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Sustainability Report 2025

Logistics solutions that create value for
people, business and the planet.



SECOND EDITION. BASE YEAR 2025.



MESSAGE FROM THE EXECUTIVE BOARD



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



Ygor Marinelli
CFO of JWM

“

Solid governance sustains growth, reduces risk and broadens access to markets and capital.

We are pleased to present the second Sustainability Report of JWM Soluções Logísticas, covering base year 2025. It comes two years after the first one, and that is worth explaining.

When we published our 2023 ESG Report, we had established certifications, structured practices, and a set of initiatives we are proud of. What we did not yet have was an internal function dedicated to measuring, consolidating, and answering for that information with the rigor the subject demands. We therefore chose not to publish a report for fiscal year 2024. It was not a pause. It was the time we used to build what was missing.



MESSAGE FROM THE EXECUTIVE BOARD

In that interval, we consolidated the sustainability agenda inside the company. The groundwork was laid in 2023 and matured through the formal creation of the ESG function in 2025, staffed with professionals dedicated to the subject. Sustainability came to be treated as a management process, with a defined owner for each indicator, an identified source system for each data point, and an audit trail that allows verification. We learned that reporting well requires a different discipline from performing well, and that the distance between a good initiative and a good indicator lies in the ability to demonstrate how the number was produced.

The company also matured along other paths. We maintained our ISO 9001, ISO 14001, ISO 45001, and SASSMAQ certifications. In mid-2024, we began a new phase with the move to our new operating facility in Guarulhos, with 68,000 square meters of total area and 28,000 square meters of built area. We strengthened the Control Tower, upgraded the JWMLog system, and expanded the use of vehicles with lower environmental impact technologies. And in 2025, we completed 30 years.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



MESSAGE FROM THE EXECUTIVE BOARD



01 THE REPORT AND THE COMPANY



02 HOW WE MANAGE SUSTAINABILITY



03 PERFORMANCE BY MATERIAL TOPIC



04 OTHER TOPICS WE REPORT



05 APPENDICES

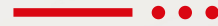
Along this path, we have been recognized with the Selo Verde (Green Seal) from Jornal do Meio Ambiente do Estado de São Paulo, the Top of Mind Award in the Technological Innovation and Intelligent Automation category, the ESG Award from the Associação Brasileira de ESG in the ESG Integration in the Supply Chain category, international recognition from the Latin American Quality Institute, and the EcoVadis Bronze Medal. Each of them is the result of the work of many people. In 2025 we consolidated our operation at the new headquarters and expanded our activities, and we intend to keep growing with consistency and sustainability.

This is the first JWM report built with the IFRS S1 and IFRS S2 standards as a reference. That changes the nature of the document. Instead of organizing the report around the initiatives we consider relevant, we start from the topics that could reasonably be expected to affect the company cash flows, access to capital, and cost of capital over the short, medium, and long term. Six topics were identified as material, and this report is organized around them.

We want to be clear about the scope of that choice. We do not claim that this report is in full compliance with IFRS S1 and IFRS S2. It is a report inspired by those standards and prepared with reference to them, at a stage in our journey where we are still learning to measure part of what the standards ask for. We call it a journey because that is exactly what it is: a learning path, with visible progress and with gaps we would rather state than hide.



MESSAGE FROM THE EXECUTIVE BOARD



01 THE REPORT AND THE COMPANY



02 HOW WE MANAGE SUSTAINABILITY



03 PERFORMANCE BY MATERIAL TOPIC



04 OTHER TOPICS WE REPORT



05 APPENDICES

The indicators follow the SASB Road Transportation industry standard, complemented by GRI indicators where a topic is relevant to our stakeholders and is not covered by SASB. Where we do not yet have the data, we say so and explain how it is produced. The indicators are presented with fiscal year 2024 as the comparative. This transparency about gaps is deliberate. We prefer a report that can be verified to a report that looks complete.

Our first report, covering 2023, was an initial reporting exercise, built before the company had a dedicated measurement function and under a methodology different from the one we use now. For that reason, the indicators in this edition now use 2024 as the first comparative year, produced under the methodology we follow from this cycle onward. We prefer a short and consistent series to a long and incomparable one.

We remain signatories of the United Nations Global Compact and expanded from eight to nine the Sustainable Development Goals we have elected as priorities, having submitted our second Communication on Progress in 2026. In this report, the SDGs no longer appear as a list alongside the text and are instead connected to the material topics, as shown in chapter 3.

We thank our employees, customers, suppliers, and partners. What we present here is the result of the joint work of many people and, above all, it is the starting point of a cycle in which we intend to measure better, compare year over year, and account for our performance with greater precision.

Ygor Rafael F. Marinelli
CFO



CONTENTS



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



01

Block I

The report and the company

1. About this report **9**
2. JWM **19**

2025 in numbers 7



02

Block II

How we manage sustainability

3. Materiality and connection with the SDGs **34**
4. Sustainability governance **43**
5. Strategy, risks and opportunities **52**



03

Block III

Performance by material topic

6. Air emissions and fleet efficiency **69**
7. Operational safety, accidents and hazardous materials **80**
8. Health, safety and working conditions **91**
9. Supply chain and contracted drivers **100**
10. Operational continuity and climate resilience **107**
11. Integrity, compliance and data protection **111**



04

Block IV

Other topics we report

12. People: development, diversity and community **120**
13. Eco-efficiency: water, waste and conservation **131**



05

Block V

Appendices

14. Appendices **138**



2025 IN NUMBERS



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

30 years



of history completed in 2025. Founded in 1995, JWM evolved from a family business into an integrated logistics operator

BRL 36.21 bn



value of goods transported in 2025, versus BRL 31.28 billion in 2024

0



road accidents in 2025, versus four in 2024

6



material topics, defined by the IFRS S1 financial materiality criterion

9



priority Sustainable Development Goals, expanded from eight to nine in this cycle

68,000 m²



of total area at the new operating facility in Guarulhos, with 28,000 m² of built area

212



employees on December 31, 2025, versus 175 in 2024

18



Euro 6 vehicles in the owned fleet, versus 2 in 2024

4



certifications maintained: ISO 9001, ISO 14001, ISO 45001 and SASSMAQ

100%



of critical suppliers assessed on ESG criteria



BLOCK I

01

The report and the company

Basis of preparation, scope, methodology, and an introduction to JWM

1. About this report p. 9

2. JWM p. 19



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



1. ABOUT THIS REPORT

1

Sustainability is a permanent commitment of JWM Soluções Logísticas and is increasingly integrated into the way we run our business, make decisions, and generate value for customers, employees, suppliers, partners, and society.

This is the second edition of our Sustainability Report and presents the main results, progress, challenges, and initiatives developed over fiscal year 2025. Beyond presenting indicators, this document seeks to strengthen transparency, broaden the dialogue with our stakeholders, and show how sustainability management has evolved within the company.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



1. ABOUT THIS REPORT

1.1 A learning journey

This is the first JWM report built with reference to IFRS S1, which covers the general requirements for the disclosure of sustainability-related financial information, and IFRS S2, which covers climate-related disclosures, both issued by the International Sustainability Standards Board.

We want to be transparent about the scope of that choice. This report was inspired by those standards and prepared with reference to them. We do not claim full compliance, and that distinction matters. Full compliance requires meeting every applicable requirement in full, including those whose indicators JWM does not yet measure. Claiming compliance under those conditions would be incorrect, and a sustainability report that opens with an inaccurate statement loses its reason to exist.

What we did was adopt the disclosure architecture proposed by the standards: start from the topics that could reasonably be expected to affect the company cash flows, access to capital, and cost of capital, and organize the report around governance, strategy, risk management, and metrics and targets. Where we were able to meet the requirement, we met it. Where we were not yet able to, we say what is missing and how we intend to get there.



“

It was not a pause. It was the time we used to build what was missing.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



1. ABOUT THIS REPORT

We understand this choice as part of a learning journey, not as a destination. Each reporting cycle shows us what needs to be measured differently, what needs a system, and what needs people. We would rather move forward this way, one step at a time with each step firmly supported, than announce a level of alignment that would not hold up under independent verification.

Wherever 2024 data is available, it is presented in the indicator tables so that the historical series does not have a gap. Where it is not, the column indicates that the information was not measured.

1.2 Why we did not publish a report for 2024

JWM did not publish a report for fiscal year 2024. The decision was deliberate. After the first edition, it became clear that the company needed a dedicated internal function before taking on a commitment to periodic and auditable reporting.

In that period, we created the ESG function, hired professionals dedicated to the subject, defined owners for each indicator, mapped the source systems for each data point, and critically reviewed our indicator base. The outcome of that work is the structure that supports this report.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES





1. ABOUT THIS REPORT

1.3 How to navigate this report

The report is organized into five parts, which follow a progressive reading logic.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



01

The report and the company

Basis of preparation, scope, methodology, and an introduction to JWM

Readers coming to the document for the first time



02

How we manage sustainability

Materiality, connection to the SDGs, governance, strategy, and risks

Readers who want to understand how decisions are made



03

Performance by material topic

The six material topics, with indicators and methodology

Customers, investors, raters, and independent verifiers



04

Other topics we report

Voluntary disclosure topics, anchored in GRI indicators

Employees, community, and partners



05

Appendices

Cross-reference indexes

Readers who need to locate a specific requirement or indicator

Three conventions help with reading:



Chapter tag line

A gray line just below the title, indicating the material topic covered, the SASB codes addressed, and the SDGs connected. It allows readers to quickly locate where each requirement is met.



Indicator tables

They present the 2024 and 2025 series. Where Not reported appears, the information was not measured in that year, and the chapter text explains how the indicator is measured.



Methodological notes

They appear below the tables, in italics, and record the basis of calculation, the limitations, and any restatements of prior-year data.

The cross-reference indexes at the end of the document, in chapter 14, link each requirement of the standards and each SASB code to the place where it is addressed.



1. ABOUT THIS REPORT

1.4 Reporting standards and references used

This report uses the following references:



IFRS S1

Disclosure architecture and general requirements. Used as a reference, with no claim of full compliance.



IFRS S2

Climate-related disclosures, including physical and transition risks and emissions metrics. Used as a reference, with no claim of full compliance.



SASB Road Transportation (TR-RO)

The industry standard adopted, applicable to road freight transportation, which is the company core activity and covers the full set of its transportation operations.



GRI Standards

Used on a complementary basis, for specific indicators, on topics relevant to our stakeholders that are not covered by the SASB standards. There is no claim of adherence to the GRI Standards as a whole.



GHG Protocol

Methodology for the greenhouse gas emissions inventory.



UN Global Compact

Nine Principles and Sustainable Development Goals prioritized by the company.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



1. ABOUT THIS REPORT

Standards assessed and not applied

Three SASB industry standards were assessed and not applied. The Marine Transportation (TR-MT) and Rail Transportation (TR-RA) standards presuppose ownership or control of marine and rail assets. JWM operates multimodal transportation and provides port services, but does not own those assets.

The Air Freight and Logistics (TR-AF) standard was assessed in light of the warehousing, third-party transportation management, and airport services the company provides, and it was also not applied. JWM neither carries cargo by air nor contracts air freight: it carries aeronautical materials by road and provides ground support services. Because the company transportation operation is entirely land-based, the Road Transportation standard covers the full set of its activities on its own, and adopting a second industry standard would produce duplicate codes without adding information for the reader.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



1. ABOUT THIS REPORT

Some indicators JWM measures have no code in the Road Transportation standard. They continue to be reported here, identified as complementary, because the absence of an industry code does not remove their relevance to the management of the company or to the customers that assess it.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES





1. ABOUT THIS REPORT

1.5 Entity, scope, and period

The information in this report covers the period from January 1 to December 31, 2025, in line with the fiscal year and with the financial statements of JWM. Whenever there is a difference between the boundary of the sustainability report and that of the financial statements, it is stated in the methodological note of the corresponding indicator.

1.6 Comparative information

The historical series of the indicators in this report uses 2024 as the first comparative year. Our first report, covering fiscal year 2023, was an initial reporting exercise, prepared before the company had a dedicated measurement function and under a methodology different from the one adopted from this cycle onward. For that reason, its indicators are not presented as a comparative.

Fiscal year 2024 had no published report, but its data was measured and is presented whenever available. When a data point is restated because of a change in methodology, the restatement is identified in the note to the corresponding table, with the reason indicated.

Item	Information
Legal name	JWM Soluções Logísticas Ltda
CNPJ (Brazilian corporate taxpayer ID)	00.909.998/0001-41
Line of business	Road freight transportation and warehousing of general goods
Headquarters	Guarulhos, São Paulo
Address	Rod. Presidente Dutra, 8320 - Pista Lateral Norte, Km 223,5 - Anexo 8280 - Várzea do Palácio, Guarulhos - SP, 07034-010
Reporting period	January 1 to December 31, 2025

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



1. ABOUT THIS REPORT

1.7 Judgments, assumptions, and measurement uncertainties

Preparing sustainability information involves judgments and estimates. We record the main ones below so that the reader can assess the degree of precision of each piece of information.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



Emission factors

Calculation tool of the Brazilian GHG Protocol Program. Scope 2 calculated with the annual average factor for the National Interconnected System published by MCTI.



Inventory consolidation approach

Operational control.



Fuel conversion to gigajoules

Lower heating value and density of diesel oil according to the National Energy Balance published by EPE, 2025 edition.



Air pollutant estimates

NOx, SOx, and PM are not measured. They are estimated from diesel consumption, using per-liter factors from CETESB, 2025 edition. The estimate does not capture driving conditions, maintenance, or route profile.



Headcount measurement basis

Position as of December 31, 2025. The same basis is used as the denominator for the per-employee indicators.



1. ABOUT THIS REPORT

1.8 Data sources and owners

Each family of indicators in this report has a source system and a function responsible for the information. The mapping below allows any figure presented to be traced back to its primary record.

Indicator family	Source system or record	Responsible function
Greenhouse gas emissions	GHG inventory, fueling records, telematics	SSMAQ
Fuels and fleet	Fueling records, fleet registry	FLEET / SSMAQ
Road accidents and incidents	Control Tower, SSMAQ, risk management	SSMAQ
Leaks and spills	SSMAQ, loss records, emergency response	SSMAQ
Occupational health and safety	SESMT, ISO 45001, PCMSO	SSMAQ
Workforce and turnover	Payroll, Personnel Department, DHO	DP
Supply chain	Supplier qualification, Sustainable Partnership Program	PROCUREMENT AND INFRASTRUCTURE / SSMAQ
Continuity and losses	Control Tower, risk management, insurer	MONITORING
Integrity and whistleblowing reports	Whistleblowing Channel operated by Contato Seguro	ETHICS AND COMPLIANCE COMMITTEE
Privacy and information security	IT, data protection officer	INFORMATION TECHNOLOGY
Water, energy, and waste	Utility bills, PGRS	SSMAQ

The source system column reflects the mapping carried out from the company internal procedures, validated with each responsible function.

1.9 CONTACT Questions, suggestions, or requests for additional information about this report can be sent to jwm@jwmlogistica.com.br.



2. JWM

IFRS S1 business model and value chain SASB TR-RO-000



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

2

We understand that every delivery is a step toward a more conscious and sustainable future.

2.1 Thirty years moving business with excellence

As it completes 30 years of history in 2025, JWM Soluções Logísticas reaffirms its path of growth, innovation, and commitment to operational excellence. Since its founding in 1995, the company has been building a history grounded in the trust of its customers, in valuing people, and in the continuous pursuit of logistics solutions that are ever more efficient, safe, and sustainable.





2. JWM

What began as a family business, with solid roots in values such as ethics, commitment, and innovation, evolved over the years to become a benchmark in integrated logistics solutions, always keeping its essence of serving with quality and generating value for everyone involved.

Over these three decades, JWM expanded its activity beyond road freight transportation and established itself as an integrated logistics operator, offering transportation, warehousing, cross-docking, foreign trade, special cargo, and customized logistics project solutions.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



2. JWM



01 THE REPORT AND THE COMPANY



02 HOW WE MANAGE SUSTAINABILITY



03 PERFORMANCE BY MATERIAL TOPIC



04 OTHER TOPICS WE REPORT



05 APPENDICES



Mission

To deliver high-performance logistics solutions, working alongside the logistics chain of our customers and contributing to the development of our country.



Vision

To be recognized as the best logistics operator in the markets where we operate, through the logistics solutions we propose and the excellence of the services we provide.

Values



Customer excellence

to deliver services that not only meet expectations but exceed them.



Focus on results

it is through the continuous pursuit of better performance that we reach our objectives.



Organization

to continuously improve our processes through an effective management system.



Ethics and integrity

core values, present since our founding, that guide all of our decisions.



Professionalism

impartiality and the pursuit of collective objectives ahead of personal ones.



Teamwork

collaboration, unity, mutual support, and a systemic view.



Objectivity

to deliver agility and efficiency.



Innovation and technology

to achieve safety, speed, and reliability through the technologies available to the industry.



2. JWM

2.2 Our business model and our value chain

JWM generates revenue by providing integrated logistics services, combining an owned fleet, an owner-operator fleet, and a network of qualified carriers and service providers. Understanding how these links connect is what allows us to identify where our sustainability-related risks and opportunities are concentrated.



1 Upstream	2 Own operation	3 Operation with third parties	4 Network and routes	5 Downstream
WHAT WE DO Procurement of fuel, vehicles, parts, maintenance, escort services, interline transfer, and SSMAQ services	WHAT WE DO Road freight transportation, warehousing, cross-docking, and internal materials handling	WHAT WE DO Owner-operator fleet, contracted carriers, and interline transfer	WHAT WE DO Operation across the entire country, including port and airport services	WHAT WE DO Delivery to the customer, dedicated operations, and urban distribution
WHERE OUR MATERIAL TOPICS APPLY Supply chain and owner-operator drivers (topic 4)	WHERE OUR MATERIAL TOPICS APPLY Emissions and fleet efficiency (topic 1); operational safety (topic 2); occupational health and safety (topic 3)	WHERE OUR MATERIAL TOPICS APPLY Emissions (topic 1); supply chain (topic 4)	WHERE OUR MATERIAL TOPICS APPLY Operational continuity and climate resilience (topic 5)	WHERE OUR MATERIAL TOPICS APPLY Operational safety (topic 2); integrity and data protection (topic 6)

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



2. JWM

2.3 Where we operate

With administrative headquarters in Guarulhos, São Paulo, JWM operates across the entire country. Dozens of companies trust our work, in industries that include aeronautics, energy and automation, chemicals and petrochemicals, mining, oil and gas, pulp and paper, infrastructure, automotive, and healthcare, pharmaceutical, and sensitive products.

