

# SUSTAINABILITY REPORT 2022



**JHSF**

# CONTENTS

Chairman and CEO Statements	3
<hr/>	
JHSF	4
<hr/>	
The JHSF's Sustainability Commitment	11
<hr/>	
Corporate Governance	13
<hr/>	
Human and Intellectual Capital	18
<hr/>	
Social and Relationship Capital	21
<hr/>	
Natural Capital	24
<hr/>	
Financial Capital	28
<hr/>	
About this Report	29
<hr/>	

# Chairman and CEO Statements

GRI 2-22

At JHSF, sustainability has been gradually and constantly integrated into the business strategy. It adds to this motivation – quality and excellence first, environmental, social and governance aspects present in the daily reasoning of the Company’s entire management process.

For the third consecutive year, on behalf of the Board of Directors, I am presenting the Sustainability Report 2022 containing the key achievements of this important journey.

Good reading!

**José Auriemo Neto**

Chairman

We have completed the first cycle since the release of the JHSF Strategic Sustainability Guidelines and the time has come to report to our stakeholders on the progress made, as well as how we will follow through on long-term commitments.

I wish to congratulate the engagement of the entire team, especially for the “Great Place to Work” certification and the “Sao Paulo Diversity Seal,” which indicates important advances in our sustainability journey.

I invite you to enjoy reading it!

**Thiago Alonso de Oliveira**

CEO



# JHSF

GRI 2-1, 2-6

The leader in businesses focused on high-income individuals for more than 50 years in the following segments: real estate development; hospitality and gastronomy; malls and the fashion retail; an international executive airport; and providing financial solutions.

Our team consists of 2,763 employees own and outsourced committed to bringing quality and excellence to our special customers every day.

Listed on the *Novo Mercado* segment of B3 – Brasil, Bolsa, Balcão, under ticker JHSF3, with shares that figure on various indexes such as IDIV, SMLL, IMOB, IGCX, IGC-NM and ITAG, among others.

## Objective

To surprise, inspire, transform, accomplish.

## Motivation

Quality and excellence first.

## Long-term vision

Our business is anchored in long-term relationships that create the story of our brands and drive the generation of sustainable value. We maintain family control with a professional management team. This is the model that guides our company.





# Highlights of the Year

**R\$ 2,047.2 million**

Consolidated Gross Revenue

**R\$ 1,134.7 million**

Consolidated Gross Income

**R\$ 916.4 million**

Consolidated Adjusted Ebitda

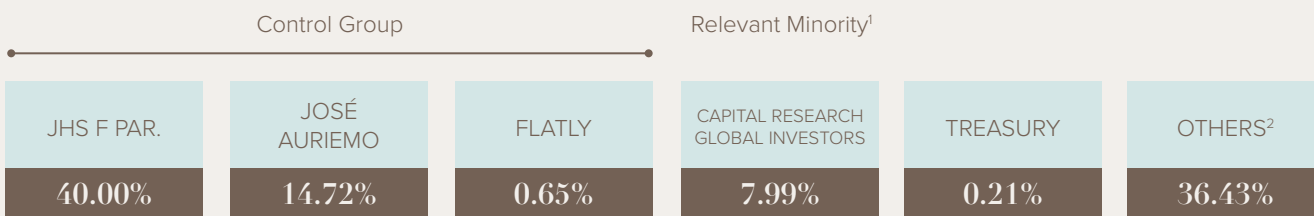
**75%**

of independent members on  
the Board

Sao Paulo Catarina International  
Executive Airport – Carbon Neutral



## Shareholder Breakdown



### JHSF PARTICIPAÇÕES S.A.

679,328,541 common shares

1. According to the classification of CVM Instruction 358, a relevant shareholder is one holding more than 5%, 10% and 15% of the company's total capital.
2. This takes into account members of the management, parties related to the company and other free float shareholders.

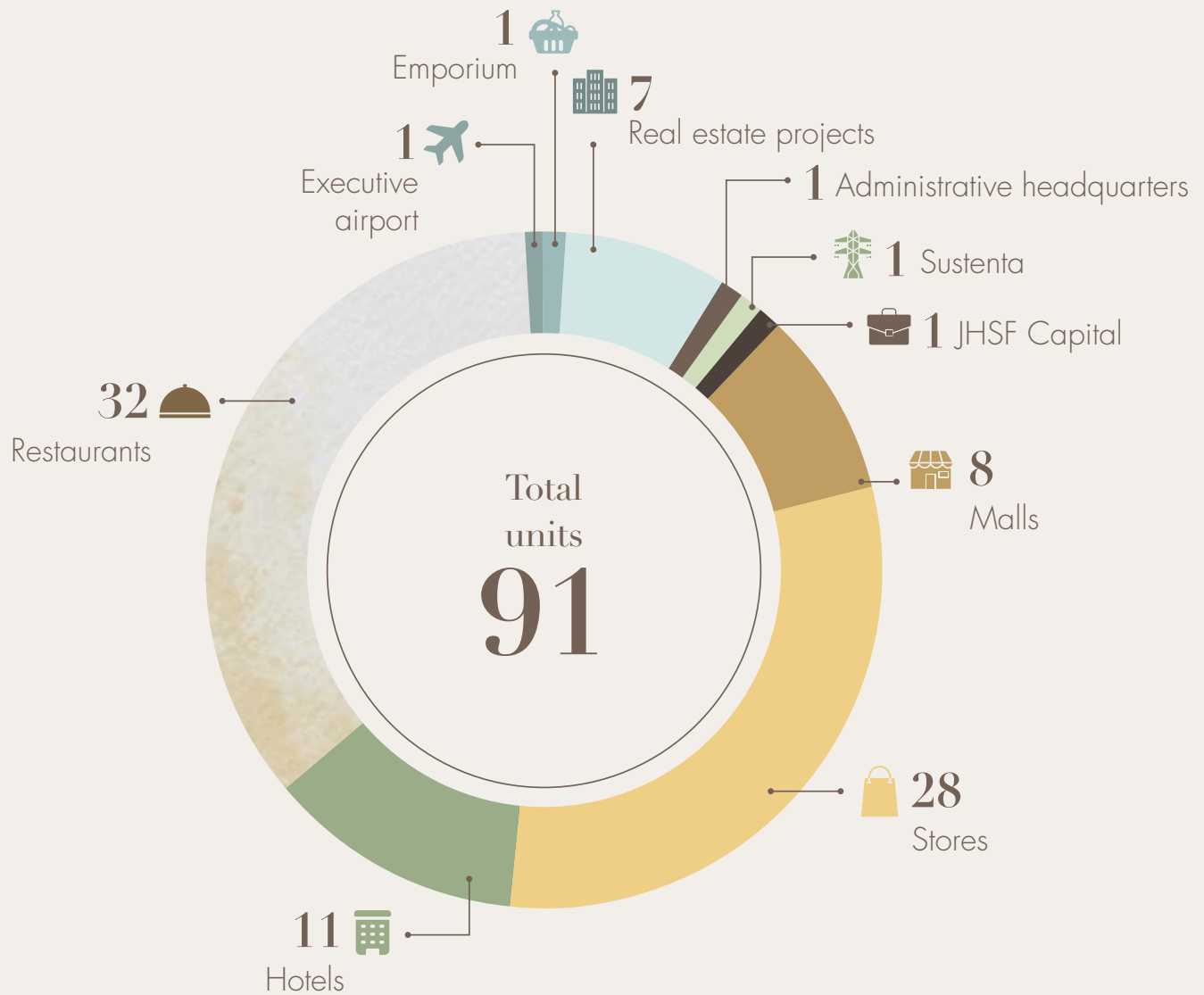
## Strategic Vision

Over the years, the Brazilian macroeconomic and political scenario has raised huge challenges. We have paid special attention to our journey within the company, continuously enhancing our processes and setting ourselves apart from the market.

In our strategy, we have adopted key pillars for the management model and soundness of the business. In addition to our culture focused on customers and on producing unique projects and products with excellent quality and sustainable profit margins and results, we pay special attention to maintain an adequate capital structure. This last point has been essential for JHSF because in our country's periods of economic and political instability, our company has managed to overcome these and produce good results.



# JHSF Business Unit



According to the International Integrated Reporting Framework proposed by the Value Reporting Foundation, we present our resources and relationships in “capital” format which, when developed together, demonstrate how we engage with the external and internal environments to create value for stakeholders.

Performance is monitored using indicators involving the topics prioritized by our stakeholders.

# Businesses Locations

## New York, USA

- Fasano Hotel New York 🏨
- Fasano Restaurant New York 🍽️
- Fasano Caffè ☕

## Miami, USA

- Fasano Hotel Miami 🏨
- Fasano Restaurant Miami 🍽️

## Manaus, AM

- Ponte Negra Mall 🛍️

## Sao Paulo, SP

- Fasano Hotel SP 🏨
- Fasano Cidade Jardim (Club + Hotel + Residences) 🏨🏠
- Emporio Fasano 🛍️
- 10 Restaurants 🍽️
- Cidade Jardim Mall 🛍️
- Jardins Shops 🛍️
- 25 fashion retail units 🛍️
- Administrative Headquarters
- Faria Lima Shops 🛍️
- Sao Paulo Surf Club 🏊
- Reserva Cidade Jardim 🏡
- Fasano Hotel Itaim 🏨
- JHSF Capital 🏢
- Sustenta Energia e Telecom 🌐

## Porto Feliz, SP

- Fazenda Boa Vista Ranch 🏡
- Boa Vista Village 🏡
- Boa Vista Estates 🏡
- Boa Vista Market 🛍️
- CJ Mares BVM (retail) 🛍️
- Boa Vista Fasano Hotel 🏨
- Boa Vista Fasano Restaurant 🍽️
- Fasano Piscina Restaurant 🍽️
- Fasano Golf I Restaurant 🍽️
- Fasano Golf II Restaurant 🍽️
- Boa Vista Village Mall 🛍️

## Punta del Este, Uruguai

- Las Piedras Fasano Hotel 🏨
- Las Piedras Fasano Restaurant 🍽️
- Punta del Este Fasano Restaurant 🍽️
- Locanda Fasano Restaurant 🍽️

## Belo Horizonte, MG

- Fasano Hotel BH 🏨
- Gero Restaurant 🍽️
- Baretto Bar 🍷
- CJ Mares (retail) 🛍️

## Salvador, BA

- Bela Vista Mall 🛍️
- Fasano Hotel Salvador 🏨
- Fasano Restaurant Salvador 🍽️

## Trancoso, BA

- Fasano Hotel Trancoso 🏨
- Fasano Restaurant Trancoso 🍽️
- Praia Fasano Restaurant 🍽️

## Rio de Janeiro, RJ

- Fasano Hotel Rio de Janeiro 🏨
- Gero Restaurant 🍽️
- Gero Panini Restaurant 🍽️
- Baretto-Londra Bar 🍷

## Angra dos Reis, RJ

- Fasano Hotel Angra dos Reis 🏨
- Fasano Restaurant Angra dos Reis 🍽️
- Praia Fasano Restaurant 🍽️
- Fasano Panetteria 🍞

## Sao Roque, SP

- International Executive Airport ✈️
- Catarina Fashion Outlet 🛍️
- Gero Panini Restaurant 🍽️
- CJ Mares CFO (retail) 🛍️

## Braganca Paulista, SP

- Farm Santa Helena 🏡



# Business Model



## Real estate projects

7 clusters



## Malls & Fashion Retail

8 malls  
28 stores



## Hospitality and Gastronomy

11 hotels  
32 restaurants  
1 emporium



## International Executive Airport

Airport with an area of  
**5.2 million m<sup>2</sup>**



## JHSF Capital

Creation and management of real estate investment funds

JHSF ID Membership (exclusive benefits program for our customers)

JHSF Labs (our digital businesses)



