ELECTRA

DESIGNERS OF HOSPITALITY

Sustainability Report 2025

ELECTRA
SUSTAINABLE GROWTH

We believe hospitality should create lasting value.

Guided by our commitment to people, communities and the environment, we embed sustainability into every aspect of our operations.
Through responsible growth, authentic Greek hospitality and continuous improvement, we are shaping a more sustainable future for generations to come.

electrahotels.com

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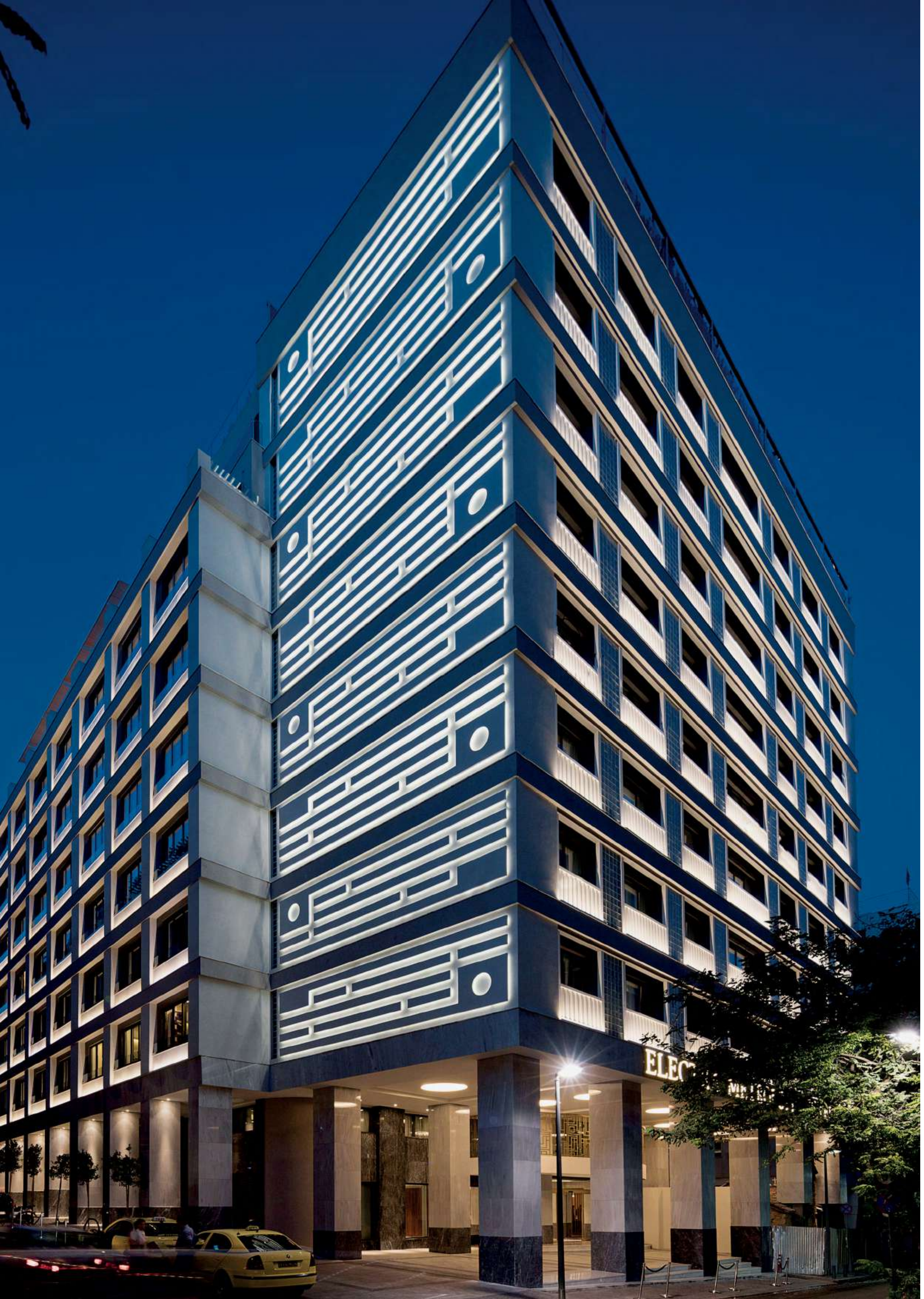


Message from CEO

Sustainability is no longer a parallel initiative for businesses. It is a key factor shaping competitiveness, resilience, and long-term growth. Particularly in the tourism sector, where our activities are directly linked to the natural and social environment, sustainable development is a strategic necessity rather than a choice.

Today's challenges, ranging from climate change and natural resource management to the increasing expectations of travelers and local communities, are reshaping our operating landscape. In response, we have developed an investment plan focused on upgrading our existing properties, creating spaces that integrate innovative technologies, reduce energy consumption, and meaningfully enhance the guest experience.

At the same time, we are further advancing our water stewardship and waste reduction initiatives. In 2025, a significant milestone was achieved in Rhodes, where plastic consumption was reduced by 6 tons. Moreover, water consumption across all our hotels decreased by 5%, underscoring our ongoing commitment to environmental sustainability and efficient resource management.

In parallel, we systematically invest in the training and skills development of our people, delivering a total of 6,109 training hours, while fostering a modern, inclusive, and supportive working environment through the signing of the Diversity Charter and our ongoing collaboration with organizations that support vulnerable groups.

Guided by vision, responsibility, and a strong commitment to sustainable development principles, we continue to elevate Greek hospitality, not only through what we create, but also through how we choose to evolve: for our guests, our people, the communities in which we operate, and our shared future.

Yiannis A. Retsos
CEO
Electra Hotels & Resorts

Reporting Practices

Electra Hotels & Resorts Group (hereinafter the "Group," "Electra Hotels," or "Electra Hotels & Resorts," and collectively "we" or "our") is pleased to present its third integrated Sustainability Report. This edition reflects the Group's continued commitment to responsible business conduct, with respect for people, the environment, and the economy, while remaining aligned with leading international sustainability standards. The Report provides stakeholders with transparent and meaningful insights into the way we identify, manage, and monitor our impacts across these areas.

The Report reflects our commitment to sustainable growth through the implementation of a comprehensive Sustainability (ESG) strategy. By monitoring and analyzing key performance indicators, we aim to strengthen our contribution to sustainable tourism, supported by robust policies, procedures, and management practices. Throughout the Report, Electra Hotels links its goals, actions, and material topics to the UN Sustainable Development Goals (UN SDGs), outlining the progress achieved and the targets set for the years ahead.

Covering the period from 1 January 2025 to 31 December 2025, this is Electra Hotels & Resorts Group's third Sustainability Report, prepared with reference to the Global Reporting Initiative (GRI) Standards. The Report consolidates data from all Group entities: Electra Metropolis Athens, Electra Palace Athens, Electra Rhythm Athens[1], Electra Palace Thessaloniki, Electra Palace Rhodes, Electra Kefalonia Hotel & Spa, and Electra Management S.A.[2] .

The Report has not been externally assured.

More information about the Group is available at
https://www.electrahotels.gr
For any further enquiries regarding the Sustainability Report 2025, you may contact Mrs. Moraitidou Anastasia (Quality and Sustainability Director) at: **a.moraitidou@electrahotels.com**

1 During the reporting period, Electra Hotel Athens completed its renovation, which started on 2 November 2024. Following the completion of the renovation in May 2025, the hotel was rebranded and renamed Electra Rhythm Athens. Where relevant, 2025 data are presented under the new name, while prior-year references may relate to Electra Hotel Athens.
2 Electra Management S.A. is based in Athens (Greece) and manages the six hotel units of Electra Hotels & Resorts.

Our Company at a Glance

Electra is a premier hospitality Group renowned for its commitment to providing world-class hospitality services in some of Greece's most iconic destinations.

Proudly owned by Greek shareholders, the Group embodies the country's rich cultural heritage and timeless traditions. With a legacy spanning over six decades, Electra Hotels & Resorts offers a distinguished collection of 4- and 5-star properties, blending modern elegance with authentic Greek charm.

The Group's six hotels are strategically located in key destinations. In the heart of Athens, the Group's three properties -Electra Metropolis, Electra Palace Athens, and Electra Rhythm Athens- stand as landmarks next to the city's most iconic sites. In Thessaloniki, Electra Palace Thessaloniki is a historic hotel situated on the renowned Aristotelous Square. The Group's two beachfront resorts, Electra Palace Rhodes on the vibrant island of Rhodes and Electra Kefalonia Hotel & Spa on the scenic Ionian island of Kefalonia, further enhance the authentic Greek holiday experience.

At Electra, guests are invited to experience the true essence of Greek hospitality. Warm, personalized service, paired with a harmonious blend of comfort, tradition, and contemporary sophistication, ensures every stay is as memorable as the destinations themselves.

Electra Hotels & Resorts comprises:

Electra Metropolis Athens

Electra Palace Athens

Electra Rhythm Athens

Electra Palace Thessaloniki

Electra Palace Rhodes

Electra Kefalonia Hotel & Spa

Electra Management S.A. (based in Athens, manages the day-to-day operations of the six Electra Hotels)

Highlights 2025

479,192 in-house guests	933 Employees
6,109 training hours	approximately €800,000 on employee benefits
6 tons reduction of plastic	5% water reduction
CR Index Gold	Double Materiality Assessment conducted for the first time
Electra Rhythm Athens upgrade	

Table 1: Highlights 2025

Our Mission

To deliver authentic Greek hospitality that creates lasting value for people, communities, and the environment by embedding sustainability into every aspect of our operations and acting with integrity, care, and responsibility.

At Electra Hotels & Resorts, hospitality is rooted in genuine care for people and the environment. Guided by our values and a long-term perspective, we integrate sustainability and responsible business practices into everything we do, creating lasting value for our guests, our people, our partners, and the communities and destinations where we operate.

Our Group Vision

To shape the future of Greek hospitality by creating meaningful experiences that enrich people's lives while contributing to thriving communities, resilient destinations, and a more sustainable future.

We pursue this vision by combining authentic hospitality with responsible business practices, empowering our people, respecting the cultural and natural heritage of every destination, and continuously evolving the way we operate. Through collaboration, innovation, and long-term thinking, we aim to create shared value for our guests, associates, partners, communities, and future generations.

Our History

Our story began in 1965, when a small team of visionary Greeks launched the first property –now the classic Electra Hotel on Ermou Street in Athens. Welcomed instantly by discerning travelers at home and abroad, that milestone ignited a success narrative spanning more than half a century and a portfolio of six standalone hotels–and counting.

1965

Electra Hotel Athens

The first Electra Hotel opens on Ermou Street, in the heart of Athens. It soon becomes a preferred destination for both business and leisure travelers, building a loyal guest base year after year. During the reporting period, Electra Hotel Athens completed its renovation, which had started on 2 November 2024. Following the completion of the renovation in May 2025, the hotel was rebranded and renamed Electra Rhythm Athens. Where relevant, 2025 data are presented under the new name, while prior-year references may relate to Electra Hotel Athens.

1972

Electra Palace Thessaloniki

Electra Palace Thessaloniki opens its doors and is soon established as one of the city's most iconic hotels, becoming an enduring landmark appreciated well beyond Thessaloniki.

1973

Electra Palace Athens

Construction of Electra Palace Athens is completed in the historic Plaka neighborhood, enriching the area's charm and strengthening its hospitality offering.

1975

Electra Palace Rhodes

The Group expands to the Greek islands with the opening of Electra Palace Rhodes, marking its first step into island hospitality in one of Greece's most cosmopolitan destinations.

2016

Electra Metropolis Athens

Electra Metropolis Athens opened in 2016, introducing a vibrant new hospitality landmark in the center of Athens. Its LEED certification reflects the Group's commitment to sustainable and environmentally responsible building practices.

2020

Electra Kefalonia Hotel & Spa

The Group expands westward with the completion of Electra Kefalonia Hotel & Spa on the Ionian island of Kefalonia, further strengthening its presence in Greece's hospitality landscape.

Through every chapter of this journey, our dedication to genuine Greek hospitality and sustainable progress remains steadfast.

Membership and Associations

Electra Hotels maintains active memberships in a range of respected industry and business associations. These affiliations keep us at the forefront of tourism trends, strengthen our voice in sector-wide advocacy, and expand the international network that supports our growth. From national tourism bodies to regional hotel unions and bilateral chambers of commerce, each organization helps us exchange best practices, influence policy, and collaborate on initiatives that enhance Greek hospitality worldwide. The table below presents the associations in which Electra Hotels proudly participates.

SETE	H HOTELS ΞΕΝΟΔΟΧΕΙΑΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ ΕΛΛΑΔΟΣ HELLENIC CHAMBER OF HOTELS
Greek Tourism Confederation (SETE)	Hellenic Chamber of Hotels
AHK Deutsch-Griechische Industrie- und Handelskammer Ελληνογερμανικό Εμπορικό και Βιομηχανικό Επιμελητήριο	
Greek-German Chamber of Commerce and Industry	Greek-American Chamber of Commerce
ATHENS - ATTICA & ARGOSARONIC HOTEL ASSOCIATION	THESSALONIKI HOTELS ASSOCIATION
Athens-Attica & Argosaronic Hotel Association	Hoteliers Association of Thessaloniki
Kefalonia & Ithaca Hotel Association	Ένωση Ξενοδόχων Ρόδου Rhodes Hotel Association
Hoteliers Association of Kefalonia	Hoteliers Association of Rhodes

Table 2: Membership Associations 2025

Distinctions, Awards and Certifications

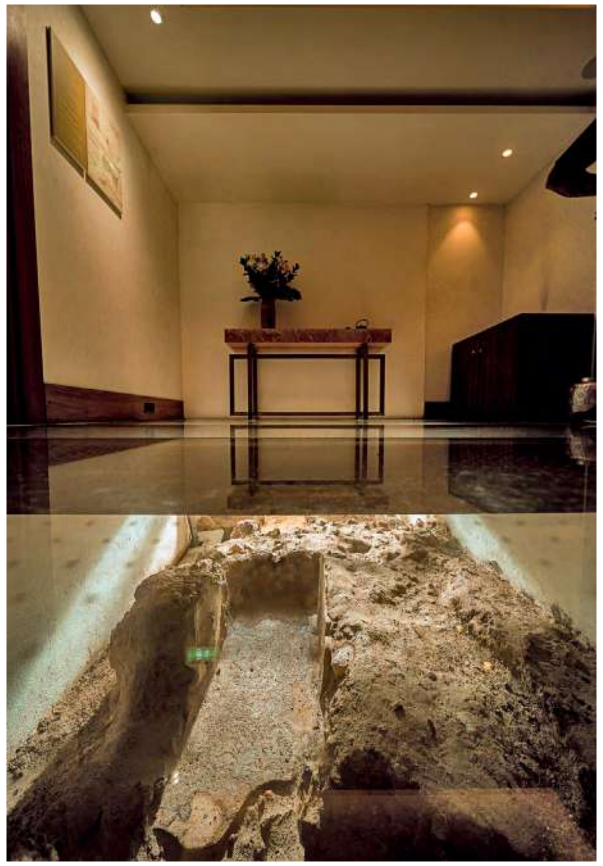
We take great pride in showcasing the many distinctions and awards earned by our six Greek hotels, reflecting our steadfast commitment to exceptional hospitality. At the same time, we are looking forward to expanding this collection in the next years.
In 2025, Electra Hotels & Resorts and its properties received a series of distinctions, reflecting the Group's continued commitment to service excellence, guest satisfaction, responsible hospitality, and high-quality experiences across its portfolio.

Entity / Hotel	Award / Distinction	Awarding Organization
ELECTRA METROPOLIS ATHENS	Travelers' Choice 2025	Tripadvisor
	British Airways Customer Excellence Award 2025	British Airways
ELECTRA PALACE RHODES	Silver Award in the category "All Inclusive Hotel / Resort"	Greek Hotel of the Year
ELECTRA KEFALONIA HOTEL & SPA	Silver Award in the category "Spa Hotel / Resort"	Greek Hotel of the Year
	Traveler Review Awards 2025	Traveler Review Awards
zohós	Loyalty to Tradition	FEA Awards
ELECTRA PALACE THESSALONIKI	Casual Dining Restaurants	Best of Thessaloniki – Top 100 Food & Drink Awards 2025
	British Airways Customer Excellence Award 2025	British Airways
ELECTRA HOTELS & RESORTS GROUP	Gold CR Index 2024–2025	CR Index Gold

Table 3: Awards and Distinctions 2025

Caring for the environment

ELECTRA



Our Approach

We are committed to protecting the natural environments surrounding our properties, minimizing the environmental impacts of our operations, and creating long-term value for the communities in which we operate.

Sustainability is an integral part of our business strategy and decision-making process, guiding our efforts to balance economic growth with environmental stewardship and social responsibility.

This commitment is reflected in the actions we have undertaken in recent years, including the development of a comprehensive sustainability strategy, active engagement with our stakeholders to identify and prioritize material sustainability topics, and the establishment of a dedicated cross-functional team responsible for driving progress and achieving our sustainability objectives. Through these initiatives, we continue to embed sustainability principles across all aspects of our operations and corporate culture.

Looking ahead, we remain committed to maintaining the highest standards of sustainable hospitality. For our new development in Thessaloniki, we aim to achieve LEED Gold certification, while continuing to uphold Green Key and ISO 50001 certifications across our hotels. Through these initiatives, we ensure that our properties support health and well-being, maximize energy efficiency, and demonstrate strong environmental responsibility.

Our environmental initiatives focus on key areas such as energy efficiency, responsible water stewardship, waste reduction, circular economy practices, biodiversity protection, and the reduction of greenhouse gas emissions. At the same time, our social initiatives are centered on empowering our associates through development opportunities, fostering an inclusive and safe workplace, and supporting local communities and non-governmental organizations (NGOs) through meaningful partnerships that contribute to shared and sustainable growth.
By continuously improving our performance and collaborating with our stakeholders, we strive to create a positive and lasting impact on the environment, society, and the destinations we proudly serve.

During the reporting period, Electra Hotels & Resorts incurred no fines or sanctions related to breaches of environmental regulations, reaffirming our compliance and commitment to responsible environmental stewardship.

Sustainability Approach in our Restaurants

Sustainability is also reflected in our restaurant operations, where we seek to combine high-quality gastronomy with responsible sourcing, waste reduction, and respect for animal welfare.