Main solutions

- Freight transportation: full truckload (FTL), oversize and indivisible loads (ODC), and sensitive cargo
- Port and airport operations (DTA, DI, DE)
- Transportation of hazardous materials
- Transportation of aeronautical materials
- Cargo handling and warehousing services
- In-house logistics services and logistics management
- Inbound and outbound
- Equipment leasing
- Dedicated operations
- Urban distribution

Our operation in 2025

Economic sectors served

2025

More than 10

2024 More than 10

Metric tons transported

2025

95,680

2024 68,720

Value of goods transported

2025

BRL 36.21 billion

2024 BRL 31.28 billion



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



2. JWM

2.4 A structure prepared for the future

In mid-2024, JWM began a new phase in its history with the move to its new operating facility, located in Guarulhos. The transition happened gradually, with the warehousing operation moving from mid-June onward and the move of the administrative office completed between late July and early August 2024. The expansion of the physical base supports the growth of the company and made it possible to strengthen warehousing, transportation, cross-docking, and specialized logistics project operations.



68,000 m²

Total area of the new operating facility

28,000 m²

Built area, covering administrative and operational areas



Control Tower

Intelligence and monitoring center for operations



Warehouse

Modern structure for warehousing and materials handling



Administrative infrastructure

Support, management, and customer service areas



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



2. JWM

Our fleet

The JWM fleet is designed to serve the different needs of its customers and operations with efficiency, safety, and flexibility. With modern, diversified, and fully monitored vehicles, the company ensures a high standard of operational control, traceability, and reliability across the entire logistics chain.

The fleet includes tractor units, trailers, utility vehicles, and vehicles equipped with lower environmental impact technologies, including natural gas, electric, and Euro 6 models. The quantitative composition of the fleet by technology is presented in chapter 6, where it connects to the emissions indicators.

Monitoring and control of operations

JWM maintains structured controls and processes to ensure the quality, safety, and sustainability of its logistics operations. These mechanisms are integrated into the Integrated Management System, certified to ISO 9001, ISO 14001, and ISO 45001, and cover operations planning, execution tracking, incident recording, and management review of results.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



2. JWM



01 THE REPORT AND THE COMPANY



02 HOW WE MANAGE SUSTAINABILITY



03 PERFORMANCE BY MATERIAL TOPIC



04 OTHER TOPICS WE REPORT



05 APPENDICES

Operations tracking combines tracking and telematics technology, standardized operating procedures, and teams dedicated to support and issue resolution, with a level of control proportionate to the characteristics, criticality, and requirements of each operation.

These controls support decision-making, response to incidents, and continuous process improvement, contributing to the reliability of the services provided and to the quality of the operational information that underpins this report.





2. JWM

2.5 2025 highlights

After the move to the new operating facility was completed in 2024, JWM began 2025 with an expanded base to support its growth, strengthen its operational capacity, and accelerate its agenda of innovation, sustainability, and people development.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



01

Infrastructure and operational capacity

Consolidation of the new 68,000 m² facility, with 28,000 m² built, expanding capacity for warehousing, transportation, cross-docking, and specialized logistics projects



02

More efficient and sustainable logistics

Expanded use of vehicles with lower environmental impact technologies, investments in electric, CNG, and Euro 6 vehicles, and use of electric forklifts in warehousing operations



03

Technology and operational innovation

Upgrade of the JWMLog system, strengthening of the ESL Cloud, WMS, and TMS platforms, and greater traceability, integration, and control of operations



04

People at the center of the strategy

Strengthening of the Human and Organizational Development function, expansion of benefits and quality of life initiatives, and investments in health, safety, and well-being



05

Governance, ethics, and excellence

Strengthening of internal policies and procedures, of the ethics and compliance culture, of risk management, of information security, and of the integrated management system



06

Public commitments

Submission, in 2026, of the second Communication on Progress to the UN Global Compact



2. JWM

2.6 Certifications, licenses, and recognitions

The continuous pursuit of operational excellence, process improvement, and responsible management is reflected in the certifications and recognitions JWM has earned over its history.



ISO 9001

Quality Management System

MAINTAINED IN 2025



ISO 14001

Environmental Management System

MAINTAINED IN 2025



ISO 45001

Occupational Health and Safety Management System

MAINTAINED IN 2025



SASSMAQ

Safety, health, environment, and quality assessment for the transportation of chemical products

MAINTAINED IN 2025



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



2. JWM

Licenses

JWM also maintains all licenses, authorizations, and legal permits required to carry out its operations, ensuring compliance with the applicable regulatory requirements and with the safety, quality, and responsibility standards the logistics industry demands.

Issuer	License or certificate
IBAMA	Certificate of Regularity
Brazilian Army	Registration Certificate
Federal Police	Operating License Certificate
Civil Police of the State of São Paulo	License for the transportation of controlled chemical products
INEMA (BA)	License by Adherence and Commitment (LAC)
FEPAM, the State Environmental Protection Foundation (RS)	Single License (LU)

 **01**
THE REPORT
AND THE COMPANY

 **02**
HOW WE MANAGE
SUSTAINABILITY

 **03**
PERFORMANCE BY
MATERIAL TOPIC

 **04**
OTHER TOPICS
WE REPORT

 **05**
APPENDICES



2. JWM



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

Recognitions



Selo Verde (Green Seal)

Jornal do Meio Ambiente do Estado de São Paulo

2025



Top of Mind Award

Technological Innovation and Intelligent Automation category

2025



ESG Award from the Associação Brasileira de ESG

ESG Integration in the Supply Chain category

2025



Latin American Quality Institute (LAQI)

International recognition for excellence in management, sustainability, and continuous improvement

2025



EcoVadis Bronze Medal

Performance on environmental, social, ethical, and sustainable procurement criteria

2025



2. JWM

JWM is also part of the Na Mão Certa Program, promoted by Childhood Brasil and aimed at combating the sexual exploitation of children and adolescents on Brazilian highways, addressed in chapter 12.

Subsequent event

In early 2026, JWM obtained certification and authorization from the Brazilian Health Regulatory Agency (ANVISA) to handle regulated products, including medicines, cosmetics, sanitizing products, medical devices, and items subject to special control. Because it occurred after the period covered by this report, the achievement is recorded as a subsequent event and is not part of 2025 performance.

2026

certification and licensing with Anvisa to operate with regulated products, recorded as a subsequent event



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



2. JWM

2.7 Activity metrics

Table 1. Activity metrics

Number of employees TR-RO-000.C 2025 212 Number 2024 175 +21.1%	Number of truck drivers (owned fleet) TR-RO-000.C 2025 53 Number 2024 47 +12.8%	Metric tons transported Context 2025 95,680 t 2024 68,720 +12.8%
Value of goods transported Context 2025 36.21 billion BRL 2024 31.28 billion +12.8%		

Headcount refers to the position as of December 31 of each fiscal year, reported by the Personnel Department. The load factor, defined by SASB as the ratio between the distance traveled with cargo and the total distance traveled, is not yet measured by the company. The data required exists in the telematics and TMS systems, and implementing the calculation is part of the work plan of the function for the next cycle.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

BLOCK II

02

How we manage sustainability

Materiality, connection to the SDGs, governance, strategy, and risks

- 3. Materiality and connection with the SDGs** p. 34
- 4. Sustainability governance** p. 43
- 5. Strategy, risks and opportunities** p. 52



3. MATERIALITY AND CONNECTION WITH THE SDGS

IFRS S1 materiality

3

At JWM, we believe sustainability must be present in the way we run our business and relate to our stakeholders. Translating that conviction into a report requires an earlier decision: defining exactly what we are accountable for.

3.1 How we defined our material topics

This report adopts the concept of financial materiality established by IFRS S1. Under that criterion, material topics are those that could reasonably be expected to affect the company cash flows, its access to capital, or its cost of capital over the short, medium, or long term.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

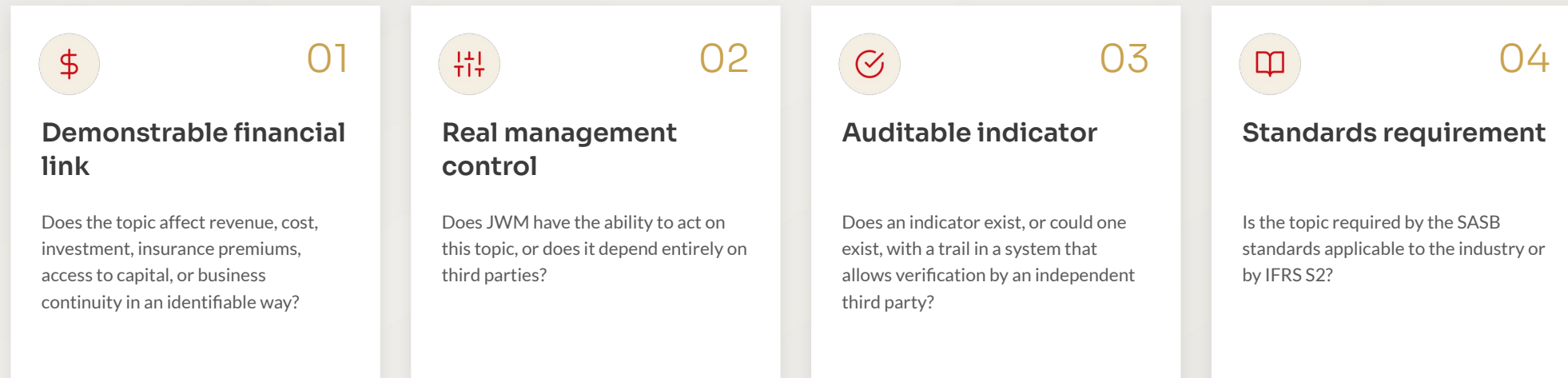


3. MATERIALITY AND CONNECTION WITH THE SDGS

3.1 How we defined our material topics

It is worth noting that this criterion differs from the one adopted by reports built on double materiality, which also consider the impacts of the company on society and the environment regardless of the financial effect. JWM remains attentive to those impacts, and they appear in Part IV of this report, but the backbone of the document is financial materiality.

We started from a broad list of topics, built from the applicable SASB industry standards, the content of our first report, the certified management systems of the company, and the requirements we receive from customers and raters. We applied four filters to that list:



Only the topics that answered yes to all four criteria were classified as material. The result is a short list of six topics, and that concision is intentional. We prefer six topics with a defined indicator, methodology, and owner to a long list we could not stand behind under verification.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



3. MATERIALITY AND CONNECTION WITH THE SDGS

3.2 Our six material topics

Table 2. JWM material topics

 **01**
THE REPORT
AND THE COMPANY

 **02**
HOW WE MANAGE
SUSTAINABILITY

 **03**
PERFORMANCE BY
MATERIAL TOPIC

 **04**
OTHER TOPICS
WE REPORT

 **05**
APPENDICES



01

Chapter 6 ›

Air emissions and fleet efficiency

Fuel consumption is one of the largest operating costs of the company and the main source of its emissions. Large customers already require information on the footprint of the transportation they contract, and regulation of vehicle emissions tends to become more restrictive.

TR-RO-110a.1 to 110a.3
TR-RO-120a.1



02

Chapter 7 ›

Operational safety, accidents, and hazardous materials

The transportation of hazardous materials concentrates the risk of incidents with environmental, financial, and reputational consequences. Safety performance directly affects insurance premiums, qualification with customers, and contract continuity.

TR-RO-540a.1
TR-RO-540a.3



03

Chapter 8 ›

Health, safety, and working conditions

The operation depends on drivers and warehouse teams exposed to specific occupational risks. Absences, liabilities, and difficulty in retention have a direct financial effect.

TR-RO-320a.1 to 320a.3



04

Chapter 9 ›

Supply chain and owner-operator drivers

A meaningful share of the operation is carried out by the owner-operator fleet and contracted carriers. The quality of that network determines exposure to labor liabilities, disruption risk, and the boundary of responsibility for emissions.

No applicable SASB code
Complementary indicators



05

Chapter 10 ›

Operational continuity and climate resilience

Extreme weather events affect routes, lead times, and cargo integrity. The recurrence of these events in Brazil makes operational continuity a topic of growing financial effect.

No SASB code
IFRS S2, physical risk



06

Chapter 11 ›

Integrity, compliance, and data protection

Compliance is a condition for qualification with customers and regulators. Integrity or data protection failures lead to penalties, loss of contracts, and reputational damage.

No SASB code
GRI indicators



3. MATERIALITY AND CONNECTION WITH THE SDGs

3.3 How our material topics connect to the SDGs

JWM is a signatory of the United Nations Global Compact and has elected eight Sustainable Development Goals as priorities for its activity. In this edition, the SDGs no longer appear as a list alongside each initiative and are instead connected to the material topics, which makes it possible to verify whether each goal adopted is in fact addressed by some management front.

Table 3. Material topics, SDGs, and Global Compact Principles

Material topic	Connected priority SDGs				Global Compact Principles				
1 Air emissions and fleet efficiency					7	8	9		
2 Operational safety, accidents, and hazardous materials					7	8			
3 Health, safety, and working conditions					1	3	4	5	6
4 Supply chain and owner-operator drivers					1	2	4	5	
5 Operational continuity and climate resilience					7	8			
6 Integrity, compliance, and data protection					10				

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



3. MATERIALITY AND CONNECTION WITH THE SDGS

Each connection in the table has an operational reason, and it is worth spelling them out.

The emissions and fleet efficiency topic speaks to four goals because fleet renewal solves more than one thing at a time: electric and CNG vehicles address the energy mix (SDG 7), telematics and digitalization are technology applied to efficiency (SDG 9), reducing fuel consumption is responsible use of a resource (SDG 12), and the whole set answers to SDG 13, which is the destination of that effort.

In operational safety, SDG 3 appears through the prevention of road deaths and injuries, and SDG 12 through the safe handling of chemical products throughout transportation. The inclusion of SDG 15 has a reason specific to long-distance transportation: our routes cross areas of native vegetation and wildlife corridors, and preventing wildlife collisions is at once a road safety measure and the protection of terrestrial ecosystems. Defensive driving and the Olho Vivo nas Estradas (Eyes on the Road) program answer to both.



SDGs prioritized by the company

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



3. MATERIALITY AND CONNECTION WITH THE SDGS

Health, safety, and working conditions brings together the three goals that address people in the workplace: health and well-being (SDG 3), gender equality in a historically male industry (SDG 5), and decent work (SDG 8). It is also the topic with the most Global Compact principles attached, because it touches on human rights, freedom of association, forced labor, child labor, and discrimination.

In supply chain and owner-operator drivers, SDG 8 answers to the working conditions of those who are not on our direct payroll, and SDG 12 to extending sustainable practices to suppliers. The initiatives we already had on this front matured and are now run in a structured way under the Sustainable Partnership Program, launched in 2025.

Operational continuity and climate resilience connects to SDG 9 through resilient infrastructure and to SDG 13 through adaptation to weather events, which is the less discussed side of the climate agenda and the one that most affects a logistics operator in the short term.

Finally, integrity, compliance, and data protection finds its direct match in SDG 16: effective, accountable, and transparent institutions, and the reduction of corruption in all its forms. That is exactly what we pursue with the Code of Ethics and Conduct, with the Whistleblowing Channel operated by an independent company, and with our compliance program. SDG 16 joins the list of JWM priority goals from this cycle onward, expanding from eight to nine the goals adopted by the company.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES





3. MATERIALITY AND CONNECTION WITH THE SDGS

3.4 What we assessed and did not classify as material

Some topics were assessed and not classified as material under the financial materiality criterion. We record that decision explicitly, because a topic that is absent without justification looks like an oversight, while a topic that is absent with justification is a materiality decision.

Water and waste do not meet the criterion for the same reason: scale. Our operation consumes water and generates waste in volumes consistent with an administrative and warehousing facility, not with an industrial plant. There is no water stress identified at the sites, and the cost of waste disposal is not relevant compared with the total cost of the operation. Neither of them today has the potential to reasonably affect our cash flow or our access to capital, which is what the standard requires for a topic to be material. They continue to be monitored and reported because they are part of our certified Environmental Management System and because our stakeholders are interested in them.

“

a topic that is absent without justification looks like an oversight, while a topic that is absent with justification is a materiality decision

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



3. MATERIALITY AND CONNECTION WITH THE SDGS

Diversity and inclusion is the most delicate case, and we want to be clear. The fact that the topic does not meet the financial materiality criterion does not mean it is secondary for the company. It means that, at the current stage, we cannot demonstrate an objective link between diversity performance and business results, and the standard requires that link to be demonstrable. The topic continues to be reported in chapter 12, with indicators.

Environmental conservation and tree planting is a voluntary initiative, with reputational and educational value, and no identifiable effect on cost, revenue, or business continuity. It is also not used to offset emissions, which would keep it outside the criterion in any case.

Marine, rail, and air transportation are not matters of materiality, but of scope. The corresponding SASB standards presuppose the ownership or control of those assets, or the carriage of cargo by that mode. JWM operates multimodal transportation and provides port and airport services, but owns neither vessels nor rail assets, and does not carry cargo by air. We record this distinction because it justifies the absence of entire standards from the SASB index in chapter 14, and not merely of an isolated indicator.





3. MATERIALITY AND CONNECTION WITH THE SDGS

3.4 What we assessed and did not classify as material

 **01**
THE REPORT
AND THE COMPANY

 **02**
HOW WE MANAGE
SUSTAINABILITY

 **03**
PERFORMANCE BY
MATERIAL TOPIC

 **04**
OTHER TOPICS
WE REPORT

 **05**
APPENDICES



Water consumption

Volume and cost of limited relevance to the operation, with no water stress identified at the sites

Chapter 13, voluntary disclosure



Waste generation

Volumes and disposal costs of limited relevance to the operation

Chapter 13, voluntary disclosure



Diversity and inclusion

A topic relevant to our stakeholders, with no demonstrable financial link at the current stage

Chapter 12, voluntary disclosure



Environmental conservation and tree planting

A voluntary initiative, with no identifiable financial effect on the operation

Chapter 13, voluntary disclosure



Marine and rail transportation

JWM does not own marine or rail assets

Chapter 1, section 1.4



Air freight

JWM neither carries cargo by air nor contracts air freight

Chapter 1, section 1.4



4. SUSTAINABILITY GOVERNANCE

IFRS S1 governance IFRS S2 climate governance



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

4

JWM is a privately held family company that, over the past few years, decided to build a governance structure more robust than its size and legal form would require. That decision was not driven by a regulatory obligation, but by the assessment that solid governance supports growth, reduces risk, and broadens access to markets and to capital.