**CAPITALS**

**KEY IMPACTS**  
GRI 203-2

**VALUE GENERATED**

**PERFORMANCE INDICATORS**

**STAKEHOLDERS**

	<u>Manufactured</u>	<u>Natural</u>	<u>Human</u>	<u>Intellectual</u>	<u>Social and Relationship</u>	<u>Financial</u>
	<p>Infrastructure, own facilities, tools, utensils, machines, and equipment necessary for carrying out the operations.</p>	<p>Resources and environmental processes that support the organization in providing services and products, including energy, water, land, forests and biodiversity. Considers “scenic” usage.</p>	<p>Competencies, unique knowledge and skills of our own and outsourced employees supported by continuous development actions.</p>	<p>Policies, regulations, procedures and standards (internal controls), brands and technology.</p>	<p>Relationship with the stakeholders and established partnerships. Personalized customer service. Intangibles related to brand and reputation.</p>	<p>Financial resources available for producing goods and services, making investments and closing financial transactions.</p>
	<p>Development of exclusive real estate enterprises</p>	<p>GHG emissions Consumption of natural resources Generation and disposal of waste Use of renewable energy sources Change in land usage (suppression or recovery) Preserving and restoring the biodiversity</p>	<p>Generation of jobs Empowering employees, contractors and the local workforce Occupational health and safety Satisfaction of our own employees</p>	<p>Tradition and modernity Innovation and creativity</p>	<p>Customer satisfaction Well-being and quality of life Promotion of socioeconomic development Displacement of communities</p>	<p>Perpetuity of the company Efficient use of resources Shareholder returns Maintenance of the goods and services market for high income earners</p>
	<p>Unique business for special customers Fostering of local development Land valorization</p>	<p>Energy management of waste and GHG emissions “Scenic contemplation” Offsetting GHG emissions Increase or loss of biodiversity</p>	<p>Increase in family incomes Continuous learning, talent development and expansion of individual knowledge Promoting health, safety and quality of life</p>	<p>Ensuring the standard of delivery for innovative products and services of the brands</p>	<p>Generation of jobs and higher incomes in the surrounding communities Reliability and attractiveness of the brand Social aggregation or disaggregation Increase in taxes levied</p>	<p>Financial results shared with the stakeholders</p>
	<p>Landbank: <b>35.1 million m<sup>2</sup></b>  Gross Leasable Area (GLA) Malls: <b>172.1 thousand m<sup>2</sup></b>  GLA Retail: <b>71.8 thousand m<sup>2</sup></b>  Total hangar area: <b>36.3 thousand m<sup>2</sup></b>  Hospitality Units: <b>484</b>  Total seats in restaurants: <b>2,451</b></p>	<p>Waste generated: <b>38.8 thousand tons</b>  Total electricity consumed: <b>62.5 GWh</b>  Total consumption of water: <b>790,000 m<sup>3</sup></b>  GHG emissions: <b>236,000 tCO<sub>2</sub>e and (scopes 1+2+3)</b>  Partnerships for promoting biodiversity</p>	<p>Recognitions and certifications  Training hours per employee/year: <b>0.32</b>  New hires: <b>1,185</b>  Women in the organizational structure: <b>42%</b></p>	<p>Number of retail fashion brands: <b>19</b>  New services and products offered  JHSF Membership ID</p>	<p>Private Social Investment: <b>R\$ 2.6 million</b>  Total institutions considered: <b>9</b>  Total active suppliers: <b>7,704</b></p>	<p>Net operating revenue: <b>R\$ 1.9 billion</b>  Gross profit: <b>R\$ 1.1 billion</b>  Net debt: <b>R\$ 610.3 million</b></p>

Shareholders, investors, customers, communities, society, own and third party employees, suppliers, partners, opinion-makers, capital market, civil society organizations, regulatory bodies and the government.

# THE JHSF'S SUSTAINABILITY COMMITMENT

## Key Advances

Focusing on excellence and promoting a sustainable business ecosystem, we have defined our Strategic Sustainability Guidelines reflected in six commitments that seek to transform our projects into positive impact hubs that bring customers the good life also well beyond our walls.

These commitments contribute to the Agenda 2030 through the United Nations Sustainable Development Goals (SDG) and are aligned with the material topics that were defined based on the standards of the Global Reporting Initiative (GRI) – further information in the [ESG Book](#).



Commitments	Topics	SDG	Advances and Achievements
<p><b>1</b></p> <p><b>Maintain ethical and transparent relationships with all of our stakeholders and best corporate governance practices</b></p>	<p>Ethics and transparency in business</p> <hr/> <p>Corporate Governance</p>	<p>5 16</p>	<p>Board of Directors with 75% independent members</p> <p>8 advisory committees</p> <p>Presence in ESG ratings (S&amp;P and MSCI)</p>
<p><b>2</b></p> <p><b>Promote a safe, healthy, diverse and inclusive work environment with continuous development that attracts and retains the best talent</b></p>	<p>Employee health, safety, well-being and development</p> <hr/> <p>Diversity and Inclusion</p>	<p>5 8</p>	<p>GPTW certification</p> <p>Sao Paulo Diversity Seal</p> <p>Diversity and Inclusion Program</p>
<p><b>3</b></p> <p><b>Maintain the high standard of quality and excellence of our products and services, reducing our environmental impact</b></p>	<p>Environmental Management (water, waste, and energy)</p> <hr/> <p>Climate Change</p>	<p>7 12 13</p>	<p>Clean energy acquisition</p> <p>Greenhouse gases compensation (GHG) – Airport</p> <p>Electric Chargers – GHG Sector Plan</p> <p>Malls – Real Estate Development</p> <p>GHG inventory of all businesses</p>
<p><b>4</b></p> <p><b>Establish relationships with partners and suppliers whose practices and values are aligned with ours</b></p>	<p>Liability in the value chain (ESG)</p> <hr/> <p>Sustainable Inputs and Materials</p>	<p>9 12</p>	<p>Definition of ESG criteria for the supply chain</p> <p>Local Brands Manifesto</p>
<p><b>5</b></p> <p><b>Contribute to the creation of development hubs and socioeconomic prosperity in the communities where we operate</b></p>	<p>Engagement and development of the surrounding communities</p> <hr/> <p>Private Social Investment</p>	<p>8 11</p>	<p>Volunteer campaigns</p> <p>Defining the Private Social Investment (PSI) strategy</p>
<p><b>6</b></p> <p><b>Develop and operate our project and products portfolio based on innovative sustainable technology solutions</b></p>	<p>Sustainable Construction</p> <hr/> <p>Land use and impact on biodiversity</p>	<p>9 11 15</p>	<p>Smart Cities diagnostic</p> <p>Partnership with the Oncafari Association – monitoring of wild fauna and its behavior</p>

# CORPORATE GOVERNANCE

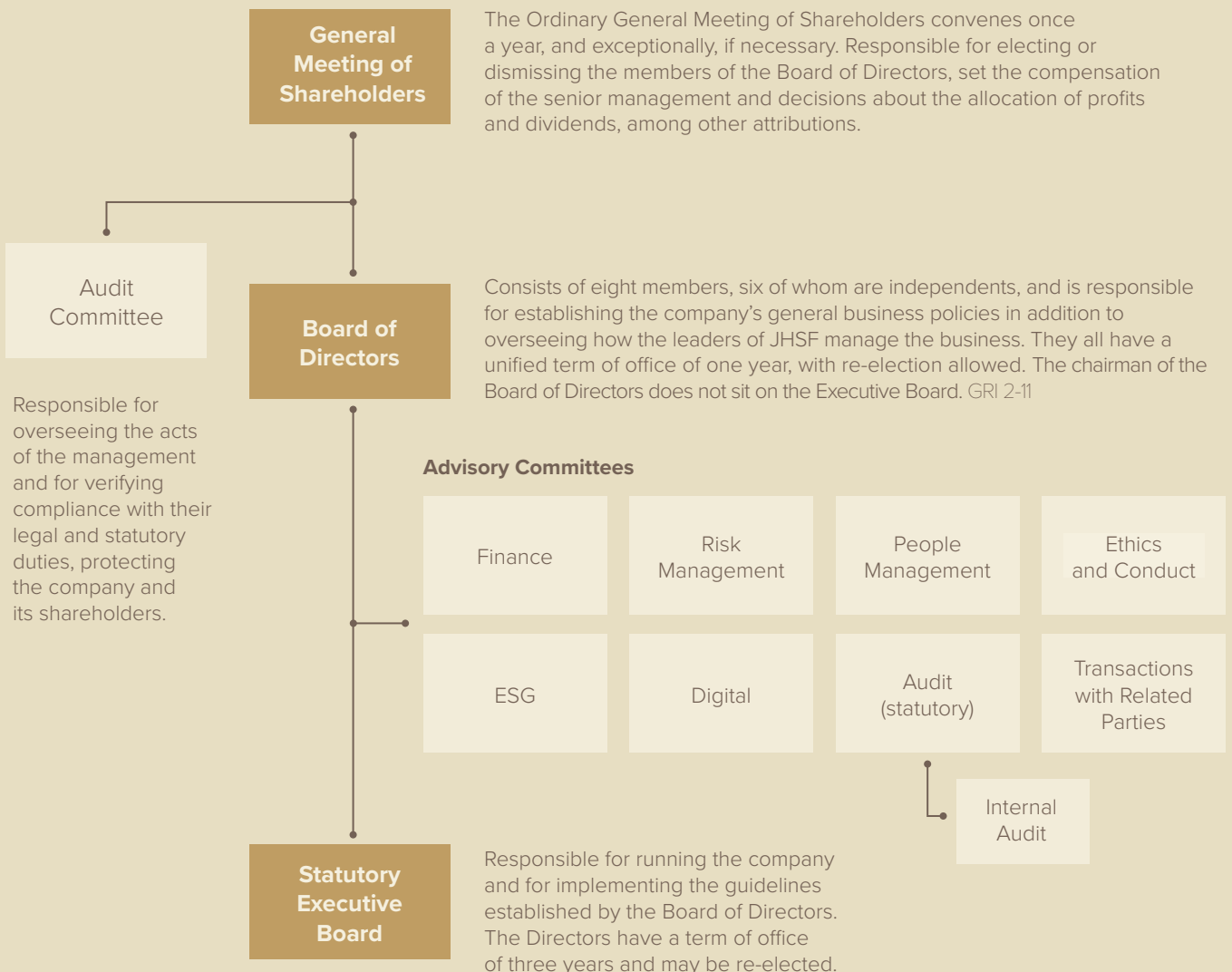
## Governance Framework

GRI 2-9

JHSF is part of the Novo Mercado segment and is present in the portfolio of ten other B3 indexes: IBRA B3, ICON B3, IDIV B3, IGC B3, IGC-NM B3, IGCT B3, IMOB B3, INDX B3, ITAG B3 and SMLL B3.

The governance model promotes an ethical and transparent relationship with all stakeholders, incorporates best market practices and has a

framework that streamlines the decision-making process, supported by a team of qualified executives, including advisors with specific expertise and extensive business experience. In its composition 75% of the members of the Board of Directors are independents, in addition to an Audit Committee and eight Advisory Committees in which all these members participate.





The composition, term of office and purview of each of our corporate governance bodies can be accessed [here](#). GRI 2-9

## ESG Committee

GRI 2-13

Coordinated by the Chairman of the Board of Directors, its main duties are to contribute to the company's sustainability strategy, monitor and analyze performance indicators, anticipate trends and guarantee the continuous improvement of the ESG processes and mechanisms of JHSF, including reviewing the annual sustainability reports and the integration of the aspects of ESG into corporate risk management.

## Corporate Policies

GRI 2-23, 2-24

The policies governing our relationship with our stakeholders are approved by the Board of Directors and their implementation is assured through structures dedicated to internal controls, internal auditing, compliance and risk management.

In addition, several internal rules, which guide how the corporate governance bodies function, are added to the **Code of Ethics and Conduct** that describes rules and principles that must be observed by all JHSF employees, managers and suppliers (read more in the Ethics and Compliance chapter).

Our internal policies and by-laws can be accessed [here](#).



## Compensation Policies

GRI 2-19, 2-20

The “Compensation Policy for Members of the Board of Directors, the Audit Committee and the Statutory Executive Board and Advisory Committees”, available [here](#), defines the criteria and guidelines for setting the compensation and benefits received by Statutory Officers, members of the Board of Directors, members of the Audit Committee and members of the Advisory Committees created by the Company. The total annual compensation of the governance bodies is fixed at the Ordinary General Meeting.

See more about compensation in our [Reference Form](#), drafted under the terms of the Brazilian Securities and Exchange Commission (CVM).

