ANNUAL SUSTAINABILITY REPORT/ ASSESMENT 2025 - 2026

COMMITMENT

The hotel is committed to provide high quality hospitality services and try to exceed customer expectations by creating a friendly and hospitable atmosphere for their customers.

We continually seek to improve our services whilst minimize our negative environmental impact. Thus, achieving a safe and sustainable environment, contributing to the local community and complying with Health & Safety legislation are key issues in our policy.

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 2025 our hotel has employed 181 people. Out of these people, 113 are men and 68 are women. Furthermore, we support multinational and multicultural working environment, due to that our employees come from various backgrounds and ethnicities, such as Albania, Romania, Asia 141 people come from other ethnicities, while the rest 40 are from local municipality. We try to support our local community by employing locals; 40 our workers are locals, while 141 are from outside KOs

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

- Our target for 2026 is to reach a ratio of men to women as close as possible to 50% for each
- Our target for 2026 is to reach a ratio of local workforce as close as possible to 40%

Annual Comparison Staff Allocation			
-	2024	2025	2026
Men	89	113	TBD next assessment
Women	63	68	TBD next assessment
Local	35	40	TBD next assessment
Non-local	117	141	TBD next assessment

As shown approximately 30% 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 PELAGOS SPA & SUITES reflects our dedication to sustainability."

PELAGOS SPA & SUITES Hotel purchases its goods and services from both local and non-local suppliers. Our suppliers are 191 and out of them, 61 (32,08 %) are locals whilst the rest 130 (67,92%) 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 2026 is to have at least 40% of primary suppliers be from local companies
- Our target for 2026 is to increase our procurement of products with sustainability label

- Our target for 2026 is to organize at least 1 an activity with the participation of staff, customers and locals with the target area being Lambi Kos. For example tree-planting activity
- Our target for 2026 is to have a 3% decrease of High Emission foods used.

Annual Comparison Suppliers			
-	2024	2025	2026
Locals	52	61	TBD next assessment
Non-Local	127	130	TBD next assessment

As shown there is an increase of approximately 2% in the local suppliers between the years compared

Annual Comparison H.E.F			
-	2024	2025	2026
Total Meat (kg)	42192,16	39803,93	TBD next assessment
Total Dairy (l)	23471,73	23011,5	TBD next assessment
Total Dairy (kg)	15636,549	15329,95	TBD next assessment
Total Fish (kg)	12681,1722	11.963,37	TBD next assessment
Total H.E.F Consumption	93981,617	90108,75	TBD next assessment

As shown there is a decrease of approximately 4% in the consumption of H.E.F between the years compared

WASTE MANAGEMENT

At PELAGOS SPA & SUITES, 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, PELAGOS SPA & SUITES 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 for glass in the storage recycling, we have 3 recycling bins for carton / paper 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	60135,6	58.384,10	TBD next assessment
Food Waste	8855	9310	TBD next assessment
Plastic single use	258377	137902	TBD next assessment

As shown there is a decrease of approximately 3% in the total solid waste produced between the years compared. An approximate increase of 5% in the total food waste produced between the years compared, which can be attributed to the increase of room nights between the years compared. And an approximate 46% in the single use plastic used, this can be attributed to the changes made in the handling of water bottles in the rooms as well as the installation of Point of Use Water Coolers.

CHEMICALS - MANAGEMENT OF HAZARDOUS SUBSTANCES

In year 2025 PELAGOS SPA & SUITES purchased totally 6.003,25 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, PELAGOS SPA & SUITES purchased totally 15298,62 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 2026 is to maintain the recycling of batteries, used cooking oil and to conduct staff training about environment and recycling
- Our target for 2026 is to reduce chemical consumption by 3% and to search for environmentally friendly Chemicals where possible
- Our target for 2026 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	15757,57	15298,62	TBD next assessment
Liquid Hazardous Substances	6183,34	6.003,25	TBD next assessment

As shown there is a decrease of approximately 3% in the environmentally hazardous substances used between the years compared.

WATER

In year 2025 PELAGOS SPA & SUITES had a total water consumption of 146871,52 (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)	155830,68	146871,52	TBD next assessment

As shown there is a decrease of approximately 6% in the water used between the years compared

ENERGY - FUEL CONSUMPTION

In year 2025 PELAGOS SPA & SUITES had a total energy consumption of 1.403.498,26 kwh 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 2026 is:

- is to reduce the level of energy consumption by 3%
- 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)	1981398,4	1.403.498,26	TBD next assessment

As shown there is a decrease of approximately 29% in the energy used between the years compared

Fuel consumption for 2025 is 985.003,88 Fuels measured by weight (kWh) for the entire season.

Our aim for 2026 is:

- Our target is to reduce fuel consumption by 3% this year.

Annual Comparison Fuel by weight Consumption			
-	2024	2025	2026
Fuel by weight (kwh)	1053954,152	985.003,88	TBD next assessment

As shown there is an increase of approximately 7% in fuel usage between the years compared which can be attributed to the fact that we had more room nights compared to the previous years and the increase of Show cooking during dining times

BIODIVERSITY

Even though the hotel does not have a direct access to an environmentally sensitive habitat, at 5km east of the hotel the is a designated protected area by Natura 2000 Psalidi Salt Lake.

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 2026 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% annually

Annual Total Emissions

-	2025	2026	2027
(kg CO_2e)	622.118,16	TBD next assessment	TBD

CONCLUSION

A quick overview of this year's results shows a slight decrease in the consumption of electricity but an increase in fuel usage which can be explained by the increase in the Show Cooking during dining hours and water though this can be explained by the changes in water usage.

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 PELAGOS SPA & SUITES 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

The Hotel Manager,

Christos Patakos