Plant-Based Options

Across our restaurant menus, we offer a range of plant-based and vegan dishes, responding to diverse guest preferences while supporting more sustainable dining choices.

Local Sourcing and Carbon Footprint

By collaborating with local farmers, producers, and artisans who share our commitment to quality and sustainability, we aim to keep our ingredients fresh and locally sourced. This approach enhances the dining experience, supports the local economy, helps reduce transport-related emissions, and contributes to a more resilient and responsible supply chain.

Waste Reduction

We are committed to minimizing food waste across our operations through careful menu planning, demand forecasting, responsible procurement practices, employee training and the continuous monitoring of food preparation and consumption patterns. By reducing avoidable waste, we aim to conserve resources, lower our environmental footprint, and promote a more sustainable food system.

Animal Welfare and Responsible Sourcing

Electra Hotels & Resorts is committed to the principles of sustainable development and animal welfare. In all our hotels, the shell eggs used are produced by hens raised cage-free, reflecting our respect for animal welfare and our commitment to more ethical sourcing practices.

Electra Hotels & Resorts implements a Group-wide Food Safety Policy, supported by a Food Safety Management System developed in accordance with ISO 22000:2018. The Policy sets out the Group's commitments regarding safe food handling, employee training, regulatory compliance, monitoring, system verification, and continuous improvement. The full **Electra Food Safety Policy** is available on the Group's **website.**

Our Energy and Water Consumption

Energy Efficiency Policy

Electra Hotels & Resorts implements an Energy Management Policy within the framework of its EN ISO 50001:2018-certified Energy Management System. The Policy guides the Group's approach to regulatory compliance, energy performance monitoring, responsible energy use, employee awareness, and continuous improvement. The full **Energy Management Policy** is available on the Group's **website**.

Energy Consumption

As part of its broader ESG strategy, Electra Hotels & Resorts implements responsible energy management practices aimed at improving energy efficiency, reducing energy consumption where feasible, and supporting the Group's transition towards more sustainable hospitality operations.

The Group's energy-related initiatives focus on operational efficiency, equipment upgrades, and continuous monitoring of energy performance across its properties. Recent measures include:

- replacing electrical appliances with high-efficiency models;
- replacing conventional lighting with LED lighting solutions;
- improving thermal insulation through window upgrades;
- optimizing the use of public-area and façade lighting according to operational needs;
- installing water-pressure reducers in guest rooms and communal spaces to support more efficient resource use without compromising guest comfort.
- installing energy monitoring systems to track and optimize energy consumption.

Electra Hotels & Resorts monitors energy performance through the Energy Performance Indicator (EnPI), expressed in kWh per overnight stay. The accompanying diagram presents the EnPI for each hotel, allowing the Group to assess energy performance across its portfolio and identify opportunities for further improvement.

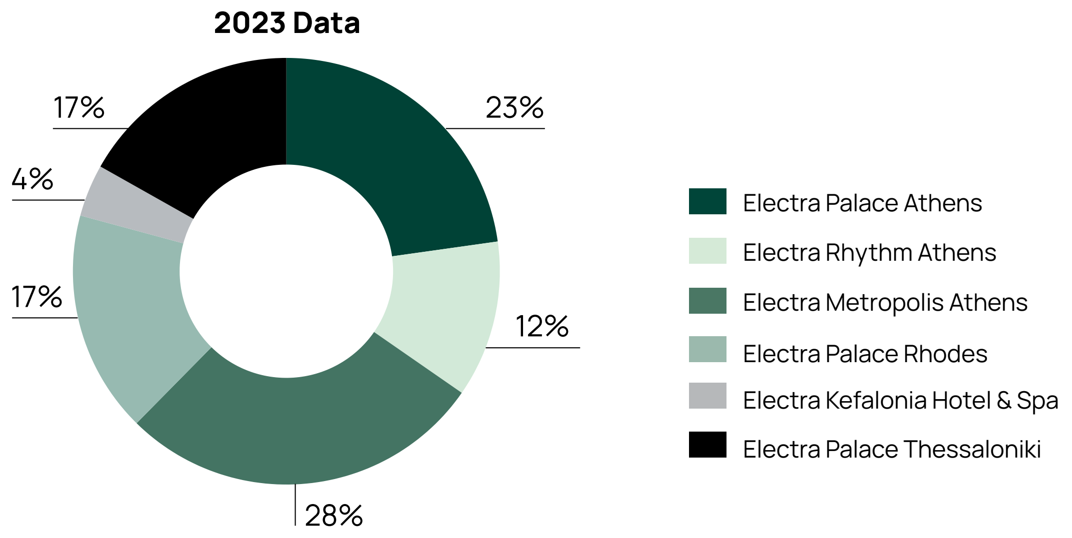


Chart 1: Energy-Performance Indicator for the year 2023 for all facilities

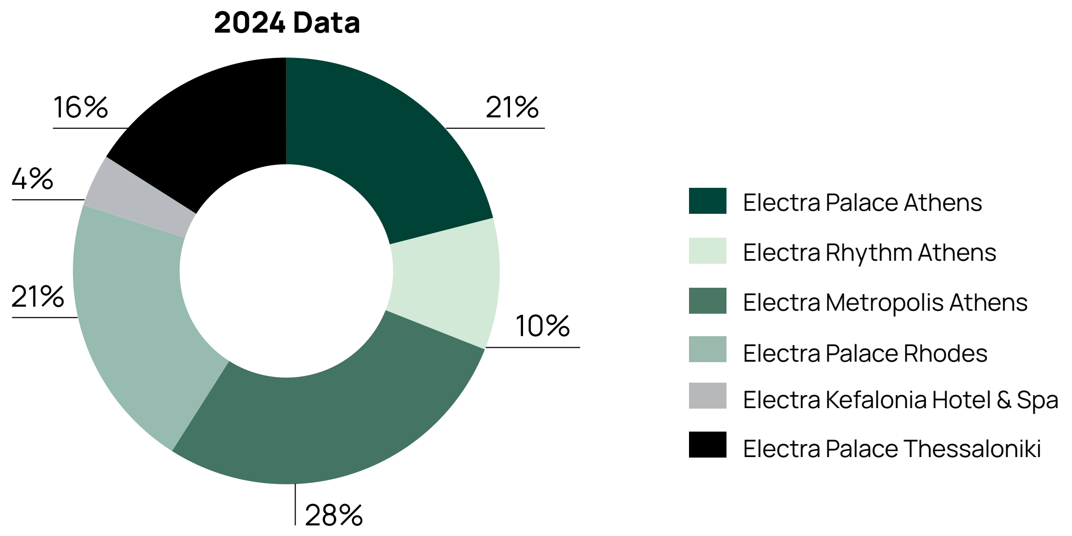


Chart 2: Energy-Performance Indicator for the year 2024 for all facilities

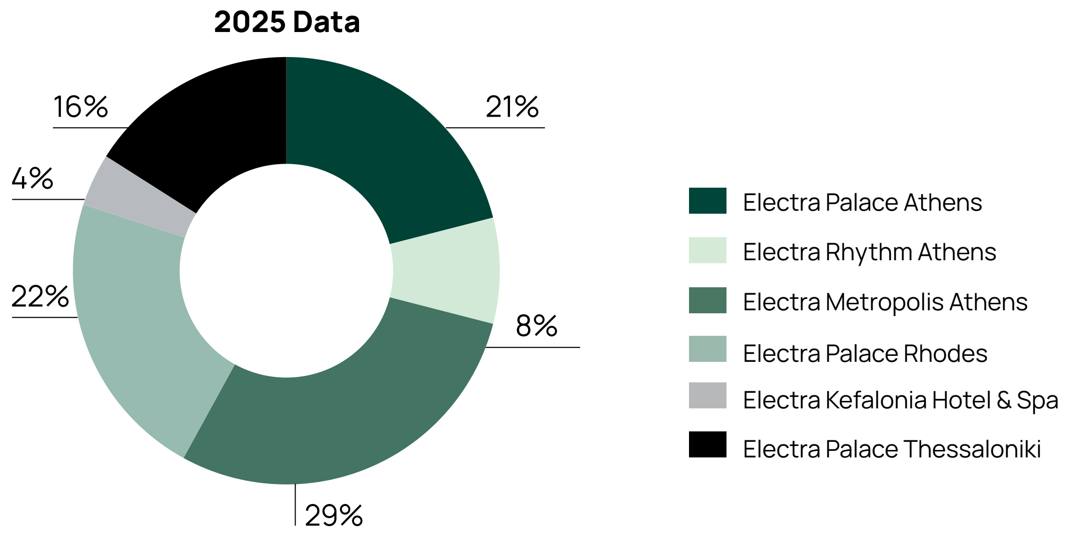


Chart 3: Energy-Performance Indicator for the year 2025 for all facilities

Building Renovations and Infrastructure Upgrades

We continuously upgrade and renovate our properties, incorporating new technologies, energy-efficiency measures, and advanced monitoring systems to reduce environmental impact and enhance operational oversight. A notable example is the renovation of Electra Rhythm Athens, which demonstrates our ongoing commitment to sustainable and future-ready facilities.

Water consumption

Water stewardship is a key component of Electra Hotels & Resorts' environmental management approach. Operating in destinations where freshwater resources may be affected by climate change, seasonal tourism flows, and increased demand, the Group recognizes the importance of responsible water use for local ecosystems, neighboring communities, and the long-term resilience of its operations.

To improve water efficiency, Electra Hotels & Resorts continues to invest in low-flow fixtures, water-pressure regulators, water-efficient laundry equipment, and employee awareness initiatives. These measures support the reduction of water consumption across our operations, embed water conservation into everyday practices, and promote more responsible resource management throughout the Group's properties.

During 2025, total water consumption across Electra Hotels & Resorts amounted to 118,707.70 m³, marking a **5% reduction** compared to 2024. Water consumption was monitored across all hotel properties and Electra Management S.A. offices. The reported performance reflects the operational characteristics of the Group's portfolio, including the seasonal operation of the hotels in Rhodes and Kefalonia, as well as the reopening of Electra Rhythm Athens in May 2025 following the completion of its renovation.

Water Consumption 2024-2025		
Facility	**Water consumption 2024 (m³)**	**Water consumption 2025 (m³)**
Electra Palace Athens	**17,632**	**16,825.4**
Electra Metropolis Athens	35,736	35,842
Electra Palace Thessaloniki	31,533	28,844
Electra Rhythm Athens	11,217	10,135
Electra Palace Rhodes	19,900	20,091
Electra Kefalonia Hotel & Spa	8,690	6,685
Electra Management – Headquarters	249	285.3
Total	**124,957**	**118,707.7**

Table 4: Water Consumption 2024-2025

Note: Electra Rhythm Athens remained closed during the first four months of 2025 due to renovation works and reopened in May. Electra Palace Rhodes operated seasonally from April to October 2025, while Electra Kefalonia Hotel & Spa operated from May to October 2025.

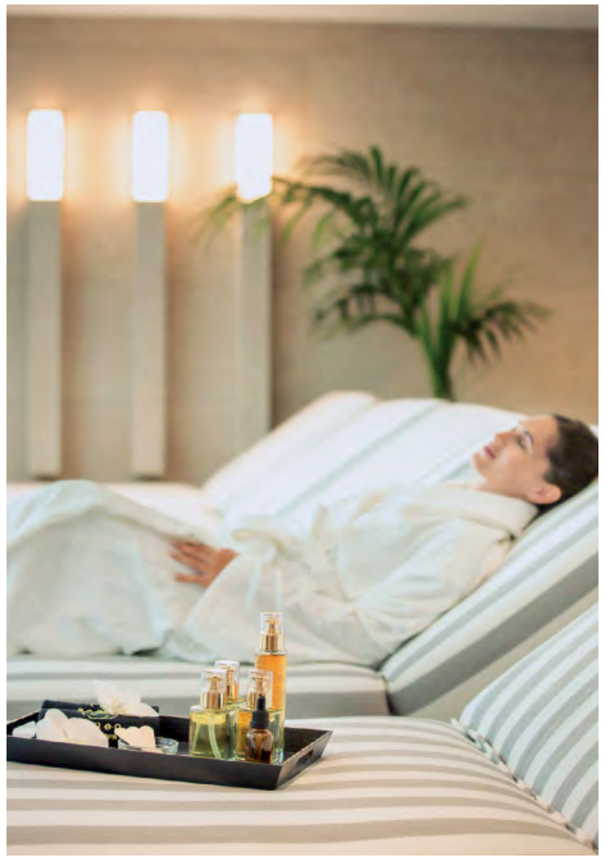
Materials and Resource Use

The use of materials is closely connected to Electra Hotels & Resorts' environmental footprint, particularly through food and beverage operations, housekeeping, guest amenities, packaging, maintenance activities, and administrative functions. As a hospitality Group, the materials used across our operations include food products, cleaning materials, pool maintenance materials, paper products, room amenities, textiles, packaging materials, and other operational supplies.

In 2025, Electra Hotels & Resorts continued to strengthen its approach to responsible resource use through initiatives related to local sourcing, waste prevention, recycling, reuse, and the gradual reduction of single-use materials where feasible. A notable initiative in this area was the transition from single-use plastic water bottles to reusable glass bottles at Electra Palace Rhodes, complemented by the installation of water stations throughout the property. Guests are provided with reusable thermos bottles and can access sparkling, chilled, or room-temperature water at conveniently located stations across the hotel. This initiative has significantly enhanced the guest experience while reducing plastic consumption, resulting in the elimination of approximately **6 tons** of plastic annually at the property.

An additional innovative initiative was the introduction of "Planet" **Eco-labelled cleaning products** across our hotels. These certified cleaning solutions help reduce the environmental impact of our housekeeping operations by limiting the use of hazardous substances while maintaining high standards of hygiene and cleanliness.

Although a full quantitative inventory of materials used by weight or volume is not yet available for the reporting period, the Group recognizes the importance of improving data collection in this area. Going forward, Electra Hotels & Resorts aims to further develop its monitoring of material use, including renewable and non-renewable materials, recycled input materials, and packaging-related material flows.



Greenhouse Gas Emissions and Climate-related Activity Data

As part of its environmental management approach, Electra Hotels & Resorts monitors energy consumption and greenhouse gas-related activity data across its operations. This monitoring supports the Group's efforts to better understand its climate-related impacts, identify opportunities for energy efficiency, and strengthen the quality of environmental data used for future emissions calculations.

For the 2025 reporting period, the Group collected activity data related to Scope 1, Scope 2, and selected Scope 3 categories. Scope 1 activity data include direct fuel consumption from stationary combustion, mobile combustion from company vehicles, and refrigerant replenishment. Scope 2 activity data include purchased electricity consumption across all properties and Electra Management S.A. Selected Scope 3 data include business travel, employee commuting survey data, water consumption, and waste-related data.

Greenhouse gas emissions were quantified using internationally accepted frameworks. Carbon dioxide (CO_2) conversion factors for Scope 1 direct emissions were sourced from the Greek National Inventory Report (NIR 2026). For Scope 2 purchased electricity, the location-based method utilizes the NIR 2026 grid factors, whereas the market-based method applies the weighted CO_2 emission factor derived from suppliers' specific fuel mixes within the 2025 Residual Energy Mix via DAPEEP 2025. Scope 3 value chain CO_2 factors were obtained from DEFRA 2025. Across all emission scopes, methane (CH_4) and nitrous oxide (N_2O) emissions were calculated using the factors and Global Warming Potentials (GWPs) from the latest available IPCC assessment report.

The tables below present the Group's 2025 Scope 1, Scope 2, and selected Scope 3 emissions and related activity data.

Scope 1 GHG Emissions							
	Activity Data	Unit	CO_2 emissions (kg)	CH_4 emissions (kg)	N_2O emissions (kg)	CO_2e emissions (kg)	%
1.1 Diesel fuel consumption for generators	**208.13**	**kg**	**651.6**	**0.7**	**1.4**	**653.7**	**0.07%**
1.2 Refrigerant leaks	195	kg				279,649.5	31.61%
1.3 Natural gas consumption	2,635,034.60	kWh	528,377.1	1,328.1	251.4	529,956.6	59.91%
1.4 Motor fuel consumption (petrol)	207.98	kg	652	4.7	3.7	660.4	0.07%
1.5 Heating oil consumption	11,634.19	kg	36,738.3	41.8	79.2	36,859.3	4.17%
1.6 LPG consumption	161,807.00	kWh	36,756.1	16.3	15.4	36,787.8	4.16%
Total						**884,567.3**	

Table 5: Scope 1 GHG Emissions

Scope 1 emissions

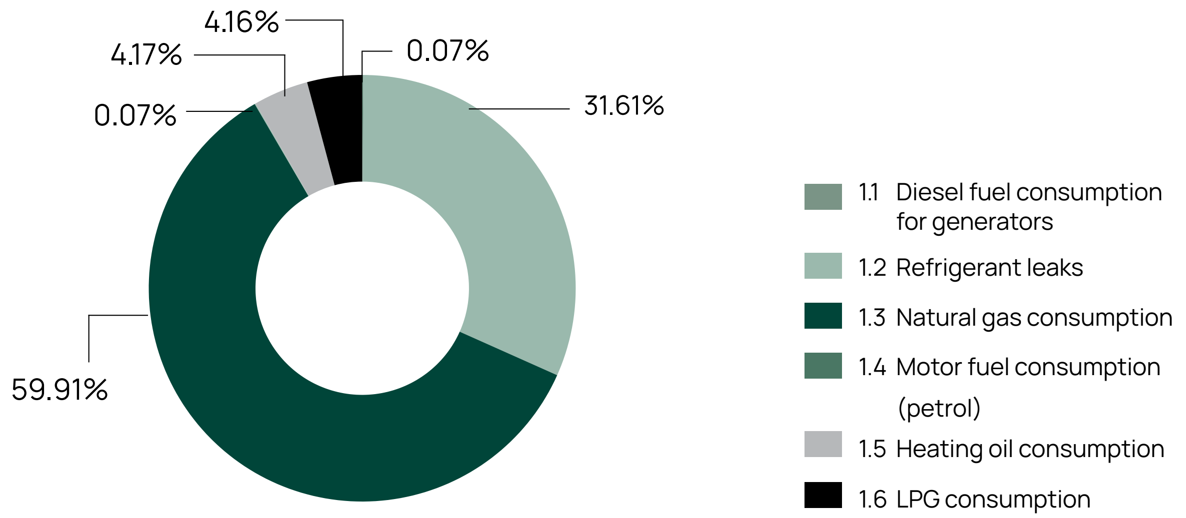


Chart 4: Share of Scope 1 Emissions by Category

In 2025, total Scope 1 emissions amounted to 884.57 tCO_2e. The largest share of Scope 1 emissions was associated with natural gas consumption, followed by refrigerant replenishment, heating oil consumption, LPG consumption, diesel fuel consumption for generators, and petrol consumption from company vehicles.

