**AKASHA Beach Hotel & Spa Sustainability Report**

**2025**

**Prepared by Tsakalaki Charoula, Quality Manager on June 2026**

## Introduction

This sustainability report provides a summary of the organization's environmental performance during the reporting year, focusing on key sustainability indicators related to energy and water consumption, waste management, and overall emissions. Data monitoring is carried out on a regular basis to support continuous operational improvement, reduce environmental impact, and strengthen compliance with responsible management requirements.

Our sustainability approach is built around the principles of waste prevention, efficient resource use, responsible purchasing, and continuous staff and stakeholder awareness. This report highlights the main conclusions of the year, the actions that proved effective, as well as the areas that require further strengthening through targeted improvements and a realistic action plan.

## Environmental Performance

| Energy consumption | Total kWh | Average kWh per guest night | Total kg $CO_2e$ | Average kg $CO_2e$ per guest night |
|---|---|---|---|---|
| 2025 | 1.499.916,00 | 19,4 | 450.305,78 | 5,82 |
| 2024 | 1.672.666,77 | 21,77 | 631.163,24 | 8,21 |

The Hotel has carried out an assessment of its main energy consumption sources and has developed targeted measures to mitigate overall use. Energy management is a key pillar of our sustainability strategy, as it directly affects both operational environmental performance and total $CO_2$ emissions. For this reason, the Hotel applies a combination of technical upgrades, operational controls and awareness actions, aiming to improve efficiency and limit avoidable energy consumption across all areas of operation.

**What worked well?**

- **Efficient lighting systems:** The Hotel has upgraded its lighting infrastructure and all lamps currently in use are low-consumption LED bulbs, significantly reducing electricity demand compared to conventional lighting.
- **Lighting management controls:** In selected areas, the Hotel has installed lighting management systems, including dimming controls, allowing lighting intensity to be adjusted according to operational needs and therefore reducing unnecessary consumption.
- **Preventive maintenance & performance monitoring:** All critical equipment was properly serviced before the start of the season, and its performance is monitored throughout the operating period. This supports energy efficiency, reduces operational losses, and helps ensure that systems operate within optimal parameters.

- **Staff and guest awareness:** The Hotel has developed and implemented awareness materials for employees and guests, encouraging responsible behaviour and supporting energy-saving practices in day-to-day operations. These actions contribute to creating a shared culture of energy responsibility.

**Recommended improvements**

The Hotel achieved a significant improvement in energy performance during 2025, reducing both energy consumption and carbon emissions per guest night despite the continued operation of heated swimming pools. To maintain this positive trend and further improve energy efficiency, the Hotel will continue to optimise the operation of its Building Management System (BMS) and implement the following actions:

- **Continuous optimisation of BMS controls:** Regularly review and fine-tune heating, cooling and ventilation schedules and temperature setpoints to ensure systems operate only when required while maintaining guest comfort.
- **Ongoing monitoring of energy performance:** Continue analysing BMS data to identify consumption trends, detect abnormal energy use and implement timely corrective actions for major energy-consuming equipment.
- **Further optimisation of heated pool operation:** Continuously review pool heating schedules and operating parameters to minimise energy demand while maintaining the required water temperature and guest satisfaction.
- **Preventive maintenance of energy systems:** Continue preventive maintenance of heat pumps, HVAC equipment, circulation pumps and associated systems based on runtime data and BMS performance indicators to preserve optimal efficiency.
- **Annual review of energy and carbon KPIs:** Monitor energy consumption and $CO_2$ emissions per guest night on a regular basis to verify the effectiveness of implemented measures and identify additional improvement opportunities.
- **Continuous staff awareness:** Maintain staff training and awareness programmes to reinforce good operational practices, including efficient use of lighting, HVAC systems and electrical equipment, and promote energy-conscious behaviour throughout daily operations.

