

JHSF

Annual Sustainability 20
Report 23



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On the Report

The **JHSF Annual Sustainability Report**, prepared based on the Global Reporting Initiative (GRI) standards - 2021 version, and on elements of the international Integrated Reporting Framework proposed by the *IFRS Foundation* (International Financial Reporting Standards), encompasses the period from January 1, 2023 to December 31, 2023, and **reinforces our commitment to transparency** in the business activities over which we have operational control.

The study of **materiality**, which governs the framework of this document, **is integrated into** the Company's **risk management process and its strategy**. Additional information about our progress in environmental, social, and governance aspects are available at the Indicator Directory.

Invitation to Reading

JHSF's 2023 Annual Sustainability Report comprises this document, which we refer to as the **Executive Notebook** + by the Indicator Directory, a specific document that provides the status of our goals, actions, projects, value generating processes, and strategies, with qualitative and quantitative indicators, to follow up on the evolution in our agenda, and + by **hyperlinks** throughout the report, highlighted in underlined words and sentences, for access to detailed information on each topic.

The Results Center includes financial information and the Value Added Statement is an integral part of the aforementioned Indicators Directory.

The purpose of this **format** is to facilitate reading and **approach topics directly and clearly**.

Message from Management

JHSF, traditionally guided by excellence and quality, has often added environmental, social and governance factors to its corporate strategy. We offer an ecosystem of products and services focused on generating sustainable value.

José Auriemo Neto

Chairman of the Board of Directors

Each year, we reaffirm JHSF's role as an agent of transformation, incorporating sustainable practices into all of our operations. In the coming years, we will focus on businesses that generate recurring revenue and we will expand the sustainability agenda to new segments.

Augusto Martins

JHSF CEO

JHSF Worldwide



Unique Business for Special Customers

We lead the high-income sector with unique multipurpose businesses, blending tradition and modernity for 52 years, with high value perception by customers, which is an important link between the segments in which we operate.

Real Estate



We develop projects on our own land, without the existence of exchanges. We own homes for rent, operate our brand clubs and sell properties from our portfolio and customers.

Hospitality and Gastronomy



This business axis includes all hotels, restaurants and emporiums under the Fasano brand, including branches owned by JHSF and the management of third-party assets.

Shopping Centers and Fashion Retail



We manage all of our shopping malls, which have international brand stores operated exclusively by JHSF in Brazil. Sustenta, a business that trades in energy, telecommunications and streaming, is allocated to this front.

JHSF Capital



Solutions and products for real estate financial investments, *advisory* and *asset management*. Digital operations that include our own digital platform (CJ Fashion) and the *JHSF ID Membership* loyalty program, with an exclusive credit card for members.

Executive Airport



We offer hangar space and MROs (Maintenance, Repair and Operation), in addition to fuel sales and airport activities, with 24/7 national and international operations, exclusively for executive aviation.



Operation Focus

We aspire to transform our developments into **positive impact hubs**, linking social and environmental issues to risk management, so that they are completely integrated into the way we run the Company.

We value **innovation** and **creativity**, keeping an eye on market trends and new technologies that can expand our operations with the audiences with which we interact. The uniqueness of our business, driven by the objective of constantly **exceeding** customer **expectations**, inspires us to work towards the continuous improvement of products and services to ensure unique deliveries with excellence and **generation of sustainable value**.

Over the years, we have expanded our operations and become a benchmark in the offer of high-income businesses.

Our success story is guided by **long-term relationships** and the constant search for **quality and excellence** in everything we set out to do.

We are a publicly traded company (JHSF3) listed on the Novo Mercado segment of the of B3 – Brasil, Bolsa, Balcão stock exchange. We are part of several indexes such as IDIV, SMLL, IMOB, IGCX, IGC-NM and ITAG, among others. Our presence in renowned indexes reinforces our commitment to **good corporate governance practices**.

Our business growth strategies, as well as the performance of each segment, are available in our [Results Center](#).