This chapter describes that structure and, specifically, how sustainability topics are overseen within it. It also records, transparently, where the company stood in that build-out at the end of 2025.





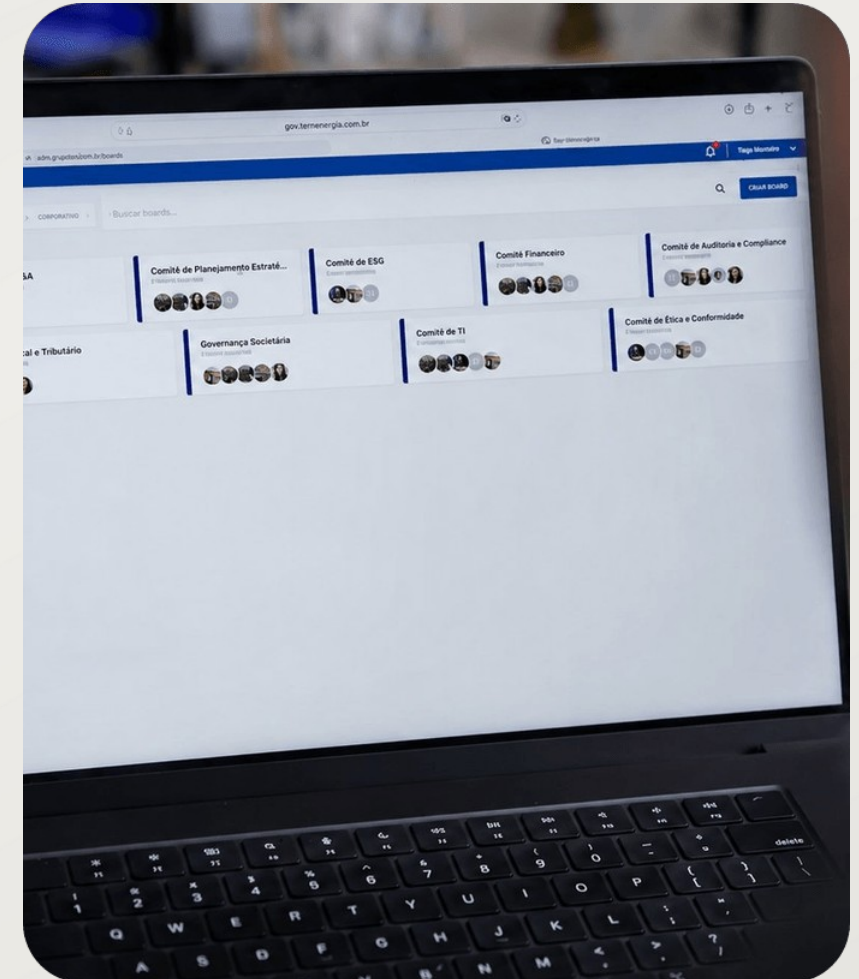
4. SUSTAINABILITY GOVERNANCE

4.1 A structure built by choice

The Corporate Governance Policy establishes the processes, bodies, and internal structures of the company, guided by transparency, accountability, fairness, and sustainability in corporate decisions.

The company is managed by the Executive Board, responsible for day-to-day management, for defining and executing business strategies, and for implementing corporate policies. The Executive Board is organized into four fronts: Commercial and Logistics; Operations; Legal and Personnel; and Administrative and Finance.

Some of the governance choices made by the company are worth recording because they are not usual in privately held companies of comparable size:



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



4. SUSTAINABILITY GOVERNANCE

4.1 A structure built by choice

Some of the governance choices made by the company are worth recording because they are not usual in privately held companies of comparable size:

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Advisory Board of Directors

A body made up of independent members, with expertise in finance, compliance, tax, and business, that brings an outside perspective to decision-making



Dedicated governance portal

A proprietary platform for recording and organizing the governance bodies, giving traceability to decisions



Independent financial audit

Financial statements submitted to external audit, a practice not required for privately held limited liability companies



Independent audits of management systems

ISO 9001, ISO 14001, ISO 45001, and SASSMAQ certifications, audited periodically by external bodies



Contracted regulatory monitoring

A specialized legislation mapping and compliance platform that tracks applicable rules and their updates



Independent Whistleblowing Channel

Operated by an external company, with guaranteed anonymity and impartial handling



Process mapping

A matrix created in 2018 and continuously updated, the basis of the Integrated Management System



Formalized strategic planning

An annual cycle, with a semiannual review, guiding the work of every function



4. SUSTAINABILITY GOVERNANCE

Governance structure and sustainability oversight





4. SUSTAINABILITY GOVERNANCE

4.2 The Advisory Board of Directors

As a privately held company, JWM is not required to maintain a board of directors. The company chose to establish one in an advisory capacity, with independent members selected for their experience in areas essential to the business.

Its role is to support the Executive Board in decision-making and in setting strategy, offering qualified guidance and a perspective outside that of the ownership group. The Board takes part, in an advisory capacity, in the review of financial and non-financial information before it is disclosed.

The choice of a board with a majority of independent members, in a company whose executive board is made up of members of the controlling family, is deliberate. It introduces qualified challenge into the decision-making process and is one of the foundations on which JWM intends to keep advancing.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



4. SUSTAINABILITY GOVERNANCE

4.3 Committees: a build-out that began in 2023

The foundations of the JWM committee structure were laid in 2023, when the company determined that its governance would come to include collegiate bodies dedicated to specific topics, in addition to the Executive Board and the Advisory Board of Directors.

Over 2024 and 2025, that design matured. The scope, responsibilities, and composition of each committee were defined, and the model came to provide for groups made up of members of the Board of Directors and, depending on the topic, of company employees and external specialists, each responsible for tracking practices and policies in their area of activity.

Some of the committees were already active in prior years, in a less structured way than today, and others began to operate in 2026, when the structure gained regular meetings and its own agendas. For that reason, this report presents the design and scope consolidated through the close of fiscal year 2025, without reporting operating data. Composition, meeting frequency, topics addressed, and decisions taken will be covered in the report for fiscal year 2026.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



4. SUSTAINABILITY GOVERNANCE

4.3 Committees: a build-out that began in 2023

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Sustainability Committee

Track the ESG agenda, the material topics, and the evolution of the sustainability indicators



Safety Committee

Track health and safety performance and coordinate employee consultation and participation



Ethics and Conduct Committee

Safeguard adherence to ethical principles, investigate violations, and ensure integrity standards



Finance Committee

Track financial activities and the alignment of decisions with long-term objectives



Strategy Committee

Track strategic guidelines, market trends, and growth opportunities



Marketing Committee

Track the communication strategy, institutional positioning, and the consistency of the messages the company puts out

Employee participation in governance

The Employee Consultation and Participation Procedure is intended to involve teams in the planning, execution, and evaluation of the Occupational Health and Safety Management System. Employees have a standard form to record suggestions, which are reviewed and addressed weekly by the SSMAQ team. We also have a Whistleblowing Channel, which is available to external audiences as well.



4. SUSTAINABILITY GOVERNANCE

4.4 Sustainability oversight in 2025

During fiscal year 2025, responsibility for sustainability topics rested with the SSMAQ function, which covers health, safety, environment, and quality. It was this team that carried out the monitoring of environmental aspects, the management of the certified systems, and the tracking of applicable legal requirements, bringing to the governance bodies the topics that required a decision.

That arrangement reflected the stage the company was at that point and produced verifiable results: the certifications were maintained, the environmental aspects continued to be monitored, and legal compliance was tracked systematically.

With the Sustainability Committee starting to operate in 2026, oversight of the topic now has its own dedicated body tied to the governance structure. It is a meaningful step forward and will be reported in the next cycle.



“

building a governance structure more robust than its size and legal nature would require



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



4. SUSTAINABILITY GOVERNANCE

4.5 How information flows

Sustainability topics are tracked by the responsible functions and taken to the governance bodies when they require review or a decision. The certified management systems establish their own routines for indicator monitoring, management review, and reporting to top management, which gives regularity and method to the tracking of a meaningful share of the topics addressed in this report.

What the company is still building is the integrated flow for periodic reporting of the full set of ESG indicators to the governance bodies, with formalized cascading of decisions to the operation. This is one of the improvement points adopted for the coming cycles and moves in parallel with the consolidation of the committees.

4.6 Integration into the management system

The material topics are reflected in the Integrated Management Policy, in the Code of Ethics and Conduct, and in the procedures of the Integrated Management System, certified to ISO 9001, ISO 14001, and ISO 45001, and assessed under SASSMAQ.

That integration has a direct effect on the quality of the information in this report: part of the data presented here already goes through prior control in the internal and external audits of the certified systems, which increases its reliability.

4.7 Skills, training, and compensation

JWM provides internal training for members of the governance bodies, committees, and senior executives, with the aim of keeping them aligned with the organizational culture and the internal processes of the company.

Compensation for partners and senior executives is predominantly fixed and is reviewed periodically. The company does not currently link performance on sustainability topics, including climate, to variable compensation. We record this because IFRS S2 expressly asks for it and because stating the absence is itself relevant information.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

IFRS S1 strategy and risk management IFRS S2 strategy, climate risks, and resilience



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

5

JWM understands risk management as part of the way the business is run, not as an activity parallel to it. Operating road freight transportation across the entire country, with hazardous materials, indivisible loads, and sensitive cargo, requires a discipline of anticipation that the company has built over three decades.

This chapter presents how we identify, assess, and respond to sustainability-related risks and opportunities, including those related to climate, and how those topics connect to business performance. We start with the definition of time horizons, because that is what gives a time reference to everything that follows.



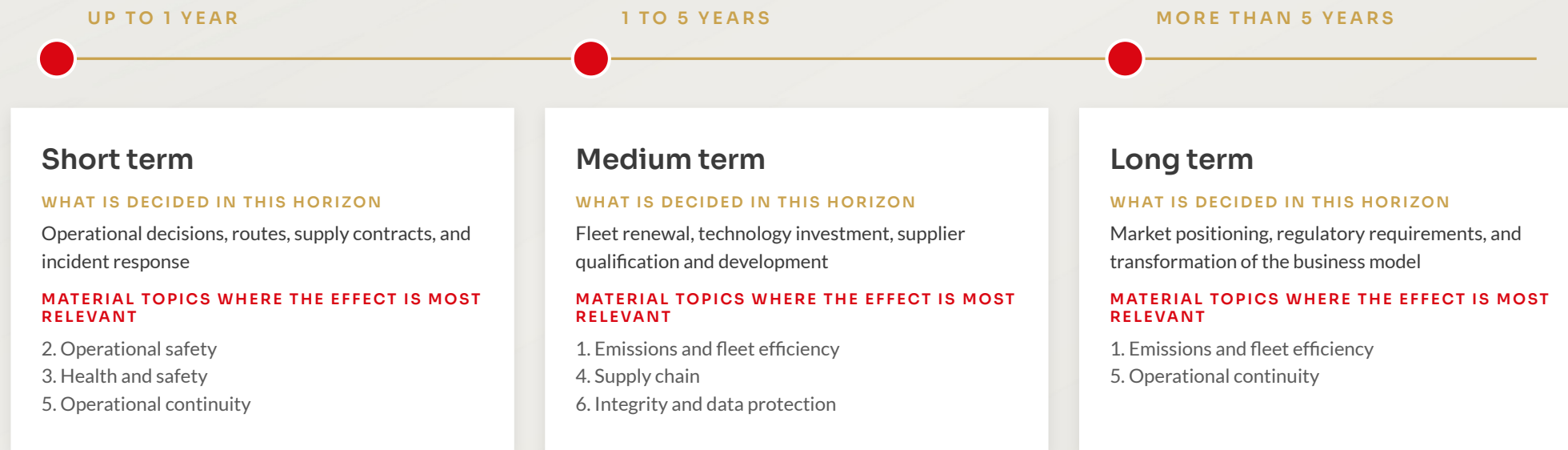


5. STRATEGY, RISKS AND OPPORTUNITIES

5.1 Our time horizons

IFRS S1 establishes that the entity define and disclose the time horizons it uses when assessing sustainability-related risks and opportunities. JWM adopts horizons aligned with its planning cycle and with the pace at which its decisions take effect: operational decisions are settled within the fiscal year, asset investment decisions mature over a few years, and structural changes in the logistics industry play out over more than a decade.

We have therefore defined three horizons:



We note that the emissions and fleet efficiency topic appears in two horizons, and so does operational continuity. This is not imprecision: these are topics whose effect starts to show early and intensifies over time, which calls for different responses in each time frame.

These three horizons are applied consistently in the sections that follow, both in the assessment of general risks and in that of climate risks.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.2 How we identify and prioritize risks

Risk management at JWM relies on formalized instruments that are audited and reviewed periodically, many of them integrated into the certified management systems of the company.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Hazard and Risk Matrix

Identification, assessment, and control of the hazards and risks associated with activities and workstations



Risk Management Program (PGR)

Framework for managing occupational risks, with an action plan and tracking of control measures



Environmental Aspects and Impacts Assessment (LAIA)

Identification and classification of the environmental aspects of operations, considering normal, abnormal, and emergency conditions



Risk management in logistics operations

Risk assessment by operation, including driver profile, route, cargo, and applicable security measures



5. STRATEGY, RISKS AND OPPORTUNITIES

5.2 How we identify and prioritize risks

Risk management at JWM relies on formalized instruments that are audited and reviewed periodically, many of them integrated into the certified management systems of the company.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Strategic planning

An annual cycle, reviewed semiannually, in which risks and opportunities are considered when setting priorities



Contingency and emergency plans

Response to crises, losses, and unexpected events, reviewed periodically and tested through drills



Regulatory monitoring

A specialized platform that tracks applicable legislation and its updates, supporting legal risk management

The scope of this assessment covers financial, operational, legal, reputational, and sustainability-related risks. The purpose is to anticipate and mitigate threats before they materialize, protecting the interests of the company and of its stakeholders.



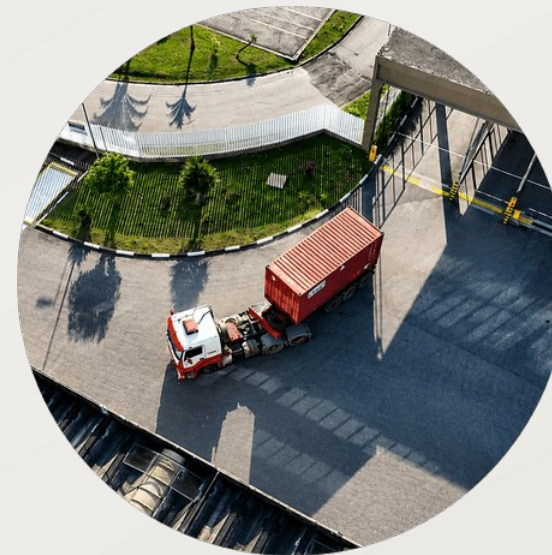
5. STRATEGY, RISKS AND OPPORTUNITIES

Risk transfer through insurance

Not every risk can be eliminated. Part of it is reduced through operational control and part is transferred. JWM holds insurance policies that act as a financial barrier when a risk materializes despite the preventive measures, limiting the effect of the event on results for the year.

Coverage extends to the cargo carried, with in-transit cargo insurance of up to BRL 160 million per operation. The policy limit is also an operating parameter: operations whose cargo value exceeds it require an escort, a decision taken at the time the trip is scheduled. When an event occurs, notifying the insurer is part of the response flow defined in the procedure.

The policy in force is also the basis on which the contracted risk management provider prepares the Risk Management Plan for each operation, which connects the transfer decision to the preventive measures described above. Transfer does not replace prevention: the event history determines the premium paid and the very availability of coverage, which is why safety performance is treated as a material topic in chapter 7.



BRL 160 million

cargo insurance limit per operation. Above it, the operation requires hiring an escort

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

The climate reading of these instruments

IFRS S2 asks the company to describe how it specifically identifies and prioritizes physical risks, arising from weather events and shifts in patterns, and transition risks, arising from the move to a low-carbon economy.

A good part of these risks is already captured by the instruments above, even though they were not designed under that label. Extreme weather events appear in the risk management of logistics operations and in the contingency plans. Climate-related environmental aspects are addressed in the LAIA. Regulatory changes on vehicle emissions come in through regulatory monitoring.

The work JWM started in this cycle is to organize that reading explicitly: to name the climate risks, classify them by type and horizon, and start tracking them as a category of their own, rather than as a subset scattered among other risks. The result of that first organization is in section 5.5.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.3 Where risks are concentrated in our value chain

Sustainability-related risks and opportunities are not spread evenly across our value chain. They are concentrated at identifiable points, which guides where the company invests attention and resources.

Table 4. Concentration of risks in the value chain (1/2)

 Owned and owner-operator fleet Fuel cost, regulatory exposure on vehicle emissions, and customer requirements regarding the footprint of transportation Como respondemos: Fleet renewal with electric, CNG, and Euro 6 vehicles, telematics, and driving performance management Medium and long term	 Contracted carriers Disruption of the operation through third-party failure and exposure to labor liabilities Como respondemos: Procedure for the Control of Externally Provided Products and Services, with qualification and periodic reassessment Short and medium term	 Route network Extreme weather events affecting lead times, cargo integrity, and business continuity Como respondemos: Operational monitoring of deliveries, contingency plans, and alternative routes Short term
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01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.3 Where risks are concentrated in our value chain

Sustainability-related risks and opportunities are not spread evenly across our value chain. They are concentrated at identifiable points, which guides where the company invests attention and resources.

Table 4. Concentration of risks in the value chain (2/2)

 Transportation of hazardous materials An incident with environmental, financial, and reputational consequences Como respondemos: Certified management system, emergency plans, and specialized emergency response Short term	 Relationship with large customers ESG requirements in qualification processes and contract maintenance Como respondemos: Certifications maintained, EcoVadis assessment, and this report Short and medium term	 Information security Incidents involving customer and operational data Como respondemos: Information Security Policy, access control, and incident response plan Short term
--	--	---

 **01**
THE REPORT
AND THE COMPANY

 **02**
HOW WE MANAGE
SUSTAINABILITY

 **03**
PERFORMANCE BY
MATERIAL TOPIC

 **04**
OTHER TOPICS
WE REPORT

 **05**
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.4 How these topics affect our results

We believe sustainable development also depends on the consistent generation of economic value. The results of JWM fund the investments in infrastructure, technology, people development, operational safety, and the initiatives described throughout this report.

