



The St. Joe Company Earns Great Place to Work Certification™ for the Second Year in a Row Recognizing Outstanding Workplace Culture

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PANAMA CITY BEACH, Fla.--(BUSINESS WIRE)--Nov. 12, 2025-- The St. Joe Company (NYSE: JOE) ("St. Joe") ("Company") proudly announces its recertification by Great Place To Work®, a global leader in workplace culture recognition. This recognition is earned entirely by evaluating workplace culture from the perspective of the employee, offering a comprehensive picture of the internal health of an organization. Employing more than 1,000 team members representing 18 countries, St. Joe has earned Great Place to Work Certification for both the 2024–2025 and 2025–2026 years. The Company's recertification was based on an employee survey, which saw a higher participation rate this year compared to last. Results showed a higher percentage of employees rating St. Joe as a "great place to work" compared to that of a typical U.S. company.

"We are proud to be certified as a Great Place to Work for the second year in a row," said Rhea Goff, Senior Vice President and Chief Administrative Officer. "This recognition reflects our ongoing commitment to fostering an exceptional employee experience. Our culture, which is built on the principle of 'thinking like an owner,' continues to thrive thanks to our dedicated team members whose passion, collaboration, and commitment make St. Joe a place where people and the Company can grow and succeed together."

Great Place To Work is a global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention and increased innovation. Every year, more than 10,000 companies across 60 countries apply to get Great Place To Work-Certified. St. Joe joins the ranks of other certified workplaces such as Trek, Hulu, Hilton, American Express and Target.

"Great Place To Work Certification is a highly coveted achievement that requires consistent and intentional dedication to the overall employee experience," says Sarah Lewis-Kulin, the Vice President of Global Recognition at Great Place To Work. She emphasizes that Certification is the sole official recognition earned by the real-time feedback of employees regarding their company culture. "By successfully earning this recognition, it is evident that The St. Joe Company stands out as one of the top companies to work for, providing a great workplace environment for its employees."

According to [Great Place To Work research](#), job seekers are 4.5 times more likely to find excellent leadership at certified workplaces. Additionally, employees are 93% more likely to look forward to coming to work and are twice as likely to be paid fairly and have a fair chance at promotion.

"Our employees' feedback is the most meaningful part of the Great Place to Work survey," said Gabrielle Testa, Vice President of Human Resources. "Some of the highest-ranked responses reflected how proud our team members are to work at St. Joe and how strongly they feel that their contributions make a difference. These results affirm that our culture is one where people feel valued, connected to our purpose, and empowered to help shape the company's continued success."

To view results from St. Joe's Great Place To Work Certification, click [here](#).

About Great Place to Work Certification™

Great Place To Work® Certification™ is the most definitive "employer-of-choice" recognition™ that companies aspire to achieve. It is the only recognition based entirely on what employees report about their workplace experience – specifically, how consistently they experience a high-trust workplace. Great Place to Work Certification is recognized worldwide by employees and employers alike and is the global benchmark for identifying and recognizing outstanding employee experience. Every year, more than 10,000 companies across 60 countries apply to get Great Place To Work-Certified.

About Great Place To Work®

As the global authority on workplace culture, Great Place To Work® brings 30 years of groundbreaking research and data to help every place become a great place to work for all. Their proprietary platform and For All™ Model helps companies evaluate the experience of every employee, with exemplary workplaces becoming Great Place To Work Certified™ or receiving recognition on a coveted Best Workplaces™ List. Learn more at greatplacetowork.com and follow Great Place To Work on [LinkedIn](#), [Twitter](#), [Facebook](#) and [Instagram](#).

About the St. Joe Company

The St. Joe Company is a diversified real estate development, asset management and operating company with real estate assets and operations in Northwest Florida. The Company intends to use existing assets for residential, hospitality and commercial ventures. St. Joe has significant residential and commercial land-use entitlements. The Company actively seeks higher and better uses for its real estate assets through a range of development activities. More information about the Company can be found on its website at www.joe.com.

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