During 2025, the Hotel reduced total electricity consumption from 1,672,666.77 kWh to 1,499,916.00 kWh, corresponding to a reduction in energy consumption per guest night from 21.77 kWh to 19.40 kWh (approximately 10.9%). In addition, total carbon emissions decreased from 631,163.24 kg $CO_2e$ to 450,305.78 kg $CO_2e$, while emissions per guest night decreased from 8.21 kg $CO_2e$ to 5.82 kg $CO_2e$ (approximately 29.1%). This improvement reflects both the reduction in electricity consumption and the lower carbon emission factor of the electricity grid during 2025.

Through the above actions, the Hotel aims by October 2026 to maintain energy consumption below 20 kWh per guest night, maintain carbon emissions below 6 kg $CO_2e$ per guest night, and continue improving the efficiency of its operations through systematic monitoring and optimisation of energy performance.

| Water consumption | Total m3 | Average m3 per guest night | Total kg $CO_2e$ | Average kg $CO_2e$ per guest night |
|---|---|---|---|---|
| 2025 | 23.372,00 | 0,30 | 4.471,10 | 0,06 |
| 2024 | 25.400,00 | 0,33 | 4.859,00 | 0,06 |

Water consumption remains a key environmental performance indicator for hotel operations, as it reflects responsible resource management, operational efficiency, and the Hotel's commitment to sustainable practices. During the reporting year, water consumption showed a positive improvement, with a reduction of approximately 9,1% per guest night compared to the previous year (from 0,33 m³/guest night in 2024 to 0,30 m³/guest night in 2025). This indicates improved efficiency in water use and the effectiveness of ongoing monitoring and operational practices.

**What worked well?**

- More systematic monitoring of water use and improved data recording helped increase visibility of trends and deviations.
- Good operational practices for responsible water use were applied across daily activities (Housekeeping, F&B, public areas), aiming to reduce avoidable consumption.
- Staff and guest awareness was strengthened through awareness materials and communication, encouraging responsible behaviour (e.g., mindful water use, linen change reduction where applicable).
- The technical team carried out basic checks and maintenance in critical consumption points (as required), supporting the reduction of losses caused by faults or leaks.

**Recommended improvements**

- Strengthen leak detection and preventive maintenance, including routine checks on the network, toilets, taps and pipework, to reduce hidden losses.
- Install/expand water-saving devices, where feasible (e.g., aerators, flow restrictors, dual-flush systems) and optimise operational settings.
- Enhance staff training on water-saving practices and on immediate reporting/response to leaks and faults.

| Solid waste disposal | Total kg | Average kg per guest night | Total kg $CO_2e$ | Average kg $CO_2e$ per guest night |
|---|---|---|---|---|
| 2025 | Landfill | Landfill | Landfill | Landfill |
| | 29.095,91 | 0,38 | 21.449,89 | 0,28 |
| | Recycling | Recycling | Recycling | Recycling |
| | 55.433,41 | 0,72 | 517,84 | 0,007 |
| | **Total** | **Total** | **Total** | **Total** |
| | **84.529,32** | **1,09** | **21.967,74** | **0,28** |
| 2024 | Landfill | Landfill | Landfill | Landfill |
| | 33.107,16 | 0,43 | 20.754,05 | 0,27 |
| | Recycling | Recycling | Recycling | Recycling |
| | 21.928,81 | 0,29 | 466,95 | 0,006 |
| | **Total** | **Total** | **Total** | **Total** |
| | **55.035,97** | **0,72** | **21.220,55** | **0,28** |

During the reporting year, total solid waste disposal per guest per night increased from 0.72 kg pg/pn in 2024 to 1.09 kg pg/pn in 2025. However, this increase was mainly driven by a significant improvement in recycling performance, with recycling increasing from 0.29 kg pg/pn to 0.72 kg pg/pn, indicating enhanced segregation practices and a greater amount of materials being diverted from landfill.

At the same time, waste sent to landfill decreased from 0.43 kg pg/pn to 0.38 kg pg/pn, demonstrating progress in reducing disposal through improved waste separation and recovery practices. The increase in total recorded waste is therefore primarily associated with improved identification and collection of recyclable materials rather than increased reliance on landfill disposal.