Electricity consumption per site

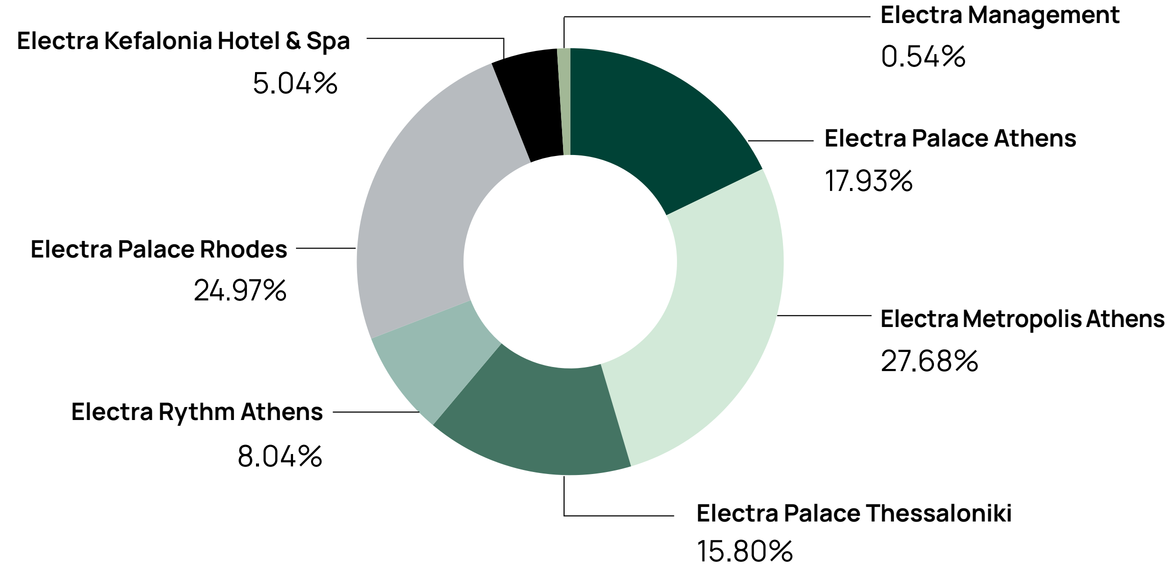


Chart 5: Scope 2 Electricity Consumption

In 2025, total purchased electricity consumption across Electra Hotels & Resorts amounted to 11,261,184.82 kWh. No Green Energy Certificates or Guarantees of Origin were submitted for the reporting period. Scope 2 emissions were calculated using both location-based and market-based approaches, in line with the methodology described above.

Selected Scope 3 Activity Data			
Scope 3 category	Data availability	Quantity / result (2025)	tCO_2e
Business travel – air travel	**Available**	**383 business travelers; 266,194 km**	**3,585.63**
Employee commuting	Survey data available	819 employees surveyed; 49.8% participation rate	531.76
Water consumption	Available	118,707.70 m³	75.97
Waste generated	Available	2,104.36 t total waste	689.74

Table 6: Selected Scope 3 Activity Data

Note: Within the scope of this Sustainability Report, only Scope 3 categories with available data were calculated.

Responsible Waste Management and Circular Economy

At Electra Hotels & Resorts, responsible waste management is an important part of our environmental approach and our commitment to circular economy principles. The Group seeks to reduce waste generation, increase recycling and reuse, and divert materials from landfill wherever feasible.

Across our operations, we manage a wide range of waste streams, including plastic, paper and cardboard, glass, cooking oils, organic waste, batteries, electronic equipment, coffee capsules, cigarette butts, and construction-related waste. Through source separation, cooperation with certified waste management partners, municipal programs, and targeted reuse and recycling practices, we aim to improve resource efficiency and reduce the environmental impact associated with our activities.

During the reporting period, the Group further strengthened its circular economy practices through new and ongoing initiatives. Electra Palace Rhodes transitioned from plastic water bottles to reusable glass bottles and water stations across the property, reducing plastic use by approximately 6 tons compared with 2024 purchases of plastic water bottles.

In addition, Electra Palace Athens, Electra Rhythm Athens, Electra Metropolis Athens, and Electra Palace Rhodes introduced a used-candle recycling initiative. Through this initiative, the company supplying candles to the hotels collects the remaining wax after use and repurposes it to produce new candles, achieving full material reuse and preventing this waste stream from being directed to disposal.

Electra Hotels & Resorts also expanded its waste diversion efforts at its central offices, introducing a dedicated recycling approach due to the absence of municipal recycling bins in the city center of Athens. This included a separate collection of recyclable materials and coordination with the Municipality's recycling service in order to find alternative ways of collection. In parallel, a new recycling stream for cigarette butts was introduced in collaboration with Cigarette Cycle.

Evaluating Impacts

Waste-related impacts arise mainly from the Group's own operations, including food and beverage services, housekeeping, maintenance, guest services, and administrative activities. Additional impacts may occur upstream through supplier packaging and downstream through guest-related waste.

Electra Hotels & Resorts manages waste according to the principles of prevention, donation and reuse, recycling, recovery, and responsible disposal as a last resort. Recyclable and recoverable materials are separated at source and managed through municipal or regional programs and external waste management partners.

Waste data is obtained from waste collectors and management contractors, municipal programs, suppliers, and internal records. Where direct measurements are not available, quantities are estimated through indicative measurements carried out during the year. Third-party waste management partners are selected based on their certification, regulatory compliance, and ability to ensure responsible handling.

Waste generated

During 2025, Electra Hotels & Resorts monitored 12 quantified waste streams across its portfolio, including batteries, cardboard, commingled recyclables, electrical and electronic equipment, frying oil, kitchen grease, landfilled waste, mixed glass, Nespresso capsules, organic waste, construction waste, and cigarette butts.

Total waste generated amounted to 2,104.36 metric tons. Of this amount, 1,092.45 metric tons, corresponding to approximately 51.9%, were directed to landfill. The remaining 1,011.91 metric tons, or approximately 48.1%, related to separately collected waste streams managed through recycling, recovery, composting, reuse, or specialized external management.

The increase in total waste compared with 2024 was partly attributable to 284.45 metric tons of construction waste generated during renovation works at Electra Palace Athens and Electra Rhythm Athens. Construction waste represented approximately 13.5% of the total waste generated in 2025.

The graph below presents the distribution of waste by type and supports the Group's monitoring of waste generation and management practices over time.

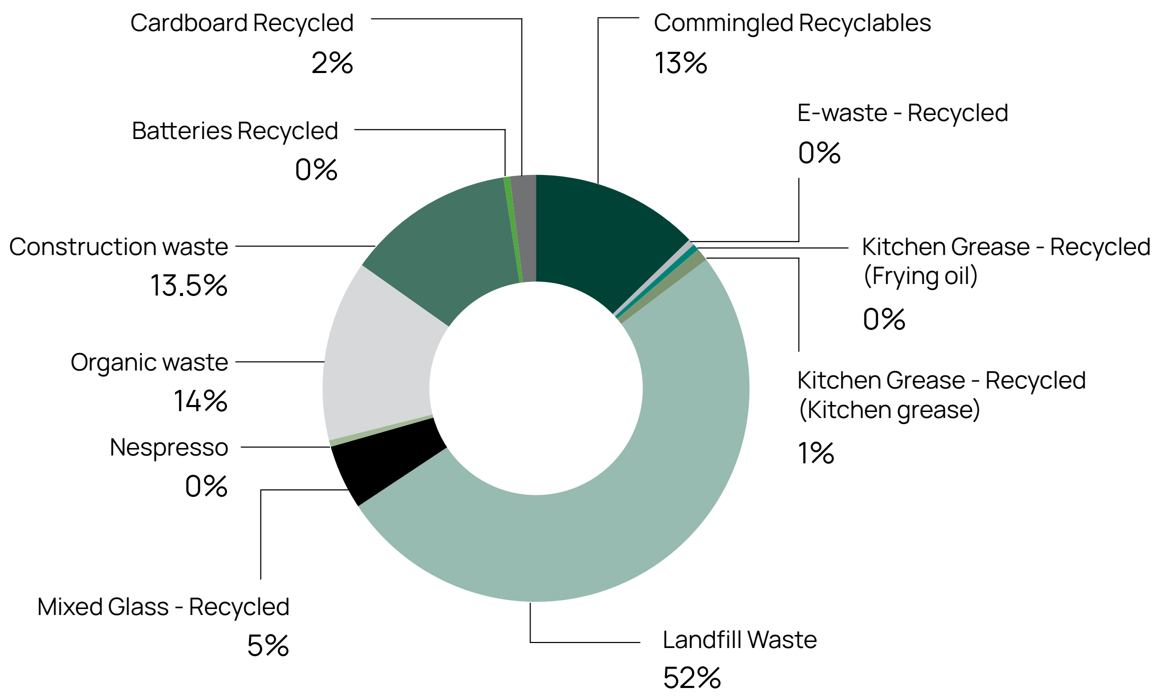


Chart 6: Waste generated for 2025

Waste diverted from disposal / recycled

Reducing waste directed to landfill remains a key priority of our circular economy approach. In 2025, the Group continued to separate recyclable and recoverable waste streams at source and collaborate with municipal programs and external partners for the collection, recycling, recovery, composting, or appropriate management of materials.

The table below presents the main waste streams diverted from disposal or collected for recycling, recovery, composting, or specialized external management during the reporting period.

Waste Diverted from Disposal / Recycled in 2025		
Waste stream	**Quantity 2025 (metric tons)**	**Management route**
Cooking oil and kitchen grease	21.17	Collected and recycled or recovered through external partners.
Cardboard	36.59	Separated within facilities and collected for recycling.
Commingled recyclables	265.85	Collected for recycling through municipal recycling streams or external partners.
Mixed glass	110.00	Collected separately and recycled.
Batteries	0.10	Collected and forwarded to AFIS for recycling.
Organic waste	291.94	Collected separately and forwarded for composting or appropriate organic waste management through municipal or regional programs (where available).
Nespresso capsules	0.94	Collected and recycled through the Nespresso recycling program.
Electrical and electronic equipment	0.86	Collected for recycling through external partners.
Cigarette butts	0.008	Collected and recycled through Cigarette Cycle.
Construction waste	284.45	Generated from renovation works and managed through an external construction-materials waste management partner.
Total	**1,011.91**	

Table 7: Waste Diverted from Disposal / Recycled in 2025

Caring for our people

ELECTRA

Employment

At Electra Hotels & Resorts, our people are central to the quality of our services and to the long-term success of the Group. We are committed to fostering a supportive, inclusive, and empowering working environment, where employees feel valued, respected, and able to contribute meaningfully to the guest experience and to the Group's sustainable growth.

Our approach to employment focuses on employee well-being, fair labor practices, professional development, work–life balance, and employee retention. This commitment is reflected in a range of initiatives, including competitive compensation and benefits, structured training opportunities, career development pathways, and policies that promote diversity, inclusion, and equal treatment.

During the reporting period, Electra Hotels & Resorts employed a total of 933 people across its hotel units and Management Company and recorded 369 new hires (203 men and 166 women), reflecting the operational needs of the Group and the seasonal characteristics of the hospitality sector.

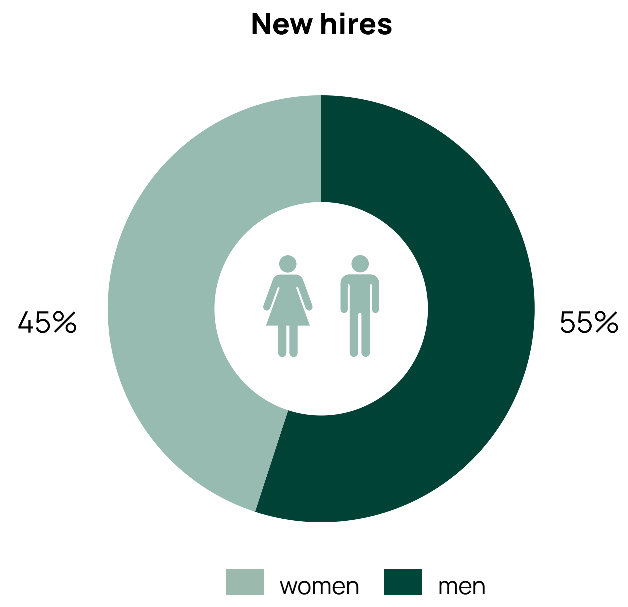


Chart 7: Distribution of new hires in 2025 by gender

In 2025, the Group's workforce was almost equally balanced by gender, with 468 men and 465 women, corresponding to 50.2% and 49.8% of total workforce respectively. In terms of age distribution, the majority of employees belonged to the 30–50 age group, representing 480 associates, followed by 239 employees over 50 and 214 employees under 30.

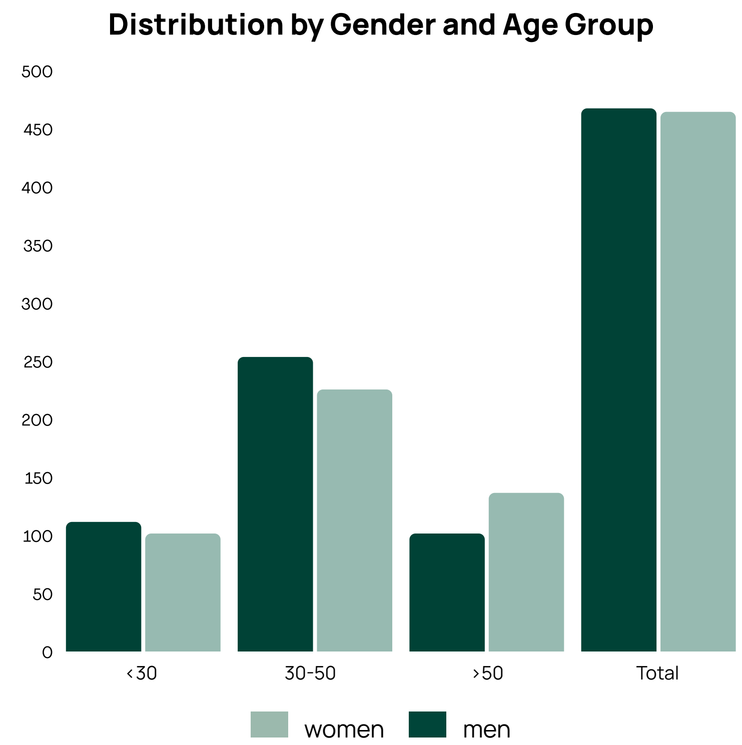


Chart 8: Distribution of workforce in 2025 by gender and age group

Employee turnover is monitored annually at both Group and hotel-unit level. In 2025, turnover levels varied across properties, reflecting differences in seasonality, local labor market conditions, and the operational characteristics of each hotel.

Turnover at Management SA remained low, decreasing to 3% in 2025, compared with 5% in 2024 and 9% in 2023. This reflects the Group's ongoing efforts in talent retention, employee development, and succession planning.

Employee turnover across the Group's hotel operations showed mixed trends during 2025, with the overall turnover rate for all hotels recorded at approximately 17%. While certain hotel units experienced an increase in turnover, others demonstrated notable improvements and greater workforce stability.

Turnover in hotel units is influenced by the nature of the hospitality sector, which is characterized by seasonal employment patterns and higher workforce mobility compared with other sectors. Electra Hotels & Resorts continues to invest in employee retention and engagement, with emphasis on rehiring seasonal employees, enhancing training and career development opportunities, and improving the overall employee experience through a wide range of benefits and support programs.

Employee Benefits and Support Programs

Electra Hotels & Resorts' Employee Benefits and Support Programs are designed to promote employee well-being, satisfaction, and work-life balance. The Group does not differentiate benefits provided to employees on the basis of working-hours arrangements.
The following benefits and support initiatives were provided:

Meal Vouchers and Holiday Gifts

GO FOR EAT meal vouchers are provided to employees at least three times per year. In addition, gifts are offered during Christmas and Easter in the form of gift baskets, gift vouchers, or individual presents. In 2025, the total value of meal vouchers, gift vouchers, gift baskets, and other employee gifts distributed across the Group amounted to €799,150.70.

Expanded Pension Plan

The pension plan, previously available to Senior Executives, also covers employees at Levels A and B of the hotel organizational structure, including Department Managers of key departments.

Blood Donation Program

Employees are given the opportunity to participate in voluntary blood donation campaigns organized twice a year. The Group maintains a dedicated blood bank that supports employees and their first-degree relatives when needed. During the voluntary blood donation campaigns conducted in 2025, a total of 64 units of blood were collected.

Private Healthcare and Life Insurance

Employees are eligible for private healthcare and life insurance coverage after six months of employment or, for employees working in seasonal hotels, at the beginning of their second season. The medical insurance policy includes a broad range of preventive examinations and hospital care. An additional benefits package has also been developed in collaboration with a major private healthcare provider for all Group employees.

Annual Preventive Check-up

Employees have access to a free referral for preventive medical examinations once per year.

Exclusive Discounts and Benefits Program

A benefits and discounts program with partner companies provides employees and their families with preferential rates on products and services, including gym memberships, cosmetics, clothing purchases, and educational services.

24/7 Psychological Support

Employees and their first-degree relatives have free access to telephone-based psychological support services, available around the clock.

Nutritional Counseling

Free telephone-based nutritional support services are available to employees and their first-degree relatives.

Parent Gift Card

A €100 gift card is provided to employees who become parents, redeemable for toys, baby products, books, clothing, and other children's items.

Back-to-School Support

A €50 gift card is provided to employees with children aged between 5 and 17, redeemable for stationery and school supplies.

Higher-Education Achievement Award

In 2025, a new benefit was introduced for employees' children who successfully entered higher education through the national university entrance examinations. A €150 gift voucher was provided to students admitted to a university in their city of residence, while a €300 gift voucher was provided to students admitted to a university outside their city of residence.

Wedding Gift

In 2025, a new €200 wedding gift voucher was introduced for employees.

International Women's Day Recognition

Women employees across the Group received gifts in recognition of International Women's Day.

