

GUIDE TO ESG PRACTICES

EMILIANO



EMILIANO

*Genuine hospitality extends its care to the planet and the
generations to come.*

ESG: A Commitment with the future

ESG (Environmental, Social, and Governance) is the essence of sustainable management that integrates environmental, social, and governance practices within companies. For us, it goes beyond this meaning—it is a living commitment. It is the balance between caring for the environment, valuing people, and maintaining ethical and transparent management.

Aligning internal values with conscious actions is not just a competitive differentiator—it is the path to building trust, inspiring, and leading a positive transformation in the industry. Every gesture generates a positive impact, creating an experience and a legacy that respects the present and inspires the future.

True hospitality also welcomes the planet and future generations.

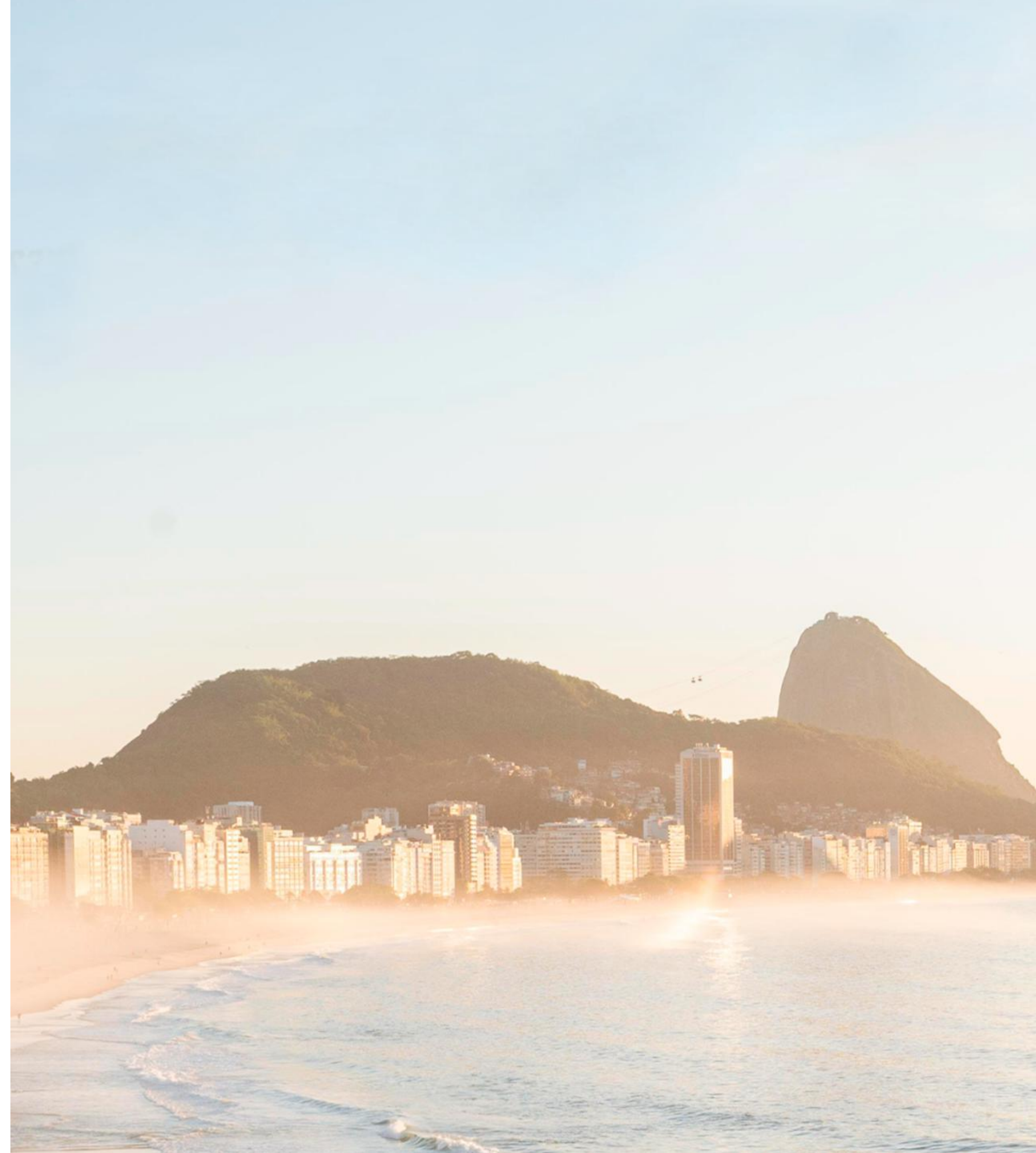
Our commitment with the future

This document brings together the main initiatives and values that define our purpose as a company. More than an organization, we are a space for transformation and positive impact, guided by a deep respect for nature, people, and culture.



