ANNUAL SUSTAINABILITY REPORT/ ASSESMENT 2026

COMMITMENT

Our hotel is committed to providing high-quality hospitality services and strives to exceed customer expectations in a way that minimizes negative environmental impacts and increases social benefits for the local community and our staff. Accordingly, reducing our GHG emissions, protecting and supporting biodiversity, contributing to the local community, and complying with Health & Safety legislation are key pillars of our policy.

In addition, our hotel hotel is committed to respecting, protecting and promoting internationally recognised human rights in all aspects of our operations and to protecting children's rights against all forms of abuse, harassment, neglect and exploitation, ensuring a safe, secure and welcoming environment for all children.

Our principles include:

- Conserving our natural resources through the implementation of routine actions and by sustainable management
- Conserving energy and water
- Reducing, reusing & recycling waste
- Complying with relevant environmental legislation and regulations
- Supporting the local community by employing local people wherever possible and purchasing products and services from local suppliers
- Raising awareness to our staff on conservation energy issues
- Complying with health and safety legislative requirements
- Promoting, wherever possible, renewable and sustainable energy sources
- Setting energy and quality targets and regularly monitoring and evaluating our energy and quality performance
- Reviewing objectives & targets with the aim to continually improve on minimizing our environmental impact

During the summer period of 2026 our hotel has employed 176 people. Out of these people, 97 are men (56,06%) and 76 are women (43,94 %). Furthermore, we support multinational and multicultural working environment, due to that our employees come from various backgrounds and ethnicities, such as Albania, Romania 70 (37,43 %) people come from other ethnicities, while the rest 117 (62,42 %) are from Greece. We try to support our local community by employing locals; 108 (64,17%) our workers are locals, while 65 (35,57%) are non-locals

Correspondingly our top management positions are comprised of 3 women 5 men

- Our target for 2027 is to keep a ratio of men to women as close as possible to 50% for each
- Our target for 2027 is to have at least 40% of our employees as locals

Annual Comparison Staff Allocation			
-	2024	2025	2026
Men	86	97	98
Women	101	76	78
Local	117	108	75
Non-local	70	65	101

As shown approximately 40% of the personnel employed is from the local workforce.

COMMUNITY - PROCUREMENT OF GOODS

We believe that responsible sourcing of goods is essential to reducing our environmental footprint and supporting local communities. Therefore, we prioritize procuring goods from suppliers who adhere to ethical and eco-friendly standards. Our procurement team diligently evaluates suppliers based on criteria such as fair labor practices, sustainable production methods, and minimal environmental impact.

By choosing suppliers who share our values, we aim to not only provide our guests with high-quality products but also contribute to a more sustainable future for our planet. From locally sourced organic produce to eco-friendly cleaning products, every purchasing decision Dimitra Beach reflects our dedication to sustainability."

Dimitra Beach Hotel purchases its goods and services from both local and non-local suppliers. Our primary suppliers are 49 and out of them, 30 (61,22 %) are locals whilst the rest 19 (38,78%) are non-locals.

We promote local culture by providing our guests with information on local sights, cultural and natural heritage guest experience leaflet upon their arrival at hotel in each respective room.

- Our target for 2027 is to have at least 60% of our primary suppliers as local companies
- Our target for 2027 is to increase our procurement of products with sustainability label
- Our target for 2027 is to organize at least 1 an activity with the participation of staff, customers and locals with the target area being Agios Fokas. For example tree-planting activity

Annual Comparison Suppliers			
-	2024	2025	2026
Locals	26	30	30
Non-Local	20	19	20

As shown there is an increase of approximately 15% in the local suppliers between the years compared

WASTE MANAGEMENT

At Dimitra Beach, we understand the importance of responsible waste management in minimizing our environmental impact. We have implemented comprehensive waste management practices aimed at reducing, reusing, and recycling waste throughout our operations. Our staff is trained to segregate waste effectively, ensuring that recyclable materials are separated from general waste. Additionally, we actively seek partnerships with waste management companies that prioritize environmentally friendly disposal methods, such as waste-to-energy technologies. Through these efforts, we strive to minimize the amount of waste sent to landfills and reduce our carbon footprint. Furthermore, we continuously evaluate our waste management strategies to identify areas for improvement and innovation. By adopting sustainable waste management practices, Dimitra Beach is committed to preserving the environment for future generations while providing our guests with an eco-conscious hospitality experience.

Our primary waste recycling is glass, paper, plastic, aluminum, used cooking oil, batteries and cartons

In order to support the waste recycling of the above mentioned we have spread throughout the hotel recycling bins for plastic, paper which then we gather and move them to the corresponding waste bins provided by the municipality to collect.

We have 1 big recycling bin each for glass, waste press for carton near the supplies ramp where authorized companies take the wastes and replace the bins

For batteries there are 1 cylindrical bins positioned in reception area where at the end of the season they are retrieved by authorized companies

For urban wastes there are bins spread throughout the premises where at the end of the day they are retrieved and placed in specific ones provided by the municipality and stored in a storage area for them to be taken by the local authorities

- Our target for 2026 is to reduce the food waste produced by 3%
- Our target for 2026 is to promote recycling and reduce solid waste produced 3%

Annual Comparison Waste			
-	2024	2025	2026
Solid Waste	64220	61475	DBA
Food Waste	19608	17325	DBA
Plastic single use	340811	318935	DBA

As shown there is a decrease of approximately 3% in the total solid waste produced between the years compared, an approximate 11% in the total food waste produced between the years compared and an approximate 6% in the single use plastic used.

CHEMICALS - MANAGEMENT OF HAZARDOUS SUBSTANCES

In year 2026 Dimitra Beach purchased totally 12463,5 lt of liquid Environmentally Hazardous Substances (which include Cleaning or sanitizing chemicals for housekeeping / food and beverage departments chemicals, Pool Chemicals and ground/garden chemicals).