Housekeeping Week Special Reward

During Housekeeping Week, each member of the housekeeping teams received a €50 gift voucher as a token of appreciation for their contribution.

Discounts on Hotel Services

Employees benefit from discounts on the use of the Group's hotel services.

During 2025, meal vouchers, gift vouchers, gift baskets, and other employee gifts with a total value of €799,150.70 were distributed across the Group, representing an increase of 31.2% compared with €609,268 in 2024.

Value of Meal Vouchers and Employee Gifts 2024-2025						
	2024			2025		
Facility	Go for Eat (€)	Gifts (€)	Total (€)	Go for Eat (€)	Gifts (€)	Total (€)
Electra Palace Athens	82,160.00	47,800.00	129,960.00	124,392.00	53,600.00	177,992.00
Electra Rhythm Athens	40,624.00	21,300.00	61,924.00	60,852.00	27,900.00	88,752.00
Electra Palace Thessaloniki	69,828.00	41,500.00	111,328.00	110,220.00	41,900.00	152,120.00
Electra Metropolis Athens	104,148.00	58,000.00	162,148.00	154,110.00	61,500.00	215,610.00
Electra Palace Rhodes	64,152.00	5,550.00	69,702.00	73,055.56	5,187.32	78,242.88
Electra Kefalonia Hotel & Spa	13,794.00	450.00	14,244.00	13,361.82	750.00	14,111.82
Electra Management – Headquarters	59,862.00	100.00	59,962.00	72,072.00	250.00	72,322.00
Total	**434,568.00**	**174,700.00**	**609,268.00**	**608,063.38**	**191,087.32**	**799,150.70**

Table 8: Value of Meal Vouchers and Employee Gifts 2024–2025

Promotion of Occupational Health and Safety

Occupational Health and Safety is a core priority for Electra Hotels & Resorts and an essential part of the Group's responsibility towards its people. We recognize that a safe and healthy working environment is fundamental to employee well-being, operational continuity, and the quality of the services we provide.

Although the Group does not currently apply a formal Occupational Health and Safety Management System, it implements health and safety procedures and preventive measures across its facilities, in accordance with applicable legislation. These procedures are supported by the collaboration of a Safety Technician and an Occupational Physician.

The Safety Technician conducts occupational risk assessments for each facility, identifying potential hazards and recommending preventive or corrective measures. The Occupational Physician certifies employees' suitability for work upon hiring and updates this certification whenever required. Both the Safety Technician and the Occupational Physician regularly visit the facilities according to the schedules submitted to the competent authorities.

Recommendations issued by the Safety Technician, the Occupational Physician, public authorities, and regulatory bodies are assessed and incorporated into the Group's health and safety procedures where necessary. In the event of a workplace accident, the Safety Technician may conduct additional visits or investigations to identify causes and support the implementation of corrective actions.

All required Personal Protective Equipment is provided to employees in the relevant departments, in line with applicable legislation and the recommendations of competent professionals and authorities.

There is no formal employee health and safety committee. However, employees are periodically informed about workplace health and safety matters through training programs and announcements posted on the relevant notice boards at each facility.

The Group also collaborates, where necessary, with external consultants to identify, prevent, and mitigate potential adverse impacts related to occupational health and safety. All employees are covered by the national social security system, in accordance with Greek legislation, while additional private healthcare coverage is provided after six months of employment.

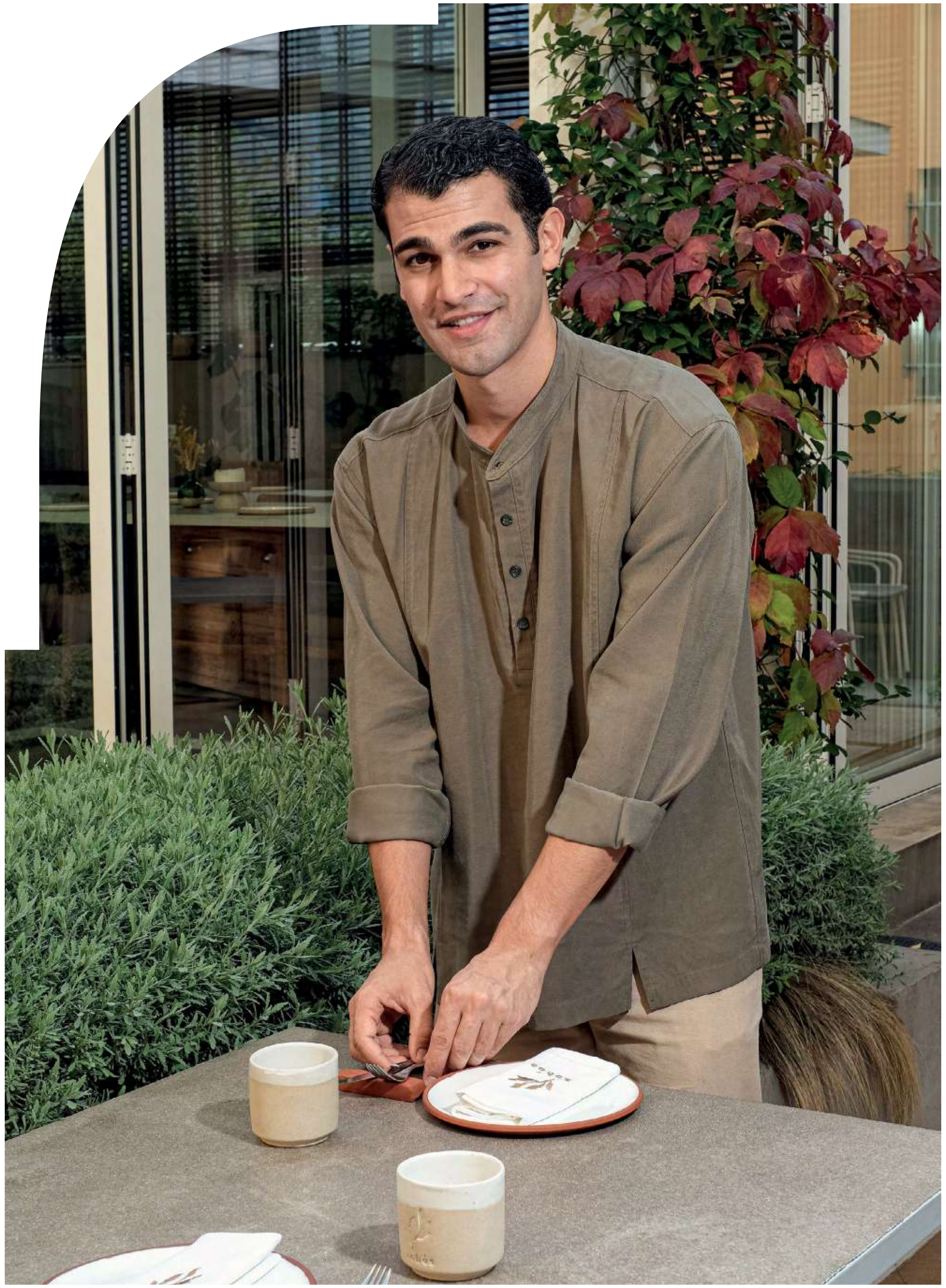
During 2025, Electra Hotels & Resorts recorded 26 incidents across the reported work-related, pathological and traffic-related categories. No fatal occupational accidents and no serious work-related illnesses were recorded in 2025.

The table presents work-related, pathological, and traffic-related incidents recorded across the Group's properties in 2025. Most recorded incidents were minor.

Occupational Health and Safety Incidents 2024–2025					
Facility	Total Incidents 2024	Total Incidents 2025	2025 Work-related	2025 Pathological	2025 Traffic-related
Electra Palace Athens	10	4	Minor (4)	–	–
Electra Rhythm Athens	–	2	Minor (2)	–	–
Electra Metropolis Athens	12	6	Minor (4)	Minor (1), Major (1)	–
Electra Palace Thessaloniki	1	5	Minor (5)	–	–
Electra Palace Rhodes	5	8	Minor (6)	–	Minor (2)
Electra Kefalonia Hotel & Spa	–	1	–	–	Minor (1)
Electra Management – Headquarters	1	–	–	–	–
Total	**29**	**26**			

Table 9: Occupational Health and Safety Incidents 2024–2025

Note: The data presented cover only employees directly employed by Electra Hotels & Resorts and exclude non-employee workers.



Training and Education

At Electra Hotels & Resorts, our people are at the heart of delivering exceptional guest experiences and supporting the long-term success of the Group. We therefore invest in continuous learning and professional development, enabling employees to enhance their skills, broaden their knowledge and adapt to the evolving needs of the hospitality industry.

Our training framework supports both personal and professional growth while contributing to the Group's objectives related to service excellence, operational efficiency, sustainability, health and safety, food safety, digital security and responsible business conduct. Training programs are tailored to the needs of different functions and departments, ensuring that employees have access to relevant learning opportunities throughout their careers.

A particular focus is placed on Occupational Health and Safety (OHS), reflecting our commitment to providing a safe and healthy working environment. Through regular training and awareness initiatives, employees are equipped with the knowledge and practical skills needed to prevent incidents, identify workplace risks, and respond effectively to emergency situations.

In 2025, Electra Hotels & Resorts delivered **6,109 hours of training** through **114 training programs.** A total of **2,415 training participations** were recorded, comprising 1,204 men and 1,211 women, while the average training duration amounted to 2.53 hours per participation. Of these, **1,481 participations related to Occupational Health, Safety and Compliance-related Training,** demonstrating the importance placed on employee safety and well-being across the Group.

Performance evaluations were conducted for all employees during the reporting period. Through these initiatives, Electra Hotels & Resorts continues to foster a culture of continuous improvement, lifelong learning, prevention, and responsible hospitality, supporting both employee development and operational excellence.

Caring for our visitors

ELECTRA

Quality of Our Services

At Electra Hotels & Resorts, service excellence lies at the core of our hospitality philosophy. Every property in our portfolio is committed to delivering a consistent and memorable guest experience, characterized by attention to detail, personalized care, and a deep-rooted culture of Greek hospitality.

From the moment of arrival, guests are welcomed with warmth and professionalism, reflecting our commitment to service excellence. Our guest rooms are thoughtfully designed to combine refined elegance with modern amenities, meeting the needs of both leisure and business travelers.

Our culinary venues offer a diverse and refined selection of dishes, curated by experienced chefs and inspired by Greek and Mediterranean gastronomy, catering to a wide range of tastes and dietary preferences.

To support continuous improvement, we maintain structured feedback channels that allow us to collect, assess, and respond to guest insights. These inputs directly inform service enhancements, helping us improve the guest experience, meet evolving expectations, and reinforce our reputation for quality.

Customer Health and Safety - Our Top Priority

As a responsible hospitality Group, Electra Hotels & Resorts places guest health, safety, and comfort at the core of its operations. Creating an environment in which visitors feel protected, cared for, and confident throughout their stay is an essential part of our commitment to service quality and responsible hospitality. To support this commitment, a range of preventive measures, operational procedures, and monitoring controls are applied across all properties:

Cleaning & Sanitization

Detailed cleaning and hygiene procedures are implemented throughout guest rooms, common areas, and operational spaces. Employees receive ongoing instruction to support the consistent and effective application of cleaning and sanitization standards.

Food Safety

All Group properties are certified according to ISO 22000:2018. This framework supports the systematic identification and management of food safety risks and helps ensure that food and beverage activities meet established hygiene, safety, and quality standards.

Laboratory Testing

Electra Hotels & Resorts works with accredited laboratories to carry out scheduled analyses and inspections of relevant products and services. Testing is performed in line with predefined monitoring programs and quality assurance procedures.

First-Aid Training

Employees participate in first-aid and emergency preparedness training to strengthen their ability to respond promptly and effectively in the event of an accident or other emergency situation.

Insurance Coverage

Each property maintains appropriate insurance arrangements, including public liability coverage, contributing to the protection of both guests and employees.

Through these measures, Electra Hotels & Resorts aims to provide a safe and memorable stay for every guest, while reinforcing its commitment to responsible and sustainable hospitality.

During 2025, there were no documented incidents of non-compliance related to the health and safety of customers across the Group's properties.

Data Privacy

Electra Hotels & Resorts respects privacy and is committed to protecting personal data. Each company within the Group operates as an independent legal entity and applies appropriate measures to ensure that personal data is collected, processed, stored, and protected in accordance with applicable legal and regulatory requirements.

Personal data refers to any information that can identify an individual, such as name, identification number, location data, or health-related information. Processing includes activities such as collection, storage, use, modification, disclosure, or deletion of personal data. The Data Controller determines the purposes and means of processing, while the Processor acts on behalf of the Controller.

The Group ensures that personal data is processed lawfully, fairly, and transparently, collected for specified purposes, kept accurate and up to date, and retained only for as long as necessary. Data may be retained for longer periods only where required for legal compliance, public interest, research, health protection, statistical purposes, or the establishment, exercise, or defense of legal claims.

Sensitive personal data, including health, biometric, racial, political, or religious information, is subject to enhanced protection and strict processing requirements. Measures are in place to prevent unauthorized access, loss, misuse, or breaches of personal data.

Our approach is aligned with applicable data protection legislation and aims to safeguard personal data rights, while promoting transparency, security, confidentiality, and accountability.
During the reporting period, Electra Hotels & Resorts recorded zero substantiated complaints concerning breaches of customer privacy or personal data protection.

No identified leaks, thefts, or losses of customer data were recorded during the reporting period.

Customer Insights: Empowering Sustainable Hospitality Practice

At Electra Hotels & Resorts, guest feedback plays an important role in shaping our service approach and supporting continuous improvement. We recognize that responsible and sustainable hospitality requires a clear understanding of guests' evolving expectations, needs, and experiences.

To this end, we collect and analyze real-time and post-stay feedback through multiple digital platforms, including online travel agencies such as Booking.com and Expedia, as well as global review platforms such as Google and TripAdvisor. This approach enables us to monitor guest satisfaction, identify emerging concerns, recognize areas of strength, and implement improvements across our portfolio.

In collaboration with Guestflip, we conduct structured guest satisfaction surveys at two key touchpoints: during the stay and after departure.

- **During-stay surveys** form an important part of our service recovery process. They enable our teams, particularly the Guest Relations staff at each property, to proactively address concerns and help ensure a seamless guest experience.
- **Post-stay surveys** provide valuable insights into our overall performance, serving as a benchmark for service quality and a roadmap for continuous improvement across departments and properties.

Customer feedback not only supports operational excellence but also contributes to more responsible, guest-centric hospitality practices, aligned with our broader sustainability strategy. Guest reviews are monitored, assessed, and responded to in a timely manner, with a 100% response rate across all our properties.

We are proud to maintain consistently high guest satisfaction ratings across Electra Hotels & Resorts, reflecting our ongoing commitment to service quality, guest care, and responsible hospitality.

Guest Ratings and Reviews, 2024–2025				
Facility	Rating 2024	No. of reviews 2024	Rating 2025	No. of reviews 2025
Electra Palace Athens	4.6/5	2,315	4.64/5	2,373
Electra Rhythm Athens	4.4/5	1,911	4.67/5	1,157
Electra Palace Thessaloniki	4.6/5	3,433	4.62/5	2,771
Electra Metropolis Athens	4.6/5	3,139	4.63/5	2,972
Electra Palace Rhodes	4.5/5	976	4.57/5	849
Electra Kefalonia Hotel & Spa	4.7/5	187	4.68/5	157
Total / Group average	**4.57/5**	**11,961**	**4.64/5[3]**	**10,279**

Table 10: Guest Ratings and Reviews, 2024–2025

3 The 2025 Group average of 4.64/5 has been calculated as the arithmetic average of the six individual hotel ratings, following the presentation logic used in the previous report.

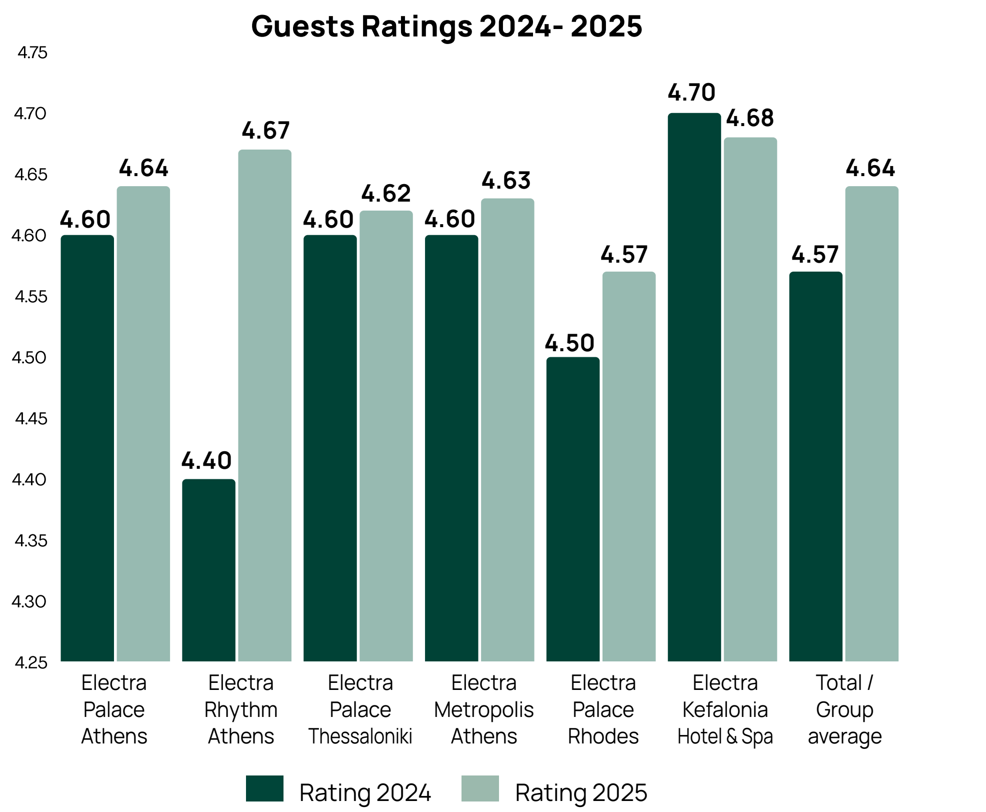


Chart 9: Guests Ratings 2024- 2025

This feedback not only reflects our guests' level of satisfaction but also serves as a valuable tool in our ongoing efforts to improve service quality, strengthen guest experience, and advance more responsible hospitality practices.

