

ANNUAL SUSTAINABILITY REPORT

"AKTI PALACE RESORT & SPA"



A few words about us...

The hotel "AKTI PALACE RESORT & SPA" opened its doors in 2012, and since then based on cooperation, trust and respect for people, society and the environment, we generously offer the best possible hospitality to our customers with the minimal possible footprint on the environment.

We can proudly say that for the past 12 months, the period between **September 2024** and **September 2025** we have managed to reduce our carbon footprint on the environment even though we had a longer season and welcomed more customers.

Analytically...

WASTE MANAGEMENT

- We recycle: glass, paper, plastic, aluminum, tinfoil, ink cartridges, lamps and used cooking oil.
 - In 2025 we also recycled: electrical equipment, batteries, replaced plastic cups with paper and plastic straws with paper.
 - We use biodegradable toilet and kitchen paper
 - We return various types of plastic containers to be reused.
 - We have placed 5 recycling bins around the hotel, with separate departments for plastic and paper, organic and general waste.
 - We have 2 recycling bins for glass as well as 4 recycling bins for paper, plastic, aluminum and tin.

 - Our target for 2026 is to increase our recycling capability within the hotel area as well as to replace all remaining plastic with environmentally friendly alternatives.
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CHEMICALS

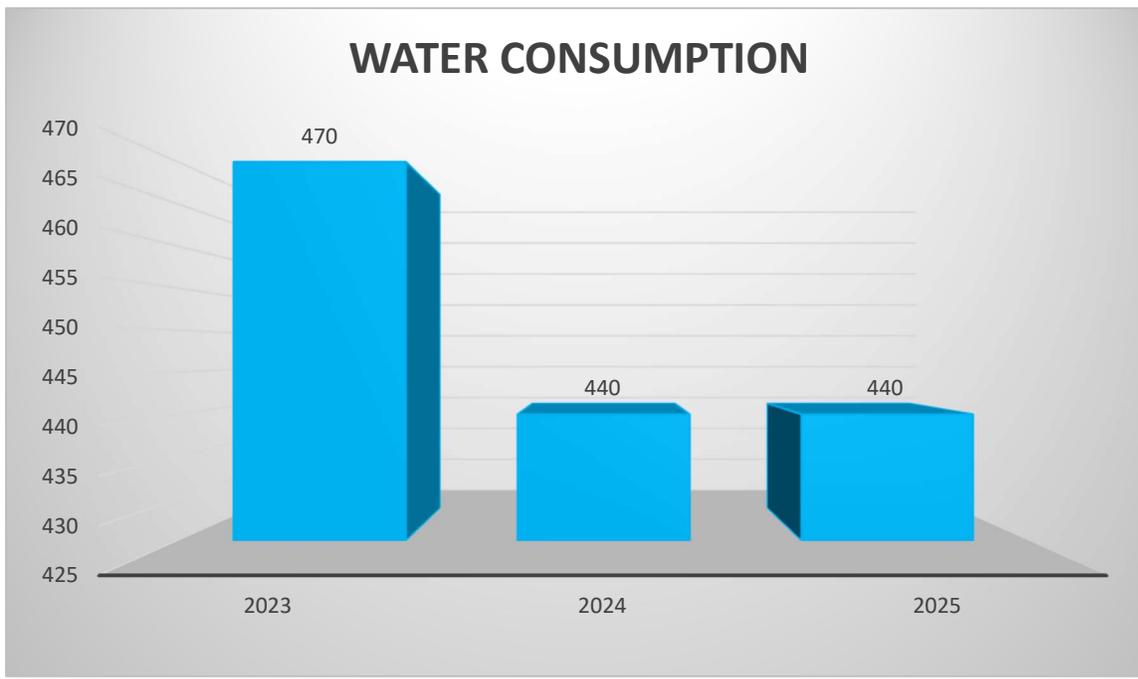
- Our hotel works towards a green environment, we try to minimize the use of hazardous chemicals and so for that reason we select the least harmful chemicals and use the absolute necessary dosage to keep our water clean and fresh, our pools clean and safe for our guests, our rooms, our restaurants and bars in neat condition and are kitchens spotless
- Those of our staff that handle pool chemicals have received special training in the safe usage of those chemicals.
- We have published specific guidance from Material Safety Data Sheets (MSDS) on how to safely store those chemicals.
- We have arranged a special storage area for the chemicals to be stored under containment.
- Hazardous waste such as ink cartridges, batteries, refrigerators, A/C units, televisions, hair dryers and light bulbs are recycled throughout the whole year.