## ESG and Variable Compensation

Part of the bonuses paid to the management (officers, supervisors, managers and coordinators) of every segment of the Company’s operations is linked to the ESG aspects stipulated in the corporate sustainability strategy. Accounting for 15% of the individual objectives table, this practice has been incorporated into the annual variable compensation calculation.



# Ethics and Compliance

## Code of Ethics and Conduct

GRI 2-12, 2-26

It is the responsibility of the Board of Directors to define the Company's values and ethical principles and for ensuring that transparency prevails in relationships with all interested parties.

This relationship is guided by the **Code of Ethics and Conduct** whose compliance is verified and supported by the Ethics and Conduct Committee, which decides on any issues regarding interpretation of the document's provisions.

The Committee, which is independent and self-governing, consisting of members appointed by the Board of Directors, is also responsible for implementing, applying and monitoring our Integrity Program.

## Ethics Channel

We make available an exclusive communication channel, open to society in general, through which complaints of conduct that violates internal rules, policies and current legislation can be lodged in a secure and anonymous manner. The system is managed by an independent specialized company, thereby ensuring confidentiality and discretion. The Code of Ethics and Conduct emphasizes the protection of employees, so that there is no punishment or retaliation, as a way of encouraging whistleblowing.

Investigation of the complaints received and recommendations to the Board of Directors as to the necessary measures if the irregularities are confirmed, is the remit of the Ethics and Conduct Committee.

## How to access it

Website: [www.canalconfidencial.com.br/jhsf/](http://www.canalconfidencial.com.br/jhsf/)

Phone: 0800 377 8019 (calls in Brazil) and +55 11 2739-4449 (international calls).

## Complaints received

In 2022, no complaints were filed with our Ethics Channel regarding breaches of customer privacy.

## Compliance and Anti-corruption

We have procedures in place to prevent, detect and deal with fraud or illegal acts. We have arranged to include anti-corruption clauses in our contracts as stipulated by the Brazilian Anti-corruption Law (Law 12,846/2013).

In addition to the Code of Ethics and Conduct, the Ethics and Conduct Committee and the Ethics Channel, our **Integrity Program** also includes background checks of suppliers and service providers who may come into contact with the government; providing annual training on the topic for management and employees; and conducting internal investigations to ascertain any deviations from our policies. The effectiveness of the Integrity Program is periodically evaluated.

Another instance of JHSF that deals with the matter is the Statutory Audit Committee, which oversees the quality and integrity of the financial reports, adherence to legal, statutory and regulatory standards, and the adequacy of the processes relating to risk management and the work of the internal and independent auditors.

# Risk Management

The methodology of the Company's Risk Management and Internal Controls structure is benchmarked to the recommendations of the Committee of Sponsoring Organizations of the Treadway Commission (Coso). It reports functionally to the Risk Management Committee, which in turn evaluates all risks, subsequently validating those classified as high and critical with the Board of Directors. The Executive Board, the Statutory Audit Committee and Internal Audit are also involved in the corporate risk management process in accordance with their respective roles and responsibilities.

GRI 2-12, 2-16

The **Risk Management Policy** sets out the guidelines that enable the identification, assessment, treatment, monitoring and communication of the risks surrounding what we do.

In 2022, we improved the integration of environmental, social and governance (ESG) aspects into the Company's risk management process.

## Cyber risks

**A range of measures have been adopted by the Information Security area to prevent data from being compromised and/or having our systems invaded.**



# HUMAN AND INTELLECTUAL CAPITAL

One of our essential commitments is **to foster a safe, healthy, diverse and inclusive work environment of continuous development for all employees and which attracts and retains the best talent.** In this regard, in 2022, we enhanced the Occupational Health and Safety area, in addition to dedicating a specific structure designed to focus on a preventive management system while also investing in employee capacity building and development.

As a result, for the first time JHSF was awarded the Great Place to Work (GPTW) Seal following a climate survey carried out with its employees, leading to certification with the Paulista Diversity Seal, instituted by the government of the State of Sao Paulo as a means of encouraging public sector, private sector and civil society organizations to include the topic in their human resources management.

## Our People

**Own employees: 2,541**  
**Men: 1,546**  
**Women: 995**

**Interns: 27**  
**Apprentices: 35**

**Outsourced employees: 160**  
**Men: 88**  
**Women: 72**

**Hires in the year: 1,185**





## Diversity and Inclusion

We believe that promoting diversity and inclusion is fundamental to a welcoming and healthy environment of belonging, enhancing innovation, creativity and positively impacting the Company's results.

Our program disseminates plurality and inclusion among the employees. In 2022, women accounted for **58%** in the holding company. In leadership positions (officers, supervisors, managers and coordinators), the ratio stood at **46%**.

This year, we implemented the Diversity & Inclusion Hub, consisting of a multidisciplinary team of people committed to this agenda. We also created affinity groups for Race, Gender, People with Disabilities and LGBTQIA+ to transform our strategy into practical actions – such as the publication of an e-book on the topic for our employees.

## Training and Capacity Building

In 2022, we achieved an average of **0.32** training hours, **113%** over the previous year. Worthy of note are the following items:

- Standard operating procedures;
- Behavioral skills, linked to the Company's culture;
- Diversity and inclusion;
- Code of Ethics and Conduct;
- The Brazilian General Data Protection Law (local acronym, LGPD);
- Leadership, negotiation and resilience.



## Continuous Development

GRI 404-2

We conduct annual appraisals of directors and managers covering technical and behavioral performances. The results are broken down into both variable compensation and an Individual Development Plan (IDP) for professionals who fall into the high-performance quadrant. In 2022, **25** IDPs were completed, resulting in an MBA course subsidized by the company, as well as internal mentoring for departmental heads. In 2023, JHSF's strategy is to extend the talent pipeline down to the senior analyst level.

All professionals undergo an annual performance appraisal involving the competencies expected for the job and function. Each cycle consists of a self-assessment, an assessment by their manager and a feedback meeting. Individual performance is reflected in each employee's variable compensation as provided for in the Company's **Internal Performance Appraisal and Awards Policy**.

## Occupational Health and Safety

We have restructured the occupational health and safety activities to ensure that all business units, with due regard for their specificities, abide by the same level of commitment in the process of preventing topic-related hazards and risks.

We have made significant progress in mitigating incidents and accidents by conducting periodic inspections of our business operations. We have created a dashboard and have improved the reporting process for monitoring by senior management. We have also moved forward in structuring policies that will support the Integrated Management System, with implementation now underway.

In 2022, in the post-Covid-19 pandemic scenario, JHSF bolstered mental health aspects. We hired a specialized company to assist in employee monitoring, and we now subsidize medical appointments and therapies to effectively contribute to improving quality of life.



# SOCIAL AND RELATIONSHIP CAPITAL

## Customer Focus

At JHSF, the customer is the reason and link that brings all our businesses together. We take an open and active approach to understand what the customer is looking for and we adjust the projects over time based on the view of these stakeholders. Their satisfaction, through the relationships we build, guarantees our perennialism.

In order to afford differentiated experiences, we combine tradition and modernity, and we offer innovative solutions that value quality and excellence in first place.

Our teams come from a wide background of experiences and ideas, which allows us to offer unique products and services to special customers.



# Supplier Management

We partner with a broad supply chain to meet the different demands and needs of the business. Underpinning this relationship is the sharing of the guidelines and requirements of our Code of Ethics and Conduct and Integrity Policy.

In 2022, we moved forward with structuring a Management Program to strengthen the performance of JHSF as an agent of transformation in this chain. Throughout the year, we identified the risks and opportunities of the most representative sectors for each segment of the Company's operations. We also defined sustainable procurement guidelines aligned with already existing policies and regulations, developed an automated supplier assessment platform based on environmental, social and governance criteria, and we initiated a pilot project with the supply chain serving the hospitality and gastronomy sectors.

Based on the results, we will gradually apply the same dynamics across the rest of JHSF's businesses in order to meet the commitment to **establish relationships with partners and suppliers with practices and values aligned to ours.**

During the period, the total number of active suppliers amounted to **7,704**, considering our five segments of operation.

## Local Brand Manifesto

**We are committed to making efforts to promote and enhance local brands at Emporium Fasano. These brands, in turn, undertake to implement good management practices related to Governance, Communities, the Environment, Quality and Healthfulness.**

**To read the manifesto, go [here](#).**



# Relationships with Communities

GRI 203-2

In 2022, we invested around **R\$ 2.6 million** that resulted in value generation not only for the Company and its clients, but also for society, by creating direct and indirect jobs, collecting taxes, incentives for professional training, sponsorship of social actions in the areas surrounding our projects and by channeling resources to hospitals and housing in the neighborhoods and municipalities where we have operations.

By generating shared value, we seek to obtain economic returns for everyone involved, enabling increased local activity and affording residents new job opportunities.

The development of real estate, hospitality and gastronomy businesses, malls and fashion retail stores in Porto Feliz, represented by the Boa Vista Complex (Fazenda Boa Vista Ranch, Boa Vista Village and Boa Vista Estates), Hotel Fasano Boa Vista and Boa Vista Market, with their range

of stores, is one of the examples that afford countless gains in the regions where we operate. The JHSF and Fasano brands have made their mark as the major companies established in the city, making a significant contribution to local tax while building the capacity of the local work force and generating new jobs, in addition to contributing to the recycling of financial resources among local traders.

In the Sao Roque region, the Sao Paulo Catarina International Executive Airport and the Catarina Fashion Outlet work alongside the local government to develop labor qualification programs. Together, in joint efforts with retailers and partners, they offer the local community countless job opportunities. The nature of the businesses also contributes to increased foot traffic, leading to higher circulation of resources, either through higher tax or by promoting local tourism.





# NATURAL CAPITAL

## Environmental Management

GRI 302-5

We have boosted our trajectory by maintaining our high standard of product and service quality, invariably associated with our strategies for mitigating environmental impact and events caused by climate change. Adopting cutting-edge technology solutions is part of our environmental stewardship so that we can increasingly contribute to this agenda.

In 2022, we generated **38,800 tons** of waste, of which **2.5%** were earmarked for energy reuse or recycling. Water consumption was **1.3 trillion** liters, with **130.5 million** liters of effluents discarded.

We promote conscientious energy consumption by adopting a series of actions in our projects, such as:

- Automated equipment usage – especially air conditioning in malls;
- Adoption of architectural materials and solutions that promote energy efficiency;
- Use of heat pumps for heating water in hotel rooms and kitchens;
- Renovation of lighting equipment; and
- Installation of meters for greater control and energy efficiency.



At the Sao Paulo Catarina International Executive Airport, all tow trucks, passenger transport buggies and GPUs (Ground Power Units, i.e. equipment that provide power to aircraft when they are on the ground) are electric. This contributes to reduced fossil fuel consumption.

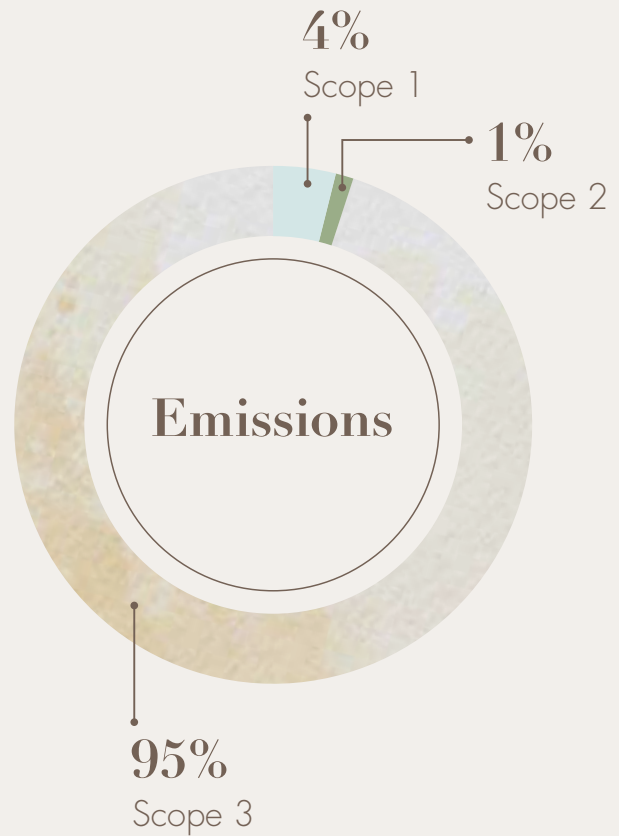
## Climate Change

We calculate greenhouse gas (GHG) emissions from our operations based on the methodology of the Brazilian Program GHG Protocol. We have automated the entire process of data collection, calculations and updates of the emission factors, striving to meet the accounting and preparation principles provided for in the program mentioned above.