The material topics affect our financial performance through identifiable paths. We present those transmission channels below, indicating the horizon in which each one shows up most strongly.

Table 5. How the material topics reach the bottom line (1/2)

Fuel consumption It is one of the largest operating costs in road transportation. Efficiency gains cut cost and emissions at the same time, which makes this the channel with the most direct effect among the material topics Short and medium term	Investment in fleet renewal Lower-emission vehicles require upfront outlay and produce a return over the useful life of the asset, in operating cost and in access to contracts Medium term	Safety performance It influences insurance premiums, the cost of incidents, and qualification with customers that audit their logistics suppliers Short and medium term	Business continuity Disruptions caused by a weather event or by third-party failure generate additional routing cost, delay, and contractual exposure Short term
--	---	---	--

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.4 How these topics affect our results

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The material topics affect our financial performance through identifiable paths. We present those transmission channels below, indicating the horizon in which each one shows up most strongly.

Table 5. How the material topics reach the bottom line (2/2)

Occupational health and safety Absences, liabilities, and difficulty in retention affect productivity and personnel cost Short and medium term	Compliance and integrity Maintaining certifications and having no violations are conditions for qualifying in the contracting processes of large customers Short and long term	Market ESG requirements Performance in external assessments and the ability to report reliable information are becoming part of the selection criteria for logistics suppliers Medium and long term
--	--	---

IFRS S1 and IFRS S2 allow qualitative disclosure of financial effects when quantification is not practicable, provided the reason is stated. In this cycle, JWM presents the description of the transmission channels and is working to quantify each of them progressively, as the indicator base described in chapter 1 consolidates.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.5 Physical and transition climate risks

We recognize that climate change affects the transportation and logistics industry through paths that go beyond greenhouse gas emissions. For a logistics operator, the most immediate effect is neither regulatory nor reputational: it is the physical disruption of the operation.

How climate risk reaches us

We have mapped four main paths.

The first is the **physical disruption of the operation**. Heavy rainfall, flooding, landslides, and highway closures affect delivery lead times, cargo integrity, and service capacity. In an operation with national coverage, this is the risk that materializes most often and has the most direct effect on revenue for the year.

The second is **supply chain disruption**. Our operation depends on contracted carriers, maintenance providers, escort services, and interline transfer. A weather event that hits a critical supplier in a given region can compromise our service capacity even if our own facilities were not affected.



4



main paths through which climate risk reaches us: physical disruption, supply chain disruption, customer activity and regulatory transition



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES



The third is the **effect on the activity of our customers**. A meaningful share of our revenue comes from industries with a strong geographic concentration of assets, such as chemicals and petrochemicals, mining, pulp and paper, oil and gas, energy, and infrastructure. A weather event that reduces the output of a major customer reduces the volume transported and, as a result, our revenue, without any failure on our part.

The fourth is **regulatory transition and market requirements**. The evolution of requirements on vehicle emissions, the relative cost of lower-emission technologies, and the growing customer demand for information on the footprint of the transportation they contract all affect our fleet investment decisions. This risk shows up over a longer time frame, but the decisions that address it are made today.

How these risks are distributed over time

The table below organizes the climate risks and opportunities identified by the company, classified according to the horizons defined in section 5.1.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES





5. STRATEGY, RISKS AND OPPORTUNITIES

5.5 Physical and transition climate risks

Table 6. Climate-related risks and opportunities · by type and horizon · how each risk may affect JWM and what we already do: Table 6, next page

	SHORT TERM	MEDIUM TERM	LONG TERM
Acute physical	1Route disruption from an extreme weather event 2Damage to facilities and assets from an extreme event 3Unavailability of a critical supplier in an affected region	4Reduced activity of a major customer due to a weather event (acute and chronic physical)	
Chronic physical		4Reduced activity of a major customer due to a weather event (acute and chronic physical)	5Shifting weather patterns in logistics corridors
Transition	7Customer requirements for climate information	6Regulatory developments on vehicle emissions 8Cost and availability of lower-emission technologies	
Opportunity	9Operational efficiency and lower consumption	10Differentiation through environmental performance	

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

Table 6. Climate-related risks and opportunities

Acute physicalChronic physicalTransitionOpportunity				
Risk or opportunity	Type	Horizon	How it can affect JWM	What we already do
Route disruption from an extreme weather event	Acute physical	Short term	Delivery delay, additional cost of an alternative route, cargo exposure, and contractual penalties	Operational monitoring, contingency plans, and alternative routes
Damage to facilities and assets from an extreme event	Acute physical	Short and medium term	Disruption of warehousing, loss of cargo, and recovery cost	Emergency plans and certified Environmental Management System
Unavailability of a critical supplier in an affected region	Acute physical	Short and medium term	Loss of service capacity on a specific route or service	Qualification, partner network, and periodic supplier reassessment
Reduced activity of a major customer due to a weather event	Acute and chronic physical	Medium term	Drop in volume transported and lower revenue	Diversification of the industries served and commercial monitoring
Shifting weather patterns in logistics corridors	Chronic physical	Long term	Structural increase in the cost and unpredictability of the operation	Topic under assessment for the coming cycles
Regulatory developments on vehicle emissions	Transition	Medium and long term	Need to bring forward investment in fleet renewal	Gradual renewal with electric, CNG, and Euro 6 vehicles
Customer requirements for climate information	Transition	Short and medium term	A condition for qualification and contract maintenance	Certifications maintained, EcoVadis assessment, and this report
Cost and availability of lower-emission technologies	Transition	Medium term	Effect on the cost of fleet investment	Market tracking and gradual fleet renewal
Operational efficiency and lower consumption	Opportunity	Short and medium term	Simultaneous reduction of fuel cost and emissions	Telematics, performance management, and preventive maintenance
Differentiation through environmental performance	Opportunity	Medium and long term	Access to contracts with ESG requirements and to new industries	Certified management system and sustainability agenda

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

5.6 Resilience of our strategy

IFRS S2 asks the company to assess the resilience of its strategy and business model in the face of climate change, stating the method used. The standard allows that assessment to be proportionate to the capability and circumstances of the entity.

In this cycle, JWM adopts a structured qualitative approach, centered on the exposure of its highest-volume routes to recurring weather events. The method consists of identifying those corridors, cross-referencing them with the history of operational events, and assessing the alternatives available. The detail of that exercise, with its assumptions and limitations, is in chapter 10, which covers the material topic of operational continuity and climate resilience.

Some elements of our structure already contribute to that resilience. The network of qualified partners and carriers allows capacity to be rebuilt when a route or a provider becomes unavailable. The new operating facility in Guarulhos expanded warehousing capacity and rescheduling flexibility. The contingency plans, tested periodically, guide the response to events that interrupt the operation.



“

*measuring what already happens
to us comes before projecting
what might happen*



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



5. STRATEGY, RISKS AND OPPORTUNITIES

A qualitative assessment is a starting point. Our commitment is to move to quantitative scenario analysis in the coming cycles, as the database of operational events caused by weather consolidates. We understand this to be the correct sequence: measuring what already happens to us comes before projecting what may come to happen.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



03

Performance by material topic

The six material topics, with indicators and methodology

- 6. Air emissions and fleet efficiency p. 69
- 7. Operational safety, accidents and hazardous materials p. 80
- 8. Health, safety and working conditions p. 91
- 9. Supply chain and contracted drivers p. 100
- 10. Operational continuity and climate resilience p. 107
- 11. Integrity, compliance and data protection p. 111



6. AIR EMISSIONS AND FLEET EFFICIENCY

MATERIAL TOPIC 1 SASB TR-RO-110a.1 to 110a.3, TR-RO-120a.1 SDGS 7, 9, 12, and 13



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

6

JWM recognizes that climate change is one of the main challenges for sustainable development and for the transportation and logistics industry. It also recognizes that, in a trucking company, emissions and operating cost move together: every liter of diesel saved is at once an emissions reduction and a cost reduction.

That is why this is the first of our material topics. It connects the environmental performance of the company directly to its economic performance.





6. AIR EMISSIONS AND FLEET EFFICIENCY

6.1 How we measure our emissions

The JWM greenhouse gas emissions inventory follows the GHG Protocol methodology and was prepared with the calculation tool of the Brazilian GHG Protocol Program, which is also the source of the emission factors applied. No other calculation sources were used.

The methodology classifies emissions into three scopes: direct emissions from sources owned or controlled by the company, in Scope 1; indirect emissions associated with purchased electricity, in Scope 2; and other indirect emissions arising from the activities of the company, in Scope 3. The composition of each scope reflects the fact that JWM operates land logistics exclusively, with no owned air or marine fleet and with no contracting of air or ocean freight.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

Scope 1. The main source is the combustion of diesel and natural gas in the vehicles of the owned fleet and of the owner-operators that provide services exclusively to JWM, which accounts for most of the inventory of a road carrier. Added to it are the other mobile support sources, such as light and utility vehicles, the stationary sources at the facilities, where they exist, and fugitive emissions from refrigeration and air conditioning equipment.

Scope 2. It covers the indirect emissions associated with the electricity purchased and consumed at the administrative and operational facilities, calculated using the purchase approach with the annual average factor of the National Interconnected System stated in section 1.7

Scope 3. It covers the other indirect emissions arising from the activities of the company, outside its operational control. For an entirely land-based operation, the minimum categories considered are:

- Purchased goods and services: inputs, spare parts, and maintenance services for the fleet and the facilities

- Waste generated in operations: treatment and final disposal of the waste presented in chapter 13
- Business travel
- Employee commuting

The boundary between Scope 1 and Scope 3 in the case of the owner-operator fleet follows directly from the operational control approach and is addressed in chapter 9, which presents the composition of the operating workforce.

The inventory covers the period from January 1 to December 31, 2025, in line with the fiscal year of the company.

JWM adopts the operational control approach, under which it accounts for the emissions of the operations over which the company has the authority to introduce and implement its operating policies. That definition is what determines where the emissions of the owner-operator fleet are accounted for, and it is therefore the same classification of engagement applied in chapter 9.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

Our emissions in three scopes

Operational control approach · GHG Protocol methodology · base year 2025, in tCO₂e



2024 1,629.04 tCO₂e

The main source is the combustion of diesel and natural gas in the vehicles of the owned fleet and of the contracted carriers that work exclusively for JWM.

2024 17.53 tCO₂e

Covers the indirect emissions associated with the electricity purchased and consumed at administrative and operating facilities.

2024 190.67 tCO₂e

Covers the other indirect emissions arising from the company's activities, outside its operational control.

Minimum categories considered

- Purchased goods and services: inputs, spare parts, and maintenance services for the fleet and the facilities
- Waste generated in operations: treatment and final disposal of the waste presented in chapter 13
- Business travel
- Employee commuting



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

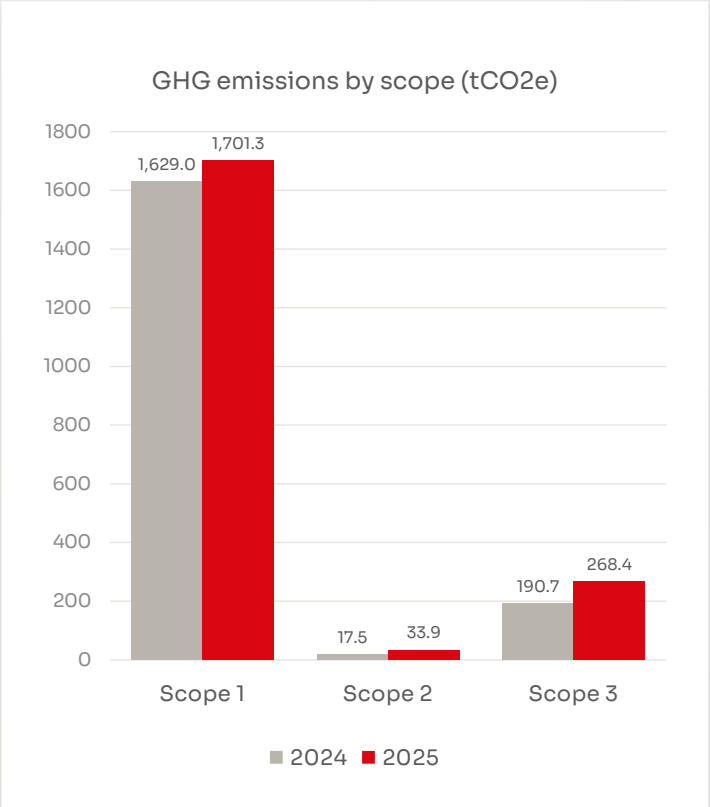


6. AIR EMISSIONS AND FLEET EFFICIENCY

6.2 Our emissions by scope

Table 7. Greenhouse gas emissions

Gross global Scope 1 emissions 2025TR-RO-110a.1 1,701.33 tCO2e 20241,629.04 +4.4%	Gross Scope 2 emissions 2025IFRS S2 33.87 tCO2e 202417.53 +93.2%	Gross Scope 3 emissions 2025IFRS S2 268.43 tCO2e 2024190.67 +40.8%
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01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

6.3 Fuel consumed

Table 8. Fuel consumed

Total fuel consumed	Percentage natural gas	Percentage renewable	Diesel consumed
2025TR-RO-110a.3	2025TR-RO-110a.3	2025TR-RO-110a.3	2025Context
26,357 GJ	4.77 %	13.30 %	682,042 liters
202425,018+5.4%	20243.67+30.0%	202412.76+4.2%	2024653,110+4.4%

(1) The SASB standard requires disclosure in gigajoules. The conversion from volume in liters uses the heating value and density stated in section 1.7. The renewable percentage considers the mandatory biodiesel content in the blend sold in Brazil, which varies by period and is stated in the methodological note.



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES

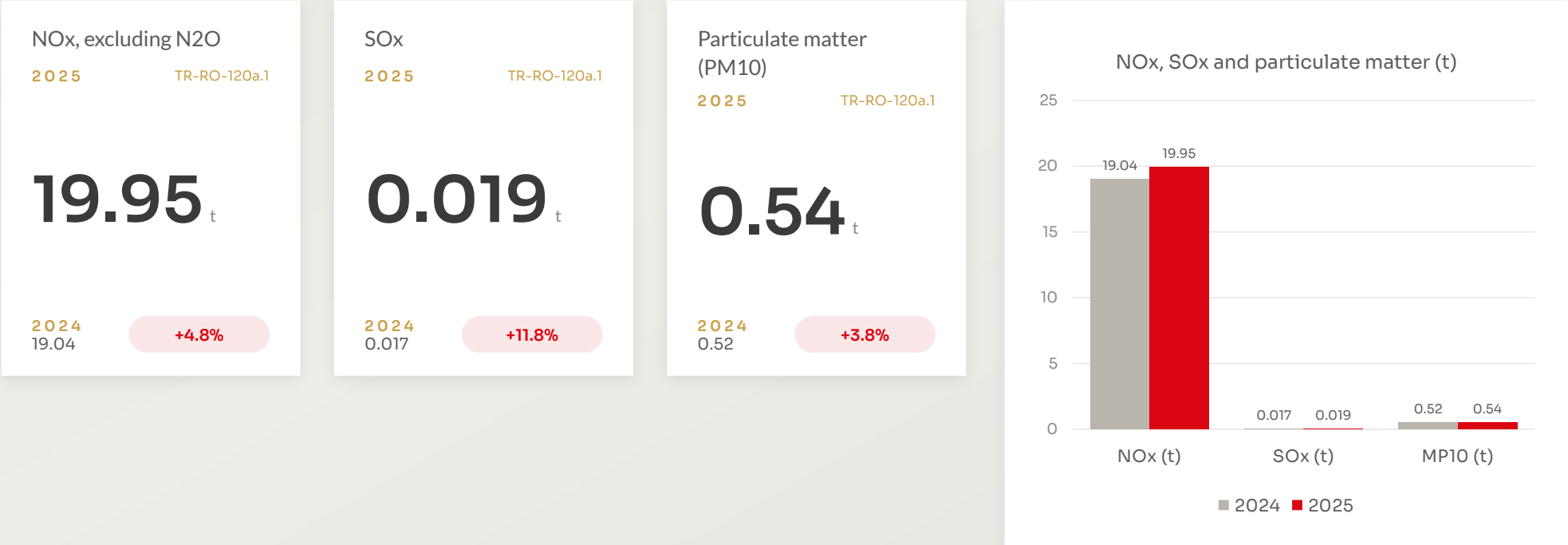


6. AIR EMISSIONS AND FLEET EFFICIENCY

6.4 Local air pollutants

Beyond greenhouse gases, the transportation operation generates air pollutants that affect air quality in the regions where we circulate. The SASB standard requires the disclosure of nitrogen oxides, sulfur oxides, and particulate matter.

Table 9. Air pollutant emissions



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

How we measure

NOx, SOx, and particulate matter are not measured directly at the vehicle tailpipe. They are estimated from diesel consumption, applying the per-liter emission factors published by CETESB for the technology profile of the fleet, as stated in section 1.7. The method does not capture driving conditions, maintenance status, or route profile, and that limitation is part of the methodological note to the indicator.

