Sustainability Report 2026

Kerkyra Blue Hotel N' Spa



GREETINGS FROM THE MANAGEMENT

Thank you for choosing Kerkyra Blue Hotel & Spa for your stay in the magnificent island of Corfu. We are proud to offer our guests a unique experience, focusing on quality service and sustainability.

The natural beauty of the island, the traditional flavors and our warm hospitality ensure unforgettable moments. At our hotel, you will find all the amenities you need to enjoy your stay, while at the same time we encourage participation and interaction with the local culture, honoring the traditions and civilization of Corfu.

Regardless of the reason for your visit, whether it is for relaxation or recreation, our staff is here to serve you and make your stay as pleasant as possible.

We are waiting for you to live an unforgettable experience with us!

Antonis Urselmann

General Manager

Kerkyra Blue Hotel & Spa

SUSTAINABILITY TEAM STATEMENT

At Kerkyra Blue Hotel & Spa, we recognize the importance of sustainability and responsible management of our resources. The challenges facing our planet require us all to act responsibly and foresight fully. As a hotel, we are committed to adopting practices that will reduce our environmental impact and promote social well-being.

The sustainability team we have established, under the guidance of General Manager Mr. Urselmann, is working systematically to implement strategies aimed at reducing waste and promoting sustainable development. Our goals are clear and measurable, allowing us to monitor our progress and adapt our practices as needed.

The renewal of the TRAVELIFE GOLD AWARD for 2026 is a confirmation of our commitment to sustainability and social responsibility. Through the collaboration of all hotel departments, we aim to create a positive impact on the local community and the environment, while ensuring the well-being of our employees.

We are convinced that with collective effort and dedication, we can contribute to a more sustainable world, offering our guests an unforgettable experience that respects the environment and society.

SUSTAINABILITY TEAM

NAME/NAME Job position	AREA OF RESPONSIBILITY	RESPONSIBILITIES
Theodoros Digkas Operation Manager	Environmental management Staff welfare and work rules	**Solid waste management, social inclusion, labor and human rights, customers**
Ginargyrou Spyridoula Front Office Manager	Environmental management Staff welfare and work rules	**Spreading progress, customers, social inclusion**
Kokkotis Dionysis Head Chef	Environmental management Staff welfare and work rules	**Solid waste management, customers**
Voutsela Zoe Housekeeper Manager	Environmental management Staff welfare and work rules	**Pollution management, corrosion, hazardous substances, customers**
Chrysakis Spyros Chief Engineer	Environmental management Staff welfare and work rules	**Water, energy, customermanagement**
Papouli Sevasti F&B Cost Controller	Community participation and support	**Suppliers**
Zoupas Vasillis Chief Accountant	Staff welfare and work rules Community participation and support	**Human and financial resources, legislation, business policies**
Avramiotis Periklis Service Manager	Environmental management Staff welfare and work rules	**Solid waste management, social inclusion, labor and human rights, customers**

Additionally, Kerkyra Blue Hotel & Spa will continue to ensure a high quality of service, through the collection of data from various sources such as: tour operator CSQs, Guestflip, online guests reviews, exclusivi app, etc.

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PROCUREMENT OF SUSTAINABLE PRODUCTS, GOODS AND SERVICES

At our hotel, responsible sourcing of products and services is a key pillar of our strategy for sustainable development and compliance with **Travelife** criteria.

Policy & Actions

- **Local supplies:** We prioritize partnerships with local producers and suppliers, supporting the local economy and reducing CO_2 emissions from transportation.
- **Certified products:** We select products with recognized certifications (e.g. EU Ecolabel, FSC, Fair Trade, MSC), ensuring that they meet sustainability and responsibility criteria.
- **Plastic reduction:** We have gradually eliminated single-use plastics and replaced them with recyclable or reusable materials.
- **Responsible energy and water consumption:** We prefer equipment and services that are energy efficient and contribute to reducing the consumption of natural resources.
- **Partnerships with sustainable suppliers:** We collaborate with companies that follow environmental and social responsibility policies.