**What worked well**

- Recycling performance improved significantly, more than doubling per guest night (0.29 → 0.72 kg pg/pn), indicating stronger waste segregation and improved recovery of recyclable materials.
- Landfill waste per guest night decreased (0.43 → 0.38 kg pg/pn), showing progress towards reducing the environmental impact associated with final disposal.
- The implementation of more systematic monitoring and recording of waste streams provided improved visibility of waste generation patterns and supported better performance evaluation.
- Increased focus on source separation helped improve the diversion of materials from landfill and supported more circular waste management practices.
- Staff awareness and operational practices related to waste handling and segregation continued to support improved waste management performance.

**Recommended improvements**

To further reduce total waste generation and continue improving waste diversion rates, the following actions are recommended:

- Continue strengthening source separation practices at all operational areas, including Kitchen, Bars, Housekeeping and public areas, through clear signage, appropriate collection points and regular checks.
- Further develop waste prevention measures by identifying opportunities to reduce waste generation at source, especially in food preparation, storage and daily operations.
- Expand monitoring of individual waste streams (organic waste, glass, paper/cardboard, plastics and other recyclable materials) to better identify reduction opportunities and improve reporting accuracy.
- Continue cooperation with sustainable waste management initiatives and external partners to enhance recycling quality, reduce contamination and support circular economy practices.
- Maintain regular staff training focused on correct segregation, waste minimisation and prevention of recyclable materials being sent to landfill.
- Establish annual waste reduction targets and continue monitoring key indicators (total waste, landfill and recycling per guest night) to support continuous improvement.

Through the above actions, the Hotel aims to maintain the positive trend in waste diversion, further reduce landfill disposal and gradually decrease total waste generation per guest night.

| Total emissions | Total kg $CO_2e$ | Average kg $CO_2e$ per guest night |
|---|---|---|
| 2025 | 643.869,75 | 8,32 |
| 2024 | 656.168,84 | 8,54 |

In 2025, total emissions amounted to 643,869.75 kg $CO_2e$, compared to 656,168.84 kg $CO_2e$ in 2024, representing a reduction of approximately 1.9%. In parallel, average emissions per guest night decreased from 8.54 to 8.32 kg $CO_2e$, corresponding to a reduction of approximately 2.6%.

The improvement reflects the positive impact of the Hotel's ongoing sustainability actions, particularly in relation to energy efficiency and resource management. Energy consumption decreased during the reporting year, contributing to the reduction of the Hotel's overall carbon footprint. Continued monitoring of key environmental indicators supports better understanding of emission sources and enables targeted improvement actions.

**What worked well**

- Reduction in total and per guest night emissions: Total emissions decreased by approximately 1.9%, while emissions intensity improved from 8.54 to 8.32 kg $CO_2e$ per guest night, indicating improved carbon efficiency.
- Improved energy performance: The reduction in electricity consumption and energy consumption per guest night contributed significantly to lowering the overall carbon footprint.
- Strengthened monitoring and performance tracking: Regular monitoring of $CO_2$ emissions, energy consumption, water use and waste indicators improved the visibility of environmental performance trends and supported informed decision-making.
- Continued focus on operational efficiency: Optimisation of technical systems, including the use of Building Management System (BMS) controls and preventive maintenance practices, supported more efficient operation of key energy-consuming equipment.
- Improved waste management practices: Increased recycling rates and reduced landfill waste per guest night supported better resource management and contributed to maintaining emissions performance.

Through continued implementation of energy efficiency measures, resource optimisation and staff awareness actions, the Hotel aims to further reduce emissions intensity and strengthen its long-term carbon management strategy.