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1 Our Philosophy

Everything happens in accordance with nature.

Inspired by the harmony and resilience of nature, we strive to align our actions with a sustainable and human-centred cycle, respecting the environment and celebrating the diversity that unites us.

2 Diversity, Equity, Inclusion & Belonging (DEIB)

Leadership with Female Empowerment:

We believe that the strength of a company lies in the diversity of thoughts, cultures, and stories. We foster inclusive environments and equal opportunities for all, with a particular emphasis on promoting female leadership – one of our pillars of social transformation. This commitment is reflected in our teams: in São Paulo, 12 out of 17 leadership positions are held by women; in Rio de Janeiro, women lead 8 of the 15 management roles. Over 65% of our managerial positions are occupied by women, of whom 30% are under 24 or over 50 years old, and more than 45% self-identify as Black, Brown, Indigenous, or Asian. It is these talented, sensitive, and excellent women who help build the unique and sophisticated experience that defines us.

3 Community Engagement

Supporting local projects is an essential part of our identity. Discover some of the initiatives we collaborate with:

Solar Meninos de Luz It is a civil and philanthropic organisation that promotes comprehensive education, culture, sports, professional training support, basic healthcare, and social assistance for families facing the greatest vulnerability in the Pavão-Pavãozinho and Cantagalo communities, located between Copacabana and Ipanema. All proceeds from ticket sales of benefit concerts and from the sale of the pyjamas we produce are donated to the NGO.

Chef Aprendiz: It is a human development project driven by culinary education, aimed at young people aged 17 to 24 who are in situations of social vulnerability. Participants attend both theoretical and practical classes covering cooking techniques, gastronomy, sustainability, and personal development, with the involvement of partners who share their expertise. In a final competition, judges offer job opportunities to those who wish to begin a career in the culinary field.

In partnership with **Refettorio Gastromotiva**, we actively support Gastromotiva's social restaurant. The initiative offers a full lunch menu — including a starter, main course, dessert, and drink — at an affordable price for the general public. In the evening, the same menu is served free of charge at a **Solidarity Dinner** for people in vulnerable situations.

3 Community Engagement

TUCCA: (Association for Children and Adolescents with Cancer) in São Paulo, renowned chefs come together with families to share culinary techniques, fostering connection and well-being. Led by our chef **Vivi Gonçalves**, we offer cooking workshops that use the kitchen as a tool for learning and transformation.

Orientavida It trains, employs, and generates income for women in situations of social vulnerability through sewing and handicrafts. The initiative designs, produces, and sells sustainable and upcycled products, positively impacting families, the economy, and the environment.