Goals for 2027

- **15%** increase in supplies from local producers.
- Removing all single-use plastic water bottles from restaurants.
- Expanding partnerships with suppliers that have sustainability certifications.
- Continuous information and training of staff for the correct implementation of the sustainable procurement policy.

Result

By implementing this policy, we reduce our environmental footprint, support the local community and offer our guests high quality services that are consistent with the principles of sustainability.

PROCUREMENT OF PRODUCTS, GOODS AND SERVICES

Policy & Actions

- We prioritize supplies from businesses that are locally owned or operate in the local market.
- We support small and family businesses in order to strengthen the local economy and maintain the authenticity of our services.
- We incorporate local products (e.g. fruits, vegetables, wines, oil, kumquat, honey) into our restaurant menus, highlighting the gastronomic heritage of Corfu.
- For services such as transportation, activities and entertainment, we partner with local providers who adhere to sustainability principles.

Goals for 2027

- Maintaining and/or increasing the percentage of local procurement to **40% of the total.**
- Expanding collaborations with small producers for seasonal products.
- Strengthening the visibility of our local partners through the hotel (e.g. information brochures, theme nights).

Result

In this way, we strengthen the local community, reduce our environmental footprint (due to less product transportation), and offer guests a more authentic hospitality experience.

RECRUITMENT PROFESSIONAL DEVELOPMENT & CAREER ADVANCMENT OF LOCAL HUMAN RESOURCES

Policy & Actions

- Priority is given to hiring employees from the local community, in order to strengthen the local economy and create stable employment opportunities.

We provide education and training programs to all hotel departments (front office, F&B, housekeeping, technical support), with the aim of continuously improving their skills We offer equal opportunities for career development and promotion, encouraging employees to take on more responsibilities and higher-level positions.

- We support long-term employment through stable contracts and good working conditions, strengthening employee loyalty to the hotel.

Human Resources Strengthening

- To meet the increased needs of the hotel, as the services provided to customers have expanded significantly and the creation of new hotel units in the area has reduced the available workforce in Corfu and the rest of Greece, we proceeded to hire **40 employees from the Philippines**.
- These employees staff the **F&B, Housekeeping and Kitchen departments**, with full training and integration into our operating standards.
- For those who do not have permanent residence on the island, housing is provided in collaborating nearby units, to ensure their quality of life and their uninterrupted work.

Goals for 2027

- Maintaining the percentage of local employees at **over 70%** of the total staff.
- Annual training programs on topics such as customer service, safety & hygiene, language skills and digital tools.
- Creation of a mentoring program, where experienced employees will guide younger colleagues for faster integration and development.

Result

Investing in our human resources – both local and international – contributes to improving the quality of services, strengthens the hotel's relationship with the local

community and creates a working environment that promotes job satisfaction and employee retention in the industry.

STAFF TRAINING & PERSONNEL DEVELOPMENT

Policy & Actions

Continuous training is a key pillar of our strategy, aiming to strengthen human resources and improve service quality. Regular seminars are organized for all departments, focusing on customer service, safety, hygiene, sustainability and professional development.

Educational Seminars 2026

During 2026, the following training seminars were held with the participation of all employees, including the 40 employees from the Philippines:

- **Preventive actions to deal with bad weather** – All employees
- **Children protection & rights** – All employees
- **Prevention of racial discrimination** – All employees
- **Discover Corfu: Responsible guest guide** – All employees
- **Fire safety** – All employees
- **Chemical use** – Maintenance
- **Safe use of chemicals & cleaning procedures** – Kitchen & Housekeeping
- **Personal hygiene & food rules** – F&B departments
- **Restaurant Service** – F&B departments
- **Restaurant Set Up** – F&B departments
- **Mini Bar & Offer Types** – F&B departments
- **Bar guide & service** – F&B departments
- **Sustainability & green operations: reduction of greenhouse gas emissions (energy & water), waste management, sustainable procurement, food waste**– All employees
- **Accident prevention and response rules** – All employees
- **Managing clients with dietary requirements** – F&B departments
- **Internal food safety inspections** – Food Safety Team

A total of **16 training sessions** were held with active participation from all departments.