The opacity tests performed on the vehicles do not replace this indicator. They are a complementary emission quality control, applied to the owned fleet as part of preventive maintenance.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



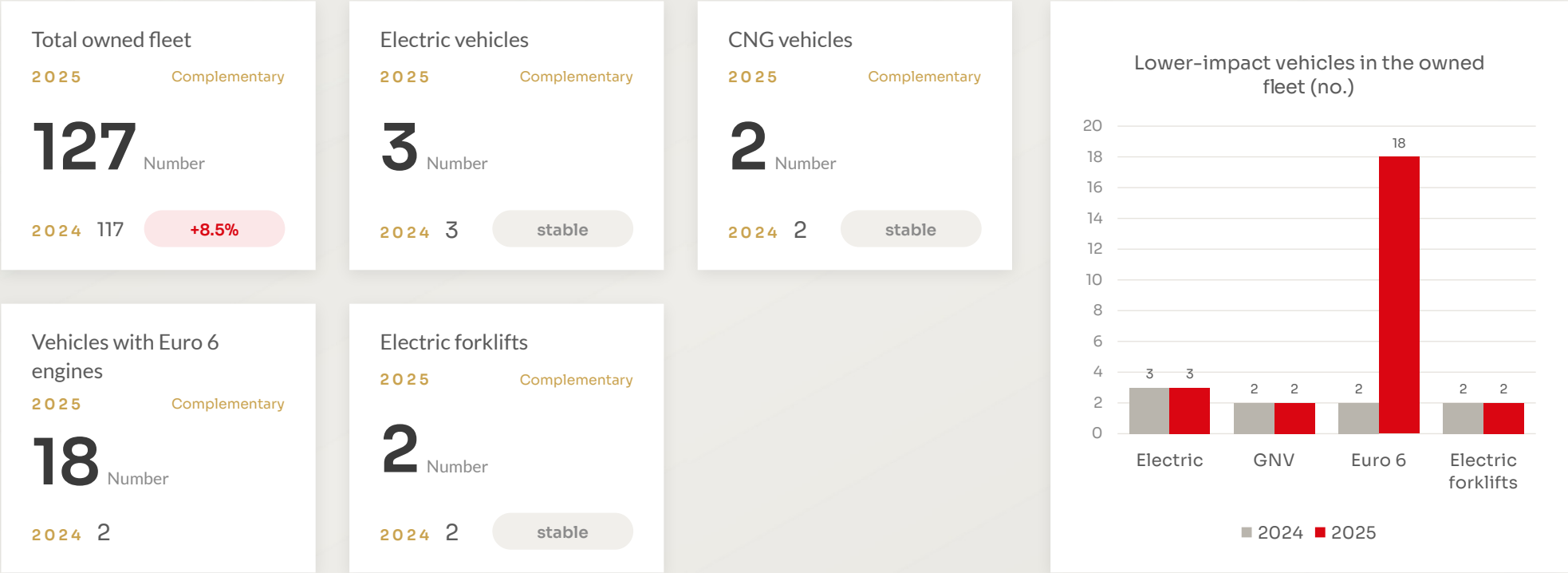
05
APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

6.5 Our fleet by technology

Table 10. Fleet composition by technology



Modernizing operational assets is part of the JWM strategy to increase the energy efficiency of its operations and reduce the environmental impacts associated with transportation and warehousing activities. The company invests gradually in adding electric vehicles, used both in logistics operations and in internal materials handling through electric forklifts, as well as natural gas vehicles and fleet renewal with trucks equipped with Euro 6 technology.

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

6.6 Electricity

Tracking electricity consumption is an essential tool for environmental management at JWM. Through periodic monitoring, the company assesses consumption trends, identifies optimization opportunities, and develops actions aimed at more efficient energy use at its facilities.

Table 11. Energy consumption

Total electricity consumption	GRI 302-1	Energy consumption per employee	Complementary
2025		2025	
621,503 kWh		2,932 kWh per employee	
2024 321,678	+93.2%	2024 1,838	+59.5%

The move to the new headquarters happened gradually over the course of 2024, with the warehousing operation transferring from mid-June onward and the office move completed between late July and early August. The new facility expanded the operational area and the volume of activity carried out at the company premises, which raises electricity demand. Reading the series must take that difference in physical base into account: 2024 brings together both periods, with only the last five months of the year at the new headquarters, while 2025 is the first full year carried out there. The variation observed comes mainly from that base effect, and full comparability between years is established from 2026 onward, when the series will compare two complete cycles on the same physical base.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



6. AIR EMISSIONS AND FLEET EFFICIENCY

6.7 Our emissions reduction strategy

The JWM strategy for reducing greenhouse gas emissions is grounded in the continuous improvement of operating processes, the monitoring of environmental indicators, the modernization of assets, the adoption of more efficient technologies, and the pursuit of solutions that deliver greater energy efficiency.



Fleet renewal

Gradually expand the use of electric, CNG, and Euro 6 vehicles



Electric forklifts

Replace combustion equipment in internal materials handling



Telematics and performance management

Reduce fuel consumption through driving monitoring and route optimization



Preventive maintenance and opacity tests

Maintain engine efficiency and emission quality



Process digitalization

Reduce resource consumption and avoidable travel



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

MATERIAL TOPIC 2 SASB TR-RO-540a.1 and TR-RO-540a.3 SDGS 3 and 12



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

7

Given the characteristics of our activities, we consider the safety of operations to be a permanent priority. We carry chemical products, indivisible loads, aeronautical materials, and sensitive products, which requires controls proportionate to the risk involved.

This topic is material because an incident in the transportation of hazardous materials concentrates environmental, financial, and reputational consequences in a single event. Safety performance directly affects insurance premiums, qualification with customers, and contract continuity.





7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

7.1 Our safety management system

Safety management at JWM is integrated into the Integrated Management System, with ISO 45001 certification and SASSMAQ assessment, which is specific to the transportation of chemical products. The model covers hazard identification, risk assessment, implementation of preventive measures, compliance with applicable legislation, event investigation, indicator monitoring, and training.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



Control Tower

Continuous monitoring of operations, with hybrid tracking and telematics integrated into the CAN bus



Onboard technology

Driver assistance systems and monitoring of driver behavior, allowing preventive action



Internal Emergency Plan

Guides the first actions and the resources available in the event of an emergency at the facilities



External Emergency Plan

Formalizes how actions are routed in external emergencies, such as accidents involving chemical products



Specialized emergency response

Partnership with Ambipar, which receives notification of the event and carries out the response actions



Olho Vivo nas Estradas (Eyes on the Road) program

Trains drivers to identify risk behaviors and situations on the road



Daily Safety Dialogue

Regular sessions for guidance, sharing of experiences, and discussion of safety topics



CIPA and SIPAT

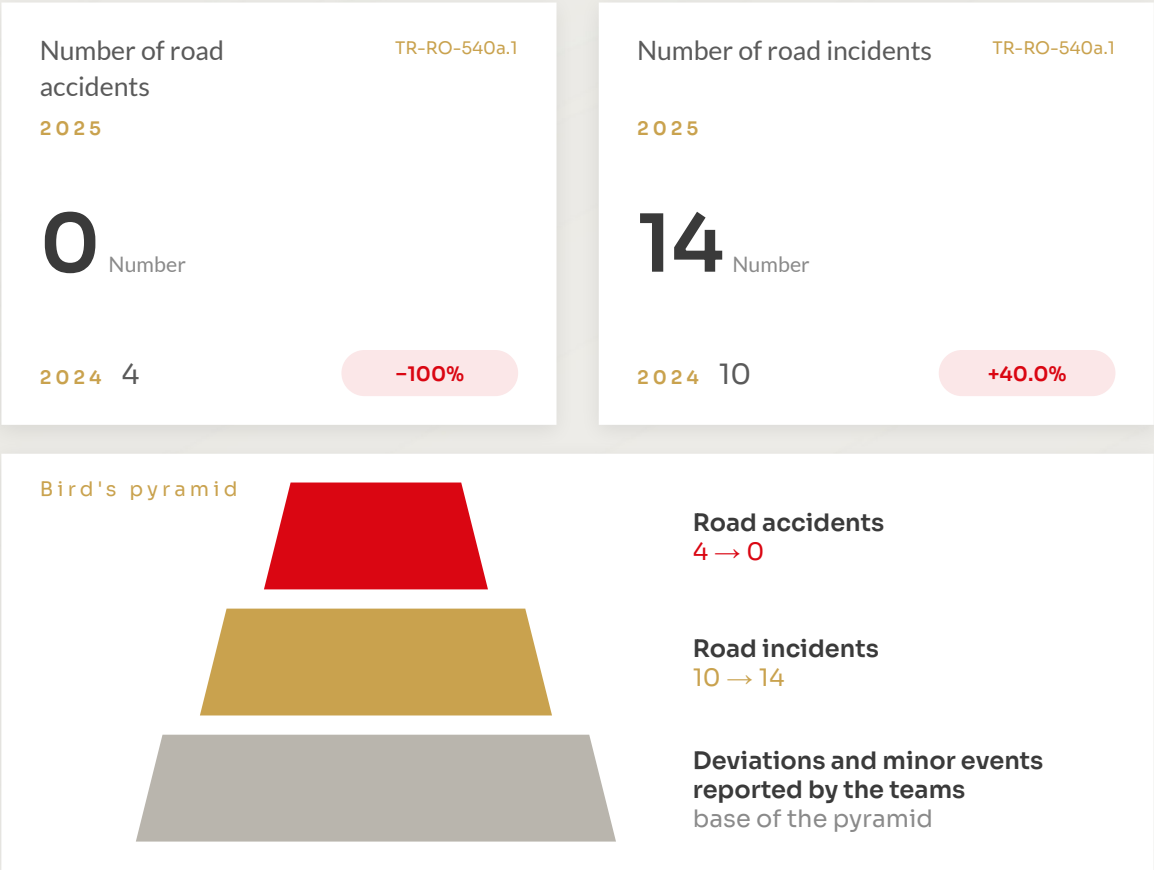
Employee participation in identifying improvements, and annual educational activities



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

7.2 Road accidents and incidents

Table 12. Road accidents and incidents



What these numbers show

The two indicators in the table alongside move in opposite directions, and that reading is exactly what we want to highlight. The number of road accidents fell from four in 2024 to zero in 2025. The number of recorded incidents rose from ten to fourteen over the same period.

An accident is an event with damage. An incident is an event without damage, or with negligible damage, that could have escalated into an accident. The Bird pyramid, a classic reference in safety management, describes the relationship between these events: every event with serious consequences is preceded by a far larger number of minor events and deviations without consequence. Acting on the base of the pyramid is what prevents the top from forming.

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

What these numbers show

Recording more incidents does not mean operating worse. It means the management system has begun to see what was not captured before, and that teams have begun to report what used to be treated as routine. It is a sign of maturity in the safety culture and the condition for preventive action to occur before damage does.

The combination of the two movements is exactly the result we pursue: more events identified at the base of the pyramid and no accidents at the top. Bringing road accidents to zero in a year of operational growth is a source of pride for the company. The indicators in the following sections, on leaks, losses, and occupational health, allow this reading to be checked against other angles of the same performance.



0



road accidents in 2025, versus four in 2024



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

7.3 Leaks and spills to the environment

The transportation of hazardous materials requires specific control over leak and spill events. JWM maintains procedures for recording, investigating, and following up on environmental events, supported by the External Emergency Plan and by specialized emergency response.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

Table 13. Leaks and spills

Number of leaks and spills		TR-RO-540a.3
2025	2	
2024	0	

Aggregate volume of leaks and spills		TR-RO-540a.3
2025	0.042 m ³	
2024	0	

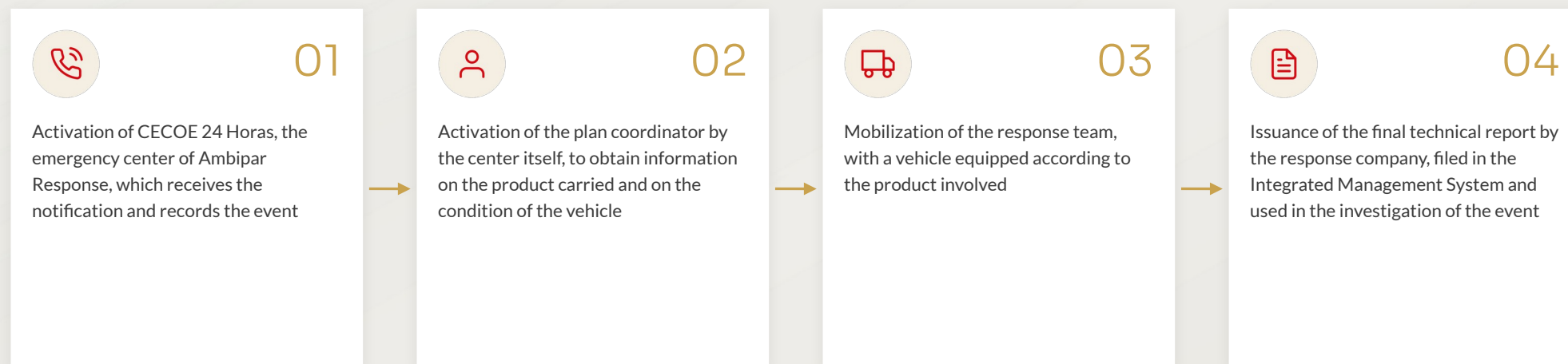




7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

How we trigger the response

Every leak or spill event in transit triggers the External Emergency Plan, with the same sequence regardless of the volume involved:



In parallel with the response: authorities engaged according to the scenario

Federal Highway Police

Corpo de Bombeiros

SAMU

Military Police

Cargo-owning customer

Details on the next page.

Notification to environmental agencies, even for small-volume events

CETESB (SP) · 24-hour service

IBAMA · Normative Instruction 15/2014

National Environmental Emergency System

Details on the next page.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

How we read these numbers

In 2025 there were two leak events, with an aggregate volume of 0.042 m³. In 2024 the indicator records zero, and comparing the two years requires an explanation of criteria.

In 2024 there was no release of product to the environment, and the indicator is reported as zero. The relevant difference between the two years lies in the recording criterion. Through 2024, the company recorded the events that qualified as environmental accidents. As the management system evolved, the criterion was broadened: any leak, even a small one with no environmental impact, came to be recorded and quantified, regardless of the volume involved and of whether there was damage, including small-magnitude events contained at the source.



0.042 m³



aggregate volume of the two leak events recorded in 2025, all with technical report, internal record and external communication



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

The decision raises the bar on management itself. Every event recorded is an event investigated, and each investigation feeds the PDCA cycle that guides the Integrated Management System: plan the control action (Plan), carry it out in the operation (Do), check whether the expected result was achieved (Check), and standardize what worked or correct what failed (Act). The greater the number of events analyzed, even simple ones with no associated risk, the larger the base of learning available and the greater the ability to anticipate the conditions that precede an event. The variation observed in the series therefore reflects a broader measurement scope and greater sensitivity of the system, not a deterioration in performance.

In parallel with the response, the appropriate authorities are notified according to the scenario, among them the Federal Highway Police, the Fire Department, SAMU, and the Military Police, as well as the customer that owns the cargo, when the product requires specific guidance from the manufacturer.

Notification of environmental agencies follows the applicable legal framework and is made even for small-volume events. In the State of São Paulo, CETESB maintains its own chemical emergency response unit, which responds to highway events on a 24-hour basis and works together with the Fire Department, Civil Defense, and the Highway Police. At the federal level, IBAMA Normative Instruction No. 15 of October 6, 2014 requires immediate notification of environmental accidents involving oil or another hazardous product, regardless of the measures already taken to control the event, made through the National Environmental Emergencies System.

It is this combination of specialized response and notification of the competent authorities that supports the reliability of the indicator: every event in the series has an associated technical report, internal record, and external notification.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES





7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

How we measure

This indicator is produced from records kept by the company: the activations of the External Emergency Plan, the technical reports issued at the end of each response, and the loss records. These records are consolidated into an annual series, with the volume quantified per event.

We note that, when no event occurs in the period, the indicator is reported as zero rather than omitted. Zero is relevant and verifiable information.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

Emergency response certificate

The two events in 2025 were handled by the specialized team, with containment and collection of the released product, and did not result in environmental damage. The closure of each response is formalized in a technical report issued by the emergency response company, filed in the Integrated Management System and used in the investigation of the event.

2

events in 2025, both handled by a specialized team, with containment and collection of the product and no environmental damage



Figure 1. Accident Zero Certificate 2024



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



7. OPERATIONAL SAFETY, ACCIDENTS AND HAZARDOUS MATERIALS

7.4 Emergency preparedness and response

Team preparedness is strengthened through emergency drills held periodically, which make it possible to assess the effectiveness of the established procedures and to continuously improve the response capacity of the organization. These exercises contribute to team training, validation of the plans, and identification of improvement opportunities.

Table 14. Emergency preparedness

Emergency drills conducted	Complementary	Activations of the External Emergency Plan	Complementary
2025		2025	
2		3	
Number		Number	
2024 2	stable	2024 0	



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



8. HEALTH, SAFETY AND WORKING CONDITIONS

MATERIAL TOPIC 3 SASB TR-RO-320a.1 to 320a.3 SDGS 3, 5, and 8



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

8

JWM understands that promoting health, safety, and well-being is a permanent commitment and one of the pillars of the sustainability of its operations. Caring for people means providing a safe, healthy, and welcoming work environment in which employees can carry out their activities with quality, confidence, and respect for their physical and emotional integrity.

8.1 Our health and safety management system

Occupational Health and Safety management is integrated into the Integrated Management System, certified to ISO 45001. The model covers hazard identification, occupational risk assessment, implementation of preventive measures, compliance with applicable legislation, event investigation, indicator monitoring, and training.





8. HEALTH, SAFETY AND WORKING CONDITIONS

8.1 Our health and safety management system

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Risk management

Identify, assess, and control occupational risks



Prevention

Reduce accidents and strengthen the preventive culture



Training

Provide training and continuous awareness



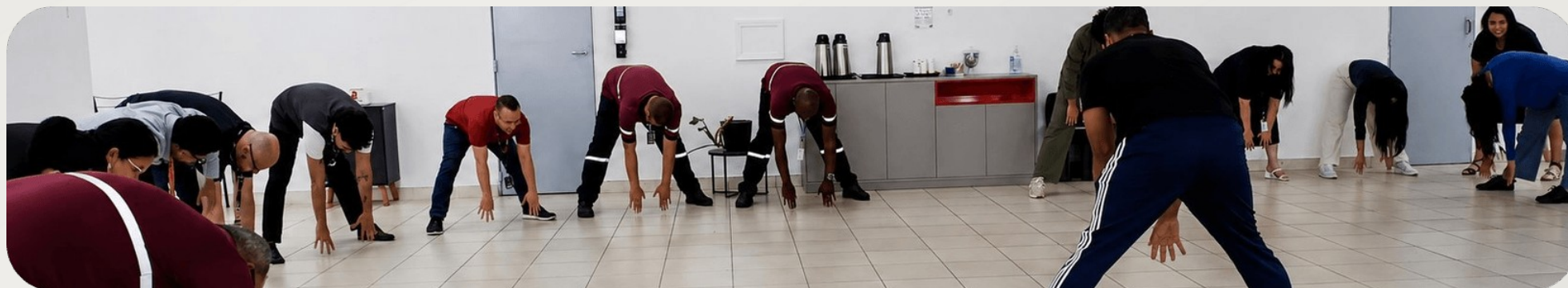
Occupational health

Protect the physical and mental health of employees



Continuous improvement

Continuously improve health and safety processes





8. HEALTH, SAFETY AND WORKING CONDITIONS

8.2 Recordable incident rate and fatalities

We continuously monitor the number and frequency of accidents, the number of lost and charged days, severity, the number of occupational illnesses, and the number of fatalities. The SASB standard requires this data to be presented as a rate, normalized by hours worked, and broken out between direct employees and contract workers.