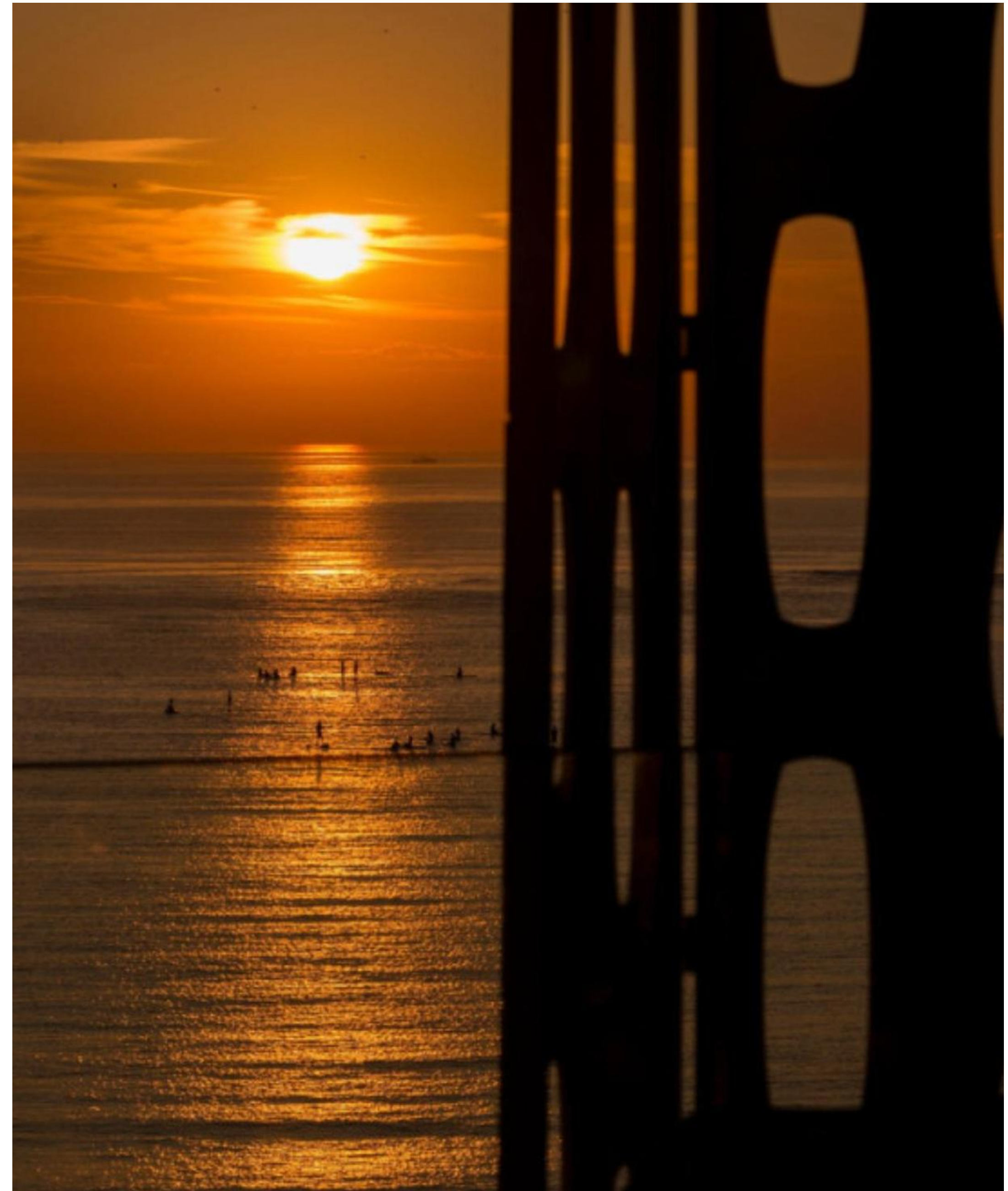
Together we transform towels that would otherwise be discarded into slippers and teddy bears, giving new meaning to what would have been waste.

This initiative not only helps to reduce the environmental impact of textile waste, but also has a significant social impact by supporting and empowering the women involved in the production.

In São Paulo, the NGO **Ecopatas** has the mission of promoting environmental sustainability and social responsibility through an approach that combines recycling with the protection of abandoned animals.

We collect and separate plastic bottle caps from the products we use, and Ecopatas volunteers sort and sell them to companies specialised in recycling this material. The proceeds are directed to veterinary clinics registered with the NGO to fund the neutering of animals in vulnerable situations.

In Rio de Janeiro, **RioEcoPets** receives our donations of plastic caps, which are converted into food, medicine, and neutering procedures for pets in need.



3 Community Engagement

Arte para Arte is a charitable auction event organised by us, conceived and curated by **Pedro Buarque de Hollanda**, with the aim of bringing together works by renowned artists such as Adriana Varejão, Alex Cervený, Ana Elisa Egreja, Emmanuel Nassar, Luiz Zerbini, Lídia Lisboa, Marcela Cantuária, Márcia Falcão, Miguel Rio Branco, Nilda Neves, Vik Muniz, Vivian Caccuri, and Tainan Cabral. The initiative fosters a support network between established artists and emerging talents, particularly those from underrepresented and peripheral communities.

Now in its third edition (2023, 2024, and 2025), the auction has raised an estimated over 8 million BRL, with all proceeds donated to institutions that use culture as a tool for transformation – expanding opportunities for young artists and their communities.

With production led by **Paula Simonsen** and the support of galleries such as Almeida & Dale, Fortes D'Aloia & Gabriel, Galeria Millan, Gentil Carioca, Gomide & Co, Nara Roesler, and Blombô, we reaffirm our commitment to the promotion of art and its power for social change.

Beneficiary Projects:

Ali.Leste - Bela Maré - Casa do Povo - Educação Solar - Fundação Casa Grande - Spetaculu - TeArt

ARTE
LEILÃO PARA
ARTE





3 *Community Engagement*

Arte para Arte: the institutions supported by the project play a fundamental role in bridging art and social impact:

Bela Maré – Located in the Complexo da Maré, in Rio de Janeiro, this space promotes exhibitions, artist residencies, and cultural training programmes, expanding access to art in peripheral territories.

Casa do Povo – Based in São Paulo, the institution operates as an open and experimental cultural centre, fostering artistic and social practices connected to its humanist and community-driven legacy.