Professional Development

- Annual staff evaluation to identify development needs.
- Creation of "Career Pathways" for employees with the prospect of assuming administrative roles.

Results

- **Over 90%** of staff participated in at least three seminars.
- Improvements were recorded in **hygiene, safety and customer service issues**.
- Employees from abroad (Philippines) were effectively integrated into the team and strengthened through targeted seminars.

Goals for 2027

- 100% staff participation in educational activities.
- Development of a **digital e-learning platform**.
- Collaboration with local educational institutions for youth internships.

EQUALITY & JUSTICE AT WORK

Our company implements a **zero-tolerance policy** against any form of discrimination, aiming to create a fair, safe and supportive working environment for all.

Basic Principles

- **Equal employment opportunities** regardless of gender, age, religion, ethnicity, race, disability, sexual orientation or any other characteristic.
- Ensuring **equal pay for equal work**.
- Transparency in recruitment, evaluation and promotion processes.
- Promoting **diversity and inclusion** in the work environment.

Actions 2026

- Adoption of a **Code of Conduct (LOUIS PLC - CODE OF BUSINESS CONDUCT & ETHICS)** that includes explicit references to anti- discrimination policies.
- Creation of an **anonymous reporting channel (complaint box)** for complaints of discrimination or inappropriate behavior.
- Integrating workers of different nationalities (e.g. Filipino workers) with equal employment conditions and rights.

Results

- No complaints of discrimination or unequal treatment were recorded in 2026.

- **50% of supervisory positions** are owned by women.
- Our multinational team operates harmoniously, with an emphasis on cooperation and respect.

Goals 2027

- Strengthening education actions for **gender equality and inclusion**.
- Creation of a **mentoring program** for the professional development of new employees.
- Continuous monitoring and reporting of equality indicators.

WAGES & BENEFITS TO EMPLOYEES

Our company recognizes that human resources are the key pillar of our success and sustainable development. For this reason, we implement policies that ensure **fair remuneration, equal treatment and meaningful benefits**, so that employees feel financially stable and professionally supported.

Salary Policy

- Salaries are determined based on the **Collective Labor Agreement for Hotel Employees**, ensuring full compliance with the applicable institutional framework.
- An **annual salary review** is carried out with the aim of adjusting to the cost of living and inflation.
- In 2026, an average **increase of 5%** was implemented to ensure that salaries remain competitive.

Benefits to Staff

- **Monthly coupon €50** for purchases at the Sklavenitis supermarket, as additional support for the increased cost of living.
- **Free meals** daily within the hotel.
- **Free accommodation** in nearby units for workers who do not have a permanent residence in Corfu.

- **Free transportation** on specific routes for staff without private vehicles.
- **Provision of work uniforms and safety equipment.**
- **Emergency financial aid** in cases of employees facing difficulties.

Results

- No delays in salary payments.
- 100% of staff enjoy equal access to all benefits.
- The supermarket provision was adopted in 2023 and had a **positive impact on staff satisfaction.**

Goals 2027

- Maintaining salaries **above the industry average**.
- Evaluation of additional benefits, such as private health insurance programs.
- Creation of a **performance bonus program** to enhance motivation and reward.

MINIMIZING GREENHOUSE GASES

Our commitment to sustainable operation includes the continuous reduction of the hotel's **carbon footprint**, with an emphasis on the areas of energy, water management, waste and food waste.