In 2022, we concluded the identification and monitoring of direct and indirect sources of all segments of the Company's operations. We have also made significant progress in mapping climate change risks and opportunities, following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), for assets and operations located in the state of Sao Paulo and which represent all of our businesses.

GRI 201-2

In the year, emissions totaled **236,000 tCO<sub>2</sub>e**. During the period, we made efforts to report all scope 1 and 2 emission sources for all activities over which we hold operational control.



## Real Estate Business Inventory Enhancement

In 2022, JHSF joined the Alliance for the Reduction of Greenhouse Gases in the Real Estate Construction and Development Sector – an initiative fostered by the Brazilian Association of Real Estate Developers (Abrainc), the Union of Residential and Commercial Real Estate Purchasing, Sale, Lease and Administration Companies of Sao Paulo (Secovi-SP) and the Civil Construction Union of the State of Sao Paulo (SindusCon-SP).

The aim is to comply with the provisions of Federal Decree 11,075/2022, in addition to raising awareness, guiding and fostering the sector on the path to a low-carbon economy. The sector plan is expected to be submitted to the Federal Government in 2023.

## Offsetting Emissions

Since 2020, the Sao Paulo Catarina International Executive Airport has neutralized the GHG emissions from its airport and air taxi operations. In 2022, we offset **1,069 tCO<sub>2</sub>e** by acquiring carbon credits certified to international standards.

Certificates are available [here](#).





## Biodiversity

GRI 304-2

Our portfolio of innovative solutions includes sustainable buildings, liability for land use and biodiversity conservation. An example of this is the partnership with the Oncafari Association dedicated to preserving biodiversity in several Brazilian biomes, with the emphasis on protecting large mammals.

We currently look after more than **2.2 million m<sup>2</sup>** of environmental preservation areas, taking into account our business, and a further **2.7 million m<sup>2</sup>** of the Catarina Park forest reserve – areas adjacent to the Sao Paulo Catarina International Executive Airport and Catarina Fashion Outlet.

We constantly monitor the fauna and flora in order to improve recovery actions, either by stabilizing the areas and/or using environmental enrichment. Monitoring the Sao Paulo Catarina International Executive Airport's operations also helps to manage the risk of collisions with animals.

### Partners in Preservation

**JHSF and the Oncafari Association have partnered to enhance and expand fauna monitoring in the Company's own green areas located just outside the Sao Paulo Catarina International Executive Airport and the Catarina Fashion Outlet. Based on the results of these surveys, scheduled for 2023, behavioral studies are going to be performed for the purpose of contributing to the conservation of local biodiversity.**



# FINANCIAL CAPITAL

In 2022, a highlight was the conclusion of successful capital market funding, with demand surpassing the initial offer, which amounted to BRL 1.35 billion between debentures and certificates of real estate receivables (CRIs).

Part of the proceeds were used to refinance and improve the Company's debt profile, with the average maturity rising from 5.3 years in December 2021 to 6.2 years in the same period of 2022.

The full financial statements of JHSF are available on our [IR website](#).

## Real estate projects

- Purchase of **5.7 million m<sup>2</sup>** of land in Braganca Paulista (SP) for the development of the Santa Helena project, to be launched in 2023.
- Initial marketing of memberships of the Sao Paulo Surf Club, located 800 meters from the Cidade Jardim Mall, in Sao Paulo city.

- Launch of a new phase at Boa Vista Village, the SurfSide Residences, consisting of layouts ranging from **140 m<sup>2</sup> to 630 m<sup>2</sup>**, in addition to a variety of leisure options.

## Malls, Fashion Retail and Digital

- Progress of the Cidade Jardim Mall and the Catarina Fashion Outlet expansions, scheduled for delivery in 2023, and the start of construction of the Faria Lima Shops and the Boa Vista Village Mall.

## Hospitality and Gastronomy

- Opening of the Fasano NY restaurant, located on Park Avenue, in New York (USA).

## Airport

- Second capacity expansion completed, with the addition of three new hangars, increasing total capacity to eight.
- Construction of four new hangars and a taxiway has begun and will be completed in 2023.





# ABOUT THIS REPORT

For the third consecutive year, we are publishing our Sustainability Report. This edition includes operational highlights and results of JHSF's business from January 1<sup>st</sup> to December 31<sup>st</sup>, 2022.

GRI 2-2, 2-3

This report was prepared in accordance with the Global Reporting Initiative (GRI) standards – 2021 version, and incorporates elements of the International Integrated Reporting Framework proposed by the Value Reporting Foundation.

The breakdown of the materiality process, as well as the indicators that support each material topic, are presented in the **ESG book** containing the GRI Content Summary.

For questions and/or suggestions contact us at the email: [sustentabilidade@jhsf.com.br](mailto:sustentabilidade@jhsf.com.br).

GRI 2-3

**Content and DTP:**

Sustainability JHSF, the ESG Committee  
and Walk4Good

**Photos:**

JHSF Collection

**Redefining the  
excellence concept for  
a sustainable business  
ecosystem**



# ESG BOOK 2022

**JHSF**

# CONTENTS

About this Book	3
Materiality	3
Ethics and Transparency in Business	5
Corporate Governance	7
Health, Safety, Wellness and Employee Development	9
Diversity and Inclusion	12
Environmental Management	13
Climate Change	20
ESG in Relationships with Partners and Suppliers	21
Sustainable Materials and Inputs	23
Engaging and Developing Surrounding Communities	23
Private Social Investment (PSI)	24
Sustainable Construction	26
Land Use and Impact on Biodiversity	26
GRI Content Summary	28

## ABOUT THIS BOOK

Committed to transparency, for the third year in a row, we are publishing the Sustainability Report in which we present the Company’s main results. This edition, referring to the fiscal year between January 1<sup>st</sup> and December 31<sup>st</sup>, 2022 shows advances in the manner of reporting, such as this Indicator Notebook which complements the Sustainability Report (available [here](#)) and measures the evolution of our sustainability commitments.

The metrics and standard of this material abide by the most current version of the Global Reporting Initiative Standards (GRI 2021). The data were collated internally and submitted for evaluation by the senior management. This accountability is classified as GRI according to the GRI 2021 Standards.

## MATERIALITY GRI 3-1, 3-2, 2-14

The priority themes were identified from a broad materiality process initiated in 2021, which served as the basis for defining the six sustainability commitments – which are the compass for how we conduct all our businesses and the manner in which we relate to our stakeholders. A robust strategy drives us to meet these commitments validated by senior management and which have been disclosed at internal (Leaders’ Meeting) and external (Investor Day) events, as well as in quarterly results releases.

In 2022, we strengthened the analysis of significant economic, environmental and social impacts of our activities. The objective was to revisit priority topics based on the most current version of the Global Reporting Initiative Standards (GRI 2021). The work included the evaluation of internal documents, sector studies and ESG rating criteria, as well as benchmarking best market practices.

As a result, positive and negative impacts were identified, as well as the respective stakeholders involved. These impacts were prioritized in accordance with their significance (magnitude x probability of occurrence), and those that topped the prioritization list were selected. These impacts were grouped into the attendant topics initially identified. The reviews undertaken were limited to nomenclature and definition of scopes.

Previous materiality	2022 Materiality
Business Ethics and Transparency	Business Ethics and Transparency
Corporate Governance	Corporate Governance
Health, safety, well-being and development of the employees	Health, safety, well-being and development of the employees
Diversity and Inclusion	Diversity and Inclusion
Water use management and waste management	Environmental Management <sup>1</sup>
Energy efficiency and climate change	Climate Change <sup>1</sup>
ESG in partner and supplier relationships	ESG in partner and supplier relationships
Sustainable inputs and materials	Sustainable inputs and materials
Engaging with and developing the surrounding communities	Engaging with and developing the surrounding communities
Private Social Investment (PSI)	Private Social Investment (PSI)
Sustainable construction	Sustainable construction
Land use and impact on biodiversity	Land use and impact on biodiversity

1. Revised Nomenclature.

**Priority Topics** GRI 3-2, 3-3

Topic	Scope	Related Disclosures	Related SDGs
<b>Ethics and transparency in business</b>	Ensuring ethical conduct in all relationships established, emphasizing respect for human rights and fighting corruption. Transparency of the impacts and performance of the business for all stakeholders.	GRI 205 Anti-corruption GRI 207 Taxes GRI 418 Customer privacy	5 16
<b>Corporate governance</b>	Ensuring high standards of corporate governance, such as compliance with laws and regulations, internal policies, standards and controls. Deal with risk management, especially regulatory and cyber risks.	GRI 415 Public policies	
<b>Employee health, safety, well-being and development</b>	Managing worker health and safety, which includes actions in support of quality of life and accident prevention measures. Employee development, through trainings, capacity building and management programs.	GRI 401 Employment GRI 402 Labor relations GRI 403 Health and Safety at work GRI 404 Training and education	5 8
<b>Diversity and inclusion</b>	Promoting equal opportunities at all levels of the organization, affording a more diverse and inclusive environment.	GRI 405 Diversity and equal opportunities GRI 406 Non-discrimination	
<b>Environmental management</b>	Care in the use of natural resources (water, energy and other inputs), via responsible management, where the circular economy takes primacy, seeking to reduce consumption and the appropriate treatment and disposal of effluents and waste. Expanding the use of renewable energy and fuel sources.	GRI 302 Energy GRI 303 Water and effluents GRI 306 Waste	7 12 13
<b>Climate change</b>	Develop processes with low (direct and indirect) greenhouse gas emissions. Deal with internal and external climate change-related risks.	GRI 305 Emissions	
<b>ESG in relationships with partners and suppliers</b>	Ensuring compliance with labor and environmental law in the supply chain, encouraging the adoption of sustainable practices and ensuring respect for human rights. Searching for sustainable inputs and material from suppliers and commercial partners.	GRI 204 Purchasing practices GRI 308 Supplier environmental assessment GRI 407 Freedom of association and collective bargaining GRI 408 Child labor GRI 409 Forced or compulsory labor GRI 410 Safety practices GRI 414 Supplier social assessment	9 12
<b>Sustainable inputs and materials</b>	Seeking out sustainable inputs and materials from suppliers and business partners.	GRI 301: Materials	



<b>Engagement and development of the communities in the surrounding areas</b>	Dialogue with the surrounding community to identify and reduce any externalities. Generation of direct and indirect jobs, and tax collection.	GRI 202 Market presence GRI 411 Rights of indigenous peoples GRI 413 Local communities	8 11
<b>Private Social investment</b>	Voluntary, planned and monitored contributions to public interest initiatives that promote social and environmental progress and contribute to sustainable development.	GRI 201 Economic performance	
<b>Sustainable construction</b>	Construction of new developments and/or adaptation of existing ones with reduction of negative impacts and increased positive impacts in environmental, social and economic terms.	GRI Indirect economic impacts	9 11
<b>Land use and impact on biodiversity</b>	Careful land use in business, as well as the positive and negative impact on biodiversity.	GRI 304 Biodiversity	15

## **BUSINESS ETHICS AND TRANSPARENCY**

### **Compliance Mechanisms** GRI 2-26, 205-3, 406-1, 418-1

We registered 41 complaints in the Company’s Ethics Channel in 2022. There were no complaints related to violation of the Brazilian General Data Protection Law (LGPD) and discrimination. There was one report of corruption, one considered groundless and 40 related to other matters. All cases were appropriately handled and resolved within the reporting period.

### **Compliance with laws and regulations** GRI 2-27

In 2022, there were no significant cases of non-compliance with laws and regulations against the Company.

### **Operations assessed for corruption-related risks** GRI 205-1

In fiscal year 2022, the Company assessed 100% of service providers possibly doing business with government entities, with no cases involving corruption detected under the terms of the Anti-Corruption Law.

