements on Greenhouse Gas Statements* ("CSAE 3410"). These standards requires that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our independence and quality management

We have complied with the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

GHG SCOPE 1 & 2 LIMITED ASSURANCE REPORT



Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making inquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- ▶ Conducting interviews with relevant personnel to obtain an understanding of the business and process for collecting, collating and reporting on the Subject Matter;
- ▶ Undertaking analytical procedures, making inquiries with relevant personnel, comparing data to underlying source information on a limited a sample basis, and reperformance of select calculations;
- ▶ Checking the presentation and disclosure of the Subject Matter in the Report.

We also performed such other procedures as we considered necessary in the circumstances.



Inherent limitations

The GHG quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

Non-financial information, such as the Subject Matter, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Subject Matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques which can result in materially different evaluation and can impact comparability between entities and over time.

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter for the year ended December 31, 2024, is not prepared, in all material respects, in accordance with the Criteria.

Chartered Professional Accountants
Licensed Public Accountants

March 11, 2025
Toronto, Canada



GHG SCOPE 1 & 2 LIMITED ASSURANCE REPORT

Schedule

Our limited assurance engagement was performed on the following Subject Matter for the year ended December 31, 2024:

Subject Matter	Criteria ¹	Unit	Reported Value	Report Page(s)
Scope 1 GHG emissions	The GHG Protocol: A Corporate Accounting and Reporting Standard	tCO ₂ e	2,454	47
Scope 2 GHG emissions (location-based)	The GHG Protocol: A Corporate Accounting and Reporting Standard and Scope 2 Guidance	tCO ₂ e	921	47
Scope 2 GHG emissions (market-based)		tCO ₂ e	923	47

¹ Significant contextual information necessary to understand how the data has been compiled has been disclosed within the 2024 Sustainability Reporting Data section of the Appendix of the Report.



ISSB S1 & S2 REPORT

Topic	Accounting Metric	Page / Performance Metrics Reference	2024 Response / Source
Governance	Board oversight of climate-related risks and opportunities	2024 Sustainability Impact Report - page 14	The Board has overall responsibility for stewardship of the company, which includes risk oversight and management. The Board recognizes how critical sustainability matters are to the execution of its mandate and to the company's purpose of Inspiring Better Lives Every Day. The Board strives to ensure Jamieson operates as a sustainable business while effectively managing risks, including climate-related risks. To that end, the Board has established clear oversight of Jamieson's practices by ensuring primary accountability at the committee level. The Board exercises its oversight of assurances and enterprise risk management (ERM) to the Audit Committee and relating to environment, social and governance matters to the Governance Committee. Jamieson has a dedicated Sustainability Steering Committee that assesses, monitors and manages climate-related risks. Furthermore, climate-related risks are integrated into Jamieson's business units for management on a day-to-day basis in accordance with Jamieson's ERM policy. The Board meets quarterly with management to evaluate risks and opportunities related to climate impact, social responsibility, and governance. Additionally, the Chair of the Board, the Chair of the Governance, Compensation, and Nominating (GCN) Committee, and the Chair of the Audit Committee actively participate in our double materiality assessment interviews, helping to identify key sustainability topics, risks, and opportunities.
	Management's role in assessing and management of climate-related risks and opportunities		Our dedicated Sustainability and Corporate Responsibility team operates under the Senior Director of ESG & Culture and the Chief Operations and People Officer, ensuring sustainability is embedded across our business. This team plays a key role in integrating sustainability into operations, supply chain management, and product innovation, while also focusing on climate risk and mitigation strategies. To maintain transparency and accountability, the team reports directly to the Executive team every two months and provides quarterly updates to the Board of Directors.
Strategy	The impact of sustainability risks and opportunities on the company's business model, strategy, and financial planning		At Jamieson, taking action on climate change and sustainability is not only a responsibility to people and the planet, but also a critical factor in ensuring our long-term business resilience. We evaluate sustainability impacts, including climate-related factors, through a double materiality lens, considering two key perspectives: <ol style="list-style-type: none"> 1. Our impact on the environment and society through GHG emissions and sustainable business practices. 2. The impact of climate change on our business, including potential risks to our operations, supply chain, and future growth. Climate change has the potential to affect every aspect of our business. At the same time, many of the initiatives in our 2024 Sustainability Impact Report align with climate action, reinforcing our commitment to meaningful change. That's why we believe that prioritizing sustainability & climate action are in the best interests of Jamieson, our stakeholders, and the long-term health of our planet.
Risk Management	Processes for identifying, assessing, and managing risks		At Jamieson, effective risk management is essential to our business strategy and long-term success. Our ability to identify, assess, and manage risks allows us to capitalize on opportunities while ensuring the resilience of our operations, reputation, and brand. We recognize the value of diverse perspectives in risk assessment and bring together cross-functional teams to work collaboratively with third-party experts. This approach helps us evaluate both inherent and residual risks, ensuring a comprehensive and proactive risk management strategy. <p>A cross-functional Sustainability Risk Team plays a critical role in this process, working together in dedicated sessions to identify and confirm key sustainability risks and opportunities. These working sessions leverage a double materiality approach to assess both:</p> <ul style="list-style-type: none"> • Financial Materiality – Evaluating how sustainability matters impact the company's cash flow, financial position, and financial performance over the short, medium, and long-term. • Impact Materiality – Assessing our actual or potential, positive or negative impacts on people and the environment over the short, medium, and long-term. <p>To strengthen our approach, we conduct an annual risk assessment, with a deeper dive into sustainability-related risks, including environmental and social factors. We also leverage EcoVadis, a third-party risk assessment tool, to collect sustainability data and evaluate supplier performance across social and environmental risk areas. Every new supplier undergoes an inherent risk assessment before we make any purchasing decisions, ensuring that our supply chain aligns with our commitment to sustainability and responsible sourcing.</p> <p>Our Risk Management Program is designed to safeguard our business, enhance decision-making, and drive sustainable growth. By embedding risk management principles into our operations and procurement processes, we ensure that Jamieson remains resilient, adaptable, and aligned with stakeholder expectations.</p>