Energy

- Replacement of lamps with **100% LED lighting**.
- Staff training and customer information on energy saving.
- Use of **motion detectors** at security exits.
- Lighting control by **motion detectors** in public restrooms.
- Use of electricity in the rooms only by using the **magnetic card**.
- Air conditioning only operates with **closed balcony doors**.
- Reinforced double-glazed balcony doors to maintain the temperature in the room.
- Annual inspection of facilities and equipment.

Water

- Use of **water saving systems** in bathrooms and common areas.
- Continuous recording of consumption and a **reduction target of 10% per year**.
- Most public showers are equipped with **buttons that control the duration** of the flow.
- Customers are encouraged to reuse their towels by placing them on the appropriate hanger.

- There is provision for the replacement and installation of new irrigation **sprinklers (nozzles)** with new, advanced technology with better spraying and use of less water.
- Placement and installation of automatic watering machines.
- Washing machines are only used with a full load.
- An annual inspection of facilities is carried out for possible leaks.

Waste

- Waste separation into **organics, paper, plastic/metal, glass, cardboard**.
- Implementation of a **cooking oil recycling program**.
- Phasing out **single-use plastics**, replacing them with environmentally friendly materials.
- We ensure the training of our employees in the correct separation of recycling and organic waste.
- Replacing disposable plastic cups with reusable ones (polycarbonate).
- Elimination of plastic water bottles and replacement with water coolers for customers and employees.
- Use only paper straws.
- Purchases are made in large packages with the aim of minimizing waste.
- Written information to suppliers about our policy regarding waste management.
- Organic waste is stored in a specially designed (cooled) space that is washed and disinfected every time it is emptied.
- The selection of our suppliers is also made based on environmental criteria, we ensure that wherever and whenever possible there is returnable or recyclable packaging.
- Use of electronic systems for communication and ordering.
- Adjusting the quantity of food, depending on the number of customers.
- Implementation of the FIFO system in all departments.
- Eliminate printed customer questionnaires and use the exclusive app.

Food

- Reducing food waste through **careful menu planning** and portion control.
- Collaboration with **local producers** to source seasonal products with a lower environmental footprint.

Results 2026

- For January–October 2026, total energy consumption increased from 2,172,750.10 kWh in 2025 to 2,278,539.83 kWh in 2026 (+4.87%). The 5% energy reduction target was not achieved.
- Total water consumption decreased from 37,832 m^3 in 2025 to 37,227 m^3 in 2026 (−1.60%). Water consumption per guest night decreased from 0.387 to 0.384 m^3 (approximately −0.68%).
- Recycling over **65% of waste**.

Greenhouse gas emissions: total reported emissions decreased from 554,698.76 kg CO_2e in 2025 to 516,197.23 kg CO_2e in 2026 (−6.94%). Emissions per guest night decreased from 5.67 to 5.33 kg CO_2e (approximately −6.08%).
Progress against 2026 goals: the 10% total emissions reduction target was not met (actual reduction 6.94%); the water target of below 180 litres per guest night was not met (actual approximately 384 litres). Food waste reduction cannot be confirmed without comparable measured data for both years.
Biodiversity: two planned awareness and protection activities were completed in 2026: information for guests and staff on local flora and fauna, and a beach clean-up supporting the Alykes Potamou coastal ecosystem. The two-activity biodiversity target was achieved (100%).
Management assessment: despite reduced reported emissions and water use, higher total energy consumption requires stronger monitoring, fuel and electricity optimisation, and additional efficiency measures in 2027.