Table 15. Occupational health and safety (1/2)

Total recordable incident rate (TRIR), full-time employees	Total recordable incident rate (TRIR), contract employees	Fatality rate, full-time employees	Fatality rate, contract employees
2025TR-RO-320a.1 2.40Rate 20245.12-53.1%	2025TR-RO-320a.1 0Rate 20240stable	2025TR-RO-320a.1 0Rate 20240stable	2025TR-RO-320a.1 0Rate 20240stable

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



8. HEALTH, SAFETY AND WORKING CONDITIONS

8.2 Recordable incident rate and fatalities

Table 15. Occupational health and safety (2/2)

Recordable occupational accidents, absolute number Context 2025 1 Number 2024 4 -75.0%	Recorded cases of occupational illness GRI 403-10 2025 4 Number 2024 5 -20.0%	Hours worked, basis for calculating the rate Context 2025 416,944 Hours 2024 351,536 +18.6%
---	--	--

(2) The total recordable incident rate (TRIR) follows the SASB methodology: the sum of recordable occupational accidents and occupational illnesses, multiplied by 200,000 and divided by the total hours worked in the year. Any case requiring medical treatment beyond first aid is considered recordable, even if it does not result in lost time. By this criterion, the TRIR is not directly comparable to the frequency rate usually adopted in Brazil. The occupational accident series is produced separately from the road accident series presented in chapter 7.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



8. HEALTH, SAFETY AND WORKING CONDITIONS

How we measure

The TRIR calculation combines three pieces of information: the number of recordable incidents in the period, total hours worked, and the normalization factor adopted. The first two come from SESMT records and from payroll, and the third is stated in the note to the table.

The standard requires a separate rate for full-time employees and for contract employees, which means obtaining third-party hours worked from the providers. Where that information is not available for the full series, the limitation is stated in the note to the table.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES





8. HEALTH, SAFETY AND WORKING CONDITIONS

8.3 Turnover and retention

JWM competes for labor in one of the most pressured markets in the country. Road freight transportation lives with a structural shortage of professional drivers: in 2025, 88% of carriers reported difficulty hiring drivers and owner-operators, according to a survey by NTC&Logística. With restricted supply and heated demand, the movement of professionals between companies is intense. For formally employed truck drivers, the Instituto Paulista do Transporte de Cargas (IPTC) estimated the equivalent annual turnover at 44.5% in 2024, based on CAGED and RAIS data⁽³⁾.

JWM operates within this reality. In 2025, total turnover was 48.62%, versus 48.87% in 2024. The voluntary portion, made up of separations requested by the employee, stood at 25.05% (25.45% in 2024). The involuntary portion, initiated by the company, stood at 23.57% (23.42% in 2024). The three rates varied by less than half a percentage point between the two years.

Employee retention is treated as a result of the working conditions the company offers. As detailed in item 12.4, JWM maintains development programs that create career prospects within the organization. They are: the Personal and Professional Growth Incentive (ICPP), the Leadership Development Program (PDL), the Geração de Talentos (Talent Generation) Program and JUMP, which prioritizes internal recruitment when filling vacancies. As presented in item 12.2, the benefits package, available to all employees, includes:

- in-house psychological support;
- TotalPass;
- workplace exercise sessions;
- massage therapy and auriculotherapy;
- extended maternity and paternity leave.

For drivers, the management of short- and long-term health risks, described in item 8.4, and the initiatives in item 8.5, such as the Daily Safety Dialogue and the Olho Vivo nas Estradas (Eyes on the Road) program, act directly on the conditions under which work on the road takes place.

⁽³⁾ JWM's indicators follow SASB TR-RO-320a.2 (separations over the average headcount for the period), cover all employees and classify separations according to the reason recorded in payroll. The IPTC reference considers only formally employed drivers and uses a compounded monthly rate, serving as sector context and not as a direct comparison.



8. HEALTH, SAFETY AND WORKING CONDITIONS

8.4 Driver health

The truck driver role carries specific health risks, which show up over different horizons. In the short term, the main ones are fatigue, accident risk, and occasional exposure to chemical products. In the long term, a sedentary routine, musculoskeletal disorders, sleep disorders, and the consequences of eating on the road.

The SASB standard asks precisely for a description of the approach to managing these risks in the short and long term. Our management combines the following elements:



Medical follow-up

Occupational Health Medical Control Program (PCMSO), occupational examinations, and monitoring of fitness for work · Short and long term



Ergonomics

Actions to adapt working conditions and prevent musculoskeletal disorders · Long term



Physical activity

Workplace exercise sessions and quality of life initiatives · Long term



Mental health

Psychological support and awareness campaigns · Short and long term



Training

Training in ergonomics, safe driving, and stress management · Short and long term



Onboard technology

Driver assistance systems and monitoring of driver behavior · Short term



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



8. HEALTH, SAFETY AND WORKING CONDITIONS

8.4 Driver health

Table 16. Occupational health

Periodic examinations carried out under the PCMSO 2025Complementary 78Number 202484-7.1%	Employees covered by health and well-being programs (4) 2025Complementary 100% 2024100stable	Recorded cases of occupational illness 2025GRI 403-10 4Number 20245-20.0%
--	--	---



(4) The health and well-being programs considered in this indicator are described in section 8.4, which covers the management of driver health risks, in section 8.5, which presents the prevention culture initiatives, and in section 12.2, which lists the set of benefits offered to all employees.

Periodic examinations follow each employee's annual due date, counted from the date of their last examination. For this reason, the number of examinations carried out in the year does not correspond to the total headcount. Employees whose due date falls in the following year are not included in the count for the period. The indicator is also not comparable to the percentage of employees covered by health and well-being programs, which has a different scope.

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



8. HEALTH, SAFETY AND WORKING CONDITIONS

8.5 Prevention culture

At JWM, safety is built daily through collective commitment, the active participation of employees, and the continuous sharing of knowledge. Beyond meeting legal and regulatory requirements, we seek to strengthen an organizational culture in which prevention is part of decisions and behaviors at every level of the company.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Daily Safety Dialogue (DDS)

Provide regular guidance, share good practices, and strengthen risk perception in daily activities



Olho Vivo nas Estradas (Eyes on the Road) program

Encourage safe driving, defensive driving, and risk reduction in transportation operations



SIPAT

Develop educational activities on health, safety, and quality of life, strengthening the prevention culture



CIPA

Encourage employee participation in identifying improvement opportunities



Training and prevention campaigns

Update knowledge and reinforce safety procedures



9. SUPPLY CHAIN AND CONTRACTED DRIVERS

MATERIAL TOPIC 4 **SASB** no applicable code. Complementary indicators **SDGS** 8 and 12

9

A meaningful share of the JWM operation is carried out by professionals and companies that are not on its direct payroll. Owner-operator drivers, contracted carriers, and providers of escort, maintenance, warehousing, and SSMAQ services make up a network whose quality largely determines the performance of the company.

That is why this topic is material. The composition of that network defines our exposure to labor liabilities, our operational disruption risk, and the boundary of responsibility for transportation emissions.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



9. SUPPLY CHAIN AND CONTRACTED DRIVERS

9.1 Our supply chain

Our suppliers include providers of cargo pickup, line-haul, and distribution services, vehicle maintenance services, interline transfer, escort, equipment leasing, warehousing, administrative services, and health, safety, environment, and quality services.

The assessment follows the Procedure for the Control of Externally Provided Products and Services, under which every supplier completes a specific form according to the activity and the service provided. The procurement, maintenance, operations, operational management, budgeting, transportation, logistics, contracting, warehouse, and quality functions all take part in the procedure, each with defined responsibilities in the selection, qualification, contracting, and reassessment stages.

Suppliers with three or more events within a one-year period have their continuation reviewed by the area manager and may be disqualified.



3 events



within one year lead the area manager to review whether the supplier stays on, which may result in disqualification



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

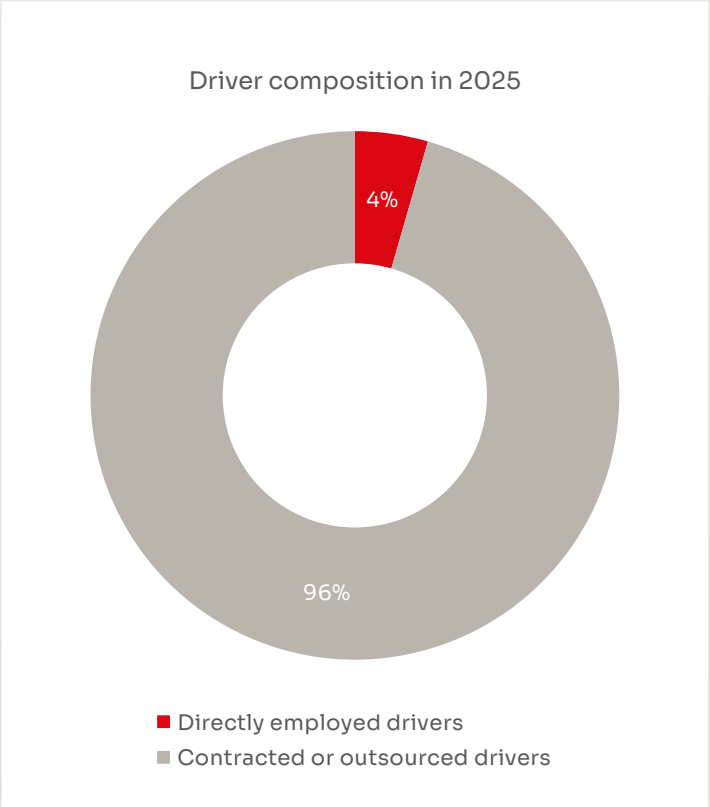


9. SUPPLY CHAIN AND CONTRACTED DRIVERS

9.2 Drivers and composition of the operating workforce

Table 17. Drivers and operating workforce

Percentage of drivers classified as independent contractors Complementary 2025 95.55 % 2024 96.5 -1.0%	Total number of truck drivers TR-RO-000.C 2025 1,189 Number 2024 1,357 -12.4%
Directly employed drivers Complementary 2025 53 Number 2024 47 +12.8%	Owner-operator or outsourced drivers Complementary 2025 1,136 Number 2024 1,310 -13.3%



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



9. SUPPLY CHAIN AND CONTRACTED DRIVERS

9.3 Supplier qualification and assessment

The Sustainable Partnership Program aims to strengthen the relationship between JWM and its suppliers and to spread a culture of good sustainability practices. To join, the supplier completes the Environmental Responsibility Training each year and, if it does not already have established practices, must implement within six months a policy on the use of non-renewable resources and on waste disposal, supported by evidence.

The supplier also chooses between two environmental programs: planting seedlings in managed and environmental recovery areas, or turning its facilities into a used oil collection point. Over the following six months, it is assessed on the maintenance and continuity of those practices.

Qualification is an entry requirement. No critical supplier provides services to JWM without having presented the documentation proving its environmental and labor compliance and without having completed the assessment form corresponding to the activity contracted. The requirement covers all critical suppliers, as the table below shows, and is reassessed over the course of the contractual relationship: suppliers that accumulate three or more events within a one-year period have their continuation reviewed and may be disqualified.



100%



of critical suppliers assessed on ESG criteria.
Qualification is an entry requirement



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



9. SUPPLY CHAIN AND CONTRACTED DRIVERS

The effect of that control shows up in the performance indicators of the operation. The road accidents and incidents in section 7.2, the leaks and spills in section 7.3, and the health and safety rates in section 8.2 all cover an operation carried out with the support of this network of providers. Bringing road accidents to zero in 2025 and keeping the volume of leaks at the level recorded depends both on the owned fleet and on the quality of the third parties that operate with us, which is why supplier selection and reassessment are part of the same management system that answers for those indicators.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

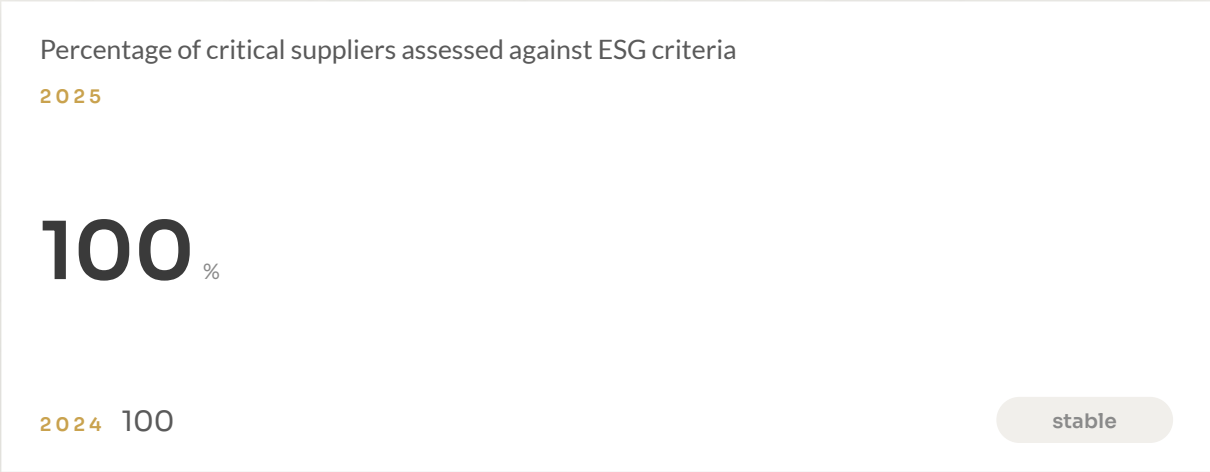




9. SUPPLY CHAIN AND CONTRACTED DRIVERS

9.3 Supplier qualification and assessment

Table 18. Supplier assessment



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



9. SUPPLY CHAIN AND CONTRACTED DRIVERS

9.4 Labor liabilities

Table 19. Labor proceedings

Monetary losses from legal proceedings associated with violations of labor law 2025 5,058BRL 202436,670 -86.2% Complementary	Number of proceedings with an unfavorable decision in the period 2025 1Number 20241 stable Complementary
--	--

A complementary indicator, kept because it measures the exposure of the company to labor liabilities, which is one of the financial effects of material topic 4. The recognition criterion adopted is stated in the note to the table.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



10. OPERATIONAL CONTINUITY AND CLIMATE RESILIENCE

MATERIAL TOPIC 5 IFRS S2 physical risks and resilience SDGS 9 and 13

10

10.1 Loss events and cargo theft

Cargo theft is one of the main operational risks of road transportation in Brazil and has a material financial effect, both through the value of the goods and through its impact on insurance premiums. JWM operates with continuous monitoring by the Control Tower, hybrid tracking, escort services, and an in-transit cargo insurance policy of up to BRL 160 million per operation.

This is one of the risks mapped in section 5.3, among those concentrated in the route network, and the policy in place is the transfer instrument described in section 5.2. The operational response follows the Risk Management Procedure, which defines the communication flow between driver, tracking, contracting, and the risk management provider, and establishes that any decision to immobilize the vehicle must put driver safety first.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



10. OPERATIONAL CONTINUITY AND CLIMATE RESILIENCE

10.1 Loss events and cargo theft

Table 20. Loss events and cargo theft

Number of loss and cargo theft events	Complementary	Financial value associated with the events	Complementary
2025		2025	
2 Number		BRL 154,824.78	
2024 0		2024 BRL 0.00	

An indicator not required by the SASB standards, included because it is one of the operational risks with the greatest financial effect in Brazilian road transportation and because controls already exist in the Control Tower, in risk management, and with the insurer.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



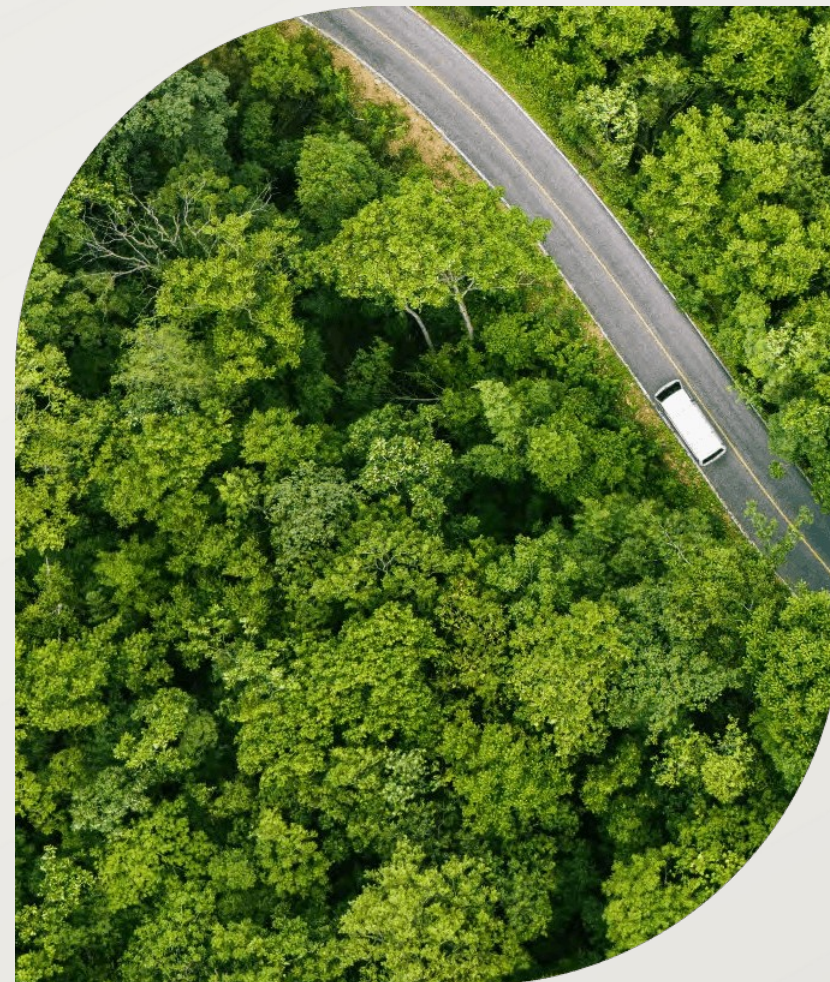
10. OPERATIONAL CONTINUITY AND CLIMATE RESILIENCE

10.2 Business continuity

Loss events, cargo theft, and extreme weather events have in common the ability to interrupt the operation. Responding to each event in isolation resolves the incident, but does not guarantee that the company can maintain service when the disruption is prolonged or hits more than one front at the same time. That is the gap a business continuity policy addresses.