**Recommended improvements**

To maintain the positive trend achieved in 2025 and further reduce emissions per guest night, the following improvements are recommended:

- Further optimise Scope 2 emissions (electricity consumption): As electricity remains the main contributor to the Hotel's carbon footprint, continue optimising HVAC systems, pumps, lighting and other major energy loads through the BMS, with regular review of operating schedules and temperature setpoints to minimise unnecessary consumption.
- Maintain continuous monitoring of $CO_2e$ performance indicators: Continue tracking total emissions and kg $CO_2e$ per guest night on a regular basis, allowing early identification of deviations and supporting timely corrective actions.
- Further improve energy efficiency of high-demand systems: Continue evaluating the operation of heat pumps, pool heating systems and other energy-intensive equipment to ensure optimal performance and minimise energy losses while maintaining guest comfort.
- Explore additional low-carbon energy opportunities: Where feasible, assess further opportunities to reduce the carbon intensity of electricity use, including additional energy efficiency measures, renewable energy solutions or other lower-carbon alternatives.
- Continue staff and guest engagement actions: Maintain awareness initiatives and operational guidance that support responsible energy use, including efficient HVAC operation, lighting management and reduction of unnecessary energy consumption.

The reduction in total emissions and emissions intensity achieved in 2025 demonstrates the positive impact of the Hotel's energy management actions. Continued optimisation of energy systems, monitoring of KPIs and operational improvements will support further reduction of the Hotel's carbon footprint and long-term sustainability objectives.

**Progress against the goals set in our previous Sustainability Report (2024)**

**Goal 1 (Energy):** Maintain energy consumption at 21 kWh per guest night

**Status (2025):** Energy consumption continued to be monitored throughout the season and supported by preventive maintenance, operational controls and energy management practices. The Hotel continues to use LED lighting across the property and applies lighting management measures in selected areas. The Building Management System (BMS) supports the optimisation of HVAC systems, pumps and lighting operation through improved scheduling and temperature setpoint management.
**Progress assessment:** The Hotel achieved the defined target, reducing energy consumption to 19.4 kWh per guest night in 2025, compared to 21.77 kWh per guest night in 2024. This improvement demonstrates the effectiveness of ongoing energy monitoring, operational optimisation and technical management measures. Despite the continued operation of energy-intensive systems, including heated pools, energy performance improved through better control and optimisation of equipment operation.

**Next steps:** Continue strengthening BMS-based optimisation, preventive maintenance practices and regular review of energy performance indicators to maintain consumption below the target level and identify further opportunities for efficiency improvements.

**Goal 2 (Greenhouse Gas Emissions):** Reduce greenhouse gas emissions by 10% by 2030 (baseline 2024)

**Status (2025):** Total greenhouse gas emissions decreased from 656,168.84 kg $CO_2e$ in 2024 to 643,869.75 kg $CO_2e$ in 2025, representing a reduction of approximately 1.9%. Average emissions per guest night also improved, decreasing from 8.54 kg $CO_2e$ to 8.32 kg $CO_2e$, corresponding to a reduction of approximately 2.6%.

**Progress assessment:** The Hotel achieved a positive improvement in emissions performance during 2025, with a reduction in both total emissions and emissions intensity per guest night. This indicates progress towards the 2030 reduction target. The improvement was supported mainly by enhanced energy performance, optimisation of operational practices and continued monitoring of key environmental indicators.

**Next steps:** Continue optimising energy consumption through BMS-based controls, preventive maintenance and efficient operation of HVAC systems, pumps and other major energy loads. Further strengthen Scope 3 emission reduction actions through improved waste management, resource efficiency measures and continued monitoring of carbon performance indicators to support gradual reduction of $CO_2e$ per guest night and achievement of the 2030 target.

**Goal 3 (Biodiversity):** Identify at least one biodiversity support initiative for the local area

**Status (2025):** The Hotel supports local biodiversity and environmental protection through actions such as adoption of a Caretta Caretta turtle nest and maintaining the Blue Flag certification.

**Progress assessment:** The Hotel has implemented biodiversity support initiatives and maintains continued involvement in local environmental actions.
**Next steps:** Continue these initiatives and strengthen staff awareness and nature-friendly practices within the property.