Goals 2027

- Reduction of total CO_2 emissions by **10%.**
- Reduction of food waste by **10%** with buffet optimization and portion control.
- Keeping water consumption below **180 liters per night.**

MINIMIZING AIR, LAND AND WATER POLLUTION

Our environmental policy aims to reduce any form of pollution that may be caused by the hotel's activities, with actions that focus both on **prevention and on improving existing practices.**

Air

- Minimizing gas emissions from vehicles through collaboration **with transport companies that have low-emission fleets** (Euro 6, electric vehicles).
- Use of **activated carbon filters and ventilation** in kitchens to reduce odors and particles.
- Continuous maintenance of machinery to reduce emissions.
- The choice of refrigerators and air conditioners that use environmentally friendly natural refrigerants (such as R600a, R290, or R32) instead of refrigerants with a high Global Warming Potential (GWP) (such as R 407C, R 404A, R 410A) contributes significantly to climate protection. Furthermore, the air conditioners of the facility belong to a high energy class (e.g., A++, A+++), which further reduces energy consumption and indirect CO2 emissions.

Terrain

- Use of **ecological fertilizers and pesticides** in gardens, with a preference for organic methods.

- Preventing chemical or fuel leaks through regular inspections and personnel training.

Water

- Connection of the hotel to the **biological wastewater treatment plant** of the municipality of Corfu, which ensures the return of clean water to the environment.
- Regular checks to avoid contamination from chemicals or detergents.

Light pollution

- Installation of LED lighting with **timers and motion sensors** to limit light pollution.
- Use of warm-colored lighting to reduce disturbance to nocturnal fauna.

Noise pollution

- **Limiting the hours of music** playing outdoors.
- Informing staff about maintaining low noise levels in public areas.

Corrosion

- Use of **ground cover plantings** on sloping areas to prevent erosion.
- Maintenance of paths and routes to avoid soil erosion from frequent use.
- Collaboration with environmental experts for periodic assessments.

Results 2026

- Reduce **light pollution by 10%** with light sensors and timers.
- Eliminate the use of unauthorized pesticides in gardens.
- Recording noise levels with compliance below local legislation limits.

Goals 2027

- Reduction of emissions from personnel/supplies transport by **5%** through the use of electric vehicles.
- Maintaining lighting only where necessary, with the aim of **reducing energy consumption by 5%.**
- Greenery enhancement for soil protection throughout the hotel complex.

IDENTIFYING WATER SCARCITY, WATER QUALITY ISSUES & MINIMIZING CONSUMPTION

The hotel recognizes the importance of proper water management, as water scarcity and water quality are critical sustainability issues. In this context:

- We systematically monitor water consumption and implement saving practices in all parts of the hotel (rooms, kitchen, restaurants, gardens, swimming pools).

- We use special filters and energy-saving equipment in faucets, cisterns and showers to reduce waste.
- A **reverse osmosis system** has been installed, which supplies water directly from the sea and makes it suitable for the hotel's needs. This reduces the pressure on the local water supply network and ensures quality adequacy for guests and staff.
- We encourage guests to contribute to the savings effort by giving them the option of limiting linen and towel changes.
- We regularly test water quality to ensure its safety and hygiene in all uses (consumption, swimming pools, kitchens).

In this way, not only are the hotel's water needs fully covered, but it is also ensured that its use is done with respect for the environment and the local community.

CONSERVATION OF BIODIVERSITY AND WILDLIFE

Our hotel operation places particular emphasis on preserving biodiversity and protecting the area's wildlife. Our goal is to identify in a timely manner any impacts that may arise from our activities on the natural environment, but also to seek opportunities to actively contribute to its preservation and support.

The natural beauty of the landscape that surrounds us includes a multitude of trees, ornamental plants, fruit and vegetables and herbs, such as pines, ferns, olives, palms, kumquats, rosemary, mint, rose bushes and mallows. This landscape is enriched by the biodiversity of the river, where we encounter seagulls, ducks and other species of animals and birds of the area, creating a unique ecosystem that we support and protect.

In addition, the beach of **Alykes Potamos**, located next to the hotel, is one of the most important natural resources of the area. With a length of 520 meters and an average width of 5 meters, the sandy shore is combined with low sclerophyllous vegetation, creating a calm and natural environment for visitors. The sandy seabed and its gentle slope, with a depth of only 5 meters at a distance of 75 meters from the shore, make the beach safe and ideal for families.