### **Communication and training in anti-corruption policies and procedures** GRI 205-2

The Company’s Integrity Program consists of the following mechanisms and procedures, which were established based on a risk matrix designed to adapt the Integrity Program to the profile and risks identified in its business and activities: (i) adoption of the Code of Ethics and Conduct, available to and binding on all employees; (ii) creation of the Ethics and Conduct Committee; (iii) background check procedures for suppliers and service providers; (iv) setting up the Company’s Ethics Channel, operated by an independent provider, intended for the confidential, secure and, if so desired, anonymous reporting of conduct that violates the Company’s Code of Ethics and Conduct, its ethical principles and/or current legislation, as well as for submitting questions or reporting omissions; (v) conducting periodic training with employees on integrity practices; and compliance; and (vi) conducting internal investigations to look into suspected violations of Company policies.

JHSF periodically evaluates the effectiveness of its Integrity Program. All employees sign the Code of Ethics and Conduct, and participation in compliance training is mandatory.

Members of the governance bodies <sup>1</sup>	Total notified	Percentage notified	Total trained	Percentage trained
<b>Board of Directors</b>	8	100	1	12.5
<b>Audit Board</b>	3	100	0	0.0
<b>Statutory Executive Board</b>	6	100	6	100

1. Because the trainings took place remotely, the information will not be presented by region.

Employees, itemized by functional category <sup>1</sup>	Total reported	Percentage reported	Total trained <sup>2</sup>	Percentage trained <sup>3</sup>
<b>Non-statutory Board</b>	27	100	25	92.6
<b>Management</b>	117	100	NA	NA
<b>Line Managers/coordination</b>	110	100	NA	NA
<b>Technicians and Supervisors</b>	99	100	NA	NA
<b>Administration</b>	540	100	NA	NA
<b>Operations</b>	1,696	100	NA	NA

1. Because the trainings took place remotely, the information will not be presented by region.

2. Data not available: NA

3. Parameter not applicable: NA

## Taxation approach GRI 207-1

JHSF seeks to comply with the letter and spirit of the law on all tax matters through vigilant monitoring to capture and abide by the tenets of the law. Tax planning goes hand-in-hand with its business activities, to the detriment of the strict legality of the rules in force in its jurisdiction, as well as reflecting its financial commitments to the tax authorities.

The company’s tax strategy is prepared by the Executive Board, approved and monitored by the Audit Board and the Finance Committee.

The material tax issues are presented in the Financial Statements and in the Reference Form.

## Tax governance, control and risk management GRI 207-2

The executive level structure responsible for complying with the tax strategy consists of officers from Controller’s department, Senior Legal Counsel and Tax Planning.

The approach to tax has been incorporated into the processes, projects, programs, training and guidelines for key employees about how to integrate taxation, business and sustainability strategies. JHSF also takes part in initiatives and associations whose aim is to develop best practices for fiscal content reporting while educating stakeholders on tax issues.

The fiscal risks are associated with tax practices that could trigger some negative impact on the organization’s objectives or cause financial and/or reputational damage.

The company always achieves the lowest possible degree of risk on tax issues, given its reputation and credibility with shareholders and customers.

The governance and fiscal control structure is monitored, tested and supported through internal processes and controls, such as the Internal Audit unit responsible for periodic analyses that include this subject matter.

In 2022, there were no complaints that neither resulted in fiscal content reports or the need for a footnote to the report, declaration or assurance opinion on our Ethics Channel.

We would also like to highlight the Audit Board which, complying with the legal and statutory provisions, examines the financial statements and the respective accompanying notes pertaining to each business year.

## **Stakeholder engagement and management of concerns related to tax** GRI 207-3

The approach to our relations with the tax authorities involves effective participation in cooperative agreements under the prevailing tax legislation, effective internal and external auditing, the search for authorization for the more relevant transactions and, lastly, across-the-board mapping of tax risks.

# **CORPORATE GOVERNANCE**

## **Nominating and selecting the highest governance body** GRI 2-10

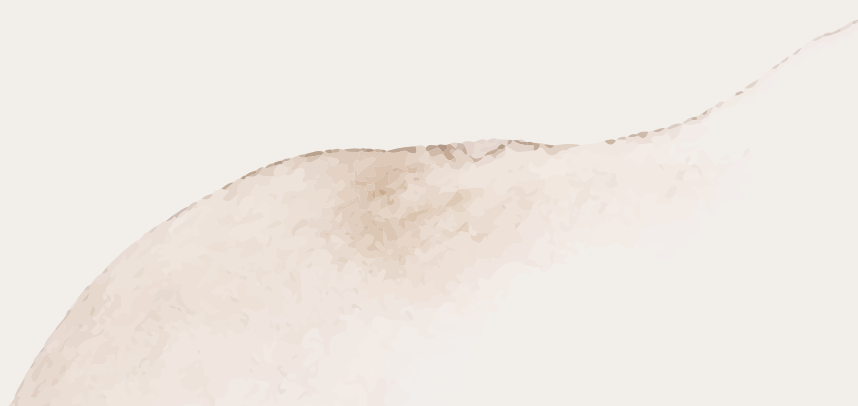
Directors are elected according to Brazilian Company Law (Law 6,404/76), and the nomination criteria abide by the “Policy on Nominating Members of the Board of Directors, the Statutory Executive Board and the Committees”. We wish to point out that one of the criteria for nominating board members is the diversity of knowledge, experience, conduct, cultural aspects, age group and gender. Further details [here](#).

## **Conflicts of interest** GRI 2-15

Besides the situations provided for in the prevailing legislation, the processes available to the Board of Directors for ensuring that conflicts of interest are prevented, mitigated and disclosed to the interested parties are described in the company’s bylaws and in the Policy on Transactions with Related Parties available [here](#).

## **Collective knowledge of the highest governance body** GRI 2-17

The knowledge of the Board of Directors regarding aspects related to sustainable development is developed and fostered by the ESG Committee in accordance with the duties stipulated in its Internal Rules and Regulations, available [here](#).



## Performance appraisal of the highest governance body GRI 2-18

As defined in our Compensation Policy, we evaluate the performance of the Board of Directors (BD) and its advisory committees as collegiate bodies, as well as that of the Chairman of the Board and the directors. The appraisal process is defined by the Chairman of the Board and may be carried out internally or by hiring a specialized company. The methods employed may include self-appraisals, cross appraisals between the directors or one-on-one interviews.

## Proportion of total annual compensation GRI 2-21

Compensation information can be found on the [Reference Form](#).

## Processes for redressing adverse impacts GRI 2-25

The key mechanism for receiving complaints is the Ethics Channel, open to society in general. The Ethics and Conduct Committee is responsible for investigating reports received and for recommending to the Board of Directors the necessary arrangements in the event irregularities have occurred.

The company periodically reviews its integrity program so that it is effective and encourages stakeholders to file complaints and/or claims in order to continually enhance the program.

We should point out that the negative and positive aspects were mapped in the process that defines the company's material topics and that when we describe the management processes and the initiatives involving each of these topics, we are accounting for how we address those impacts.

## Membership associations GRI 2-28

We participate in the main associations representing the segments in which we operate. They include:

- [ABRAINIC](#) (Brazilian Association of Real Estate Developers)
- [ABRASCE](#) (Brazilian Association of Malls)
- [APAS](#) (Paulista Association of Supermarkets)
- [IDV](#) (Institute for Retail Sector Development)
- [ABIH](#) (Brazilian Hotel Industry Association)
- Jardins District Storeowners Association
- Fazenda Boa Vista Ranch Residents Association

## Approach to stakeholder engagement GRI 2-29

Our key stakeholders are business partners, customers, shareholders, creditors, employees, outsourced companies, local communities, and government bodies, among others.

We engage in active and periodic communication with shareholders and creditors about the company's activities and any updates, using clear and inclusive language. In more structured events like Investor Day, we do satisfaction surveys to identify opportunities for improvement.

At the Leaders Event, which has taken place annually since 2019, we present the key results, and we highlight the challenges facing each JHSF business unit. We have strengthened our culture and have reached out to the employees of every segment where we operate, reaffirming our determination to put quality and excellence first.

We also have a [Blog](#) of the Catarina development that functions as a permanent dialogue channel with the municipalities of Sao Roque, Mairinque and surrounding region.

Our social networks are available on several platforms and function as a communication tool, with continuous monitoring to attend to our stakeholders. The institutional profiles are shown below:

Instagram: [@jhsfinstitucional](#)

Facebook: [JHSF Institucional](#)

LinkedIn: [JHSF](#)

Several operating units also have communication programs with the community within the scope of the environmental permit process.

### Political Contributions GRI 415-1

There were no political contributions in 2022. As stated in the JHSF Code of Ethics and Conduct, management and employees are prohibited from making donations on behalf of JHSF to political parties or candidates running for public office.

## EMPLOYEE HEALTH, SAFETY, WELL-BEING AND DEVELOPMENT

### Collective negotiation agreements GRI 2-30

100% of the employees hired under Brazilian labor law are covered by conventions or collective bargaining agreements.

### New hires and employee turnover GRI 401-1

Employees	Total Employees hired	Hiring rate	Total Employees dismissed	Turnover Rate
<b>By age group</b>				
Under 30	619	0.24	432	0.20
From 30 to 50	515	0.20	493	0.19
Over 50	51	0.02	69	0.05
<b>By region</b>				
Northeast	30	0.01	39	0.03
North	33	0.01	33	0.04
Southeast	1,122	0.43	922	0.79
<b>By gender</b>				
Women	539	0.21	440	0.38
Men	646	0.25	554	0.46

## Benefits offered to full-time employees that are not offered to temporary or part-time employees GRI 401-2

Full-time, temporary or part-time employees enjoy the same benefits, namely, life insurance, health care, parental leave and meal vouchers.

## Minimum notice periods regarding operational changes GRI 402-1

In the case of scheduled operational changes, JHSF adopts an advanced notice period of four weeks.

Access to all collective agreements or conventions is available to the employees, and the company abides by and complies with them in accordance with the timeframes stipulated in the clauses.

## Occupational Health and Safety GRI 403-1, 403-2, 403-9

JHSF is in the process of installing an integrated management system that provides for drawing up specific policies and procedures with due regard for the characteristics and profiles of each segment where the company operates. All legal requisites in the municipal, state and federal spheres were collated using an automated, dynamic system that periodically updates and evaluates the applicability of new requirements.

Part of this process contemplates the enhancement and expansion of the measures for controlling the risks identified.

## Occupational health services GRI 403-3

All health services (exams, health plans, mental health programs, among others) which the company offers its employees abide by the Brazilian General Data Protection Law – LGPD.

## Worker participation, consultation and communication on occupational health and safety GRI 403-4

The company has an active internal communication channel that includes sending newsletters via e-mail and the JHSF Portal – a channel for exclusive use by employees containing internal policies, key events, achievements, notices and other relevant topics for the business and its users.

There are plans, within the scope the installation of the integrated management system, to create hubs with direct employee participation, in addition to identifying and training multipliers of the topic within the business units where each one works.

It is worth pointing out that currently the business units hold periodic get-togethers to integrate processes and people. On these occasions there is always a space dedicated to dealing with the topic of OHS, alerts about risks and improvements, in addition to sharing results and progress, including the work done by the CIPAs (Internal Accident Prevention Commissions).

## Worker training on occupational health and safety GRI 403-5

Specific training is given in the case of activities like working at height (Standard NR35) and in contact with electricity (Standard NR 10).



**Promotion of worker health** GRI 403-6

In addition to the periodic exams to assess whether the employee is suitable or not for the job, we offer all our employees a healthcare plan. We also encourage healthy habits and periodic checkups through internal campaigns alerting them about physical and mental illnesses (Yellow September, Pink October and Blue November Azul, among others). We offer a supplementary complete mental health program with qualified, multidisciplinary professionals and affordable services (partially subsidized by JHSF) and available to 100% of our employees.

**Prevention and mitigation of occupational health and safety impacts directly linked by business relationships** GRI 403-7

To prevent or mitigate significant impacts on occupational health and safety, inspections are carried out to analyze possible risks to employees. In case of irregularities, the unit manager is notified to make the appropriate adaptation.