- Withing the last 12 months, our hotel purchased a total of 208 lt (compared to the 594.46lt of the previous year) and 10811 kg (compared to the 5.278kg of the previous year) of chemicals substances for pool, osmosis, bar-restaurant and cleaning chemicals.
 - Out target for the year 2026 is to reduce the usage of chemical substances by 4%
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WATER

Our hotel recorded a water consumption for the year 2025 of 440lt per guest-night while for the same period for the year 2024, water consumption was 440lt per guest-night. The water consumption has remained the same as the previous year despite the rise in guest-nights at our hotel

- Water conservation posters are placed on staff notice boards in each department as well as in customer common areas.
 - Cards of our policy for changing towel and sheets are in customer rooms.
 - Garden watering is taking place after sunset to avoid wasting water.
 - Our target for the year 2026 is to reduce water consumption by further 3%.
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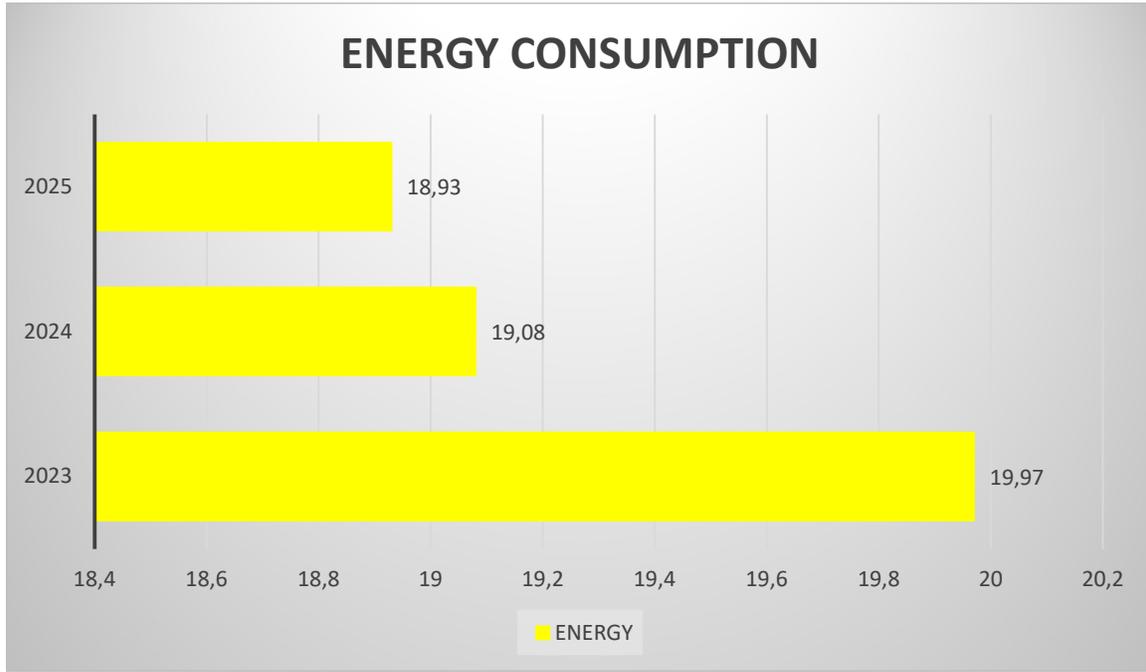


ENERGY

We strive to be friendly to the environment, so we invest in renewable energy sources, aiming to reduce our energy consumption and hence the carbon footprint we leave on the environment.