Caring for society and local communities

ELECTRA

Empowering regions through employment, investment and responsible growth (Indirect Economic Impact)

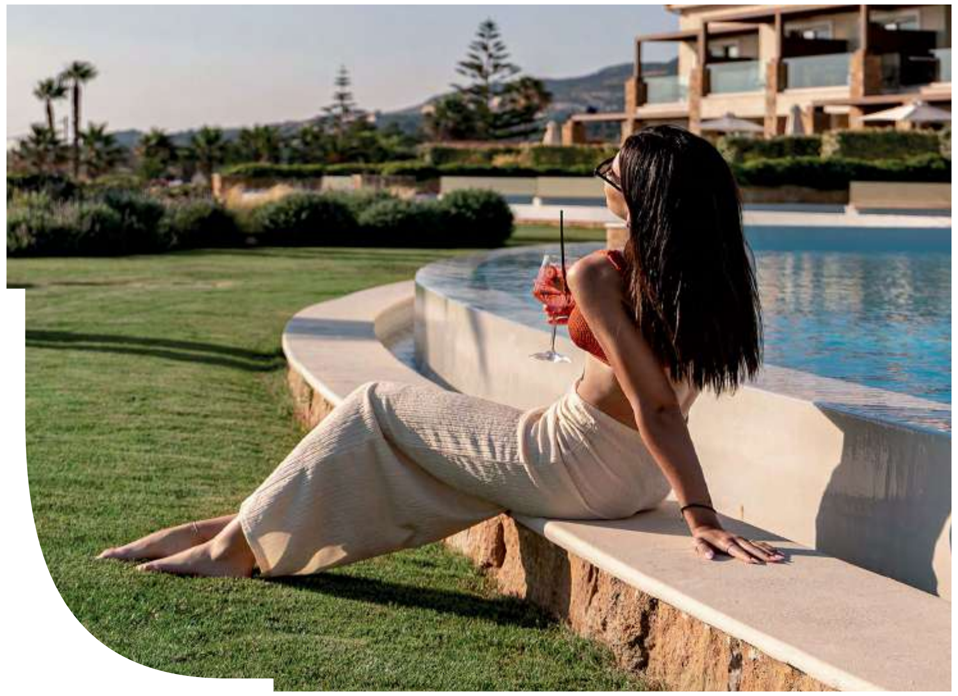
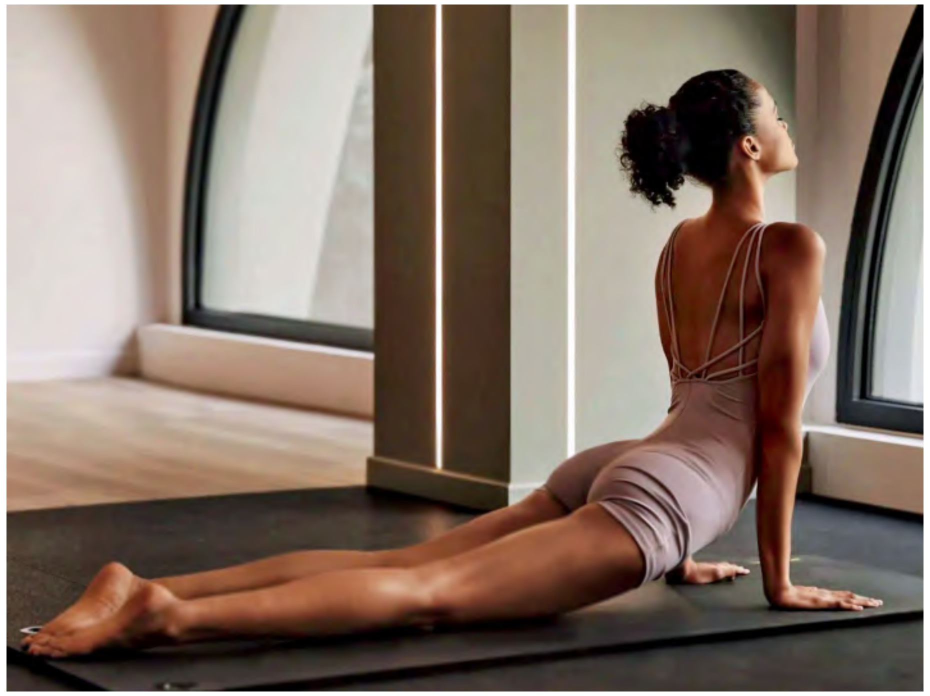
At Electra Hotels & Resorts, supporting local communities is an integral part of our operations and long-term vision for sustainable hospitality. We recognize that tourism may create pressures on local infrastructure, natural resources and employment patterns, particularly in destinations affected by strong seasonal visitor flows. The Group seeks to address these potential impacts through responsible procurement, local employment, environmental management and continued engagement with local stakeholders.

A key pillar of this commitment is prioritizing the recruitment of people from the communities in which we operate, thereby supporting local employment and contributing to the well-being of local populations. In 2025, local residents represented the overwhelming majority of the workforce at Electra Palace Rhodes, where 193 permanent residents were employed, accounting for 93.2% of the hotel's workforce. At Electra Kefalonia Hotel & Spa, 10 permanent residents were employed, representing 42% of the workforce. Through this approach, Electra Hotels & Resorts seeks to strengthen local economies, support community resilience, and create long-term shared value in the destinations where it operates.

Beyond employment, Electra Hotels & Resorts supports social development through targeted sponsorships, donations and in-kind contributions. These initiatives, reviewed and approved by Management, focus on supporting NGOs, assisting individuals and groups in need, and empowering community-based initiatives. Our facilities may also be offered for local events, meetings, and community activities, often at reduced or no cost, further strengthening our connection with the local social fabric.

The economic value extends beyond the revenue and employment that is created directly within our properties. Through local procurement the Group contributes to economic activity across the destinations in which it operates and supports businesses throughout the wider tourism value chain. In 2025, 67% of the Group's total expenditure was directed to local suppliers. Of the 2,177 suppliers included in the relevant assessment, 1,837 were classified as local, representing 84.4% of suppliers in scope. Through these partnerships, the Group supports Greek businesses operating in areas such as food production and distribution, maintenance, construction, transport, technical services, and other professional activities.

Through this approach, Electra Hotels & Resorts aims to strengthen the positive contribution of its operations, support resilient local economies, and create long-term value for the communities and destinations in which it operates.


Empowering Communities

In 2025, Electra Hotels & Resorts continued to support educational institutions, social organizations, local communities, vulnerable groups, environmental initiatives, and employee-led engagement activities. Support was provided through donations, sponsorships, in-kind contributions, awareness-raising campaigns and targeted partnerships. These initiatives included the provision of vouchers for fundraising events, complimentary accommodation, the donation of event spaces, financial sponsorships, celebrations for social institutions, food donations, environmental actions, employee participation in awareness campaigns and partnerships promoting inclusion and equal opportunities.

Through responsible operational practices, ongoing dialogue, and targeted community initiatives, Electra Hotels & Resorts seeks to strengthen its positive contribution to local development and support the long-term social, economic, and environmental well-being of the communities in which it operates. The total value of community and social impact initiatives implemented during 2025 amounted to more than €77,500.

Social and Community Initiatives by Area of Contribution 2025

Area of contribution	Description of initiatives	Indicative examples from 2025
Complimentary Accommodation	Provision of complimentary accommodation to non-profit organizations, supporting their mission while providing individuals and families in need with access to restorative experiences and high-quality hospitality services.	Summer holiday Experiences to children from "Kivotos tou Kosmou" (Ark of the World).
		Accommodation for SEAK Thessaloniki Students Participating in the National Skills Competition in Athens.
		Room sponsorship for athlete Mr. Triommatis, who competed in the Panhellenic Cycling Championship for people with disabilities.
		Accommodation for Children from the "Skagiopouleio" foundation of Patras.
Social and environmental actions	The Group supported initiatives addressing social welfare, environmental awareness, local resilience, vulnerable groups, and responsible resource use.	Tree planting in Rhodes.
		Donation of 1,086 meals in collaboration with Boroume.
		Delivery of food to churches, orphanages, welfare centers and organizations.
		Donation of materials and equipment to a variety of organizations.
		Support for environmental and community-based actions (e.g. European Maritime Day).
Support organizations, NGOs and Local Community	Supporting NGOs, foundations, and community organizations through vouchers, complimentary event space, monetary sponsorships, and in-kind contributions.	Provision of vouchers to support fundraising, community and school events.
		Donation of meeting rooms and event spaces to non-profit and community organizations.
		Financial sponsorships in support of social and community initiatives.
		Organization of celebratory events for institutions such as the "Christodoulio" and "Melissa" Orphanages.
		Donation of furniture, linen, and equipment replaced during renovation or upgrade projects to NGOs supporting vulnerable individuals and families.
Guest-Driven Giving and Community Partnerships	Connecting guest experiences with community support and social contribution.	Through our hotel gift shops, guests can purchase souvenirs while contributing to meaningful social initiatives. In collaboration with Make-A-Wish Greece (Κάνε-Μια-Ευχή Ελλάδος), €1 is donated for every designated item purchased. At Electra Kefalonia Hotel & Spa, donations generated through designated gift shop purchases are directed to the "O Sotir" Orphanage, supporting the same cause and commitment to helping children in need.
Education and equal access to opportunities	Collaboration with ExcellenSeas to grant scholarships to students from Greece's remote island communities.	We supported a scholarship recipient from Lipsi throughout her four-year studies at the Athens University of Economics and Business. The Group is committed to continuing its participation in the program by supporting a new scholarship recipient on his academic journey.
Inclusion and equal opportunities	Promoting inclusion and equal opportunities in the workplace through our partnership with the "MARGARITA" Vocational Training Center, supporting the professional development and employment of individuals with intellectual disabilities and/or autism.	The partnership included job-shadowing programs, employee training on effectively supporting and collaborating with individuals with intellectual disabilities, and the successful placement of three part-time employees, one in each Electra hotel property in Athens.
		Donation to "Diotima" in support of its work to empower women and gender-diverse individuals, in recognition of International Women's Day.
Health awareness and solidarity campaigns	Promoting employee well-being through internal awareness campaigns and support for initiatives focused on health promotion, disease prevention, and social solidarity.	Pink October awareness initiatives across all hotel properties.
		Support for "Alma Zois" through participation in Greece Race for the Cure in Athens, with 43 employee participants, and Pink Together in Thessaloniki, with 13 employee participants.
		Employee participation in workplace sports events, involving 38 participants.
Employee-related initiatives	Implementation of a range of initiatives designed to foster employee engagement, recognition, solidarity, health, and well-being.	International Women's Day celebration with gifts for women employees.
		Housekeeping Week celebration, featuring appreciation gifts and a dedicated lunch gathering for housekeeping teams.
		Blood donation, with 64 units of blood collected in 2025.
		Participation in Athens Marathon, with 43 participants.

Table 11: Social and Community Initiatives by Area of Contribution 2025


Pink October
Breast Cancer


Together
Inspire
ELECTRA
ELECTRA


UNO


OCTOBER
Breast Cancer
AWARENESS MONTH

Diversity and Equal Opportunities for Our People and for Our Visitors

Promoting Inclusivity, Diversity, and Equal Opportunities

At Electra Hotels & Resorts, inclusivity is a fundamental value that guides both our guest experience and our internal culture. We are committed to creating an environment where all individuals — guests and employees alike — feel welcome, respected, and supported.

Accessibility for all guests

Ensuring accessibility for people with disabilities is an important part of our hospitality philosophy. Electra Hotels & Resorts complies with all relevant legislation regarding accessibility across its properties, including reception areas, accommodation, dining facilities, and other guest-facing spaces.

Beyond regulatory compliance, we seek to continuously improve our accessibility practices and infrastructure, with the aim of offering a comfortable and inclusive experience for all guests. For us, accessibility is not only a matter of compliance. It reflects our broader commitment to respect, inclusion, and genuine hospitality, ensuring that all visitors feel valued and well served throughout their stay.

Diversity and equal opportunities in the workplace

For the reporting period, the Group continued to monitor diversity at senior management level. For the purposes of this indicator, senior management includes Hotel General Managers and top management of the Management Head Office. A total of 9 individuals were included in senior management positions across the hotel units and the Management Company. Of these, 2 were women and 7 were men, corresponding to 22% and 78% respectively.

The gender composition of senior management has remained stable over recent years. Electra Hotels & Resorts acknowledges the importance of enhancing gender diversity at senior management level and remains committed to promoting equal opportunities, inclusive leadership, and non-discrimination across its operations. The Group's total workforce was almost equally balanced by gender, with 468 men and 465 women, corresponding to 50.2% and 49.8% of the total workforce, respectively. This balanced representation reflects the Group's commitment to fostering a diverse and inclusive working environment across all levels of its operations.

By embracing diversity, Electra Hotels & Resorts seeks to strengthen collaboration, enhance innovation, and foster a more dynamic workplace culture. The signing of the Diversity Charter forms part of the Group's broader efforts to promote equality, inclusion, and non-discrimination across its operations.

Margarita
Vocational Training Centre

Partnering for Inclusion: Collaboration with the "Margarita" Vocational Training Center

The collaboration between Electra Hotels & Resorts and the "MARGARITA" Vocational Training Center represents a meaningful social inclusion initiative, focused on equal participation in the labor market for people with intellectual disabilities and/or autism.

In collaboration with "MARGARITA" VTC, an organization with long-standing experience in the education, empowerment, and supported employment of people with intellectual and developmental disabilities, Electra Hotels & Resorts implemented job-shadowing activities, employee awareness and training initiatives, and supported employment opportunities. The collaboration helped participants become familiar with real working environments in the hospitality sector, while also supporting Electra teams in understanding how to work respectfully and effectively with people with intellectual disabilities and/or autism.

During 2025, the initiative resulted in three successful part-time employment placements, one in each Electra hotel unit in Athens. Through this collaboration, Electra Hotels & Resorts strengthens a workplace culture based on acceptance, care, respect, and equal opportunities.

The initiative reflects the Group's broader commitment to inclusion, diversity, and social responsibility, while contributing to the creation of a working environment where different abilities are recognized, supported, and valued.

Our contribution to a sustainable economy

ELECTRA

Economic Value Creation and Local Impact

At Electra Hotels & Resorts, we aim to generate long-term economic value for our stakeholders and shareholders, while contributing to the resilience and prosperity of the communities in which we operate. Our approach focuses on responsible business growth, local procurement, support for local enterprises, and investment in initiatives that create shared value.

By prioritizing collaboration with local and sustainability-oriented suppliers, we seek to strengthen responsible procurement practices and support the local economy. Investing in local businesses, services, and more environmentally responsible products helps ensure that the benefits of our operations extend beyond our hotels and contribute to the wider economic ecosystem.

We monitor and disclose our economic impact, including value generated and distributed, employment contribution, support for local suppliers, and community investments. Through these actions, Electra Hotels & Resorts seeks to demonstrate accountability, encourage collaboration, and promote a responsible business model that supports sustainable economic development.

The table below presents the economic value generated and distributed by Electra Hotels & Resorts for the years 2024–2025, based on consolidated and non-consolidated financial statements. The data provide an overview of the Group's economic contribution through operating and capital expenditure, employee wages and benefits, payments to government, payments to providers of capital, retained economic value, revenues, EBITDA, and profit after tax.

Economic Value Generated and Distributed for the years 2024–2025						
Economic Value Generated and Distributed	Consolidated[1] Financial Statements 2024 (€)	Non-consolidated[2] Financial Statements 2024 (€)	Total 2024 (€)	Consolidated[1] Financial Statements 2025 (€)	Non-consolidated[2] Financial Statements 2025 (€)	Total 2025 (€)
OpEx	29,322,444	1,948,035	31,270,479	23,169,068	1,853,202	25,022,269
CapEx	2,361,938	773,100	3,135,038	10,377,041	473,006	10,850,047
Employee wages and benefits	19,414,658	3,467,903	22,882,560	20,922,559	4,031,354	24,953,913
Payments to government	12,594,192	1,338,379	13,932,571	12,839,794	1,596,916	14,436,710
Payments to providers of capital	9,629,358	1,009,375	10,638,733	11,963,922	846,538	12,810,460
Economic Value Retained	10,414,991	-115,721	10,299,270	2,242,802	923,911	3,166,713
Revenues	71,911,928	6,853,545	78,765,473	74,180,381	7,506,585	81,686,966
EBITDA	28,914,209	1,583,617	30,497,827	23,528,052	1,471,046	24,999,098
Profit after tax	18,675,554	650,282	19,325,836	14,074,764	617,911	14,692,676

Table 12: Economic Value Generated and Distributed for the years 2024–2025

1 Electra Metropolis, Electra Palace Athens, Electra Rhythm Athens, Electra Palace Thessaloniki, Electra Palace Rhodes.
2 Electra Kefalonia Hotel and Spa, Electra Management – Headquarters.

Financial Risks of Climate Change

Electra Hotels & Resorts recognizes that climate change may pose financial risks to the long-term resilience and sustainability of its operations. As a hospitality Group operating in Greece and in destinations exposed to seasonal tourism patterns and environmental pressures, we acknowledge the importance of identifying, assessing, and addressing climate-related risks that may affect our business model, assets, operating costs, and overall performance.
Key financial risks associated with climate change may include:

Reduced Revenue and Profitability

Changes in tourist preferences, including a potential shift towards destinations perceived as cooler or less exposed to extreme heat, may affect demand for Southern European destinations. In addition, broader economic pressures linked to climate-related disruptions could influence guests' disposable income and travel decisions.

Increased Risk of Damage to Assets and Operations

More frequent and intense extreme weather events may increase the risk of damage to buildings, infrastructure, and equipment, as well as disrupt hotel operations. Such events may lead to higher capital expenditure, increased maintenance needs, and additional operating costs.

Higher Water and Energy Costs

Rising temperatures, heatwaves, and other climate-related conditions may increase demand for cooling, water use, and energy consumption across hotel operations. As a result, utility costs may rise, potentially affecting operational efficiency and profitability.

Need for Climate Adaptation and Monitoring Infrastructure

Additional investments may be required in systems and infrastructure that support climate adaptation, environmental monitoring, energy efficiency, water management, and guest and employee comfort and safety.

Potential Increase in Financing and Insurance Costs

Climate-related risks may also affect the cost of financing, insurance coverage, and recovery following extreme weather events, creating additional financial pressure for hospitality businesses.