**Workers covered by an occupational health and safety management system** GRI 403-8

The integrated management system is in the process of being implemented and will cover our own and outsourced employees. Currently, all employees are covered by the prevailing practices.

**Work-related ill health** GRI 403-10

In 2022, there were no cases of work-related illnesses subject to mandatory notification.

**Training and education** GRI 404-1, 404-3

Employees	Average hours training per employee	Percentage of employees with performance appraisals
<b>By functional category</b>		
Officers	0.36	46
Managers	0.30	54
Line managers/coordinators	0.29	61
Technicians/supervisors	0.35	00
Admin staff	0.31	75
Operations staff	0.32	12
<b>By gender</b>		
Men	0.31	10
Women	0.32	23

# DIVERSITY AND INCLUSION

## Employees GRI 2-7

Employees	Total permanent employees <sup>1</sup>	Total full-time employees	Total part-time employees
<b>By gender</b>			
Women	995	945	50
Men	1,546	1,448	98
<b>Total</b>	<b>2,541</b>	<b>2,393</b>	<b>148</b>
<b>By region<sup>2</sup></b>			
Northeast	153	137	16
North	88	46	42
Southeast	2,300	2,210	90
<b>Total</b>	<b>2,541</b>	<b>2,393</b>	<b>148</b>

1. There are no employees with temporary work contracts.

2. The company does not operate in the Center-west and Southern regions.

## Workers who are not employees GRI 2-8

Hired	Total hired
Apprentices	35
Interns	27
Outsourced	160
<b>Total</b>	<b>222</b>

## Diversity of governance bodies and employees GRI 405-1

Executives and employees	By gender		By age group			By ethnicity		
	Men	Women	< 30 years	30 to 50 years	> 50 years	Black people	Asian	Indigenous people
Board of Directors	7	2	0	2	7	0	0	0
Audit Board	3	0	0	0	3	0	0	0
Audit Committee	2	0	0	0	2	0	0	0
Officers	21	6	0	16	11	3	0	0
Managers	44	73	6	98	13	25	0	1
Line managers/coordinators	47	63	25	80	5	28	1	0
Technicians/supervisors	81	18	20	60	19	51	0	0
Admin staff	163	328	265	208	18	171	5	1
Operational staff	1,178	505	578	875	230	971	16	1

## Ratio of basic wage and compensation received by women to those received by men GRI 405-2

By functional category	Basic Salary	Compensation
<b>Board of Directors</b>	1.42	0.62
<b>Audit Board</b>	1.58	0.90
<b>Audit Committee</b>	0.83	1.01
<b>Officers</b>	1.40	0.87
<b>Managers</b>	1.21	0.70
<b>Line managers/coordinators</b>	1.12	0.90

## ENVIRONMENTAL MANAGEMENT

### Energy consumption within the organization (Gigajoules - GJ)<sup>1</sup> GRI 302-1

Areas of operation	Non-renewable fuels consumed	Renewable fuels consumed	Electricity	Total
Malls	420,397.75	14.68	199,142.01	619,544.44
Fashion Retail	0	0	2,937.47	2,397.47
Airport	12,720,878.56	0	3,490.30	12,724,368.86
Hospitality	718,208.90	0	14,721.80	732,930.70
Gastronomy	26,188.08	40.33	5,761.48	31,989.89
Real estate projects	10,049.12	0	964.80	11,013.92
Corporate office	0	0	914.87	914.87
<b>Total</b>	<b>13,895,722.41</b>	<b>55.01</b>	<b>227,932.95</b>	<b>14,123,160.15</b>

1. Conversion factor: National Energy Balance Sheet 2022: Base year 2021 / Energy Research Company – EPE, 2022. There were no energy sales in 2022.

### Energy consumption outside of the organization (Gigajoules - GJ) GRI 302-2

Category	Consumption
Trips to business units	1,204,875.11
Upstream transport and distribution	70,621,429.80
Downstream transport and distribution	253,365,654.42
<b>Total</b>	<b>325,191,959.33</b>

## Energy intensity GRI 302-3

Areas of operation	Energy consumption within the organization (Gigajoules - GJ)	Denominator: gross revenue (R\$)	Intensity rate
Malls	619,544.44	232,172,395.73	0.00267
Fashion Retail	2,397.47	157,906,115.05	0.00002
Airport	12,724,368.86	96,717,479.87	0.13156
Hospitality and Gastronomy	764,920.59	368,415,103.78	0.00208
Real estate projects	10,049.12	1,192,029,390.03	0.00001

1. Only the consolidated denominator is available for Hospitality and Gastronomy.

## Reductions in energy requirements of products and services (Gigajoules - GJ)<sup>1</sup>

GRI 302-5

Area of operation	Reductions in energy requirements
Malls	199,142.01
Fashion Retail	2,937.47
Airport	3,490.30
Hospitality	14,721.80
Gastronomy	5,761.70
Real estate projects	964.80
Corporate office	914.87
<b>Total</b>	<b>227,932.95</b>

1. The data were obtained based on energy purchases acquired from renewable sources and taking 2021 as the base year. The data, originally in kWh, were converted using the 2022 National Energy Balance Sheet factor: Base year 2021 / Energy Research Company – EPE, 2022.

## Interactions with water as a shared resource GRI 303-1

The business units of JHSF are supplied with water from properly regulated artesian wells, local utility companies, reuse water and tankers (for specific and emergency cases where the wells are not working, or the public mains network is out of commission).

Water consumption is controlled using hydrometers, and the readings are periodically monitored by the project maintenance teams.

Most of the business units employ consumption reduction measures, such as automated taps, toilets and urinals equipped with dual flush systems, pressure-regulated shower units and rainwater catchment.

## Management of water discharge-related impacts GRI 303-2

Several JHSF business units treat and dispose of their effluents using their own effluent treatment stations (ETS) or hiring third-party specialized companies.

In the case of units with their own ETEs, the effluents are treated according to the prevailing environmental standards and returned to the water courses in the required conditions; for locations that outsource the service, the grease traps are periodically cleaned, and the effluents disposed of in an ecologically appropriate manner. The aim of both methods is to not affect the soil, surface or underground water, as well as protecting the health of our employees and customers.

It is worth pointing out that the Sao Paulo Catarina International Executive Airport has an effluent management plan (EMP) that complies with ANVISA regulations. The plan applies to effluents produced in the airport and by aircraft, and provides for proper disposal, cleaning and disinfection of the facilities and equipment used.

## Water withdrawal (Megaliters - ML)<sup>1</sup> GRI 303-3

Total water	Malls	Fashion Retail	Airport	Hospitality	Gastronomy	Real estate projects	Corporate office	Total
Surface	0.07	0.00	0.27	0.00	0.00	0.00	0.00	0.34
Underground	232.90	3.08	12.67	16.52	3.08	0.00	0.00	268.25
Mains	75.73	0.00	0.00	0.00	0.00	0.00	0.00	75.73
Third-party	43.02	0.33	0.00	35.09	454.44	1.56	17.13	551.57
<b>Total</b>	<b>351.71</b>	<b>3.41</b>	<b>12.94</b>	<b>51.61</b>	<b>457.52</b>	<b>1.56</b>	<b>17.13</b>	<b>895.88</b>

1. All water withdrawn is fresh water. There is still no information about catchment in areas of drought stress. There is an extensive on-going study of the water vulnerabilities of the developments located in the state of de Sao Paulo, which account for all the segments in which the company operates. This study will be completed during 2023 and the results will be disclosed during the next reporting cycle. The company does not draw sea water, in other words, this is not applicable.

## Water discharge (Megaliters - ML)<sup>1</sup> GRI 303-4

Total water	Malls	Fashion Retail	Airport	Hospitality	Gastronomy	Real estate projects	Corporate office	Total
Surface	39.63	NA	0.00	0.00	6.04	0.00	0.00	45.66
Underground	0.00	NA	-	-	8.01	-	0.00	8.01
Third-party <sup>4</sup>	20.07	NA	0.00	0.00	0.00	0.00	-	20.07
<b>Total</b>	<b>59.70</b>	<b>NA</b>	<b>0.00</b>	<b>0.00</b>	<b>14.05</b>	<b>0.00</b>	<b>-</b>	<b>73.75</b>

1. All discharged water is fresh water. There is still no information about catchment in areas of drought stress. There is an extensive on-going study of the water vulnerabilities of the developments located in the state of de Sao Paulo, which account for all the segments in which the company operates. This study will be completed during 2023 and the results will be disclosed during the next reporting cycle. 2. In the case of the fashion retail segment, water discharge is included in the water the Malls discharge. 3. For segments that discharge into underground water courses, the process will be enhanced to disclose data during the next cycles. 4. For segments that discharge into surface water courses via utility companies, the volume discharged was not informed on the water bill, for which reason it was considered zero.

## Water consumption (Megaliters - ML)<sup>1</sup> GRI 303-5

Areas of Operation	Total water consumption
Malls	292.01
Fashion Retail	0.33
Airport	12.94
Hospitality	51.61
Gastronomy	443.57
Real estate projects	1.56
Corporate office	17.13
<b>Total</b>	<b>819.15</b>

1. All water withdrawn is fresh water. There is still no information about catchment in areas of drought stress. There is an extensive on-going study of the water vulnerabilities of the developments located in the state of de Sao Paulo, which account for all the segments in which the company operates. This study will be completed during 2023 and the results will be disclosed during the next reporting cycle.

## Waste generation and significant waste-related impacts GRI 306-1

The main waste categories generated by the operations of JHSF, and their respective disposal methods are:

Type of waste	Disposal
Organic	Landfills, co-processing and composting
Recyclable	Cooperatives and recycling industries
Civil construction waste	Recycling and inert product landfills
Infectious (applicable to the airport and first aid posts in malls)	Incineration and autoclaving
Scrap	Landfills and co-processing

The JHSF units have appropriate and signposted space for correctly packaging each type of waste, while some units press and weigh it on the premises, facilitating the disposal process. In addition, the units have solid waste management plans (local acronym, PGRS) to guarantee environmental good standing on the issues of segregation, packaging, storage, transport and final disposal.



**Management of significant waste-related impacts** GRI 306-2

Waste is monitored by outsourced companies responsible for installing the appropriate disposal infrastructure, training of clean-up teams, separation, weighing, transport and proper disposal of each type of waste. Waste generation inventories are also drawn up, containing fundamental analyses for setting targets and taking strategic decisions.

JHSF takes several measures to reduce waste generation or to improve the final disposal, such as substituting disposable items with returnable ones, on-site composting, with distribution of the compost to the employees, collection of cooking oil, batteries, wet cells and light bulbs and operational team training, among others.