2023 Highlights

- CFO¹ and SCJ² Expansions
- Executive Airport Expansion
- Opening of Boa Vista Village Surf Club
- 47% leadership positions held by women
- 67% independent members on the Board
- 32% of waste recovered

Recognitions

- GPTW (Great Place to Work) certification, for the 2nd consecutive year | JHSF
- [Racial Equality Seal](#), São Paulo City Hall | JHSF
- Finalist [25th Abrasca Annual Report Award](#), in category 2 | JHSF
- [1st Class Seal, Sustainable Airports, ANAC](#) | SP Catarina International Executive Airport
- LEED O&M certification, Gold category | Catarina Fashion Outlet
- LEED *certification* (LEED for Communities) | Boa Vista Village
- ISO 21.401 Certification – Sustainability Management System | Hotel Fasano Salvador
- [1st place, Travel + Leisure World's Best Awards, 2023](#) | Hotel Fasano Rio de Janeiro
- [Top Italian Restaurants, from the Gambero Rosso guide](#) | Fasano Restaurant São Paulo
- [Best Excellence Award, Wine Spectator](#) | Fasano Restaurant New York
- [iF Design Awards](#), in the retail category | Emporio Fasano

1. Catarina Fashion Outlet | 2. Shopping Cidade Jardim



Strategic Sustainability Guidelines

Our strategy is moored in **six commitments**, which accommodate the **themes prioritized** by the audiences with which we interact, while we contribute to achieving the Sustainable Development Goals (SDGs). The performance of environmental, social and governance aspects is available in the [Indicator Directory](#). The highlights of each commitment are presented on the following pages.

We have evolved with the structuring of goals so that they reflect advances in the 1st period of our strategic guidelines, with expected achievement by 2025. We established absolute objectives with relative measurements, in order to meet the specificities of our business affairs.

Our Aspiration

To transform JHSF's projects into poles of positive impact, bringing a good life to our customers and beyond our walls

Commitment 1

Maintain **ethical and transparent relationships** with all our *stakeholders* and best **corporate governance** practices

Ethics and Transparency

- Corporate Governance

Commitment 4

Establish relationships with **partners** and **suppliers** with **practices** and **values aligned with our own**

ESG in the Relationship with Partners and Suppliers

Commitment 2

Maintain the high standard of **quality and excellence** of our products and services, reducing our **environmental** impact

Environmental Management

- Climate Change

Commitment 5

Contribute to the creation of **development** and **socioeconomic** prosperity hubs in the **communities** where we operate

Engagement and Development of Surrounding Communities

- Private Social Investment

Commitment 3

Promote a **safe, healthy, diverse and inclusive** work environment with continuous development that attracts and retains the best talent

Health, Safety, Well-being and Employee Development

- Diversity and inclusion

Commitment 6

Develop and operate our project and product portfolio based on **technological, sustainable** and **innovative solutions**

Sustainable Solutions

- Land Use and Impact on Biodiversity

Maintain **ethical and transparent**
relationships with all our
stakeholders and best **corporate**
governance practices



Ethics and Transparency

We prioritize a **corporate management** that fosters ethics in all relationships, **strengthens corporate identity and guarantees** compliance with the **values** that guide JHSF's **interactions** with its various audiences. The Board of Directors is responsible for defining ethical principles and recommend measures in cases of violations of the Code of Ethics and Conduct and/or the Integrity Policy. In turn, the Committee that oversees this topic has the role of answering questions and ensuring the implementation of the Company's Integrity Program.

Available to all audiences, we maintain an Ethics Channel for secure and anonymous complaints, managed by an independent and specialized third-party company **offering protection** against

retaliation for users.

As measures to prevent corruption, we include anti-corruption clauses in contracts, offer mandatory annual training, carry out internal investigations and periodically **evaluate the effectiveness of the Integrity Program.**

Additionally, the Statutory Audit Committee also works on the topic, supervising legal compliance, conducting corporate risk management, as well as the activities of internal and independent auditors.