**Goal 4 (Water):** Achieve water consumption of 0.31 $m^3$ per guest night (pg/pn).

**Status (2025):** The Hotel achieved and exceeded the defined water consumption target for 2025. Water consumption decreased from 0.33 $m^3$/guest night in 2024 to 0.30 $m^3$/guest night in 2025, achieving a level below the target of 0.31 $m^3$/guest night and representing an improvement of approximately 9.1% compared to the previous year.

**Progress assessment:** The achievement of the target indicates improved water efficiency and the positive impact of enhanced monitoring, operational controls and responsible water management practices. The reduction in water consumption per guest night demonstrates progress towards more efficient resource use while maintaining operational standards and guest comfort.

**Next steps:** Continue strengthening water monitoring and KPI tracking per guest night, maintain preventive maintenance and leak detection practices, and further evaluate opportunities for water-saving measures across operational areas (e.g., guest rooms, laundry, pools, irrigation and F&B). The Hotel will continue building on the achieved improvement and work towards further reductions in water consumption.

## Progress towards achieving goals

**Goal:** Reduce greenhouse gas emissions by 10% by 2030 compared to 2024

**Status:** Total emissions decreased from 656,168.84 kg $CO_2e$ in 2024 to 643,869.75 kg $CO_2e$ in 2025, representing a reduction of approximately 1.9%. Emissions per guest night also improved, decreasing from 8.54 to 8.32 kg $CO_2e$ per guest night (-2.6%). The Hotel continues to strengthen energy monitoring, BMS-based optimisation and operational controls to maintain the positive trend and support further emission reductions towards the 2030 target. Waste management improvements and increased recycling rates further support the reduction of environmental impacts associated with Scope 3 emissions.

**Goal:** Identify at least one biodiversity support initiative for the local area

**Status:** Planned and ongoing initiatives include the adoption of a Caretta Caretta turtle nest in the Messara Gulf and maintaining the Blue Flag certification. These actions support local biodiversity protection and environmental awareness.

**Goal:** Maintain water consumption at 2025 levels in 2026 (≤ 0.30 $m^3$ per guest night)

**Status:** The Hotel achieved improved water performance in 2025, reducing water consumption from 0.33 $m^3$ per guest night in 2024 to 0.30 $m^3$ per guest night in 2025. The focus for 2026 is to maintain this improved performance level through continued monitoring, operational controls and responsible water management practices.

Preventive maintenance and routine inspections of water systems (including checks on fittings, valves, pressure regulators and potential leakage points) will continue to support efficient water use. Staff awareness regarding responsible water consumption practices, including linen and towel change procedures, will be maintained to prevent unnecessary consumption.

Water KPIs (e.g., $m^3$ per guest night) will continue to be monitored to ensure performance stability and identify further opportunities for improvement.

## Other progress

Staff training is planned and delivered on environmental management and sustainability topics (average 2 hours per person). Sustainability goals are reviewed during monthly meetings with the involved departments to ensure follow-up, implementation and corrective actions where needed.

## Other recommendations

A key improvement planned is the implementation of source separation at site through collaboration with ReHORECA Sustainability System, to improve waste segregation quality, increase recycling rates, and reduce waste sent to landfill. In addition, the Hotel should strengthen sub-metering and KPI tracking (energy/water/waste per guest night), and further embed BMS-based controls and preventive maintenance to support stabilisation of energy use and $CO_2e$ performance per guest night.

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<tr><th colspan="3">SENIOR MANAGER APPROVAL OF ANNUAL SUSTAINABILITY REPORT</th></tr>
<tr><th>Signature</th><th colspan="2">First and last name</th></tr>
<tr><td rowspan="3"></td><td colspan="2">Messaritakis Ippokratis</td></tr>
<tr><th>Job title</th><th>Date of approval</th></tr>
<tr><td>General Manager</td><td>08/06/2026</td></tr>
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