**Waste generated (tons)** GRI 306-3

Segment of operation	Hazardous waste	Non-hazardous waste	Total weight of waste generated
Malls	0.00	3,791.16	3,791.16
Fashion Retail	NA	NA	NA
Airport	15.49	18.24	33.73
Hospitality	-	-	-
Gastronomy	-	-	-
Real estate projects	0.00	34,786.00	34,786.00
Corporate office	2.60	139.63	142.23
<b>Total</b>	<b>18.09</b>	<b>38,735.03</b>	<b>38,753.12</b>



**Waste diverted from disposal (tons)** GRI 306-4

Segments of operation	Hazardous waste	Non-hazardous waste	Total weight
<b>Malls</b>	<b>0.00</b>	<b>967.81</b>	<b>967.81</b>
Preparation for reuse	0.00	0.00	0.00
Recycling	0.00	967.81	967.81
Other recovery operations	0.00	0.00	0.00
<b>Fashion Retail</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Preparation for reuse	NA	NA	NA
Recycling	NA	NA	NA
Other recovery operations	NA	NA	NA
<b>Airport</b>	<b>-</b>	<b>6.84</b>	<b>6.84</b>
Preparation for reuse	0.00	0.00	0.00
Recycling	0.00	6.84	6.84
Other recovery operations	0.00	0.00	0.00
<b>Hospitality</b>	<b>-</b>	<b>-</b>	<b>-</b>
Preparation for reuse	-	-	-
Recycling	-	-	-
Other recovery operations	-	-	-
<b>Gastronomy</b>	<b>-</b>	<b>-</b>	<b>-</b>
Preparation for reuse	-	-	-
Recycling	-	-	-
Other recovery operations	-	-	-
<b>Real estate projects</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Preparation for reuse	0.00	0.00	0.00
Recycling	0.00	0.00	0.00
Other recovery operations	0.00	0.00	0.00
<b>Corporate office</b>	<b>0.00</b>	<b>61.47</b>	<b>61.47</b>
Preparation for reuse	0.00	0.00	0.00
Recycling	0.00	18.18	18.18
Other recovery operations	0.00	43.29	43.29
<b>Total</b>	<b>0.00</b>	<b>1,036.12</b>	<b>1,036.12</b>

**Waste directed to disposal (tons)** GRI 306-5

Segments of operation	Hazardous waste	Non-hazardous waste	Total weight
<b>Malls</b>	<b>0.00</b>	<b>2,823.35</b>	<b>2,823.35</b>
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00
Landfills	0.00	2,307.73	2,307.73
Other disposal operations	0.00	515.62	515.62
<b>Fashion Retail</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Incineration (with energy recovery)	NA	NA	NA
Incineration (without energy recovery)	NA	NA	NA
Landfills	NA	NA	NA
Other disposal operations	NA	NA	NA
<b>Airport</b>	<b>15.49</b>	<b>11.40</b>	<b>26.89</b>
Incineration (with energy recovery)	11.11	0.00	11.11
Incineration (without energy recovery)	0.00	0.00	0.00
Landfills	0.00	11.40	11.40
Other disposal operations	4.38	0.00	4.38
<b>Hospitality</b>	<b>-</b>	<b>-</b>	<b>-</b>
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfills	-	-	-
Other disposal operations	-	-	-
<b>Gastronomy</b>	<b>-</b>	<b>-</b>	<b>-</b>
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfills	-	-	-
Other disposal operations	-	-	-
<b>Real estate projects</b>	<b>0.00</b>	<b>34,786.00</b>	<b>34,786.00</b>
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00
Landfills	0.00	34,786.00	34,786.00
Other disposal operations	0.00	0.00	0.00
<b>Corporate office</b>	<b>2.60</b>	<b>78.16</b>	<b>80.76</b>
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	2.60	0.00	2.60
Landfills	0.00	78.16	78.16
Other disposal operations	0.00	0.00	0.00
<b>Total</b>	<b>18.09</b>	<b>37,698.91</b>	<b>37,717.00</b>

# CLIMATE CHANGE

## Greenhouse gas (GHG) emissions, (tCO<sub>2</sub>e<sup>1</sup>) GRI 305-1, 305-2, 305-3

Segment of Operation	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)
Malls	4,385.15	2,351.07	2,981.11
Fashion Retail	0.00	34.61	146,985.66
Airport	1,027.55	41.52	18,711.90
Hospitality	392.80	174.26	13.40
Gastronomy	2,143.29	68.45	55,163.00
Real estate projects	970.75	33.47	538.86
Corporate office	1.28	10.75	10.90
<b>Total</b>	<b>8,920.83</b>	<b>2,714.11</b>	<b>224,404.83</b>

## Biogenic emissions (tCO<sub>2</sub>e<sup>1</sup>) GRI 305-1, 305-3

Scope	Emissions
Scope 1	153.50
Scope 2	1,378.73
<b>Total</b>	<b>1,532.23</b>

## Emissions of ozone-depleting substances (ODS) GRI 305-6

No emissions of ozone-depleting substances were identified.



## GHG emissions intensity GRI 305-4

Malls	
GHG emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	6,736.22
Intensity of the emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	0.00003
Denominator: gross revenue, in R\$	232,172,395.73
Fashion Retail	
GHG emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	34.61
Intensity of the emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	0.00000
Denominator: gross revenue, in R\$	157,906,115.05
Airport	
GHG emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	1,069.07
Intensity of the emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	0.00001
Denominator: gross revenue, in R\$	96,717,479.87
Hospitality and Gastronomy <sup>1</sup>	
GHG emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	2,778.80
Intensity of the emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	0.00003
Denominator: gross revenue, in R\$	368,415,103.78
Real estate projects	
GHG emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	1,004.22
Intensity of the emissions (Scopes 1 and 2), in tCO <sub>2</sub> e	0.00000
Denominator: gross revenue, in R\$	1,192,029,390.03

1. Only the consolidated denominator is available for Hospitality and Gastronomy.

## ESG IN RELATIONSHIPS WITH PARTNERS AND SUPPLIERS

### Proportion of spending on local suppliers GRI 204-1

#### Gastronomy

- Gastronomy and beverages (F&B): 17%
- Indirect (other non-F&B inputs): 21%

#### Hospitality

- Gastronomy and beverages (F&B): 37%
- Indirect (other non-F&B inputs): 5%

#### Geographical definition of local used by the organization and important operational units

The volume consists of small suppliers that provide personalized products as well as specific and/or cottage industry production methods and are located close to our hospitality and gastronomy units.



### Real estate development

Approximately 60% of the suppliers to our inland building sites are local, with 90% the proportion for Sao Paulo building sites.

#### Geographical definition of location or locale used by the organization and important operational

- Inland building sites: regions around the municipalities of Porto Feliz and Braganca Paulista
- Sao Paulo building sites: metropolitan region of Sao Paulo

### Supplier socioenvironmental assessment GRI 308-1, 308-2, 414-1, 414-2

During 2022, we put together processes and strengthened how JHSF operates as a transformative agent in the supply chain of every segment where the company operates. We mapped the key sector risks and opportunities of the partners of each of our business units.

We drew up and implemented an on-line platform to help us in supplier assessments, based on public data within the legal, fiscal, environmental and social scopes. Our supply chain management program was applied and tested in the Hospitality and Gastronomy segment and should be extended to the other business units in the next cycle. Worthy of mention among the criteria analyzed are the extensive consultations with environmental bodies within the different spheres (municipal, state and federal), as well as verifications on the Transparency Portal, the Ministry of Labor, and the National Justice Council, among others.

As part of the consistent and relevant structuring of this program, impact assessment was developed based on a benchmarking process and specific methodology reviews, including the CSR Risk Check, which affords an important outlook on certain sectors of the economy and their production chains. This tool is based on the UN Guiding Principles on Business and Human Rights and on the Guidelines of the OECD (the Organization for Economic Cooperation and Development). In a supplementary manner, the SASB (Sustainability Accounting Standards Board) standards were used as a reference for identifying subsets of environmental, social and governance issues of each key sector of our supply chain. The outcome of this phase enabled us to obtain impact matrixes of those segments (representatives of group A of our ABC curve), and which in the next cycle will move on to the monitoring, validation and development phase, which is quite relevant for guaranteeing the sustainability of the company and that of its partners and suppliers.

### Decent work GRI 407-1, 408-1, 409-1

In 2022, we did not identify any operation and/or supplier in which the right to freedom of union association and collective bargaining could have been at risk; or that there was significant risk of cases of child and forced or compulsory labor.

Furthermore, the supplier assessment platform consults public data bases in order to mitigate this type of register on our active base.

### Security personnel trained in human rights policies and procedures GRI 410-1

We count on the support of an outsourced company for real estate security activities, which includes periodic training sessions for the teams.

### Cases of violation of the rights of indigenous peoples GRI 411-1

There are no cases of violations of the rights of the indigenous peoples in the track record of JHSF developments.

### Operations with significant (actual and potential) negative impacts on local communities GRI 413-2

#### Sao Paulo Catarina International Executive Airport

State	Actual negative impacts	Potential negative impacts
Sao Paulo	There has been no evidence of any actual negative impact on the surrounding communities, and monitoring of aircraft noise shows no evidence of a breach of the rules, not exceeding 65 dB in the region of the surrounding communities	Aircraft noise

## SUSTAINABLE INPUTS AND MATERIALS GRI 301-1, 301-2, 301-3

The inclusion of sustainability criteria in product procurement is provided for in the ESG Strategy of JHSF and should evolve in a gradual and steady manner. Worthy of note is the use of various sustainable materials in the hospitality and gastronomy segment, such as promoting local brands at Emporio Fasano ([manifest available here](#)).

## ENGAGEMENT AND DEVELOPMENT OF THE SURROUNDING COMMUNITIES

### Ratio of the lowest salary to the local minimum salary, by gender (%) GRI 202-1

Ratio of the lowest salary to the local minimum salary, by gender (%)	Men	Women
Workers under contract	0.89	1.00
Apprentices	0.50	0.50
Interns	0.83	0.83

## **Proportion of senior management hired from the local community**

GRI 202-2

The corporate head office of JHSF is located in Sao Paulo city, the location of origin of all members of the company's senior management.

## **Social impact** GRI 203-1, 413-1

We support social initiatives on an annual basis. In 2022, we earmarked R\$ 2.6 million of our own funds.

In the field of healthcare, we support the group that maintains the children's and adolescents' cancer hospital (GRAACC). In education, we support the Ayrton Senna Institute that works nationwide, and, through the Santander project, we support vocational education courses in Ibimirim (PE).

In turn, support for the Gerando Falcoes project involves the institution engaging directly with the community around the Cidade Jardim complex under the Network Expansion Project.

We would also point out the infrastructure work on the airport, involving construction of three new operational hangars and the beginning of the construction of the taxiway, an investment of R\$ 78 million that mobilizes human resources and boosts the economy.

# **PRIVATE SOCIAL INVESTMENT**

## **Obligations of the defined benefits plan and other retirement plans**

GRI 201-3

JHSF makes monthly employee social security contributions to the National Social Security Institute (INSS) responsible for payment of pensions and other benefits to Brazilian workers. (Law No. 8,213, dated July 24, 1991).

## **Financial assistance received from the government** GRI 201-4

In 2002, JHSF did not obtain or receive any financial support by way of tax benefits and credits, subsidies, grants-in-aid for investment and other types of concessions during the period covered in this report.

**Direct economic value generated and distributed (in R\$)** GRI 201-1

<b>Revenue</b>	<b>2,181,629</b>
Operating revenue	2,031,721
Other revenues	41,404
Variance in fair value of investment properties	111,943
Estimated variance in doubtful credits	(3,439)
<b>Inputs</b>	<b>(938,627)</b>
Operating costs	(641,783)
Materials, third-party services and others	(296,844)
<b>Gross added value</b>	<b>1,243,002</b>
<b>Retentions</b>	<b>(60,511)</b>
Depreciation and amortization	(60,511)
<b>Net Value Added</b>	<b>1,182,491</b>
<b>Added value received via transfers</b>	<b>208,928</b>
Financial income	206,276
Equity income	2,652
<b>Added value to be distributed</b>	<b>1,391,419</b>
<b>Distribution of value added</b>	<b>1,391,419</b>
Personnel and payroll charges	256,344
Direct compensation	220,152
Benefits	26,194
Employee Dismissal Fund (FGTS)	9,998
Taxes, rates and contributions	187,675
Federal	131,164
State	37,950
Municipal	18,561
Remuneration of third-party capital	315,305
Interest	263,338
Leases	51,967
Remuneration of own capital	632,094
Minimum mandatory dividends	146,986
Retained earnings (losses to be absorbed)	471,903
Minority interest	13,205
	<b>1,391,419</b>

## SUSTAINABLE CONSTRUCTION GRI 203-1

Sustainable construction principles and practices, as well as being aware of cleaner technologies, are aspects built into the company’s medium-term sustainability strategy. We have conducted several diagnostics, from the inception of our projects, and have created a series of innovative alternatives, primarily in the real estate development segment, while at the same time encouraging our partners to look for options with reduced environmental and social impacts.

We should also point out the investments in regions where we establish our developments and the manner in which we associate real estate development with local progress, whether through tax levies, direct and indirect job offers, or even urban regeneration.