Through our operation:

- We maintain green spaces and enhance local flora with new plantings.
- We implement policies that limit noise and light pollution, in order to protect the area's fauna.
- We invest in environmental training for staff and informing visitors about the importance of biodiversity.
- We collaborate with local organizations to protect the beach and river ecosystem.

With these actions, the hotel is not limited to simply reducing potential impacts from its operation, but also contributes substantially to the preservation and enhancement of local biodiversity, offering guests an authentic and sustainable experience in harmony with the natural environment.

ECONOMIC, SOCIAL AND HUMAN RIGHTS ISSUES AT THE LOCAL LEVEL

Our hotel recognizes that its operation is directly linked to the local community and is committed to operating in a way that supports both the economy and people's rights.

Our business activity has multiple benefits for the local economy, as:

- We hire employees mainly from the wider region, strengthening employment and offering stable jobs.
- We collaborate with local suppliers of products and services, supporting small businesses and growers.

- We offer training and professional development opportunities to our human resources, promoting the development of skills that can be utilized both in the hotel industry and in the local labor market.

On a social level, we support actions that promote community cohesion, while we collaborate with local bodies and organizations to strengthen social initiatives. A typical example is the **voluntary blood donation** organized in August 2026, with the participation of 10 employees. Our goal is for this action to be established and carried out twice a year, at the beginning and end of the tourist season, in order to contribute in practice to meeting the blood needs of the local community.

Regarding human rights:

- We implement a **zero-tolerance policy** against any form of discrimination based on gender, age, nationality, religion, disability or sexual orientation.
- We ensure equal treatment of all employees and compliance with safe working rules.
- We protect labor rights, in accordance with international conventions and the collective labor agreement for hotel employees.

Through these practices, we contribute not only to the sustainable development of the local community, but also to ensuring a work environment that **promotes equality, respect and dignity of all people.**

PLACES OF HISTORICAL AND CULTURAL SIGNIFICANCE

The hotel is located in a prime location, j**ust 3 km from the centre of Corfu's Old Town and 5 km from the airport.** The Old Town, recognized as a **UNESCO World Heritage Site**, is one of the island's most important tourist attractions, with an architectural and cultural heritage that combines Venetian, French and English elements.

Our visitors have the opportunity to easily visit important monuments and cultural sites, such as:

- **The Old and New Fortress**, emblematic works of military architecture.
- **The Spianada** and Liston, centers of social life and cultural events.
- **Saint Spyridon**, patron saint of Corfu, as well as many other churches of historical importance.
- **The Achilles Palace**, summer residence of Empress Elisabeth (Sissy).
- **The Museum of Asian Art**, unique of its kind in Greece.

As part of the hotel's commitment to **supporting local cultural heritage**, we actively encourage guests to visit these sites, providing information through Guest Relations, special publications and electronic guides. In this way, we contribute both to the preservation of Corfu's cultural identity and to the support of local communities active in culture and tourism.

The promotion and promotion of **cultural heritage** is a key pillar of our strategy for sustainable development, as defined by the **Travelife Sustainability Standard.**

LOCAL LIFESTYLE, CULTURE AND TRADITIONS

Preserving and promoting local culture and traditions is an important part of the experience we offer our guests. The hotel features a **themed restaurant with Greek cuisine**, showcasing flavors inspired by the rich gastronomic tradition of the country and Corfu.

Special emphasis is placed on the use of **local products**, such as virgin olive oil, Corfiot wines, kumquats, as well as herbs and vegetables grown in the area. In this way, we support local production and offer guests an authentic experience of Corfiot gastronomy.

Additionally, once a week a **Greek Night** is organized in the buffet of the main restaurant. This evening combines traditional Greek and Corfiot dishes and **traditional dances** presented by a local band. In this way, guests have the opportunity to experience the customs, flavors and hospitality of the region firsthand.