Ali.Leste – A collective dedicated to occupying urban spaces and training artists from the outskirts, promoting the right to the city and to artistic expression.

Spectaculu – An art and technology school in Rio de Janeiro focused on training young people from underserved communities for the creative industry.

Educação Solar – *Educação Solar 2025* believes in art and care as transformative forces. It offers free activities such as courses and workshops, promoting learning, inclusion, and community support.

Fundo Elixir – An initiative of the *Instituto Práticas Desobedientes*, created as a research programme at UFRB. It provides scholarships in the arts and humanities for students and emerging artists in the Recôncavo Baiano, with the support of the *Instituto TeArt*.

Fundação Casa Grande – Located in Chapada do Araripe, Ceará, it invests in the development of children and adolescents through culture, education, and social entrepreneurship.

*na imagem, Gustavo Filgueiras, CEO holding Emiliano

4 Committe: Engaged Team

Our committees are driving forces for both internal and external change. Through them, we promote actions that engage our team in the adoption of best practices

- **Zero Waste Committee:** conscious waste management
- **Social Committee:** human development and inclusion
- **Sports Committee:** promotion of physical and mental well-being
- **Arts Committee:** appreciation of cultural expression
- **Gastronomy Committee:** sustainability in the kitchen

4 Committe: Engaged Team

■ Zero Waste Committee: conscious waste management

In the second half of 2024, we were awarded the **Zero Waste Certification** at hotel Emiliano São Paulo, a result of our commitment to becoming a more sustainable space. This recognition confirms that we divert over 95% of our waste from landfill through rigorous practices of recycling, composting, and reuse. The certification aims to identify individuals and institutions that value best practices fostering sustainability and the conscious use of waste.



4 Committee: Engaged Team

- **Social Committee:** human development and inclusion
It aims to promote structured social actions that foster the development of socio-emotional skills, encourage respect for the environment, and strengthen community values.
We act as a promoter, facilitator, and catalyst for the voluntary initiatives proposed by our team members, reinforcing the value of volunteer work and nurturing this chain of goodwill.
Discover some of the actions led by our Social Committee:

Natal Harmonicanto
Unidos de Paraisópolis
Fábrica de Talentos
Amparo ao Próximo

4 Committee: Engaged Team

- **Sports Committee:** promotion of physical and mental well-being
We promote team integration and encourage physical activity, fostering both physical and mental health and overall well-being.
- **Arts Committee:** appreciation of cultural expression
We believe that culture is a catalyst for citizenship. Therefore, we promote activities that encourage learning through engagement with the arts in general, reading circles, poetry gatherings, and organised outings.
- **Gastronomy Committee:** sustainability in the kitchen.
We are committed to promoting quality food through activities, meetings, training sessions, and innovative initiatives involving our culinary team. Our kitchens adopt practices that maximiser food reuse, and each dish is carefully designed to create a positive environmental impact.

5 Sustainability : *Main Goal*

We are committed to a sustainable future for the planet and aim to expand our efforts over the years.

Zero Waste: All organic waste from our hotels São Paulo and Rio is sent for bimethanation and then composted at the end of the process. All other waste is properly disposed of.

Upcycling: Creative transformations of discarded materials.

Consumption Reduction: Efficient practices for energy and water use.

Sustainable Infrastructure: Electric vehicle chargers, bike racks, and vegetable gardens.

Reusable Materials: Encouragement of refillable bottles and reusable cups.

** We have developed a range of upcycled products in partnership with designer Luly Vianna and organisations that support local artisans.
In the image, the Towel Bag, made from 100% recycled bath towels that would otherwise be discarded.*



5 Sustainability : *Main Goal*

The Emiliano **Teddy Bear and **Slippers** are made from repurposed towels, hand-dyed and crafted by the seamstresses of the NGO Orientavida.*

Ten thousand towels result in the production of 20,000 teddy bears and 10,000 pairs of slipper

** We repurpose 90% of our bedsheets, which, through the work of community seamstresses, are transformed into the **Pijamas do Bem** (Pajamas for Good). All proceeds are fully donated to the Escola Integral Solar Meninos de Luz, located in the Morro Pavão-Pavãozinho-Cantagalo community in Rio de Janeiro.*

Old linen curtains and blackout blinds that would have been discarded are transformed into the **Saco Farofa, a travel bed for your best friend. It is filled with foam made from recycled PET bottles and produced and sold by 374 Pets.*

** Handcrafted in partnership with the NGO Casa Santa Maria and designed by Lully Vianna, the placemats are made from our old restaurant towels..*





6 *Education & Sustainable Communication*

Training: We are involved in all stages of the processes, from onboarding new employees to engaging suppliers and partners in recycling initiatives.