Water Scarcity

Climate change in Southern Europe brings not only extreme heat but also severe drought and water scarcity. Hotels are highly water-intensive businesses (swimming pools, extensive landscaping, laundry services, and daily consumption by hundreds of guests).

GHG Emissions and Circular Economy

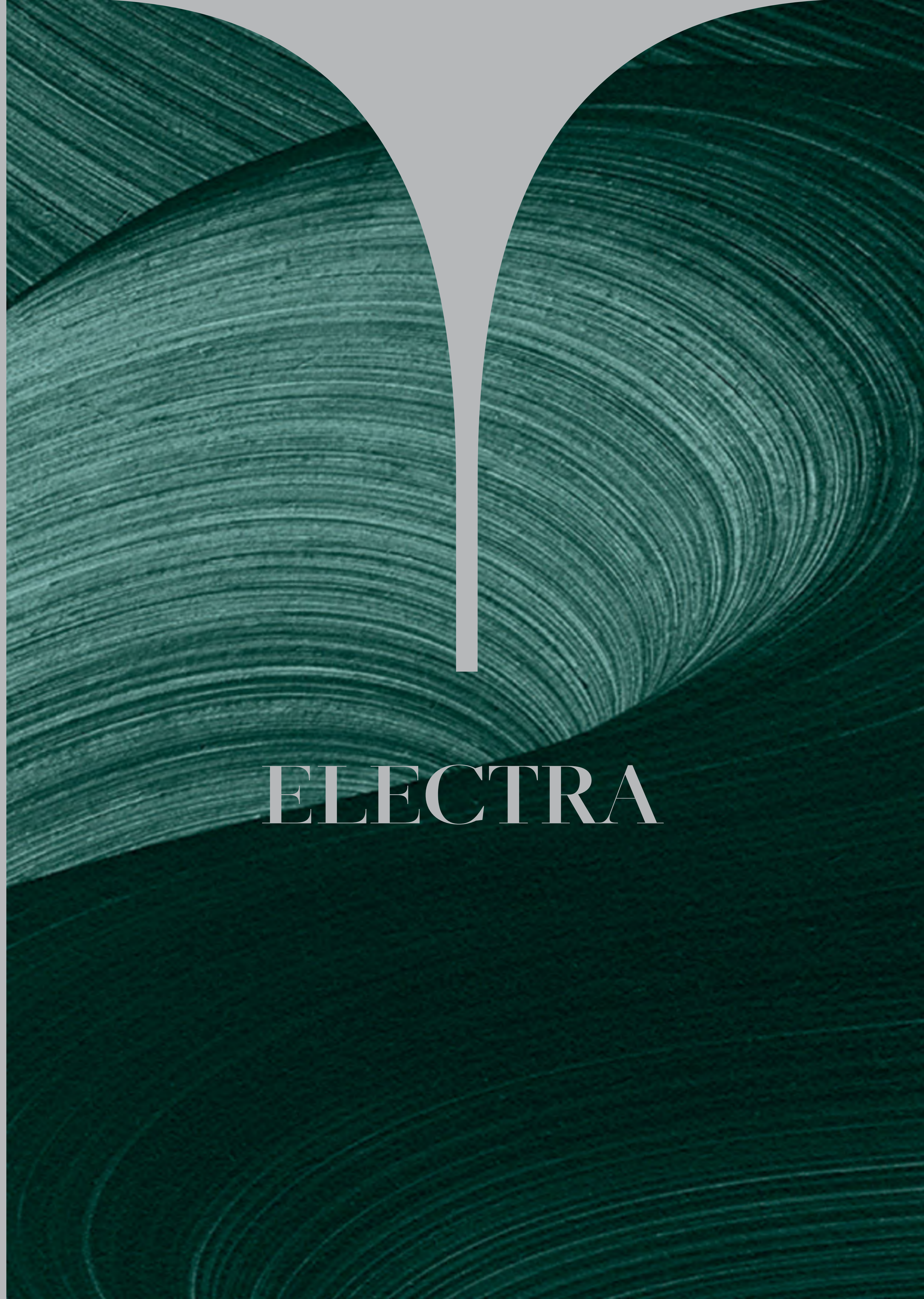
Adapting to climate change requires a drastic reduction in the Group's own environmental footprint (minimizing carbon emissions). Adopting circular practices reduces procurement costs while shielding the hotel from stricter, upcoming climate regulations.

Resource Disputes with Local Communities

When climate change causes water and energy shortages in a tourist destination, a delicate balance emerges between the needs of local residents and those of tourists.

Understanding and proactively addressing these financial implications is essential for strengthening the Group's resilience, safeguarding business continuity, and supporting the long-term sustainability of our hospitality operations.

Governance



ESG Governance and Responsible Business Conduct

Electra Hotels & Resorts remains committed to strengthening its ESG governance framework and embedding sustainability principles across its operations and decision-making processes. A robust governance structure is essential for ensuring accountability, transparency, and the effective management of the Group's economic, environmental, and social impacts.

Through this approach, Electra Hotels & Resorts seeks to align its business practices with the UN Sustainable Development Goals (SDGs), while promoting ethical conduct, fair labor practices, responsible sourcing, diversity, and inclusion across all levels of the organization.

We prioritize transparency through regular sustainability reporting, continuous monitoring of key performance indicators, and the implementation of policies and procedures that support responsible business conduct. These practices enable the Group to track progress, identify areas for improvement, and reinforce its commitment to sustainable and accountable hospitality.

Governance Structure and Composition

Governance structure (Electra Management S.A.) for 2025				
Name	**Position**	**Executive / Non-executive**	**Independent / Non-independent**	**Committees**
Gerasimos Fokas	President of the Board of Directors	Executive	Non-independent	–
Ioannis Retsos	Chief Executive Officer / Chief Sustainability Officer	Executive	Non-independent	ESG Committee; Nomination Committee
Svyros Svyriadis Archimidis Athanasios	Chief Executive Officer	Executive	Non-independent	–
Ioannis Fragkias	Member of the Board of Directors	Non-executive	Non-independent	–
Svyros Svyriadis Alexandros	Member of the Board of Directors	Non-executive	Non-independent	ESG Committee

Table 13: Governance structure (Electra Management S.A.) for 2025

Note: The Chief Executive Officer (CEO) / Chief Sustainability Officer (CSO), Chief Financial Officer (CFO), Chief Operating Officer (COO) and Chief Administrative Officer (CAO) are members of the Board of Directors (BoD), the General Assembly (for the Group) and the Management Committee. The term of the Board is from 1st of May 2024 to 1st of May 2029.

ESG Governance

Electra Hotels & Resorts has established a robust ESG governance structure designed to support the effective integration of sustainability principles across the Group's operations, decision-making processes, and strategic planning. This structure defines clear roles and responsibilities at Board, executive, director, hotel management and operational levels, ensuring that ESG priorities are embedded throughout the organization.

The ESG Committee, composed of the CEO, COO, CFO, CAO, Directors, General Managers and ESG Ambassadors, oversees the development and implementation of the ESG strategy, monitors the management of impacts, and proposes new initiatives and actions to support the sustainable development of the Group. The Committee meets every six months, or whenever issues arise concerning the ESG strategy, the progress of initiatives, KPI performance, or the integration of new policies and procedures. Moreover, it prepares proposals and carries out the analysis of material sustainability topics. These are presented to the CEO/CSO for review and approval and are subsequently presented to the Board of Directors, which provides the final approval.

The ESG Ambassadors play an important role in strengthening the dissemination of ESG information within each hotel. They support the practical implementation of ESG initiatives, encourage employee participation, and monitor the progress of actions at local level. Through this structure, the Group seeks to ensure that ESG commitments are not limited to strategic planning but are also applied in day-to-day operations.

In addition, the Shareholders and the Board of Directors receive updates at least once a year, and more frequently when significant ESG developments occur, regarding the Group's ESG strategy, policies, initiatives, and performance. Oversight includes the monitoring of impacts, risks and opportunities across the economic, environmental, and social dimensions of sustainability. In 2025, the Board of Directors reviewed the Group's material sustainability matters and was updated on the progress of relevant initiatives and key performance indicators (KPIs) through the presentation of the 2024 Sustainability Report.

Training is also an integral part of the Group's ESG governance approach. Members of the ESG Committee at all management levels are expected to receive ESG-related training in order to remain informed about regulatory requirements, emerging trends and key sustainability topics. Training may be delivered either in collaboration with external ESG specialists or internally by the Quality & Sustainability Director. Such training takes place annually or whenever new regulatory developments arise that may affect the organization or specific departments.

Electra Hotels & Resorts ESG Corporate Governance Structure

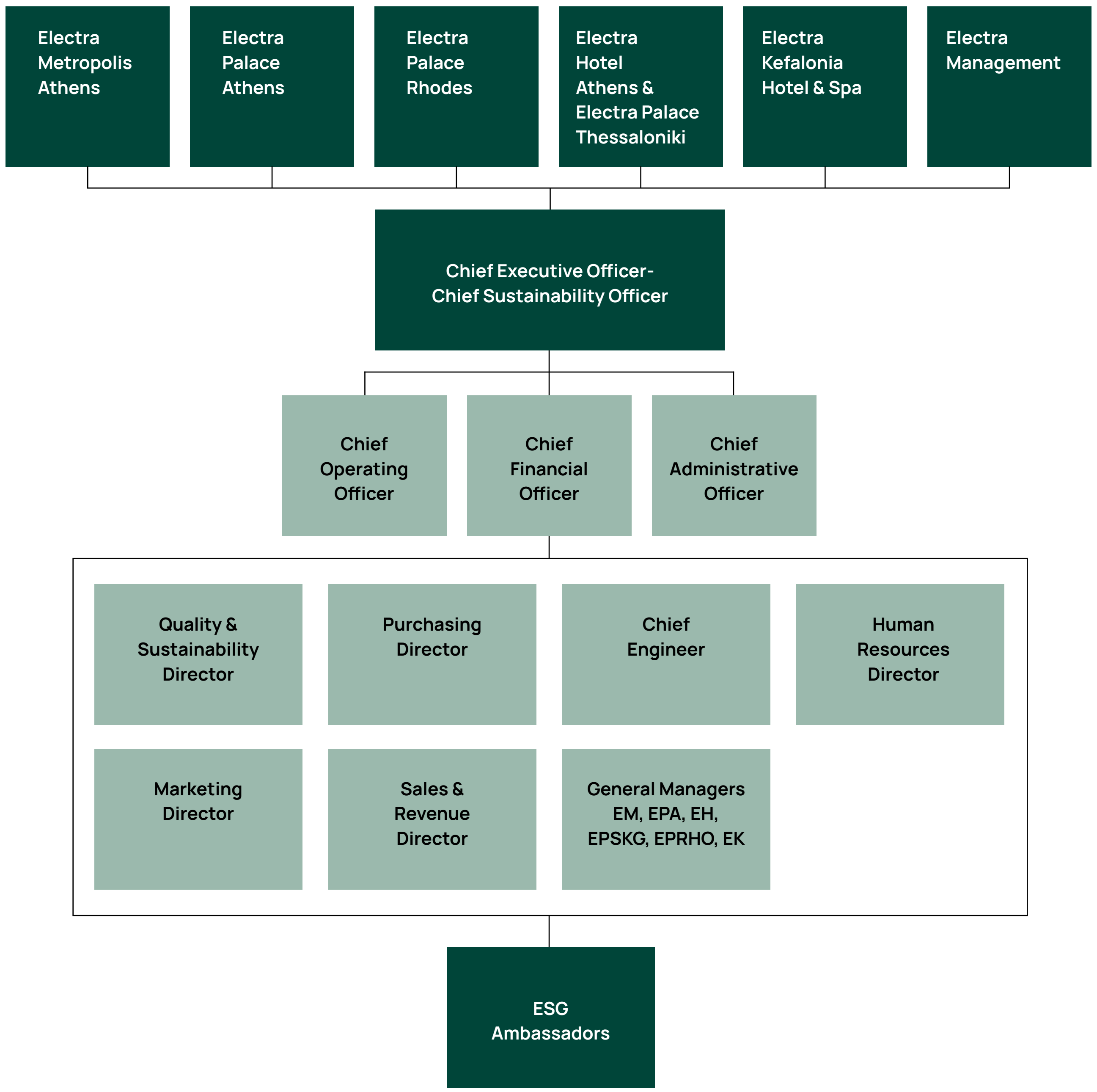


Chart 10: ESG Corporate Governance Structure

Nomination and selection of the highest governance body

The Independent Nomination Committee was established to strengthen transparency, effectiveness, and accountability in the process of selecting and appointing members of the Board of Directors. The Committee is responsible for defining and applying a clear set of selection criteria, ensuring that the nomination process supports the Group's strategic objectives, governance principles, and sustainability commitments.

The selection criteria include:

- the consideration of stakeholders' perspectives
- the independence and impartiality of candidates
- diversity of background, experience, and perspective and
- the skills, qualifications, and expertise required to support the Group's strategic objectives and effectively manage its economic, environmental, and social impacts

The Committee ensures that each stage of the selection process is aligned with the Group's sustainability and governance principles, while supporting a governance structure capable of responding to current and emerging business and ESG-related challenges.

The Independent Nomination Committee consists of the CEO/CSO and Member of the Boards of Directors, the COO and Member of the ESG Committee, and the CAO and Member of the ESG Committee.

Our Value Chain

Electra Hotels & Resorts' value chain extends across all stages of its operations, from supplier engagement and procurement to the delivery of hospitality services and post-stay guest interaction. Each stage creates opportunities to generate value for the Group, its stakeholders, and the communities in which it operates.

Upstream, the Group's value chain includes the procurement of goods and services, collaboration with suppliers and third-party associates, property-related decisions, and compliance with applicable legal and regulatory requirements. These activities support the responsible sourcing of products and services, the integration of sustainability considerations into procurement processes, and the effective management of business relationships.

Within our operations, these inputs are transformed into high-quality hospitality services through room management, food and beverage services, conferences and events, wellness facilities, guest experiences, marketing and sales activities, human resource management, and technology deployment. These operational activities are supported by internal policies, training programs, quality standards, and management systems that contribute to service excellence and responsible business conduct.

Downstream, our value chain includes guest feedback channels, loyalty programs, customer engagement, and partnerships with local communities. These interactions enable Electra Hotels & Resorts to gather insights, identify opportunities for improvement, strengthen guest relationships, and enhance its positive social and economic contribution.

By mapping and understanding its value chain, Electra Hotels & Resorts seeks to identify where its most significant impacts occur and how these impacts can be managed. From sourcing and compliance to operations, employee development, customer engagement, and community contribution, each link in the value chain supports the Group's commitment to sustainable growth and responsible hospitality.

Value Chain		
Upstream in the Value Chain	**Activities / Own Operations**	**Downstream in the Value Chain**
SUPPLIERS	**OPERATIONS**	**CUSTOMERS**
• Procurement of goods and services • Supplier due diligence processes • Contract negotiations and supplier management	• Room management • Planning and hosting of conferences and events • Operation of gyms, wellness centers, and related facilities	• Guest feedback channels • Guest satisfaction surveys • Loyalty and reward programs
THIRD-PARTY ASSOCIATES	**SERVICES**	**CONTRIBUTION TO LOCAL COMMUNITIES**
• Collaboration for the provision of customized guest services, such as cruise trips, transfer services, guided tours, and local experiences	• Premium hospitality services • Food and beverage services • Coordination of customized guest activities	• Support for local communities • Donations, sponsorships, and in-kind contributions • Community partnerships and local initiatives
REAL ESTATE	**HUMAN RESOURCE MANAGEMENT**	**MARKETING AND SALES**
• Property acquisition • Building design and development according to specific operational, quality, and sustainability criteria	• Talent acquisition and retention • Training and upskilling • Employee engagement and well-being • Employee relations	• Client acquisition and relationship management • Brand management • Communication of services and sustainability practices • Electra Rhythm Athens rebranding
REGULATORY COMPLIANCE	**TECHNOLOGY DEPLOYMENT**	**POST-STAY ENGAGEMENT**
• Legal compliance • Certifications and management systems	• Online presence and digital platforms • Digital tools and automation supporting operations and guest experience	• Review management • Loyalty communication • Continuous improvement based on guest insights

Table 14: Value Chain

Responsible Sourcing

Responsible sourcing is an important element of Electra Hotels & Resorts' sustainability strategy. By working with local suppliers and partners, the Group seeks to support local economic activity, strengthen community resilience, and enhance more responsible procurement practices across its operations.

Local procurement contributes to the livelihoods of local businesses and producers, while also helping to reduce transport-related impacts where feasible. Through this approach, Electra Hotels & Resorts aims to generate shared value within the communities in which it operates and to align procurement decisions with its broader sustainability objectives.

To reinforce this commitment, the Group monitors the share of expenditure directed to local suppliers and continues to work towards increasing collaboration with local partners, where operationally and commercially feasible.

During the reporting period, 67% of total Group expenditure was directed to local suppliers. For the purposes of this calculation, local suppliers are defined as suppliers that produce, distribute, invoice, and provide support in Greece. The calculation excludes fees paid to organizations, royalties, subscriptions, donations, and Owning Company-related expenditure.

At hotel level, local procurement performance varied across the Group's portfolio, reflecting the operational characteristics, location, supplier base, and investment needs of each property. Electra Rhythm Athens recorded the highest share of local procurement expenditure, partly reflecting renovation-related expenditure during the reporting period.