100%
of employees signed the Code of Ethics and Conduct

50
complaints received and Closed in the year

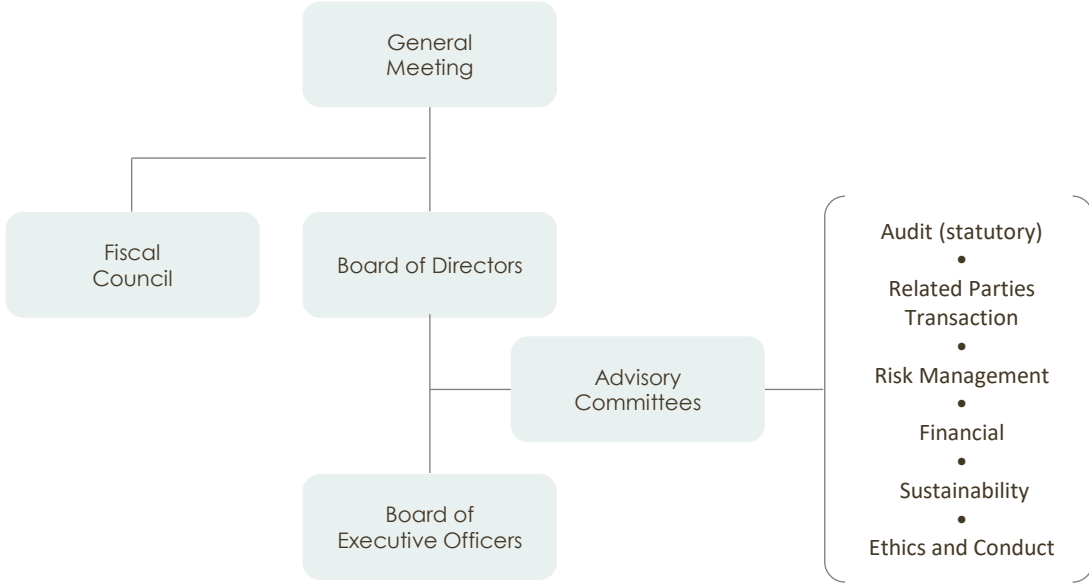
+ 2,500
employees trained on the topic

Corporate Governance

As a member of B3's Novo Mercado segment, we have a **differentiated corporate governance standard**, with practices along with legal requirements. We have our own internal audit area, which also assesses the quality and effectiveness of internal controls and risk management. We systematically apply and monitor our Corporate Policies and Regulations, all approved by the **Board of Directors**, which has **67% independent members**. This includes the corporate governance structure, the Audit Committee, the six

Advisory Committees and the Statutory Board. Information about the competencies, mandates and composition of each body is available at the aforementioned *hyperlink*.

Most committees have at least one independent representative who, in turn, has technical knowledge and experience on the topic. In the case of the Related Parties Committee, 100% of the members are independent.



Risk Management

We maintain a solid and continuous commitment to **risk management in all our operations**, as set out in the Risk Management Policy, updated according to the evolution of our business and changes in the context in which we operate.

We cover several risk categories (strategic, financial, operational, cyber, environmental and compliance) and evaluate each of them in terms of probability of occurrence and potential impact.

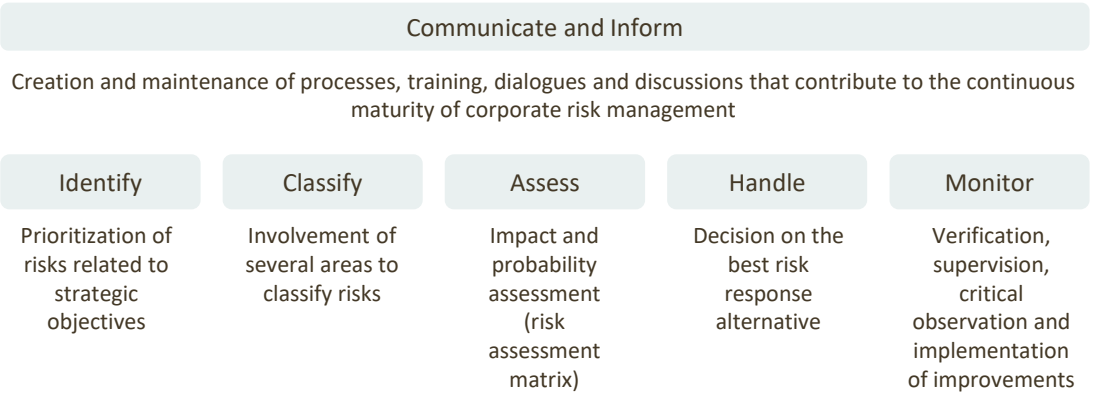
The structure includes a **dedicated management that functionally reports to the Risk Management Committee**. Other important instances, such as the Board of Directors, the Statutory Board, the

Statutory Audit Committee and the Internal Audit, Internal Controls and Privacy and Data Protection areas contribute to corporate risk management.