## LAND USE AND IMPACT ON BIODIVERSITY

### Operating units owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value located outside environmentally protected areas GRI 304-1

<b>Airport: SPAEC</b>	
i. Geographical location (geographical coordinates)	<b>23° 25' 37"S / 047° 09' 57"W</b>
ii. Surface and underground areas that may be owned, leased or managed by the organization	<b>Owned surface area</b>
iii. Position in relation to the protected area (within the area, adjacent to it or covering part of the protected area) or areas of high biodiversity value located outside protected areas	<b>Located outside protected areas</b>
iv. Type of operation (office, manufacturing/production or extractive operations)	<b>Airport operations</b>
v. Size of the operational unit in km <sup>2</sup>	<b>2.84715157</b>
vi. Biodiversity value characterized by the attribute of the protected or high biodiversity value area located outside the protected area (terrestrial, fresh water or marine ecosystem)	<b>Terrestrial ecosystem</b>
vii. Value for biodiversity characterized in accordance with a protected status list (like the IUCN System of Categories of Protected Area Management under the Ramsar Convention, of domestic legislation)	<b>Not available</b>
<b>Real Estate Development: Boa Vista Estates</b>	
i. Geographical location (geographical coordinates)	<b>237901.40 m E 7420095.60 m S</b>
ii. Surface and underground areas that may be owned, leased or managed by the organization	<b>Owned surface area</b>
iii. Position in relation to the protected area (within the area, adjacent to it or covering part of the protected area) or areas of high biodiversity value located outside protected areas	<b>Within the area</b>
iv. Type of operation (office, manufacturing/production or extractive operations)	<b>Real estate development sites</b>
v. Size of the operational unit in km <sup>2</sup>	<b>6.0 km<sup>2</sup></b>
vi. Biodiversity value characterized by the attribute of the protected or high biodiversity value area located outside the protected area (terrestrial, fresh water or marine ecosystem)	<b>Terrestrial</b>
vii. Value for biodiversity characterized in accordance with a protected status list (like the IUCN System of Categories of Protected Area Management under the Ramsar Convention, of domestic legislation)	<b>Not available</b>

<b>Real Estate Development: Boa Vista Village</b>	
i. Geographical location (geographical coordinates)	<b>240288.51 m E 7413274.04 m S</b>
ii. Surface and underground areas that may be owned, leased or managed by the organization	<b>Owned surface area</b>
iii. Position in relation to the protected area (within the area, adjacent to it or covering part of the protected area) or areas of high biodiversity value located outside protected areas	<b>Within the area</b>
Type of operation (office, manufacturing/production or extractive operations)	<b>Real estate development sites</b>
v. Size of the operational unit in km <sup>2</sup>	<b>3.04773861 km<sup>2</sup></b>
vi. Biodiversity value characterized by the attribute of the protected or high biodiversity value area located outside the protected area (terrestrial, fresh water or marine ecosystem)	<b>Terrestrial</b>
vii. Value for biodiversity characterized in accordance with a protected status list (like the IUCN System of Categories of Protected Area Management under the Ramsar Convention, of domestic legislation)	<b>Not available</b>

<b>Real Estate Development: Fazenda Boa Vista Ranch</b>	
i. Geographical location (geographical coordinates)	<b>238070.97 m E 7414349.12 m S</b>
ii. Surface and underground areas that may be owned, leased or managed by the organization	<b>Owned surface area</b>
iii. Position in relation to the protected area (within the area, adjacent to it or covering part of the protected area) or areas of high biodiversity value located outside protected areas	<b>Within the area</b>
Type of operation (office, manufacturing/production or extractive operations)	<b>Real estate development sites</b>
v. Size of the operational unit in km <sup>2</sup>	<b>11.639 km<sup>2</sup></b>
vi. Biodiversity value characterized by the attribute of the protected or high biodiversity value area located outside the protected area (terrestrial, fresh water or marine ecosystem)	<b>Terrestrial</b>
vii. Value for biodiversity characterized in accordance with a protected status list (like the IUCN System of Categories of Protected Area Management under the Ramsar Convention, of domestic legislation)	<b>Not available</b>

<b>Catarina Fashion Outlet</b>	
i. Geographical location (geographical coordinates)	<b>23.41990 m E 47.16304 m S</b>
ii. Surface and underground areas that may be owned, leased or managed by the organization	<b>Owned underground area</b>
iii. Position in relation to the protected area (within the area, adjacent to it or covering part of the protected area) or areas of high biodiversity value located outside protected areas	<b>Within the area</b>
Type of operation (office, manufacturing/production or extractive operations)	<b>Mall</b>
v. Size of the operational unit in km <sup>2</sup>	<b>0.049 km<sup>2</sup></b>
vi. Biodiversity value characterized by the attribute of the protected or high biodiversity value area located outside the protected area (terrestrial, fresh water or marine ecosystem)	<b>Fresh water</b>
vii. Value for biodiversity characterized in accordance with a protected status list (like the IUCN System of Categories of Protected Area Management under the Ramsar Convention, of domestic legislation)	<b>Not available</b>



# GRI CONTENT SUMMARY

<b>Declaration of use</b>	JHSF has submitted a report as per the GRI standards for the period from January 1 <sup>st</sup> to December 31 <sup>st</sup> 2022.
<b>GRI 1</b>	GRI 101: Foundation 2021
<b>GRI Sector Standard applicable</b>	None

SR = Sustainability Report 2022; Schedule = ESG Schedule1 2022 Indicator Notebook

GRI Standard	Contents	Response	Omission		
			Requisite omitted	Motive	Explanation
<b>General disclosures</b>					
GRI 2: General disclosures 2021	2-1 Organizational details	SR page 4			
	2-2 Entities included in the organization’s sustainability reporting	SR page 29			
	2-3 Reporting period, frequency and contact point	SR page 29			
	2-14 Restatements of information	None.			
	2-5 External assurance	None.			
	2-6 Activities, value chain and other business relationships	SR page 4			
	2-7 Employees	Book, page 12			
	2-8 Workers who are not employees	Book, page 12			
	2-9 Governance structure and composition	SR pages 13 and 14			
	2-10 Nomination and selection of the highest governance body	Book, page 7			
	2-11 Chair of the highest governance body	SR page 13			
	2-12 Role of the highest governance body in overseeing the management of impacts	SR pages 16 and 17			
	2-13 Delegation of responsibility for managing impacts	SR page 14			
	2-14 Role of the highest governance body in sustainability reporting	Book, page 3			
	2.15. Conflicts of interest	Book, page 7			
	2-16 Communication of critical concerns	SR page 17			
	2-17 Collective knowledge of the highest governance body	Book, page 7			
	2-18 Evaluation of the performance of the highest governance body	Book, page 8			
	2-19 Remuneration policies	SR page 15			

GRI 2: General disclosures 2021	2-20 Process to determine remuneration	SR page 15
	2-21 Annual total compensation ratio	Book, page 8
	2-22 Statement of sustainable development strategy	SR page 3
	2-23 Policy commitments	SR page 14
	2-24 Embedding policy commitments	SR page 14
	2-25 Processes to remediate negative impacts	Book, page 8
	2-26 Mechanisms for seeking advice and raising concerns	SR page 16 Schedule, page 5
	2-27 Compliance with laws and regulations	Book, page 5
	2-28 Membership associations	Book, page 8
	2-29 Approach to stakeholder engagement	Book, page 8
2-30 Collective bargaining agreements	Book, page 9	

**Material Topics**

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Book, page 3
	3-2 List of material topics	Book, pages 3 and 4

**Ethics and transparency in business dealings**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Book, page 5
	205-2 Communication and training about anti-corruption policies and procedures	Book, page 5
	205-3: Confirmed incidents of corruption and actions taken	Book, page 5
GRI 207: Tax 2019	207-1 Approach to tax	Book, page 6
	207-2 Tax governance, control and risk management	Book, page 6
	207-3 Stakeholder engagement and management of concerns related to tax	Book, page 7
	207-4 Country-by-country reporting	207-4

GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Book, page 5
--------------------------------	--	--------------

**Corporate Governance**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 415: Public Policy 2016	415-1 Political contributions	Book, page 9

**Employee Health, Safety, Well-being and Development**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4		
	401-1 New hires and employee turnover	Book, page 9		
	401-2 Benefits provide to full-time employees that are not provided to temporary or part-time employees	Book, page 10		
GRI 401: Employment 2016	401-3 Parental leave		401-3	Information unavailable  We only have information of the number of women and men entitled to parental leave, the other data we will enhance for the next cycles.
GRI 402: Labor Relations 2016	402-1 Minimum notice periods regarding operational changes	Book, page 10		
	403-1: Occupational health and safety management system	Book, page 10		
	403-2 Hazard identification, risk assessment and incident investigation	Book, page 10		
	403-3 Occupational health services	Book, page 10		
	403-4 Worker participation consultation and communication on occupational health and safety	Book, page 10		
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Book, page 10		
	403-6 Promotion of worker health	Book, page 11		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Book, page 11		
	403-8 Workers covered by an occupational health and safety management system	Book, page 11		
	403-9 Work-related injuries	Book, page 10		
	403-10: Work-related ill health	Book, page 11		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Book, page 11		
	404-2 Programs for upgrading employee skills and transition assistance programs	SR page 20		
	404-3 Percentage of employees receiving regular performance and career development reviews	Book, page 11		

**Diversity and Inclusion**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Book, page 12
	405-2 Ratio of basic salary and remuneration of women to men	Book, page 13
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Book, page 5

**Environmental Management**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4	
	302-1: Energy consumption within the organization	Book, page 13	
	302-2: Energy consumption outside the organization	Book, page 13	
	302-3 Energy intensity	Book, page 14	
GRI 302: Energy 2016	302-4 Reduction of energy consumption	302-4 Information unavailable	Consumption of energy in 2020 and 2021 was atypical, making a proper comparison impossible.
	302-5 Reductions in energy requirements of products and services	SR page 24 Schedule, page 14	
	303-1: Interactions with water as a shared resource	Book, page 14	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Book, page 15	
	303-3 Water withdrawal	Book, page 15	
	303-4 Water discharge	Book, page 15	
	303-5: Water consumption	Book, page 16	
	306-1 Waste generation and significant waste-related impacts	Book, page 16	
GRI 306: Waste 2020	306-2 Management de significant waste-related impacts	Book, page 17	
	306-3 Waste generated	Book, page 17	
	306-4 Waste diverted from disposal	Book, page 18	
	306-4 Waste directed to disposal	Book, page 19	

Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
	305-1 Direct (Scope 1) GHG emissions	Book, page 20
	305-2 Energy indirect (Scope 2) GHG emissions	Book, page 20
	305-3 Other indirect (Scope 3) GHG emissions	Book, page 20
GRI 305: Emissions 2016	305-4 Intensity of greenhouse gas (GHG) emissions	Book, page 21
	305-5 Reduction of GHG emissions	None.
	305-6 Emissions of ozone-depleting substances (ODS)	Book, page 20
	305-7 Nitrogen oxides (NOx), sulfur oxides (Sox) and other	None.

ESG in Relations with Partners and Suppliers		
GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	Book, page 21
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Book, page 22
	308-2 Negative environmental impacts in the supply chain and actions taken	Book, page 22
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Book, page 22
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Book, page 22
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Book, page 22
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Book, page 23
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Book, page 22
	414-2 Negative social impacts in the supply chain and actions taken	Book, page 22

Sustainable Inputs and Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4		
	301-1 Materials used by weight or volume.		301-1	Information unavailable Book, page 23
GRI 301: Materials 2016	301-2 Recycled input materials used		301-2	Information unavailable Book, page 23
	301-3 Reclaimed products and their packaging		301-3	Information unavailable Book, page 23

**Engagement and Development of the Surrounding Communities**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Book, page 23
	202-2 Proportion of senior management hired from the local community	Book, page 24
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Book, page 23
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Book, page 24
	413-2 Operations with significant actual and potential negative impacts on local communities	Book, page 23

**Private Social Investment**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Book, page 25
	201-2 Financial implications and other risks and opportunities due to climate change	SR page 25
	201-3 Defined benefit plan obligations and other retirement plans	Book, page 24
	201-4: Financial assistance received from government	Book, page 24

**Sustainable Construction**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Book, pages 24 and 26
	203-2 Significant Indirect economic impacts	SR pages 10 and 22

**Ground Use and Impact on Biodiversity**

GRI 3: Material Topics 2021	3-3 Management of material topics	Book, page 4		
	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Book, page 26		
	304-2 Significant impacts of activities, products and services on biodiversity	SR page 27		
GRI 304: Biodiversity 2016	304-3: Habitats protected or restored	304-3	Information unavailable	We are conducting the survey. Information will be available for the next reporting cycle.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by the organization's operations			Number of species identified in situations not of major concern: 75 at the Catarina Fashion Outlet 379 at the Airport



**JHSF**