This specific initiative not only offers guests an authentic experience, but also **contributes to supporting the local artistic and agricultural community**, while promoting the cultural heritage of Corfu.

VISITOR EXPERIENCE OF THE CULTURAL HERITAGE AND TRADITIONS OF THE PLACE

Our hotel places particular emphasis on promoting and **highlighting the cultural heritage and traditions of Corfu,** offering guests the opportunity to experience an authentic experience that combines hospitality, gastronomy and culture.

Its privileged location, just **3 km from the center of Corfu's Old Town – a UNESCO World Heritage Site** – allows visitors to have easy access to sites of historical and cultural importance, such as the Old and New Fortresses, the Spianada, the Liston and numerous churches and museums.

Within the hotel itself, local culture is highlighted through:

- **Thematic restaurant with Greek cuisine**, where local products such as olive oil, wine, kumquats and herbs from the Corfiot land are used.
- **Greek Night** which is organized once a week in the main restaurant, with flavors inspired by Greek and Corfiot tradition. The experience is enriched with traditional dances by a local band.
- The preservation of a **natural landscape** within the hotel grounds, with an abundance of trees, ornamental plants, fruit and vegetables and herbs that reflect Corfiot nature.

In this way, our guests have the opportunity to come into contact with the **local gastronomy, tradition and cultural identity of Corfu**. At the same time, through these initiatives, the hotel strengthens the support of the local community and promotes sustainable development, attracting guests who seek experiences with substantial cultural and environmental content.

COMMUNITY ENGAGEMENT

Our hotel maintains a **close and ongoing relationship with the local community**, recognizing that its success and sustainable development is directly linked to the prosperity of the region. For this reason:

- **We employ workers mainly from the local community**, boosting employment and offering professional development opportunities.

- **We collaborate with local suppliers and small businesses** for the supply of products, goods and services, contributing to the strengthening of the local economy.
- **We actively participate in social actions**, such as the voluntary blood donation, which took place in August with the participation of 10 people and aims to be established twice a year (at the beginning and end of the season).
- As part of our commitment to supporting the local community, every year, at the end of the season, our hotel offers **charitable donations to the Church of Corfu.** In this way, se strengthen the solidarity actions carried out at the local community level, contributing to the support of families and our fellow people in need.
- We promote the **cultural heritage of Corfu**, through themed evenings of Greek cuisine and local traditional dances, enhancing the interaction between visitors and the local community.
- We support the promotion of the **natural and cultural beauty** of our place, with respect for the environment, biodiversity and historical monuments of the region.

Future Actions

As part of continuous improvement, the hotel is committed to further strengthening communication with the community through:

1. **More collaborations with local producers and cooperatives**for the supply of traditional products (e.g. olive oil, wine, honey, kumquat).
2. **Support for local schools and cultural associations**, with sponsorships and actions that will empower society.
3. **Promotion of voluntary actions**(beach cleanups, tree planting, environmental campaigns) with the participation of staff and customers.

4. **Development of educational programs**for students on issues of sustainability, hospitality and environmental sensitivity.
5. **Continuous dialogue with local authorities and bodies**, so that needs can be immediately identified and the hotel's actions can be adapted for the benefit of the community.

Thus, our hotel seeks to remain an **active member of the local community**, creating mutual benefits for our residents, employees and guests.

ANIMAL WELFARE

Our hotel recognizes the importance of animal protection and welfare. Although we are **not a pet-friendly hotel** and pets are not allowed on our premises, we adhere to strict policies related to:

- **Respect for wildlife** located around the hotel, such as the birds and animals that live in the river and beach area. No actions are taken that could disturb their natural environment.
- **Supply of products and raw materials** that are not related to animal abuse or unsustainable practices.
- **Collaboration with responsible food suppliers**, who adhere to animal welfare standards in the production of meat, dairy and other products of animal origin.
- **Avoiding the use of animals for entertainment purposes**(e.g. performances, photos with animals), as we consider this to be inconsistent with our principles of sustainability and responsible hospitality.