Climate Risks

In 2023, we **completed the mapping of risks and opportunities** following the recommendations of the **TCFD** (Task Force on Climate Financial Disclosure), currently included in **IFRS S2**.

Details of physical and transition risks are available in the Company's Reference Forms.



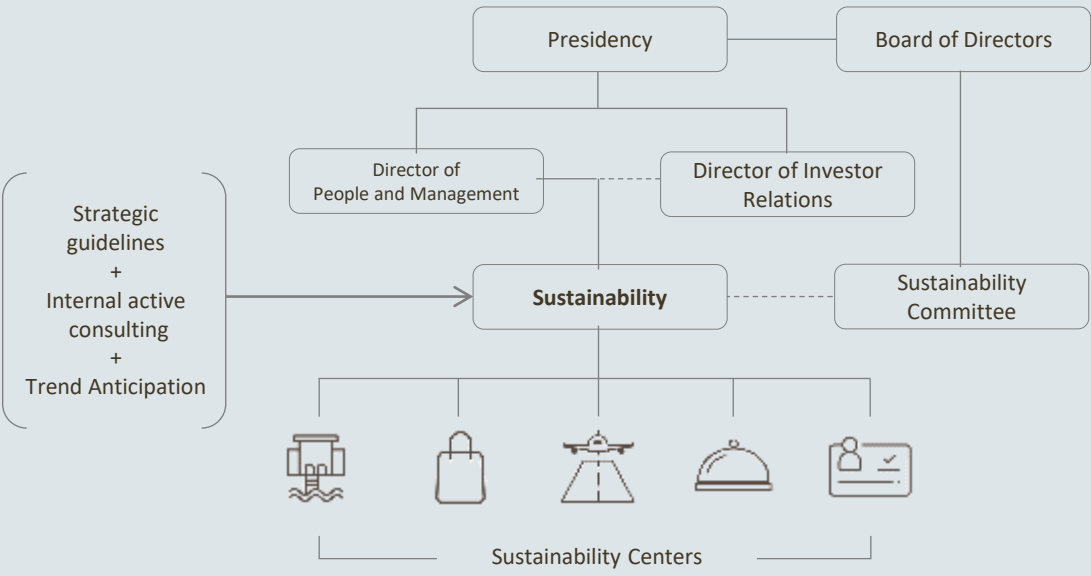
Sustainability Management

The **management** structure that oversees the sustainability agenda at JHSF is **linked to two departments that operate as corporate partnerships**: the People and Management Department, with support that ensures the integration of the topic into the Company's culture; and the Investor Relations Department, which facilitates dialogue with the financial market.

With periodic **reporting** to the **Sustainability Committee**, we ensure compliance with the

six commitments with monitoring and guidance from the Board of Directors and Statutory Boards, which actively participate and act, on a day-to-day basis, **in the journey of integrating sustainability into corporate strategy**.

Added to this integration, we have the establishment of a goal dedicated to the topic for **100% of the leaders** of all JHSF operational units. The individual objective is part of the annual performance evaluation process.



Maintain the high standard of
quality and **excellence**
of our products and services,
reducing our
environmental impact



Environmental Management

We invest in environmental management projects that **promote the prevention and mitigation of impacts**, focusing on improving processes that deal with issues related to waste, energy and water. Several efficiency initiatives are already part of the structure and routine of JHSF units, but we are in a constant search for more sustainable alternatives.

Waste



9,900 t
generation

Energy



58.9 GWh
consumption

Water



545.48 ML
consumption

Climate Change

Following recommendations from the TCFD , we **mapped out the climate risks** of all segments in which we operate and analyzed the emissions profile of our **greenhouse gas (GHG) inventory**. These steps have supported the structuring of **JHSF's Climate Strategy**, which will include adaptation and mitigation plans for the various phases and businesses that we design and operate.

In 2023, we consolidated the **reporting of 100% of scope 1 and 2 emission sources** for all activities over which we have operational control, which **totaled 7,300 tCO₂e** in the period.

Within our sectors, we highlight the real estate business, which joined several other companies in the GHG Alliance with the purpose of preparing the sector and establishing its stance on this agenda.

In the case of the **São Paulo Catarina International Executive Airport**, in addition to maintaining **compensation of GHG emissions** from its airport and air taxi operations since 2020, the latest edition of the Catarina Aviation Show also began to account for, mitigate and compensate the residual impacts of the event.