ISSB S1 & S2 REPORT

Topic	Accounting Metric	Page / Performance Metrics Reference	2024 Response / Source
Risk Management	Material climate and environmental risks	GRI 202-2	<p>A sustainable supply chain represents both our greatest material risk and opportunity. At Jamieson, our global supply chain enables us to efficiently source and distribute materials for our products. However, it also exposes us to climate-related risks, including disruptions and delays caused by extreme weather events, shifting environmental conditions, regulatory and compliance changes, market fluctuations, and resource scarcity.</p> <p>With a global customer base, some of the regions we serve are particularly vulnerable to climate change impacts. Likewise, our manufacturing operations worldwide must be prepared to withstand challenges such as rising temperatures, extreme weather events, sea-level rise, and droughts, all of which could impact production and distribution.</p> <p>To address these risks, we have developed mitigation plans with key performance indicators (KPIs), which are reviewed quarterly by both our Board of Directors and management. Proactively managing these risks is critical to ensuring a resilient and adaptable business. By embedding climate risk management into our sustainability strategy, we aim to keep Jamieson agile, innovative, and well-positioned to navigate the evolving challenges and opportunities presented by climate change. We have also identified key opportunities for the organization through continued innovation with sustainable ingredients, circular economy packaging solutions, and renewable energy adoption.</p>
Metrics & Targets			See Climate Disclosures under Sustainability Reporting Data, as well as Wellbeing for People in 2024 Sustainability Impact Report.
Greenhouse Gas (GHG) Emissions	Reporting Scope 1, Scope 2, and Scope 3 emissions		Please see Sustainability Reporting Data as well as Wellbeing for Planet - Climate section in 2024 Sustainability Impact Report.
Climate Transition Planning	Strategies for achieving decarbonization and net-zero commitments		<p>After an initial assessment, we have determined that a significant portion of our total GHG emissions comes from Scope 3 emissions. As part of our ongoing commitment to sustainability and climate action and achieving our net-zero target by 2050, we are conducting a Scope 3 inventory in 2025 across key material categories to fully understand and address our environmental impact throughout our entire value chain.</p> <p>To further strengthen our efforts, we are aligning our strategy with investor-facing frameworks and sustainability assessments, prioritizing emissions reduction, governance, and transparent disclosure. By embedding sustainability into our business practices, we are not only reducing our environmental footprint but also reinforcing our commitment to health and wellbeing, ensuring a healthier planet for future generations.</p>
Scenario Analysis	Assessment of financial risks under different climate scenarios		Jamieson plans on conducting climate-related scenario analysis in the future.
Industry-Specific & Entity-Specific Disclosures			PLEASE SEE SASB INDEX IN APPENDIX.
Disclosure			<p>Our Sustainability Impact Report aligns with ISSB standards, Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. Stakeholder Engagement & Transparency:</p> <p>We actively engage with investors, customers, regulatory bodies, and NGOs to ensure transparency and accountability in our sustainability-related reporting. Our sustainability and climate progress is published annually and integrated into financial filings where relevant.</p>