Also, Dimitra Beach purchased totally 10125 Kg of solid Environmentally Hazardous Substances (which include Cleaning or sanitizing chemicals for housekeeping / food and beverage departments chemicals, Pool Chemicals and ground/garden chemicals).

In order to ensure that the correct amount of chemical is used for the daily cleaning activities chemical dispenser are installed in the housekeeping and kitchen areas to ensure the correct dosage of laundry or cleaning chemicals

Cleaning Program with depictions of the correct chemicals are placed in various areas where chemicals are frequently used i.e kitchen, housekeeping

Our staff, who handles cleaning & sanitizing and pool chemicals, have been provided with specific training on safe use of chemicals

We have posted specific instructions from Material Safety Data Sheets on how to safely store chemicals in the common folders

Hazardous waste, such as batteries, air conditioning units, used cooking oil are being recycled throughout the season.

- Our target for 2027 is to maintain the recycling of batteries, used cooking oil and to conduct staff training about environment and recycling

- Our target for 2027 is to reduce chemical consumption by 3% and to search for environmentally friendly Chemicals where possible
- Our target for 2027 is to conduct training by an external contractor to educate the employees on the correct, efficient and safe use of those chemicals

Annual Comparison Hazardous Substances			
-	2024	2025	2026
Solid Hazardous Substances	1412	1345	1350
Liquid Hazardous Substances	8544	8376	85460

As shown there is a decrease of approximately 2% in the environmentally hazardous substances used between the years compared.

WATER

In year 2025 Dimitra Beach had a total water consumption of 40979 (m^3) for the entire hotel season.

In order to reduce the water consumption the hotel has Posters on saving water are placed on staff notice boards about environmental management tips.

The watering of our gardens takes between 07:00 and 09:00 am in order to prevent water waste. The watering of the gardens is done automatically by using a timer.

Our aim for 2026 is:

- is to reduce the level of water consumption by 3%
- is to install water usage measurement equipment hotel sections to specify the water consumption for each hotel area/section

Annual Comparison Water Usage			
-	2024	2025	2026
Water Used (m3)	42322	40979	40930

As shown there is a decrease of approximately 0.5% in the water used between the years compared

ENERGY - FUEL CONSUMPTION

In year 2026 Dimitra Beach had a total energy consumption of 1000109,4kwh for the entire season.

In order to reduce energy usage we have implemented systems for magnet to switch off A/C units automatically when guests open the terrace door.

Posters on saving energy are placed on staff notice boards about environmental management tips.

Heat pumps and solar panels are installed for the heating and distribution of the hot water of the hotel.

The use of vehicles has been regulated and necessary routes have been grouped in order to reduce the daily use of transport.

Our aim for 2027 is:

- is to reduce the level of energy consumption by 1%
- is to install energy usage measurement equipment hotel sections to specify the consumption for each hotel area/section

Annual Comparison Energy Usage			
-	2024	2025	2026
Energy (Kwh)	1139480,85	1000109,4	1251410

As shown there is a decrease of approximately 12% in the energy used between the years compared

Fuel consumption for 2026 is 220400 Fuels measured by liquid for the entire season.

Our aim for 2027 is:

- Our target is to reduce fuel consumption by 0.5% this year.

Annual Comparison Fuel Consumption			
-	2024	2025	2026
Fuel (kwh)	362335,28	322443,25	TBA

As shown there is a decrease of approximately 11% in fuel usage between the years compared

BIODIVERSITY

In our south-southwest end at a distance of approximately 3,5km, from the hotel is a designated cultural area Therma.

In order to reduce water use for irrigation we use local drought tolerant flora for the lawn and plants that enhance the local biodiversity such as oleander that attract endemic bees, birds and butterflies.

Our targets for 2027 are:

- To conduct a gardening activity for placing/planting and growing local drought flora with the guests at least once per year
- To reduce our total emissions by 2%

Annual Total Emissions			
-	2024	2025	2026
(kg CO_2e)	517602,15	455563,69	TBD

As shown there is a decrease of approximately 11,9% in our total emissions (kg CO_2e) produced between the years compared

CONCLUSION

A quick overview of this year's results shows a slight decrease in the consumption of electricity and water, and diesel (fuel); though this can be explained by the decrease in numbers of the guest-nights for 2026.

Our hotel, operates in a responsible way, thusly actively works towards being environmentally friendly, by changing old machinery with new ones, more energy efficient, by reducing consumption of hazardous substances; actively tries to be supportive of the local community, employing locals as well as non-locals, promoting our local heritage and sights; and supportive of the local economy by working with more local producers and suppliers.

The senior management of Dimitra Beach plays a crucial role in shaping and implementing sustainability strategies within the tourism industry. Through its commitment to environmental protection, social responsibility, and responsible business practices, management ensures that participating organizations adopt internationally recognized sustainability standards and continuously improve their performance. At the same time, senior leadership promotes transparency, compliance with ESG principles, and long-term sustainable development, strengthening the reputation and competitiveness of tourism businesses on a global scale. Furthermore, senior management is committed to protecting and respecting internationally recognized human rights by fostering a workplace and business environment free from discrimination, exploitation, harassment, and any form of unfair treatment, while promoting equality, dignity, inclusion, and respect for all employees, guests, suppliers, and local communities. Management also upholds a zero-tolerance

approach to the exploitation or abuse of children by implementing safeguarding measures, raising staff awareness, and ensuring that any suspected incidents are promptly reported to the appropriate authorities in accordance with applicable laws and our company procedures.

We encourage you to help us to achieve our sustainability goals

Manager