Application of TCFD Recommendations

Corporate

The **Sustainability Committee** (which advises the Board of Directors) is also responsible for **monitoring** issues related to **climate change**. The topic is managed directly by the sustainability area, which coordinates integration with other corporate departments and deploys guidelines for all of the Company's businesses.

Strategy

Currently, the climate agenda corresponds to one of the material topics that make up the corporate sustainability guidelines and, consequently, JHSF's business strategy. In this context, the specific characteristics of each business are considered to **advance practice, and the application of personalized initiatives** occurs according to the segment's representation in this agenda. For example, we have maintained compensation at São Paulo Catarina International Executive Airport since the start of its operations.

Risk Management

The mapping of **climate risks** of units and projects located in the state of São Paulo and representing all segments of JHSF's operations was carried out in an **integrated manner with the Company's Corporate Risk Management** (CRM) and is monitored and followed by governance bodies and managers in a periodic capacity.

Metrics and Targets

Each year, **GHG emissions from 100% of units with operational control are calculated**. The establishment of metrics and targets, both absolute and relative, ensures the effectiveness of mitigating actions and prepares each business in a timely manner, respecting the particularity of their activities while evaluating the contribution of actions in preventing the worsening of extreme events.

Promote a **safe, healthy, diverse, inclusive**
work environment with
continuous development
that attracts and retains the best talent



Our People

In 2023, we continued our commitment to fostering a safe, healthy, diverse and inclusive work environment, focused on the continuous development of employees. As a result of the actions carried out in this area, we achieved, for the 2nd consecutive year, the GPTW certification. Opportunities for growth and development, as well as balance between personal and professional life, were highlights of the study.



Health and safety

We have significantly improved processes in the corporate Occupational Health and Safety area. We have implemented an **internal guideline** defining the bodies responsible for applying **procedures and good practices**. The effectiveness of preventive management is measured through **internal inspections** carried out in **environments and partners** that represent a **higher level of risk**.

All business units, respecting their particularities, began to adopt commitments to prevent **occupational hazards and risks**. We have achieved considerable progress in reducing incidents through regular operation inspections. We implemented an indicator panel and improved the performance report to better monitor senior management on the topic.

At the São Paulo Catarina International Executive Airport, we have implemented the **Operational Safety Management System** (OSMS) which entails the management of the topic beyond the aviation environment. In 2023, we carried out the **Simulated Aeronautical Emergency Exercise** at the unit, an event with educational and preventive purposes, involving multiple audiences.

Mental Health

Acknowledging the importance of mental health care to **improve the quality of life** of our employees, we provide the Zenklub® **online platform**, with various services **subsidized by JHSF**. We ended 2023 with 550 active employees using the benefit.

Development and Training

Each year, we conduct an **assessment on 100% of our leaders** regarding their technical and behavioral performance according to their positions and functions. This process includes self-assessment, manager assessment and a *feedback meeting*. Variable remuneration is linked to individual performance and follows the **Internal Performance Assessment and Rewards Policy**. The results of this assessment are also reflected in the Individual Development Plan (IDP).

We ended the year with **twice as many hours of training** compared to the previous cycle. The following topics stood out: Diversity and Inclusion, Data Protection, *Compliance*, Information Security, among others.

Diversity and inclusion

To increasingly strengthen this agenda, we established a D&I Center and worked with four **Affinity Groups**, providing a safe and welcoming space for discussions about **race, gender, people with disabilities and the LGBTQIAP+ community**.

Women represented 38% of our workforce, with a rate of **47% in leadership positions** (officers, managers and coordinators).

It is essential to transform our vision into practical actions. Therefore, we released an internal e-book on the topic, seeking to educate and inspire our employees to promote equality in all aspects of their professional and personal lives.

During the year, our Diversity and Inclusion Program won the **Racial Equality Seal** granted by the São Paulo City Hall with the goal of **acknowledging and encouraging** the promotion of **ethnic-racial equality and historical reparation** for the black population, the mitigation and gradual elimination of discrimination and material equality of opportunities.

Establish relationships with
partners and **suppliers**
with **practices** and **values**
aligned with our own



Supplier Management

The **JHSF Sustainable Supply Chain Management Program** was structured based on international standards and adapted to the profile of each of the we operate in.