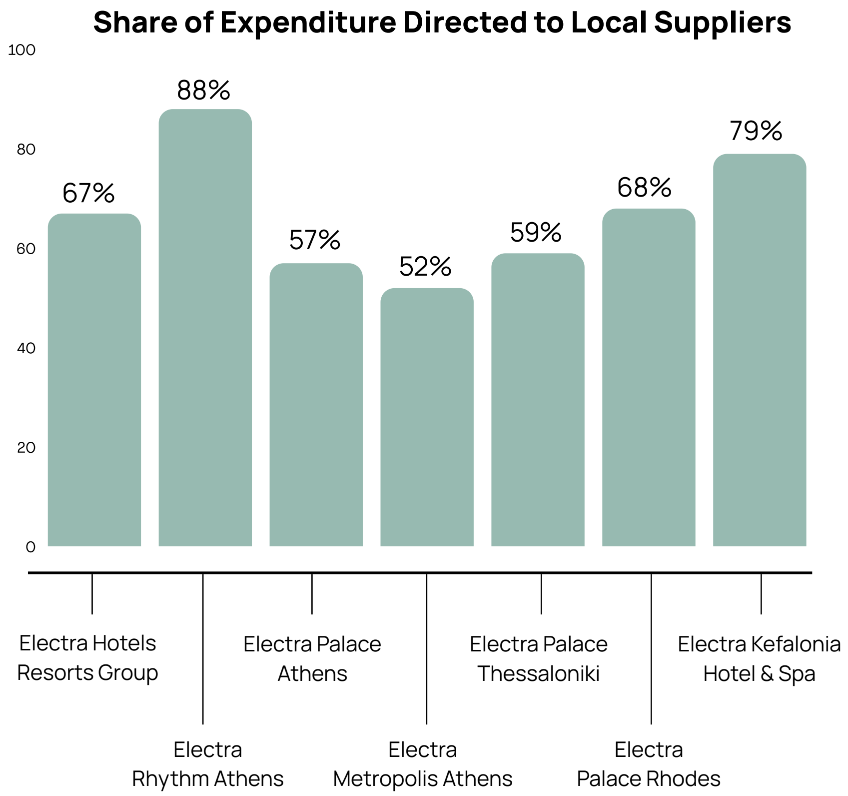


Chart 11: Share of Expenditure Directed to Local Suppliers 2025

Number and share (%) of Suppliers 2025		
Supplier category	Number of suppliers	Share of suppliers in scope
Total suppliers in scope	2,177	100.0%
Foreign suppliers	274	12.6%
Greece-based suppliers (imported products)	66	3.0%
Local suppliers	1,837	84.4%
Greece-based / local-related suppliers	1,903	87.4%

Table 15: Number and share (%) of Suppliers 2025

Food & Beverage supplies

For Food & Beverage supplies, including fresh, chilled, frozen, dry goods, and alcoholic and non-alcoholic beverages, the Group applies a product-origin approach when assessing local procurement. Where products are purchased through Greek commercial companies, the calculation takes into account, depending on the product category, the share that originates from Greek producers or Greek companies. Imported products purchased through Greece-based trading companies are not automatically treated as local procurement where they relate exclusively to imported goods.

For other procurement categories, including services, utilities, operating supplies, equipment, engineering, and FF&E, the Group applies specific assumptions depending on the type of supplier relationship and the degree of local value added. This approach enables Electra Hotels & Resorts to reflect more accurately the local economic contribution of its procurement practices.

Following the 2025 Double Materiality Assessment, workers in the value chain were identified as a material sustainability topic for Electra Hotels & Resorts. In response, the Group is gradually expanding its responsible sourcing approach beyond local procurement to include social considerations in supplier engagement and evaluation, such as labor practices, human rights, occupational health and safety, non-discrimination, fair treatment, and compliance with applicable employment legislation.

During the reporting period, a new procurement policy incorporating ESG criteria for suppliers was introduced. However, a centralized dataset on suppliers assessed specifically against social criteria was not yet available for 2025. Going forward, the Group aims to strengthen its supplier due diligence processes, improve the monitoring of social risks across the supply chain, and define appropriate corrective actions where necessary.

System Monitoring and Quality Assurance

To ensure the effective operation and continuous improvement of its management systems, Electra Hotels & Resorts implements a structured monitoring and quality assurance framework. This framework is aligned with key internal policies and programs, including the Food Safety Policy, the Energy Management Policy and the Training & Development Program.

These policies and procedures guide the Group's efforts to maintain buildings, facilities, and equipment in good operating condition, comply with applicable hygiene, safety, and product safety requirements, and uphold high standards across hotel operations.

Electra Hotels & Resorts provides regular staff training, monitors specific key performance indicators, and evaluates critical operational parameters on an ongoing basis. General Managers are responsible for assessing relevant KPIs at hotel level and supporting the implementation of corrective or improvement actions where necessary.

Rooted in the principle of continuous improvement, this approach supports operational efficiency, service quality, compliance, and customer satisfaction. It also promotes coordination across departments, encourages teamwork, and reinforces the Group's commitment to responsible and high-quality hospitality services.

Prevention of Violence and Harassment in the Workplace

Electra Hotels & Resorts is committed to maintaining a working environment free from all forms of violence, harassment, discrimination, intimidation, or inappropriate conduct. The Group's relevant policy applies to all employees, regardless of contract type, including independent contractors, commissioned workers, associates supplied by third-party providers, interns, and apprentices.

The policy also covers incidents that may involve employees, external partners, guests, visitors, or any other person present on the Group's premises. Through this approach, Electra Hotels & Resorts seeks to safeguard dignity, respect, collaboration, and mutual support across all workplaces.

To prevent and manage potential risks, the Group has adopted measures that include, among others:

- conducting workplace violence and harassment risk assessments;
- fostering a working environment based on respect for human dignity, collaboration, and mutual support;
- providing employees, particularly those in higher-risk roles, with the necessary information and training to perform their duties safely;
- ensuring that employees are aware of the available reporting channels and relevant procedures.

For the handling of reports and complaints, Electra Hotels & Resorts has established a dedicated committee consisting of the Director of each hotel unit, the Legal Advisor, and the Head of the Human Resources Department. If a report involves a committee member, that individual is excluded from the process and replaced by another executive appointed by Management. Both Group Management and the committee handle all reports with strict confidentiality. Information is disclosed only where required by law or upon request by a competent judicial or administrative authority.

The General Manager is responsible for:

- overseeing the implementation of the policy at hotel level;
- supporting the protection of employees from workplace violence and harassment;
- evaluating, updating, and communicating workplace risk assessments on a regular basis;
- ensuring that employees receive appropriate information and training on the policy.

Department managers are also responsible for ensuring that the policy is properly applied and communicated within their teams. They are expected to report incidents and forward any related complaints to the Human Resources Department in accordance with the Group's internal procedures.

Responsible Business Conduct

Responsible business conduct is embedded in Electra Hotels & Resorts' approach to operations, governance, and stakeholder relationships. The Group is committed to acting with transparency, integrity, accountability, and respect in its interactions with guests, employees, suppliers, partners, and local communities.

These commitments are reflected in the Group's strategic framework, internal policies, operational procedures, and management practices. They also extend to business relationships with partners and suppliers, where Electra Hotels & Resorts seek to promote ethical conduct, responsible sourcing, environmental responsibility, and respect for people.

To manage its impacts responsibly, the Group monitors and assesses the economic, environmental, and social effects of its activities. Relevant policies and procedures support the prevention, identification, and management of potential incidents, while internal monitoring and self-assessment processes help track progress and identify areas for improvement.

Our policy commitments are:
- Critical Concerns Communication Policy
- Prevention of violence and harassment in the workplace
- Trafficking Policy
- Electra Privacy Policy
- Energy Management Policy
- Electra Food Safety Policy
- Sustainability approach in restaurants & cage-free eggs statement
- Procurement Policy
- A Due Diligence Policy was under development at the end of the reporting period.

The development, approval, and communication process for the Group's policies remained unchanged in 2025. Policies are initiated by the relevant Business Owner, reviewed and approved by the Head of the responsible Department, and communicated through the appropriate internal channels, including management cascading, Human Resources notifications, and, where applicable, training or publication on the Group's website.

Through this approach, Electra Hotels & Resorts aims to strengthen accountability, support compliance, and continuously improve its responsible business practices across all areas of operation.

The Group does not currently have a dedicated conflict-of-interest policy and will assess potential next steps in due course.

Anti-corruption and Business Ethics

Electra Hotels & Resorts recognizes that ethical business conduct, transparency, and integrity are essential elements of responsible governance. Although the Group has not yet implemented a dedicated anti-corruption risk assessment process or a standalone anti-corruption training program, it acknowledges the importance of further strengthening its approach in this area.

Going forward, the Group intends to develop a more structured framework for identifying, assessing, and managing corruption-related risks across its operations and business relationships. This may include the assessment of hotel units and central management functions for corruption-related risks, the communication of anti-corruption expectations to employees and business partners, and the provision of targeted training to relevant employee categories and governance bodies.

The Group also aims to improve the monitoring of anti-corruption-related indicators in future reporting periods, including the number and percentage of operations assessed for corruption risks, the number of employees and governance body members informed or trained on anti-corruption policies and procedures, and any confirmed incidents of corruption and related corrective actions.

No dedicated anti-corruption incident dataset is currently available.

Regulatory Compliance

Electra Hotels & Resorts is committed to maintaining compliance with applicable laws, regulations, and internal standards across its operations. To support this commitment, the Group monitors incidents across all properties and applies appropriate procedures whenever an issue is identified. Where necessary, liability insurance mechanisms may be activated, while each occurrence is reviewed to identify root causes and define preventive or corrective actions.

The Group also monitors regulatory and industry developments through its memberships in organizations such as the Chamber of Commerce and SETE, as well as through collaboration with external partners and consultants. Compliance with legal and operational standards is further supported through inspections by competent public authorities, tour operators, and internal audits.

In 2025, fines related to non-compliance with applicable laws and regulations amounted to €3,981.87 at Group level. These fines were assessed as not significant and were not related to environmental or social matters.

The Group reviewed these cases and, where appropriate, implemented actions to prevent recurrence and strengthen compliance across its operations.

Reporting and Complaints Management Policy

Electra Hotels & Resorts has established a Reporting and Complaints Management Policy, aligned with relevant legislation regarding the protection of persons who report breaches of Union law. The policy aims to promote transparency, ethical conduct, and accountability across the Group.

Employees, management, clients, suppliers, and third parties may submit reports concerning violations of EU law, the financial interests of the European Union, and internal market rules. Reports may be submitted either anonymously or by named individuals and should, where possible, include a detailed description of the incident, supporting evidence, and identification of the persons involved.

The appointed Reporting and Monitoring Officer (RMO) is responsible for managing the reporting procedure, ensuring confidentiality, impartiality, and proper handling of each report. Upon receipt of a report, the RMO acknowledges receipt within seven working days, conducts a preliminary assessment, and, where appropriate, refers the case to a designated Management Committee for investigation.

The Management Committee, composed of the RMO and relevant managerial associates, investigates each case objectively, informs the CEO, and recommends appropriate actions. These may include case closure, internal corrective measures, or further legal procedures. Feedback is provided to the reporting person within three months, in accordance with the applicable framework.

The Group ensures protection against retaliation for persons submitting reports in good faith, supporting a secure and ethical reporting environment. The policy applies to all Electra Hotels & Resorts entities and to all persons employed by the Group.
To provide accessible and secure reporting channels, Electra Hotels & Resorts offers the following communication channels:

- **Email:** **dpo@electrahotels.gr**
- **Postal mail:** 93 L. Alexandras Ave., 11474, Athens, marked "Attention of the RMO"
- **Phone:** (+30) 2106462101

Any complaint, dissatisfaction, opinion, or grievance that is not submitted through the designated reporting procedure is not treated as an official report under this policy.

Critical concerns and potential negative impacts may also be discussed during Board of Directors meetings. In addition, Management meetings are held on a monthly basis and may include discussions on critical concerns, potential negative impacts, and relevant corrective actions. No significant critical concerns arose that required immediate communication to the highest governance body for the reporting period.

During 2025, no reports concerning breaches were submitted through the Group's official reporting channels.

Remuneration policy

Members of the Board of Directors do not receive remuneration for their participation in the Board.

For senior executives, remuneration is determined on an individual basis rather than through a single standardized remuneration policy. Executive compensation may include fixed and variable remuneration, recruitment incentives, termination-related payments, retirement benefits, and annual bonuses linked to individual and corporate objectives. Senior executives may also receive additional benefits, such as coverage of monthly company expenses, mobile phone, laptop, pension plan, and life insurance.

During the reporting period, the ratio of the annual total compensation of the Group's highest-paid individual to the average annual total compensation of all other employees was 10.0:1. The calculation includes employees with more than 200 insured working days.

The organization does not currently have a formal Remuneration Policy and will assess potential next steps in due course.

With regard to collective bargaining agreements, 573 employees, corresponding to 61.4% of total employees, were covered by collective labor agreements (CLA), while 360 employees, corresponding to 38.6%, received remuneration above the levels stipulated by the applicable collective agreements. Employees covered by collective agreements are remunerated in line with the applicable provisions, while the Group also provides compensation above CLA levels to certain employee categories.

Our pathway to sustainable development

ELECTRA

Materiality Assessment

In 2025, Electra Hotels & Resorts Group conducted its first Double Materiality Assessment with reference to the CSRD and the ESRS double-materiality methodology, to identify and prioritize the sustainability topics that are most relevant to its operations, stakeholders, value chain, and long-term business resilience.

The assessment followed a structured methodology aligned with the principles of double materiality, taking into account both the Group's actual and potential impacts on people and the environment, as well as the financial risks and opportunities that sustainability matters may pose to the business. Through this process, Electra Hotels & Resorts sought to strengthen the connection between sustainability strategy, impact management, stakeholder expectations, and business decision-making.

The Double Materiality Assessment was implemented through four main stages:

Understanding the Context and Stakeholder Engagement

The first stage focused on understanding stakeholder expectations and priorities. A targeted survey was conducted through a structured questionnaire, in which participants were asked to assess the importance of sustainability topics on a scale from 1 to 10. The results were used as a validation mechanism, ensuring that the views of stakeholders were incorporated into the materiality process. Topics receiving a stakeholder score above 9.0 were automatically included among the material topics.

Value Chain Analysis

The Group's value chain was mapped in order to identify relevant impacts, risks, and opportunities across its business model. The analysis considered key inputs, business activities, outputs, outcomes, and long-term impacts, including the use of natural resources, operational activities, waste generation, guest safety, and effects on local communities.

Materiality Assessment

The assessment was conducted across two dimensions. Impact materiality examined the Group's positive and negative, actual and potential impacts on people and the environment. Financial materiality assessed sustainability-related risks and opportunities that may affect the Group's development, financial position, performance, cash flows, access to finance, or cost of capital. A score of 8.0 was set as the threshold for impact materiality, while a score of 1.0 was established as the threshold for assessing material financial risks and opportunities.

Determination and Validation

The process concluded with the consolidation and validation of results. A sustainability topic was classified as material if it met at least one of the defined thresholds: a high impact score, a significant financial risk or opportunity score, or a high stakeholder priority score.

The results of the Double Materiality Assessment provide an updated basis for the Group's sustainability strategy, reporting priorities, and impact management approach. They also support the alignment of sustainability disclosures with the Group's most significant impacts, risks, opportunities, and stakeholder expectations.

Materiality Matrix						
ESRS Standard	**Sustainability Topic**	**Stakeholder Score (0-10)**	**Impact Score (Max Score)**	**Financial Score (Max Score)**	**Risk/ Opportunity**	**Final Assessment**
E1	Climate Change	9.06	24.0	1.2	Risk (-)	Material
E2	Pollution	9.04	7.2	0.2	Opp/ Risk	Material
E3	Water and marine resources	9.09	18.0	0.2	Risk (-)	Material
E4	Biodiversity	8.62	4.8	0.6	Risk (-)	Non-Material
E5	Resource Use and Circular Economy	9.24	7.2	0.2	Opportunity (+)	Material
S1	Own Workforce	9.64	4.8	0.2	Opportunity (+)	Material
S2	Workers in the Value Chain	8.71	9.6	0.4	Opportunity (+)	Material
S3	Affected Communities	8.99	6.4	1.2	Opp/ Risk	Material
S4	Consumers and End-users	9.65	8.0	1.6	Opportunity (+)	Material
G1	Business Conduct	8.91	8.0	0.8	Opportunity (+)	Material

Table 16: Materiality Matrix 2025

Material topics for Electra Hotels & Resorts

The final assessment combined three sources of information: stakeholder feedback, Management's assessment of environmental and social impacts, and the analysis of financial risks and opportunities. Based on this process, the following topics were identified as material for Electra Hotels & Resorts:

Biodiversity was assessed as part of the process but was not identified as a material topic for the reporting period.

Stakeholder engagement

Electra Hotels & Resorts recognizes that stakeholder engagement is essential for understanding expectations, identifying sustainability priorities, and strengthening the Group's approach to responsible business conduct. Our stakeholders include, among others, guests, employees, suppliers, local communities, shareholders, business partners and other parties affected by or interested in our activities.

In 2025, stakeholder input was incorporated into the Double Materiality Assessment process through a structured questionnaire. Participants provided valuable insight into the issues they consider most significant for the Group's operations and long-term sustainability performance.

The results of this engagement were used as a validation mechanism, ensuring that stakeholder expectations were reflected in the identification and prioritization of material topics. This process helped Electra Hotels & Resorts better understand the perspectives of its stakeholders and align its sustainability agenda with the issues that matter most to them.

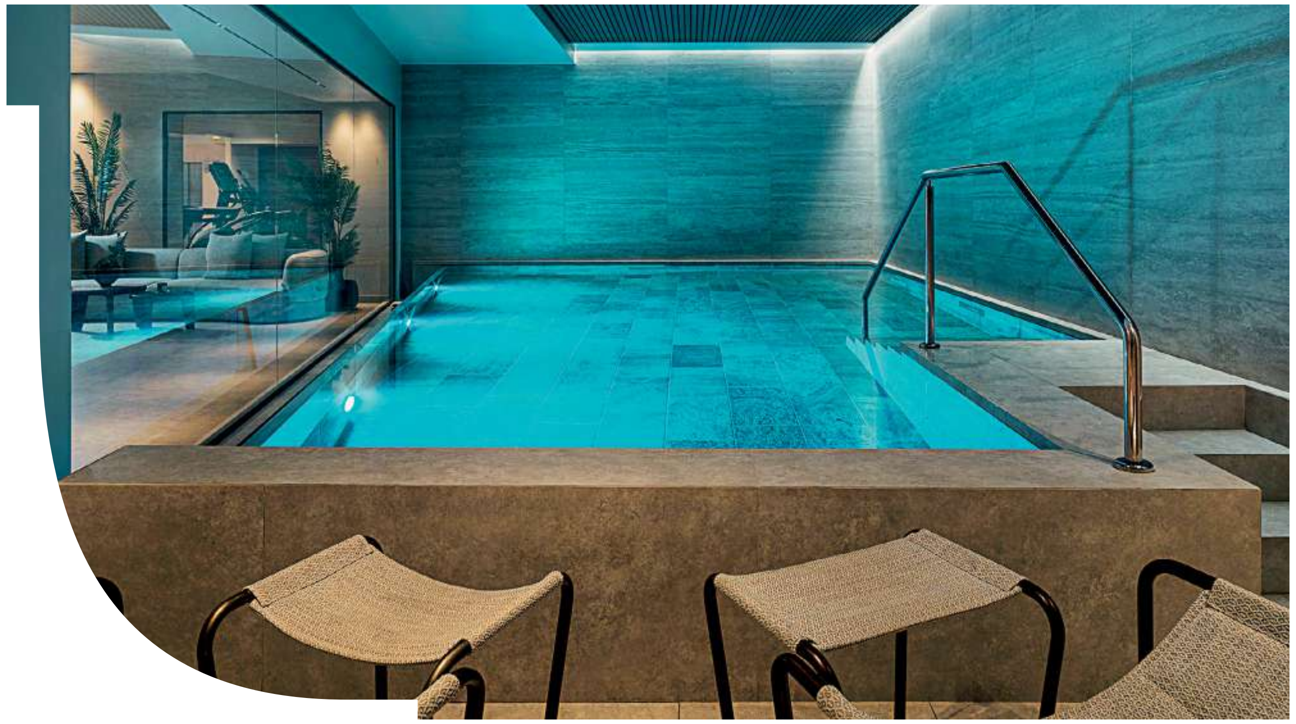
Beyond the materiality assessment, the Group maintains regular communication with stakeholders through day-to-day interactions, meetings, surveys, audits, feedback channels and other forms of engagement. Insights gathered through these channels support decision-making, enhance transparency and accountability and contribute to continuous improvement across the Group's operations.