Inspection rounds: We ensure the adherence to sustainable practices at every stage and level of our operations.

Recruitment processes: We prioritise and encourage partners from the communities we support.

7 *Suppliers: A Concious Network*

We work with small local producers who share our values and adhere to a strict code of conduct.

Market Day, an event organised and created by us in the form of a fair focused on gastronomy, decoration, and well-being, brings together various exhibitors and offers a wide range of products and experiences to visitors.

8 *Recognition of Brazilian Architecture and Arts*

Brazilian culture, local visual arts, and native Brazilian design are our great sources of inspiration. We seek local artists to transform our spaces in ways that pay tribute to our national identity.

9 *Comunication Touchpoint*

Website: We keep all our initiatives related to Sustainability, DEIB, and Community Projects up to date.

Instagram: A space to showcase our programme schedule, culinary novelties, and our passion for design, architecture, and visual arts at our hotels in São Paulo and Rio de Janeiro.

LinkedIn: A platform to communicate with and engage employees and stakeholders interested in topics such as DEIB, Sustainability, Committees, as well as to share news and job openings.

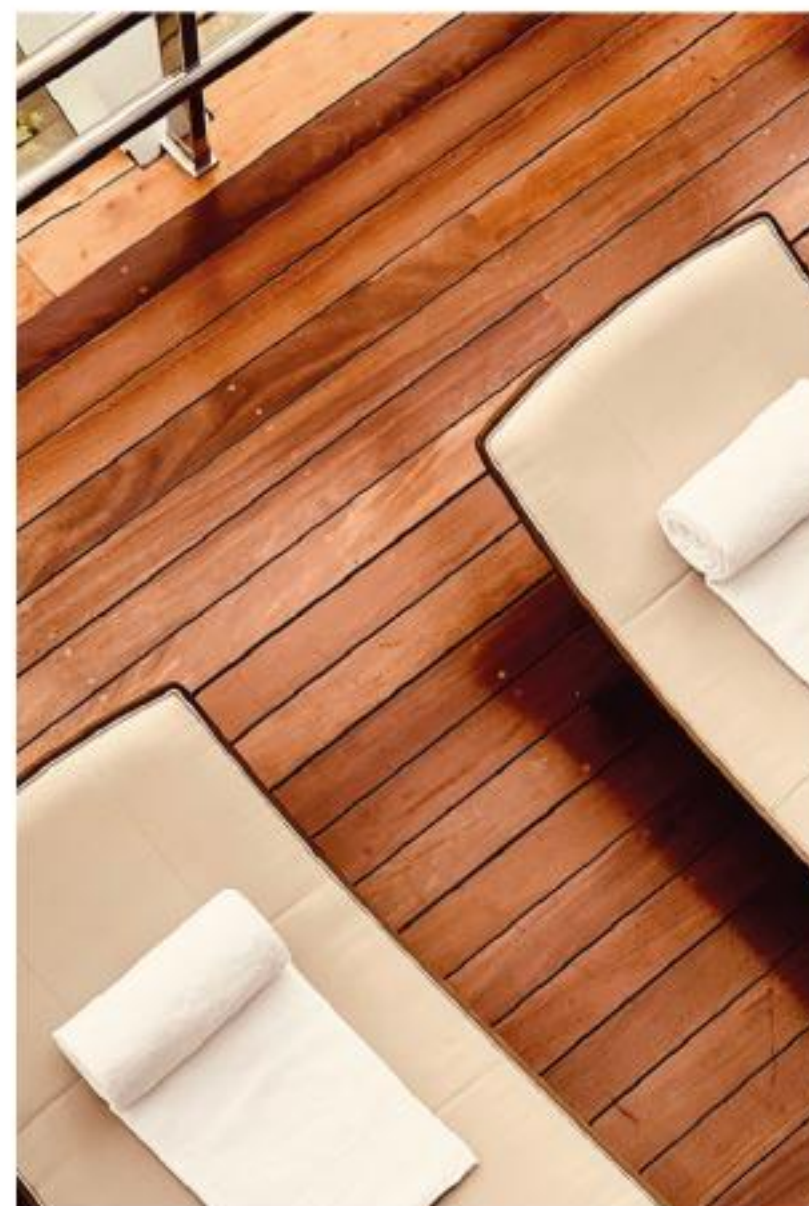
Newsletter: Periodic institutional and commercial communications and updates.

PR: Driving Share of Voice (SOV).



Rio de Janeiro

São Paulo



EMILIANO

Together, we continue transforming values into actions.