SASB INDEX

Topic	Accounting Metric	Category	Unit Of Measure	Code	2024 Response / Source
	Weight of Products sold	Quantitative	Metric tonnes (t)	FB-PF-000.A	Jamieson does not currently collect this data in an appropriate way for disclosure.
	Number of production facilities	Quantitative	Number	FB-PF-000.B	Four manufacturing facilities.
Energy Management	(1) Total energy consumed; (2) percentage grid electricity; (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	Sustainability Reporting Data - Qualitative and Quantitative Climate Disclosures.
Water Management	(1) Total water withdrawn; (2) total water consumed, percentage of each in regions with High or Extremely high baseline water stress	Quantitative	Thousand cubic metres (m3), Percentage (%)	FB-PF-140a.1	2024 Impact Report - ESG scorecard - Wellbeing for Planet - Biodiversity.
	Number of incidents of non-compliance associated with water quality and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Zero.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	<p>We actively monitor our water usage, recognizing its critical role in our business—as both a critical element for the production in our products and a resource used by our suppliers in their operations. Since FY 2023, we have been measuring our water consumption to better understand our impact and identify opportunities for improvement. We utilize the principles of Waste reduction and circularity throughout our entire operations, including water management.</p> <p>As part of our commitment to sustainable water management, we engage with our suppliers to ensure they align with our principles of minimizing environmental impact and promoting responsible resource use.</p>
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective actions rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	100% of Jamieson facilities are certified by third-party for Good Manufacturing Practice (GMP).
	Percentage of Ingredients sources from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2	100%
	(1) Total number of notices of food safety violation received; (2) percentage covered	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Jamieson has not received notices of food safety violations.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tonnes (t)	FB-PF-250a.4	(1) one-Jamieson fully cooperated to ensure transparency and safety for our consumers; (2) zero.
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Almost all of Jamieson brand portfolio products (95%+) labeled and/or marketed are to promote health and nutrition attributes.
	Discussion of the process to identify and manage products and ingredients related to nutrition and health concerns among consumers	Discussion and Analysis	n/a	FB-PF-260a.2	2024 Sustainability Impact Report - Product Quality and Safety.



SASB INDEX

Topic	Accounting Metric	Category	Unit Of Measure	Code	2024 Response / Source
Product Labelling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	(1) 0%; (2) 0%.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	(1) Jamieson does not have products labeled with GMOs; (2) Jamieson has products within its brand portfolio with non-GMO labeling that have relevant material ingredients.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and /or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metrics ton (t) Percentage (%)	FB-PF-410a.1	2024 Impact Report - Sustainability Reporting Data - Packaging.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	2024 Impact Report - Sustainability Reporting Data - Packaging.
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sources that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Jamieson does not currently collect this data in an appropriate way for disclosure.
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2	2024 Sustainability Impact Report - Responsible & Sustainable Supply Chain.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely high baseline water stress	Quantitative	Percentage (%) by cost	FB-PF-44a.2	Jamieson does not currently collect this data in an appropriate way for disclosure.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-44a.2	Jamieson is in the process of working with an external management system to better understand sourcing risks due to environmental and social considerations - see page 40.

REFERENCES

ISSB (International Sustainability Standards Board)

[ISSB S1 Standards](#)
[ISSB S2 Standards](#)



<https://sdgs.un.org/goals>





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