In this way, we ensure that the operation of the hotel does not negatively impact animals, whether they are production animals or local fauna.

INTERACTIONS WITH VULNERABLE PEOPLE IN THE LOCAL COMMUNITY

Our hotel's social responsibility is not limited to supporting local employment and the economy by hiring employees from the wider region, nor to providing educational and

professional development opportunities. It also extends to providing essential care for the most vulnerable members of the local community.

- **Staff awareness and training**: Employees are trained to show understanding, respect and discretion when coming into contact with vulnerable groups (elderly people, people with disabilities, large families).
- **Volunteering & support actions**: A typical example is the voluntary blood donation that took place in August with the participation of 10 employees, which aims to be established twice a year, at the beginning and end of the season, thus strengthening the needs of the local community.
- **Collaboration with local bodies**: Where possible, we collaborate with clubs and organizations that support vulnerable groups, offering goods or participating in social solidarity actions.
- **Visitor encouragement:** Our guests are informed about these initiatives and are encouraged to contribute, if they wish, to social actions, which enhances their authentic experience and connection with the local community.
- **Social integration of relocating employees**: To meet the increased needs due to the development of new hotel units in the area and the reduction in the available local workforce, our hotel hired 40 employees from the Philippines for the F&B, Housekeeping and Kitchen departments. These employees are provided with accommodation in nearby units, while they participate equally in educational seminars and social activities. In this way, their social integration is strengthened and an environment of equality and respect is cultivated.

With these initiatives, our hotel actively contributes not only to maintaining local employment and the economy but also to social cohesion, offering support to those who need it most and creating a multicultural, equal and supportive work community.

EPILOGUE AND GOALS FOR 2027

Our hotel continues to operate with sustainability, environmental responsibility and support for the local community in mind. The actions implemented over the past year demonstrate that our strategy focuses both on reducing environmental impacts and on improving working conditions and the quality of life of the local community.

Evaluation of Direct Negative Impacts

During the 2026 annual sustainability evaluation of our hotel, we looked at the possible direct negative impacts of the hotel's operations on biodiversity, cultural and historical heritage, the health and well-being of the local community, and overall living conditions. The evaluation did not identify any direct negative impacts in these areas that would require corrective or remedial actions. Our hotel continues to implement preventive measures and monitor its activities with the goal of protecting the natural and social environment.

We recognize that sustainability is an ongoing process and that is why we are setting specific goals for 2027:

Environmental Management

- Reducing energy consumption by 5% through savings systems and investments in more efficient equipment.
- Optimization of the operation of the desalination (osmosis) system to further reduce water consumption.
- Strengthening the recycling program, aiming to recycle at least 70% of the waste produced.

Human Resources

- Further strengthening of staff training with seminars on sustainability, food safety and customer service.
- Design of a new skills development program for employees from the local community, aiming at job advancement.
- Strengthening social integration actions for foreign personnel (e.g. Filipino workers), promoting multiculturalism and cooperation.

Local Community

- Organizing two voluntary blood donations per year (beginning and end of season) with the aim of greater participation.

- Strengthening partnerships with local producers and small businesses for the supply of products, goods and services.
- Participation in joint actions with local cultural and environmental bodies, to promote cultural heritage and the protection of biodiversity.

Guest Experience

- Enrichment of cultural activities within the hotel, such as the Greek night and local dance performances.
- Creation of new experience packages that will highlight the culture, flavors and nature of Corfu, strengthening the visitor's connection with the place.

In this way, we commit that in 2027 we will continue to evolve, strengthening our position as a responsible tourism business that respects the environment, supports society and offers high-quality experiences to its visitors.

We call on all our partners to support us in achieving our goals.

CERTIFICATIONS