In particular:

- We have key cards to automatically turn off lights and A/C units when guests leave their room.
 - There are energy saving posters with specific instructions, on all staff notice boards in each department.
 - We use solar units and heat pumps to heat up water.
 - As a result, during the year 2025 our hotel had a consumption of 1.170.743,18 kWh as opposed to 1.200.258,28 kWh for the same period for 2024, a reduction that reaches an estimate of 2.5%.
 - In total our hotel managed to reduce the use of kWh from all sources from 19,08 kWh per guest-night in 2024 to 18,93 kWh per guest-night in 2025, a reduction of about 1%
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- Our target for 2026 is to reduce energy consumption by 5%.



MANAGEMENT OF FOOD WASTE

- We have implemented a variety of food types in our hotel menu, pleasing every appetite of our guests and meeting all requirements and dietary restrictions.
- For the year 2025 we purchased a total of 43.628,46 kg and 16.218,8 lt of food while for the same period in 2024 we had 48.844 kg and 13.408,7 lt. There is a reduction of about 11% in the total kilos of food purchased, while there is an increase of about 18% in the number of liters; this can be easily explained since we had more guest in 2025 than we did in 2024.
- In total, we have used 59.844,26 units of food in 2025. Compared to the 62.252,7 units in 2024, we have a reduction of about 3.9%
- Our target for 2026 is to reduce the amount of food purchased while maintaining the same quality offered to our guests.

OUR PEOPLE...

During the total duration of the summer season for 2025, our hotel employed 75 people. Of these, 49 were men (65.3%) and 26 were women (34.7%), while in the administrative

team we employ 2 men and 3 women. In addition, we support the multi-ethnic and multicultural work environment, as our employees come from various backgrounds and ethnicities, as 22 people (29.3%) are from other ethnicities, while the remaining 53 (70.7%) are from Greece.

In addition, we support our local community without favoring them over the rest, employing both people who originate and live in Kos as well as from other parts of Greece and the world. 23 (30.7%) of our employees come from Kos, while the remaining 52 (69.3%) are from other places.

- Our goal for 2026 is to remain fair to the distribution of roles between men and women, Greeks and foreigners, locals and non-locals.
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OUR COMMUNITY...

- Hotel AKTI purchases its goods and services from both local and non-local suppliers. The total number of suppliers is 151, of which 77 (50.99%) are local, while the remaining 74 (49.01%) are based in other parts of Greece.
 - We promote local culture by providing our guests with information about local attractions, cultural and natural heritage.
 - Our hotel and its people show their social side as they actively participate in campaigns to raise awareness of key social issues and promote local businesses. We strive to help our community as much as possible, for that reason we have been engaging in a number of different activities, such as the yearly fund-raising parade “WALK FOR LIFE” of “GOODBYE TO CANCER”, which for this year raised 55.031,73€. We have been promoting social events from local businesses such as KOS WORLD TOURISM DAY in Kardamaina and WHITE NIGHT SHOPPING in Kos town. Furthermore, we have catered for the annual dance of the “GREEK HIGH-SCHOOL» club which took place in Kardamaina.
- Our goal for 2026 is to increase the percentage of local suppliers and participation in the social issues for the benefit of society.
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As a conclusion...

- A quick overview of the results of the last few years shows a decrease in energy consumption, at the same time water consumption has also been decreased, as a result of our training and the policies we have implemented.
- Our hotel operates in a responsible manner, actively working towards being environmentally friendly, replacing old equipment with new, more energy efficient and reducing the consumption of hazardous substances.
- We do not make any racial discrimination, as we employ employees from various social groups, with different backgrounds and nationalities. We support our local community strongly, actively and continuously through our actions, our philanthropy, our purchasing policy and by promoting our local heritage and our local attractions.