We have determined **internal guidelines** to evaluate issues related to **governance and ethics, human rights and the environment** in our partner and supplier selection and approval processes, considering three levels of criticality.

The prioritization of strategic partners followed a combination of the guidelines of the SASB (Sustainability Accounting Standards Board), the *Corporate Social Responsibility Risk Check*, the volume of annual expenditures and the incorporation of other risks associated with the chain considered relevant in each of our operating units.

In order to **optimize queries and expedite the analyses** of the chain, we implemented an **automated platform** for searching public documents and any disputes with different bodies. This way, we began from a solid basis to **evaluate the regulatory, environmental and social compliance** of the analyzed companies.

Governance and Ethics	Human Rights	Environment
<ul style="list-style-type: none">• Compliance with legislation• Anti-corruption• Ethical conduct• Transparency and guarantees in subcontracting• Social affairs• Products and services with sustainability attributes	<ul style="list-style-type: none">• Labor legislation• Child labor• Labor analogous to slavery or compulsory labor• Sexual exploitation• Harassment and discrimination• OHS standards• Collective bargaining• Compensation and benefits• Working hours• Diversity and inclusion• OHS Management System	<ul style="list-style-type: none">• Environmental legislation• Internal environmental guidelines• GHG inventory• Rational use of water• Energy efficiency• Emission of pollutants• Environmental and/or Quality Management System• Mitigation and compensation of GHG emissions• Waste Management

Partnerships

One of the ways we contribute to the development of suppliers is by **promoting products and services** that match the profile of our businesses and customers. Giving **visibility to small producers** and/or supporting initiatives that involve production and consumption alternatives has been a practice in some units we operate.

BRAZIL CAGE-FREE

Commitment to use and sell only eggs from cage-free hens in 100% of Fasano operations located in the state of São Paulo by 2023 and other states by 2024. The progress of this transition is available in the Indicator Directory.

LOCAL BRANDS MANIFESTO

Commitment to making efforts to promote and enhance local brands at Empório Fasano. These brands, in turn, commit to implementing good management practices related to Governance, Community, Environment, Quality and Health.



Contribute to the creation of
development and **socioeconomic**
prosperity hubs

in the communities where we operate

Relationship with Communities

JHSF's business model entails **socioeconomic development** in the regions where the company is present. As projects are launched, expanded and consolidated, we notice a significant improvement in the local economy, **an increase in family income, qualification of the workforce** and a **significant increase in tax collection**, which, in turn, is reversed into improvements for the entire surrounding population.

In the **region of the city of São Roque**, the São Paulo Catarina International Executive Airport and the Catarina Fashion Outlet play a crucial role in generating employment and bolstering tourism. In collaboration with the public authorities, these developments implement **labor qualification programs** and represent an important *cluster* with plenty of **job opportunities**, both for JHSF's own businesses and in partner spaces, as is the case with Outlet store owners.

At the **Boa Vista Complex**, located in the municipality of Porto Feliz, which includes real estate, hospitality, gastronomy and shopping centers, we recorded a highly significant **increase in tax collection**, in addition to **professionalization and job creation for the local community**, contributing to the permanence of citizens in their regions of origin.

Other **initiatives** are part of JHSF's **social activities**. In 2023, we invested BRL 700,000 in social projects that aim to strengthen relationships with the surrounding area and foster institutions **with purposes aligned with the business units**, evolving this agenda into the concept of private social investment.

Additionally, we carry out **internal campaigns** involving our employees and partners in **corporate volunteering** actions.



Develop and operate
our project and product portfolio based on
technological, sustainable
and **innovative solutions**



Sustainable Solutions

One of the **characteristics of** JHSF's development operations is the acquisition of degraded areas that, with the development of projects, are transformed into recovered landscapes, **with restored flora and fauna** and which begin to coexist with users and owners who enjoy these spaces. As part of these solutions, we highlight important **advances in sustainability certifications**.

Biodiversity

In addition to legal obligations, we entered a partnership with Associação Onçafari to study the dynamics of wild animals that use our forest areas. The scope of the study encompassed a preserved area of more than 2.2 million m² in Parque Catarina, adjacent to the São Paulo Catarina International Executive Airport and the Catarina Fashion Outlet.

The first results of this research brought important records about the diversity of species and their eating and behavioral habits.



**Redefining the concept of excellence
through a sustainable business ecosystem**

JHSF

Content and Layout

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