JWM today has instruments that cover part of that scope: the Internal Emergency Plan, which guides the response to emergencies at the facilities; the External Emergency Plan, which covers environmental events in transit; the Risk Management Procedure, which structures the response to losses in transportation; and the insurance policies, which limit the financial effect. What the company does not yet have is the document that integrates those instruments into a single policy, with a business impact analysis and recovery times defined by critical process.

We record that gap explicitly. The Business Continuity Policy is being prepared and covers the elements the market expects of a logistics operator:



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



10. OPERATIONAL CONTINUITY AND CLIMATE RESILIENCE

- Business impact analysis, identifying the critical processes and the loss associated with their unavailability
- Recovery time objective and recovery point objective defined by critical process
- Continuity strategies for each disruption scenario, including facilities, fleet, systems, people, and critical suppliers
- A crisis management structure, with a committee, roles, decision authority levels, and activation and closure criteria
- A communication plan for customers, employees, insurers, authorities, and other stakeholders
- A testing and drill program, with a defined frequency and a record of lessons learned
- A review and continuous improvement routine, integrated into the Integrated Management System

Completing that work is one of the commitments the company has made and will be reported in the report for fiscal year 2026, indicating the critical processes mapped and the recovery times defined.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

MATERIAL TOPIC 6 **SASB** no applicable code **GRI** 205-2, 205-3, 2-26, 418-1

11

For us, compliance with laws and regulations is a priority and is reflected in all of our operations and decisions. We reject any action or omission that constitutes a corrupt practice of any kind.

This topic is material because compliance is a condition for qualification with customers and regulators in the logistics industry. Integrity or data protection failures lead to penalties, loss of contracts, and reputational damage with a direct financial effect.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



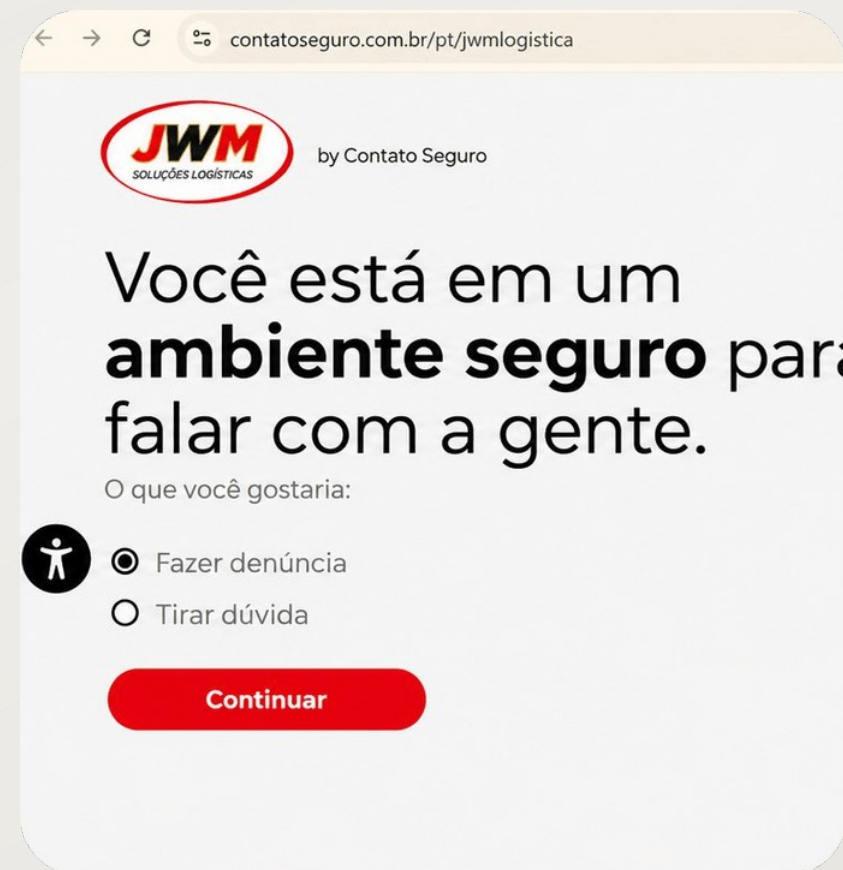
11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

11.1 Our integrity program

The Corporate Governance Policy establishes the processes, bodies, and internal structures of the company. It is complemented by the Code of Ethics and Conduct, which applies to officers, employees, interns, trainees, service providers, suppliers, and partners in general.

The Code sets out guidelines on compliance with laws and regulations, respect for human rights, labor relations, and the fight against corruption. The company does not tolerate child labor, slave labor or work in conditions analogous to slavery, or any form of discrimination, or moral or sexual harassment. We do not accept bribery, kickbacks, or any improper payment, whether direct or through third parties.

The program is supported by periodic integrity risk assessments, internal and external audits, a whistleblowing channel, and training. Our practice is aligned with Law No. 12,846 of 2013.


[Code of Ethics and Conduct](#)
[Whistleblowing Channel](#)

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

11.2 Whistleblowing channel

JWM maintains a Whistleblowing Channel available to internal and external audiences, through which violations or suspected breaches of the Code of Ethics and Conduct, of applicable law, and of internal policies are reported. The channel is operated by Contato Seguro, an external and independent company, which ensures transparent and impartial handling. Reports can be made anonymously, with follow-up through a case number.

Table 21. Whistleblowing channel

Reports received	Reports investigated and closed	Substantiated reports	Confirmed corruption cases
2025 16 Number 2024 2 GRI 2-26	2025 16 Number 2024 2 GRI 2-26	2025 6 Number 2024 0 GRI 2-26	2025 1 Number 2024 0 GRI 205-3

Operating the channel through an independent company makes it easier to extract consolidated reports by category. Disclosure fully preserves anonymity, with no element that would allow the people involved to be identified.

The whistleblowing channel was implemented in the second half of 2024. The data for that year cover only part of the period and an initial phase of communication. In 2025, the channel operated for all twelve months, with greater awareness and use among employees. The increase in the volume of reports reflects this maturing and indicates greater trust in the mechanism. It does not, by itself, indicate an increase in the occurrence of irregularities.

Whistleblowing Channel



11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

11.3 Ethics and conduct training

The Code of Ethics and Conduct is presented to every new employee at onboarding. In addition, employees go through ongoing training that ensures alignment with applicable rules and regulations.

Table 22. Integrity training

Percentage of employees trained on the Code of Ethics and Conduct GRI 205-2 2025 100 % 2024 100 stable	Percentage of owner-operators trained on the Code of Ethics and Conduct GRI 205-2 2025 100 % 2024 100 stable	Percentage of committee and Executive Board members trained GRI 205-2 2025 100 % 2024 100 stable
--	--	--

Presenting the Code at onboarding makes it possible to measure coverage among those hired in the period, but not coverage of the total workforce. The reporting basis adopted is stated in a note and kept constant across the series.

01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



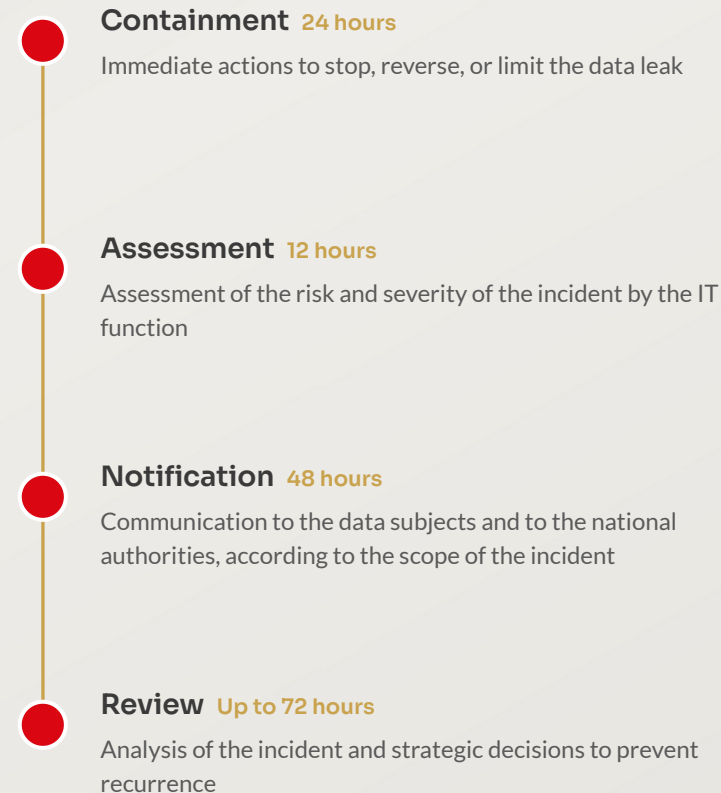
11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

11.4 Information security and data protection

With the aim of protecting information against misuse, loss, or leakage, JWM maintains the Information Security Policy, which is mandatory for all users of information technology resources. The policy complies with the General Information Technology Security Plan, with Law No. 13,709 of 2018, the Brazilian General Data Protection Law, with Law No. 12,846 of 2013, and with labor legislation.

Information security incidents must be reported immediately upon identification or suspicion, to the area manager and to the IT function, and formalized through the Whistleblowing Channel. When the incident involves the processing of personal data, the notification is forwarded to the Data Protection Officer.

Personal data incident response plan



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

11.4 Information security and data protection

Table 23. Privacy and information security

Information security incidents reported GRI 418-1 2025 0 Number 2024 0 stable	Personal data incidents reported to the ANPD GRI 418-1 2025 0 Number 2024 0 stable	Data subject requests handled Complementary 2025 0 Number 2024 0 stable
--	---	--

No information security incidents were recorded that affected, halted, or impaired operations, and there were no events requiring notification of the ANPD. No data subject requests were received in the period either.



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



11. INTEGRITY, COMPLIANCE AND DATA PROTECTION

11.5 Commitment to compliance

JWM holds a service agreement with a company specialized in legislation mapping, which supports continuous monitoring of applicable rules and their updates. The process for identifying and correcting nonconformities combines continuous monitoring, periodic internal assessment, immediate corrective action, and team training.

We periodically submit our processes to independent audits to identify possible deviations and ensure continuous compliance.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

04

Other topics we report

Voluntary disclosure topics, anchored in GRI indicators

12. People: development, diversity and community p. 120

13. Eco-efficiency: water, waste and conservation p. 131



OTHER TOPICS WE REPORT

Chapters 12 and 13 cover topics that were not classified as material under the financial materiality criterion of IFRS S1, but that JWM chose to report. They are topics relevant to our employees, to the community, and to our partners, and they have been part of how we run the business since before the first report.

They are anchored in GRI indicators and identified as voluntary disclosure. That separation preserves the integrity of the reporting basis without giving up the narrative the company has built over its history.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

NATURE voluntary disclosure GRI 2-7, 401, 404, 405 SDGS 5 and 8

12

Employees play an essential role in the activities and procedures of JWM. That is why one of our values is teamwork, encouraging an environment of unity, mutual support, and a systemic view.

We seek to help every employee reach their full potential through practices and policies that promote personal and professional development, the safeguarding of human rights, fair and competitive pay, safety, well-being, diversity, and inclusion.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.1 Profile of our workforce

Table 24. Workforce composition

Indicator	Code	Unit	2024	2025
Total employees	GRI 2-7	Number	175	212
Men	GRI 405-1	Number	111	144
Women	GRI 405-1	Number	64	68
White	GRI 405-1	Number	120	111
Brown (pardo)	GRI 405-1	Number	36	78
Black	GRI 405-1	Number	17	20
Asian	GRI 405-1	Number	2	3
Indigenous	GRI 405-1	Number	0	0
Women in leadership positions	GRI 405-1	%	33.3%	30%
Women in executive positions	GRI 405-1	%	40%	40%
Outsourced workers at the facilities	Context	Number	16	18

(5) Headcount refers to the position as of December 31 of each fiscal year, reported by the Personnel Department.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.1 Profile of our workforce

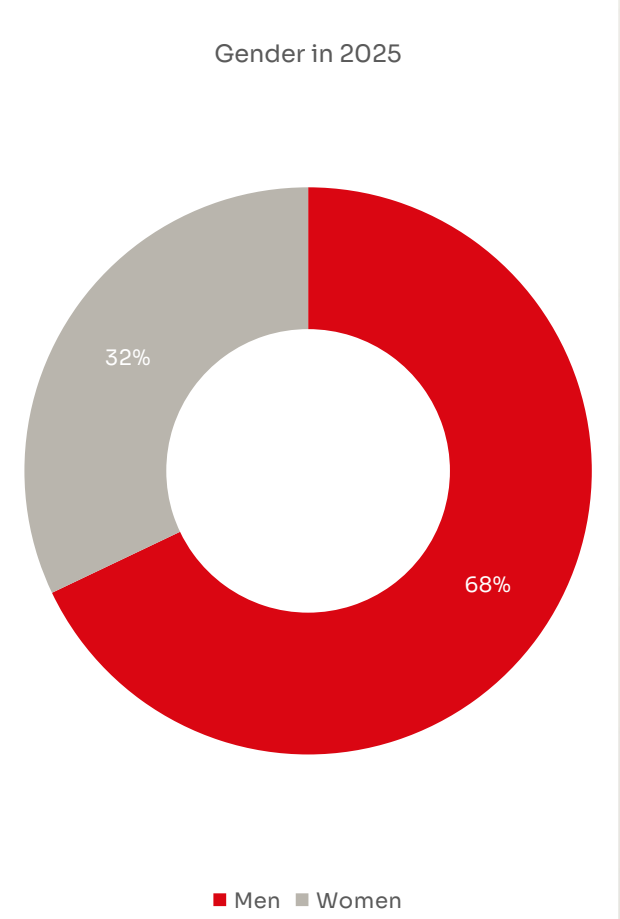
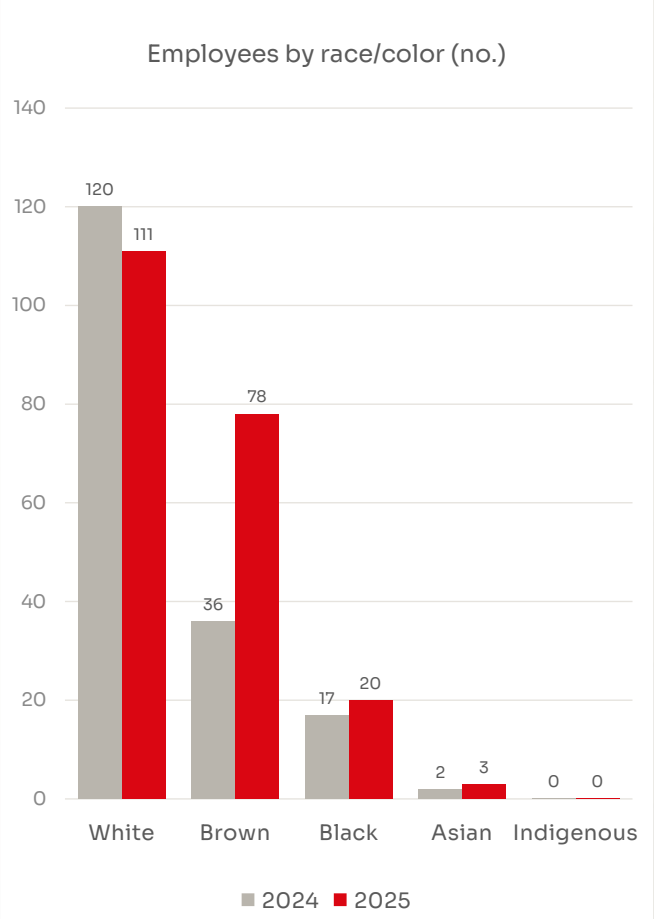
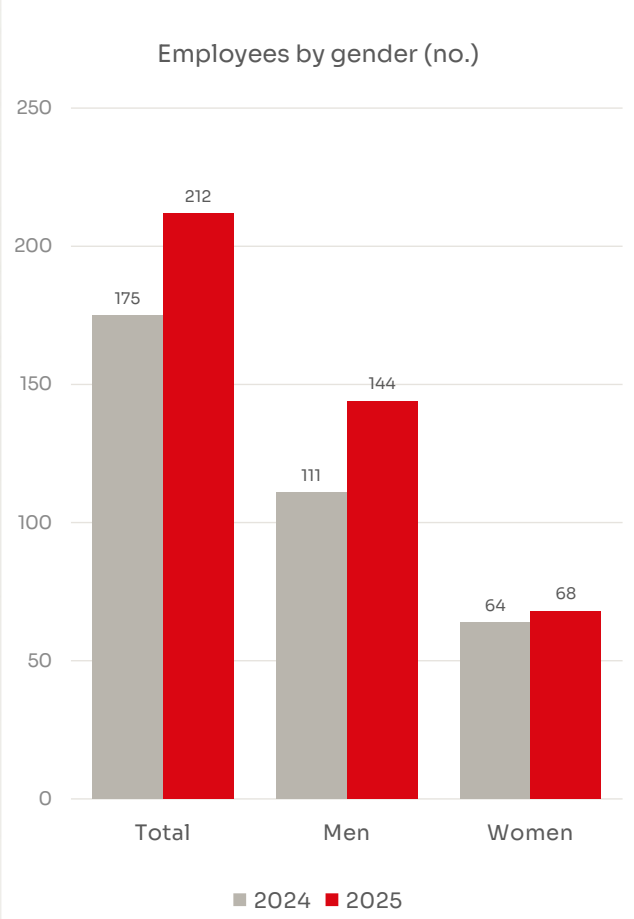
01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES





12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.2 Compensation, benefits, and recognition

JWM is committed to adopting practices that advance human rights, pay equality, and an environment that promotes satisfaction and engagement. Salaries are set according to market data, labor legislation, and principles of fairness, respecting the minimum pay established by law and adjusted periodically.

At the time of hiring, we send a detailed offer letter, with information on the position, main activities, direct manager, start date, hours, location, work arrangement, and salary.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.2 Compensation, benefits, and recognition

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



Health plan

At no cost to the employee,
with the option to include
dependents through payroll
deduction



Dental plan

At no cost to the employee



Meal or food allowance

Provided to all employees



Transportation allowance

Provided as required by law



Fuel cost allowance

For car or motorcycle



Profit sharing

As set out in the collective
bargaining agreement



Professional development incentive program

Up to three days off per year



Life insurance

Provided to all employees



Workplace exercise sessions

Provided to all employees



TotalPass

Provided to all employees



In-house psychological support

Provided to all employees



Massage therapy and auriculotherapy

Provided to all employees



Extended maternity and paternity leave

Provided to all employees



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.3 Human rights, diversity, equity, and inclusion

At JWM, no form of discrimination is tolerated on the basis of race, color, gender, gender identity, sexual orientation, age, religion, disability, marital status, nationality, or any other characteristic protected by law.

The Diversity and Inclusion Policy sets out the principles that guide our decisions on the subject: respect for diversity, equal opportunity, accessibility, workforce development, a culture of inclusion, responsibility and accountability, communication and awareness, and a commitment to best practices.

12.4 Development and training

We live in a context of constant change, in the economy as much as in legislation and technology. For that reason, we believe it is very important to develop the skills that sustain excellence in a career, even in the face of uncertainty.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

The Competence, Training, and Awareness Procedure sets out the requirements for developing the employees who work in the processes of the Integrated Management System. Based on the identification of the needs of each area, the Annual Training Plan is prepared.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES





12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.4 Development and training



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



Personal and Professional Growth Incentive (ICPP)

Grant a day off for each certificate presented, up to three per year, encouraging personal and professional improvement



Leadership Development Program (PDL)

Develop leadership skills in management teams



Geração de Talentos (Talent Generation) Program

Train and develop early-career professionals



JUMP

Internal recruitment and career development, prioritizing the movement of talent already within the company



Performance evaluation and continuous feedback

Track individual development and guide growth plans



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.4 Development and training

Table 25. Training and development

Training hours delivered GRI 404-1 2025 3,342 Hours	Training hours per employee GRI 404-1 2025 15h 45min
---	--

(6) Training hours per employee are calculated from the total hours delivered in the period and from headcount, with the basis of calculation stated.



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.5 Social impact and community

The sustainable practice of JWM also extends beyond its operations, through initiatives that promote social development, the protection of human rights, and the strengthening of responsible relationships with society.

As a signatory of the Na Mão Certa Program, promoted by Childhood Brasil, JWM reaffirms its commitment to protecting the rights of children and adolescents and to combating their sexual exploitation on Brazilian highways. The initiative brings together awareness, communication, and mobilization actions aimed at employees, drivers, partners, and other audiences, promoting information, prevention, and encouragement to report.

Complementing those actions, we run internal and external educational campaigns, particularly on May 18, the national day against the sexual abuse and exploitation of children and adolescents.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



12. PEOPLE: DEVELOPMENT, DIVERSITY AND COMMUNITY

12.5 Social impact and community

Table 26. Social impact

Drivers trained under the Na Mão Certa Program 2025 265 Number 2024 303 -12.5% Complementary	Social actions and campaigns carried out in the period 2025 4 Number 2024 4 stable Complementary	Audience reached by the actions 2025 439 Number 2024 453 -3.1% Complementary
---	---	---



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES



13. ECO-EFFICIENCY: WATER, WASTE AND CONSERVATION

NATURE voluntary disclosure GRI 303, 306 SDGS 12 and 15

13

Environmental management at JWM is carried out through an Environmental Management System certified to ISO 14001. The Environmental Aspects and Impacts Assessment identifies, evaluates, and classifies the aspects arising from our activities, considering normal operating conditions, abnormal situations, and emergency scenarios.

The topics in this chapter were not classified as material under the financial materiality criterion, but they continue to be monitored and reported because they are part of our certified management system and because they are relevant to our stakeholders.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

13. ECO-EFFICIENCY: WATER, WASTE AND CONSERVATION

13.1 Water

Water is an essential natural resource for business continuity and for sustainable development. We systematically track consumption, seeking to identify opportunities for more efficient use and to prevent waste.

Table 27. Water consumption

Total water consumption	GRI 303-5	Water consumption per employee	Complementary
2025		2025	
2,815 m³		13.28 m³ per employee	
2024 1,951	+44.3%	2024 11.15	+19.1%

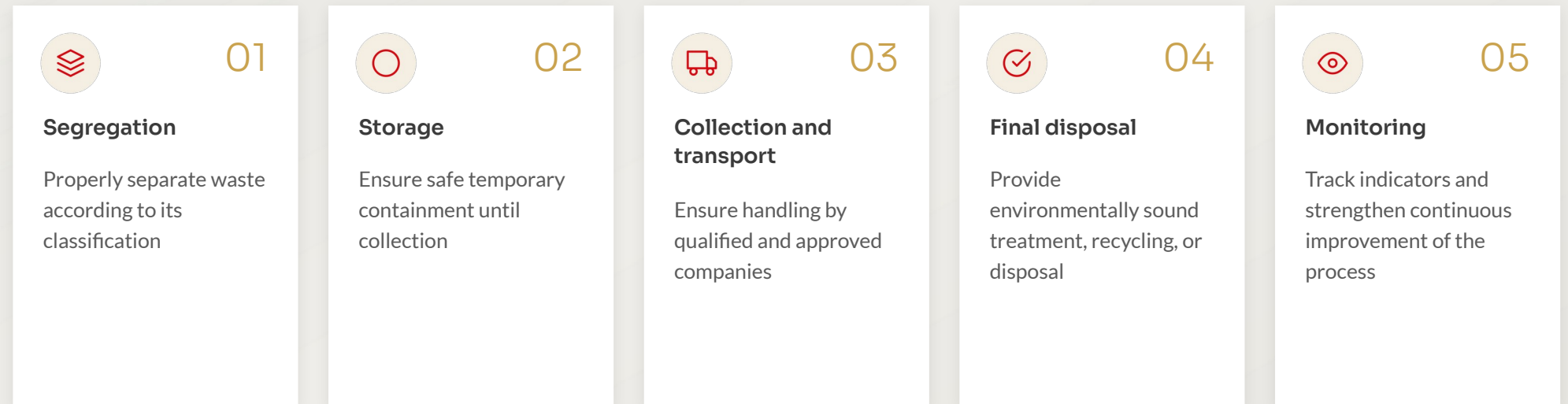
The move to the new operating facility took place over the course of 2024 and was completed between late July and early August, and it significantly changed the consumption base. Fiscal year 2024 brings together both periods and 2025 is the first full year carried out at the new headquarters, which must be taken into account when comparing the two years.



13. ECO-EFFICIENCY: WATER, WASTE AND CONSERVATION

13.2 Waste and circular economy

Proper solid waste management is part of the pollution prevention, legal compliance, and continuous improvement practices developed by the organization. The Solid Waste Management Plan establishes guidelines for the integrated management of the waste generated, from segregation through to environmentally sound final disposal.



01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



13. ECO-EFFICIENCY: WATER, WASTE AND CONSERVATION

13.2 Waste and circular economy

Table 28. Waste generation and disposal

Class I waste, hazardous GRI 306-3 2025 1,668.5 kg 2024 520.2 +221%	Class II waste, non-hazardous GRI 306-3 2025 13,573 kg 2024 4,383 +210%	Total waste generated GRI 306-3 2025 15,241.5 kg 2024 4,903.2 +211%
Waste sent to recycling GRI 306-4 2025 6,073.6 kg 2024 1,524.2 +298%	Waste sent to landfill GRI 306-5 2025 7,760 kg 2024 3,120 +149%	Percentage sent to recycling Complementary 2025 39.8 % 2024 31.1 +28.0%

The total corresponds to the sum of Class I and Class II waste. The chapter presents the aggregates with the disposal percentage, information that gives meaning to the Solid Waste Management Plan.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES



13. ECO-EFFICIENCY: WATER, WASTE AND CONSERVATION

13.3 Environmental conservation

As part of its sustainability strategy, JWM supports initiatives aimed at environmental conservation and at promoting vegetation restoration through partnerships with specialized organizations.

In 2025, we took part in the Revita Bayer project, developed in partnership with the Entrega Sustentável initiative, planting 300 seedlings of native Atlantic Forest species in an area in the municipality of Bertioga, São Paulo. The project includes the continuous production of seedlings in a specialized nursery, georeferencing, and photographic monitoring of the trees planted, allowing their development to be tracked over time. Surplus seedlings go to urban tree planting activities in partnership with the Bertioga Municipal Department of the Environment.



300 seedlings



native Atlantic Forest species planted in Bertioga, with georeferencing and photographic monitoring



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



13. ECO-EFFICIENCY: WATER, WASTE AND CONSERVATION

13.3 Environmental conservation

Table 29. Environmental conservation

Seedlings planted 2025 300 Number 2024 254 +18.1% Complementary	Planting area 2025 Atlantic Forest in Bertioga, SP Location 2024 Atlantic Forest in Bertioga, SP Complementary
--	--

We note that these initiatives are presented as conservation and environmental education actions. JWM does not use them to offset or neutralize emissions, since claims of that nature require quantification of sequestration, a permanence period, third-party verification, and double counting control, requirements these initiatives do not meet.



01 THE REPORT AND THE COMPANY

02 HOW WE MANAGE SUSTAINABILITY

03 PERFORMANCE BY MATERIAL TOPIC

04 OTHER TOPICS WE REPORT

05 APPENDICES

05

Appendices

Cross-reference indexes

14. Appendices p. 138



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



14. APPENDICES

14

14.1 IFRS S1 and IFRS S2 content index

This index links each requirement of the standards to the place in the report where it is addressed, or records the justification when the requirement is not met in this cycle. It allows alignment to be checked without reading the full document.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES



14. APPENDICES

14.1 IFRS S1 and IFRS S2 content index

IFRS S1, General Requirements for Disclosure of Sustainability-related Financial Information (1/2)

Paragraphs	Requirement	Chapter	Status
11 to 16	Fair presentation	1.1 and 14.1	Prepared with reference
17 to 19	Materiality	3.1 and 3.4	Met
20	Reporting entity	1.5	Met
21 to 24	Connected information	2.2 and 5.3	Partially met
26 and 27	Governance	4	Partially met. Committee operating data reported from 2026
30 and 31	Risks, opportunities, and time horizons	3.2 and 5.1	Met
32	Business model and value chain	2.2	Met
33	Strategy and decision-making	5.2 and 5.4	Met
34 to 40	Effects on financial position and cash flows	5.4	Qualitative disclosure. Quantification not practicable in this cycle
41 and 42	Resilience of the strategy	5.6 and 10.2	Qualitative approach
43 and 44	Risk management	5.2	Met
54 to 59	Sources of guidance	1.4	Met
60 to 63	Location of disclosures	1.4 and 14	Met
64 to 69	Timing of reporting	1.5	Met
70 and 71	Comparative information	1.6	Met

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

14. APPENDICES

IFRS S1, General Requirements for Disclosure of Sustainability-related Financial Information (2/2)

Paragraphs	Requirement	Chapter	Status
72 and 73	Statement of compliance	1.1	Prepared with reference, without full compliance
74 to 76	Judgments	1.7	Met
77 to 82	Measurement uncertainty	1.7	Met
83 to 86	Errors in prior periods	1.6	Met. Restatement policy stated





14. APPENDICES

14.1 IFRS S1 and IFRS S2 content index

IFRS S2, Climate-related Disclosures

Paragraphs	Requirement	Chapter	Status
5 and 6	Climate governance	4.3 to 4.5 and 4.7	Partially met
10 and 11	Physical and transition risks	5.5 and 10	Met
13	Effects on the business model and value chain	5.3	Met
14	Strategy, decision-making, and transition plan	6.7	Partially met. No formalized transition plan
15 to 21	Current and anticipated financial effects	5.4	Qualitative disclosure. Quantification not practicable in this cycle
22	Climate resilience and scenario analysis	5.6 and 10.2	Qualitative approach
24 and 25	Climate risk management	5.2	Met
29(a)	Scope 1, 2, and 3 emissions and methodology	6.1 and 6.2	Partially met. Scope 3 not broken down by category
29(b) and 29(c)	Assets vulnerable to transition risk and to physical risk	5.5 and 10	Not met in this cycle. Exposure not quantified
29(d)	Assets aligned with climate opportunities	6.5	Partially met. Fleet reported in number, not in value
29(e)	Capital deployed toward climate risks and opportunities	5.4	Not met in this cycle. Amount not measured
29(f)	Internal carbon price	6.7	Not used by the company
29(g)	Compensation linked to climate considerations	4.7	Met. Absence of any link stated
32	Industry-based metrics	14.2	Met

The status column reflects the stage of each requirement in this edition. The partially met and not met classifications are kept where applicable, with the corresponding justification, consistent with the statement that the report is prepared with reference to the standards and not in full compliance.

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

14. APPENDICES

14.2 SASB index

This index presents every code of the Road Transportation standard, the only SASB industry standard adopted by JWM. The standards assessed and not applied, and the reason for each exclusion, are in section 1.4.

SASB scope reconciliation

Reconciliation step	Number of codes
Disclosure codes in the Road Transportation standard (TR-RO)	9
Activity metrics in the Road Transportation standard	3
Total applicable codes	12
Less: codes declared not applicable	0
Reportable SASB indicators	12

12

reportable SASB codes

10

quantitative

2

discussion and analysis

Of the 12 applicable codes, 10 are quantitative and 2 are discussion and analysis. No code of the Road Transportation standard was declared not applicable to JWM. The load factor (TR-RO-000.B) is applicable, but is not measured in this cycle, as stated in section 2.7.



01
THE REPORT
AND THE COMPANY



02
HOW WE MANAGE
SUSTAINABILITY



03
PERFORMANCE BY
MATERIAL TOPIC



04
OTHER TOPICS
WE REPORT



05
APPENDICES

14. APPENDICES

Full SASB index

Code	Indicator	Type	Where it is addressed
TR-RO-110a.1	Gross global Scope 1 emissions	Quantitative	6.2, Table 7
TR-RO-110a.2	Scope 1 management strategy, targets, and performance	Qualitative	6.7
TR-RO-110a.3	Total fuel consumed, percentage natural gas, and percentage renewable	Quantitative	6.3, Table 8
TR-RO-120a.1	NOx, SOx, and particulate matter (PM10) emissions	Quantitative	6.4, Table 9
TR-RO-320a.1	TRIR and fatality rate, full-time and contract employees	Quantitative	8.2, Table 15
TR-RO-320a.2	Voluntary and involuntary turnover	Quantitative	8.3
TR-RO-320a.3	Approach to driver health risks	Qualitative	8.4
TR-RO-540a.1	Number of road accidents and incidents	Quantitative	7.2, Table 12
TR-RO-540a.3	Number and aggregate volume of leaks and spills	Quantitative	7.3, Table 13
TR-RO-000.A	Revenue ton-kilometers (RTK)	Quantitative	2.7. Not reported in this cycle
TR-RO-000.B	Load factor	Quantitative	2.7. Not reported in this cycle
TR-RO-000.C	Number of employees and of truck drivers	Quantitative	2.7, Table 1



 **01**
THE REPORT
AND THE COMPANY

 **02**
HOW WE MANAGE
SUSTAINABILITY

 **03**
PERFORMANCE BY
MATERIAL TOPIC

 **04**
OTHER TOPICS
WE REPORT

 **05**
APPENDICES



14. APPENDICES

14.3 GRI index

This report is not prepared in accordance with the GRI Standards. It uses specific GRI indicators on a complementary basis, on topics relevant to our stakeholders that are not covered by the SASB industry standards.

Indicator	Content	Where it is addressed
GRI 2-7	Employees	12.1, Table 24
GRI 2-26	Mechanisms for seeking advice and raising concerns	11.2, Table 21
GRI 205-2	Communication and training about anti-corruption policies and procedures	11.3, Table 22
GRI 205-3	Confirmed incidents of corruption and actions taken	11.2, Table 21
GRI 302-1	Energy consumption within the organization	6.6, Table 11
GRI 303-5	Water consumption	13.1, Table 27
GRI 306-3	Waste generated	13.2, Table 28
GRI 306-4	Waste diverted from disposal	13.2, Table 28
GRI 306-5	Waste directed to disposal	13.2, Table 28
GRI 308-1	New suppliers that were screened using environmental criteria	9.1 and 9.3
GRI 403-10	Work-related ill health	8.4, Table 16
GRI 404-1	Average hours of training per year per employee	12.4, Table 25
GRI 405-1	Diversity of governance bodies and employees	12.1, Table 24
GRI 414-1	New suppliers that were screened using social criteria	9.1 and 9.3
GRI 418-1	Substantiated complaints concerning breaches of privacy	11.4, Table 23

01
THE REPORT
AND THE COMPANY

02
HOW WE MANAGE
SUSTAINABILITY

03
PERFORMANCE BY
MATERIAL TOPIC

04
OTHER TOPICS
WE REPORT

05
APPENDICES

14. APPENDICES

14.4 SDG index

ODS	Connected material topics	Chapters	Coverage status
	Topics 2 and 3	7 and 8	Covered by a material topic
	Topic 3	8 and 12.3	Partially covered
	Topic 1	6.5 and 6.6	Covered by a material topic
	Topics 3 and 4	8, 9, and 12	Covered by a material topic
	Topics 1 and 5	6 and 10	Covered by a material topic
	Topics 1, 2, and 4	6, 7, 9, and 13.2	Covered by a material topic
	Topics 1 and 5	6 and 10	Covered by a material topic
	No material topic	13.3	Covered by voluntary disclosure
	Topic 6	11	Covered by a material topic. Included among the priorities from this cycle onward. See section 3.3



 **01**
THE REPORT
AND THE COMPANY

 **02**
HOW WE MANAGE
SUSTAINABILITY

 **03**
PERFORMANCE BY
MATERIAL TOPIC

 **04**
OTHER TOPICS
WE REPORT

 **05**
APPENDICES



Sustainability Report 2025

Second edition. Base year 2025.

JWM SOLUÇÕES LOGÍSTICAS

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