Through meaningful stakeholder engagement, Electra Hotels & Resorts aims to address key sustainability challenges, strengthen trust and generate positive value for its business, its people, and the communities in which it operates.

The table below summarizes the Group's main stakeholder groups, the key topics and expectations raised through engagement, and the communication channels used to maintain ongoing dialogue. Stakeholder input supports the identification of sustainability priorities, informs the Group's materiality assessment, and contributes to continuous improvement across its operations.

Stakeholder Engagement		
Stakeholder group	**Key expectations / topics**	**Engagement channels and frequency**
Employees	Ethical business conduct; employee benefits; occupational health and safety; training and education; diversity, equal opportunities and non-discrimination; customer health and safety; accessibility for people with disabilities; customer feedback.	Daily communication through briefings with department heads and staff; bulletin boards; emails; training seminars; internal meetings; employee-related awareness initiatives.
Customers / Visitors	Service quality; customer health and safety; data privacy; accessibility for people with disabilities; sustainable hospitality practices; responsible resource use; customer feedback and complaint handling.	Guest satisfaction surveys; online review platforms; during-stay and post-stay feedback; website and direct emails; information leaflets and signs; direct communication with hotel teams.
Suppliers	Procurement practices; ethical business conduct; occupational health and safety; data privacy; training and education; diversity and equal opportunities; customer health and safety; sustainability expectations in supplier relationships.	Meetings; emails; procurement communication; supplier evaluation and onboarding processes; production site visits where relevant.
Third-party associates and business partners	Ethical business conduct; customer health and safety; data privacy; sustainability strategy; diversity and equal opportunities; contribution to local communities; service quality and guest experience.	Meetings; emails; events; operational coordination; collaboration on guest services and local experiences.
Travel agencies and tour operators	Ethical business conduct; customer health and safety; service quality; non-discrimination; accessibility for people with disabilities; customer evaluation feedback; training and education.	Meetings; emails; audits; customer feedback exchange; ongoing business communication.
NGOs and social organizations	Social contribution; inclusion; support for vulnerable groups; community initiatives; environmental and social topics; responsible business conduct.	Meetings; emails; partnerships; sponsorships; donations; in-kind support; participation in social and environmental initiatives.
Shareholders / Management / Board of Directors	Economic performance; sustainability strategy; business conduct; regulatory compliance; risk management; employment; occupational health and safety; training and education; data privacy; contribution to local communities.	Regular management meetings; Board meetings; ESG Committee updates; emails; reports; annual and ad hoc communication on significant ESG matters.
Local communities	Economic contribution to local areas; local employment; local procurement; environmental protection; responsible tourism; pressure on shared resources; community support and social initiatives.	Meetings; participation in local associations and clubs; collaboration with municipalities and local organizations; community initiatives; donations and sponsorships.

Table 17: Stakeholder Engagement



Commitment to UN Sustainable Development Goals

Electra Hotels & Resorts recognizes the importance of the UN Sustainable Development Goals (SDGs) as a global framework for addressing key economic, environmental, and social challenges. The Group seeks to align its sustainability priorities and initiatives with selected SDGs that are most relevant to its operations, value chain, stakeholders, and material sustainability topics.

Through its ESG strategy and responsible hospitality practices, Electra Hotels & Resorts contributes to goals related to decent work and economic growth, responsible consumption and production, climate action, sustainable cities and communities, reduced inequalities, and industry, innovation, and infrastructure.

The Group's contribution is reflected in initiatives focused on energy and water efficiency, waste management and circular economy practices, responsible sourcing, employee well-being and development, diversity and equal opportunities, guest health and safety, data privacy, local community support, and responsible business conduct.

Following the 2025 Double Materiality Assessment, Electra Hotels & Resorts continues to strengthen the connection between its material topics, ESG priorities, and selected SDGs. This approach supports more focused action, improved monitoring of progress, and clearer communication of the Group's sustainability performance to stakeholders.

To promote transparency and accountability, the Group reports on its sustainability initiatives, performance indicators, and progress through its annual Sustainability Report, prepared with reference to the GRI Standards.

Our ESG Strategy

As expectations around sustainable tourism continue to evolve, Electra Hotels & Resorts recognizes the importance of integrating environmental, social, and governance considerations into its strategy, operations, and decision-making processes. The hospitality sector is closely connected to natural resources, local communities, employment, guest experience, and responsible business conduct. For this reason, sustainability is an essential component of the Group's long-term resilience and value creation.

Electra Hotels & Resorts' ESG strategy is designed to support responsible hospitality, reduce environmental impacts where feasible, strengthen social contribution and promote transparent and accountable governance. The Group focuses on key areas such as energy and water efficiency, waste management and circular economy practices, responsible sourcing, employee well-being and development, diversity and inclusion, guest health and safety, data privacy, local community support and ethical business conduct.

In 2025, the Group conducted a Double Materiality Assessment, which provided an updated basis for identifying the sustainability topics most relevant to its operations, stakeholders, value chain, and business resilience. The results of this assessment support the further development of the Group's ESG priorities and help ensure that its strategy is aligned with key impacts, risks, opportunities, and stakeholder expectations.

The Group's approach is also supported by the monitoring of key performance indicators, the implementation of internal policies and procedures, investment in more efficient technologies and operational practices, and ongoing collaboration with employees, suppliers, guests, local communities, and other stakeholders.
Through its ESG strategy, Electra Hotels & Resorts aims to strengthen responsible business practices, contribute to the sustainable development of the destinations in which it operates, and create long-term value for its stakeholders. The table below outlines the Group's sustainability goals and commitments, using 2023 as the baseline year, and presents the progress achieved to date.

Following the completion of the 2025 Double Materiality Assessment, Electra Hotels & Resorts reviewed the progress of its ESG goals and commitments across the Governance, Environment and Society pillars. The results of this review will inform the development of an updated ESG Strategy in 2026. The table below presents the status of the Group's ESG goals, using 2023 as the baseline year.

ESG Goals for the years 2023-2030			
Sector	**Status**	**Link to UN SDGs**	**Target Year**
GOVERNANCE			
Transparency on sustainability topics: Publish an annual Sustainability Report	Completed	8, 16, 17	2026
ESG risk assessment plan: Implementation of a three-year plan to mitigate potential ESG risks	In 2025, the Group completed its Double Materiality Assessment. An updated ESG Strategy will be developed in 2026.	8, 17	2026
Enhancement of Corporate Governance: Create a strong ESG governance structure and give incentives connected to ESG targets	An ESG Governance Structure has been established; however, no incentives are currently linked to ESG targets.	8, 16, 17	2026
ESG training: 100% of executives, Heads of Departments and General Managers to receive training on ESG topics	Completed	12	2026
Development and implementation of policies related to ESG topics that are currently omitted	New policies have been developed and implemented across the organization, including the Reporting and Complaints Management Policy, the Workplace Violence and Harassment Prevention Policy, and the Human Trafficking Prevention Policy.	8, 16	2026
ENVIRONMENT			
5% energy reduction	In progress. The Group continues to monitor energy consumption and implement energy-efficiency measures across its operations.	12	2026
30% greenhouse gas emissions reduction	In progress	13	2030
Purchase goods with a sustainable-driven profile and/or high social impact: Products sourced in selected product categories — bottled water, room amenities, cleaning chemicals, paper, eggs, coffee, tea — to be in line with the Group's sustainability purchasing policy	The transition for bottled water has been completed, with the exception of Electra Kefalonia where plastic water bottles remain limited to minibar use and glass bottles are used throughout all other hotel operations. Room amenities have been completed, while a small remaining stock at Electra Kefalonia is expected to be fully aligned with Group standards by 2027. Cleaning chemicals have been completed for all hotels through the integration of eco-labelled products. Paper, eggs, coffee and tea have also been completed.	8, 12, 17	2026
15% reduction in waste sent to landfill	In progress. Continuous improvements in waste monitoring and data collection practices have resulted in increasingly accurate waste records and greater data reliability over the years	11, 12	2026
SOCIETY			
Contribution to local communities via voluntary initiatives: Increase voluntary initiatives with high social impact	Completed and embedded in ongoing operations	17	2026
Focus on local suppliers: 60% of total Group expenditure directed to local suppliers	Completed and embedded in ongoing operations	8, 11, 12, 17	2026
Effective communication of sustainability practices: Increase brand awareness through the implementation of sustainability practices	Completed and embedded in ongoing operations	11, 12, 17	2026
Employee development: Provide certified skills - development programs	Completed and embedded in ongoing operations	8	2026
Good working environment: Employee engagement survey	Completed and embedded in ongoing operations	8	2026
Enhance diversity	Completed and promoted through ongoing initiatives and external commitments	8, 10	2026

Table 18: ESG Goals for the years 2023-2030

Appendices

ELECTRA

Employment

Total Workforce by Entity, Gender and Age Group 2025				
Entity	Age group	Men	Women	Total
Electra Management - Headquarters	<30	2	4	6
	30-50	10	23	33
	>50	9	10	19
Total		**21**	**37**	**58**
Electra Rhythm Athens	<30	15	13	28
	30-50	28	25	53
	>50	5	15	20
Total		**48**	**53**	**101**
Electra Metropolis Athens	<30	26	20	46
	30-50	71	46	117
	>50	20	33	53
Total		**117**	**99**	**216**
Electra Palace Thessaloniki	<30	10	16	26
	30-50	36	41	77
	>50	15	26	41
Total		**61**	**83**	**144**
Electra Palace Athens	<30	16	21	37
	30-50	54	40	94
	>50	27	25	52
Total		**97**	**86**	**183**
Electra Palace Rhodes	<30	39	24	63
	30-50	48	47	95
	>50	24	25	49
Total		**111**	**96**	**207**
Electra Kefalonia Hotel & Spa	<30	4	4	8
	30-50	7	4	11
	>50	2	3	5
Total		**13**	**11**	**24**
Grand Total <30		**112**	**102**	**214**
Grand Total 30-50		**254**	**226**	**480**
Grand Total >50		**102**	**137**	**239**
Grand Total		**468**	**465**	**933**

Table 19: Total Workforce by Entity, Gender and Age Group 2025

Note: Employee data are based on the headcount as of 31 December 2025 for year-round hotels and central offices and 30 September 2025 for seasonal hotels.

New Hires and Total Workforce 2025			
Entity	New Hires 2025	Total Workforce 2025	New Hire Rate
Electra Management - Headquarters	9	58	15.5%
Electra Rhythm Athens	56	101	55.4%
Electra Kefalonia Hotel & Spa	18	24	75.0%
Electra Metropolis Athens	76	216	35.2%
Electra Palace Athens	72	183	39.3%
Electra Palace Rhodes	101	207	48.8%
Electra Palace Thessaloniki	37	144	25.7%
Total	**369**	**933**	**39.5%**

Table 20: New Hires and Total Workforce 2025

New Hires by Gender 2025			
Entity	Men	Women	Total New Hires
Electra Management - Headquarters	0	9	9
Electra Rhythm Athens	32	24	56
Electra Kefalonia Hotel & Spa	10	8	18
Electra Metropolis Athens	38	38	76
Electra Palace Athens	39	33	72
Electra Palace Rhodes	69	32	101
Electra Palace Thessaloniki	15	22	37
Total	**203**	**166**	**369**
Percentage	**55.0%**	**45.0%**	**100%**

Table 21: New Hires by Gender 2025

Parental Leaves by Type and Entity 2025									
Type of Leave	Electra Management - Headquarters	Electra Kefalonia Hotel & Spa	Electra Palace Rhodes	Electra Metropolis Athens	Electra Rhythm Athens	Electra Palace Thessaloniki	Electra Palace Athens	Total Days	Reported Employees*
Parental leave	0	0	0	197 days / 6 employees	0	241 days / 13 employees	0	438	19
DYPA nine-month leave	162 days / 2 employees	0	0	710 days / 3 employees	275 days / 1 employee	585 days / 5 employees	421 days / 4 employees	2,153	15
Postnatal maternity leave	480 days / 5 employees	0	103 days / 1 employee	198 days / 2 employees	89 days / 1 employee	357 days / 3 employees	118 days / 1 employee	1,345	13
Reduced working hours for childcare	0	0	0	91 days / 1 employee	249 days / 2 employees	564 days / 4 employees	108 days / 1 employee	1,012	8
Paternity leave	14 days / 1 employee	0	0	28 days / 2 employees	27 days / 2 employees	55 days / 4 employees	14 days / 1 employee	138	10
Total	656 days / 8 employees	0	103 days / 1 employee	1,224 days / 14 employees	640 days / 6 employees	1,802 days / 29 employees	661 days / 7 employees	5,086	65

Table 22: Parental Leaves by Type and Entity 2025

Note: The "Reported Employees" column reflects the number of employees reported per leave type. If an employee used more than one type of leave during the reporting period, totals may not represent unique employee headcount.

Employee Benefits 2025	
Benefit Category	Description
Healthcare and life insurance	Private healthcare and life insurance coverage after six months of employment, or at the beginning of the second season for employees in seasonal hotels.
Annual health check-up	Free annual referral for preventive medical examinations.
Blood donation program	Maintenance of a Group blood bank for employees and their first-degree relatives.
Psychological support	Free 24/7 telephone-based psychological support.
Nutritional support	Free telephone-based nutritional support.
Meal vouchers and gifts	Meal vouchers are provided at least three times per year, together with Christmas and Easter gifts, with a total value of €799,150.70.
Pension plan	Pension plan for Level A & B employees in the hotel organizational structure, including Department Managers of key departments.
Discounts and benefits program	Discounts through partner companies, including gym memberships, cosmetics and clothing purchases, and educational services for employees' children.
New parent gift card	€100 gift card for all new parents.
Back-to-school support	€50 gift card for employees' children aged 5 to 17.
University entrance gift voucher	€150 for employees' children admitted to a university in their city of residence and €300 for those admitted to a university outside their city of residence.
Wedding gift voucher	€200 gift voucher as a wedding gift.
Women's Day gift	Cosmetics gift offered to women employees of the Group.
Housekeeping Week reward	€50 gift voucher for housekeeping staff.
Hotel service discounts	30%–50% accommodation discount, depending on organizational level, and 20% discount at Food & Beverage departments for all employees and 30% discount for the new concept "Rebels Brew"

Table 23: Employee Benefits 2025

Workers who are not employees 2025		
Entity	Number of workers who are not employees	Type of work
Electra Palace Rhodes	15	Animation, dishwashing, housekeeping, lifeguarding
Electra Kefalonia Hotel & Spa	2	Housekeeping
Electra Management - Headquarters	1	IT support
Electra Palace Athens	1	Housekeeping
Electra Metropolis Athens	2	Housekeeping
Total	**21**	

Table 24: Workers who are not employees 2025

During the reporting period, Electra Hotels & Resorts also worked with 21 workers who were not employees but whose work was controlled by the Group. These workers provided services in areas such as animation, dishwashing, housekeeping, lifeguarding, and IT support.

Employees Covered by Collective Labor Agreements and Employees Paid Above CLA Terms 2025							
Entity	**Men CLA**	**Women CLA**	**Total CLA**	**Men over CLA**	**Women over CLA**	**Total over CLA**	**Total Employees**
Electra Palace Athens	48	63	111	49	23	72	183
Electra Rhythm Athens	19	37	56	29	16	45	101
Electra Metropolis Athens	68	70	138	49	29	78	216
Electra Palace Thessaloniki	36	59	95	25	24	49	144
Electra Palace Rhodes	87	83	170	24	13	37	207
Electra Kefalonia Hotel & Spa	0	1	1	13	10	23	24
Electra Management - Headquarters	0	2	2	21	35	56	58
Total	**258**	**315**	**573**	**210**	**150**	**360**	**933**
Percentage			**61.4%**			**38.6%**	**100%**

Table 25: Employees Covered by Collective Labor Agreements and Employees Paid Above CLA Terms 2025

Turnover and Diversity

Employee Turnover Rate 2024-2025		
Entity	**2024**	**2025**
Electra Management - Headquarters	5%	3%
Electra Rhythm Athens	15%	24%
Electra Kefalonia Hotel & Spa	16%	17%
Electra Metropolis Athens	21%	20%
Electra Palace Athens	24%	20%
Electra Palace Rhodes	24%	14%
Electra Palace Thessaloniki	9%	12%

Table 26: Employee Turnover Rate 2024–2025

Diversity in Senior Management / Governance Bodies 2025				
Entity	**Age Group**	**Women**	**Men**	**Total**
Electra Palace Athens	>50	0	2	2
Electra Rhythm Athens	30-50	0	1	1
Electra Palace Thessaloniki	30-50	0	1	1
Electra Metropolis Athens	>50	1	0	1
Electra Palace Rhodes	>50	0	1	1
Headquarters	30-50	1	0	1
Headquarters	>50	0	2	2
Total		**2**	**7**	**9**
Percentage		**22%**	**78%**	**100%**

Table 27: Diversity in Senior Management / Governance Bodies 2025

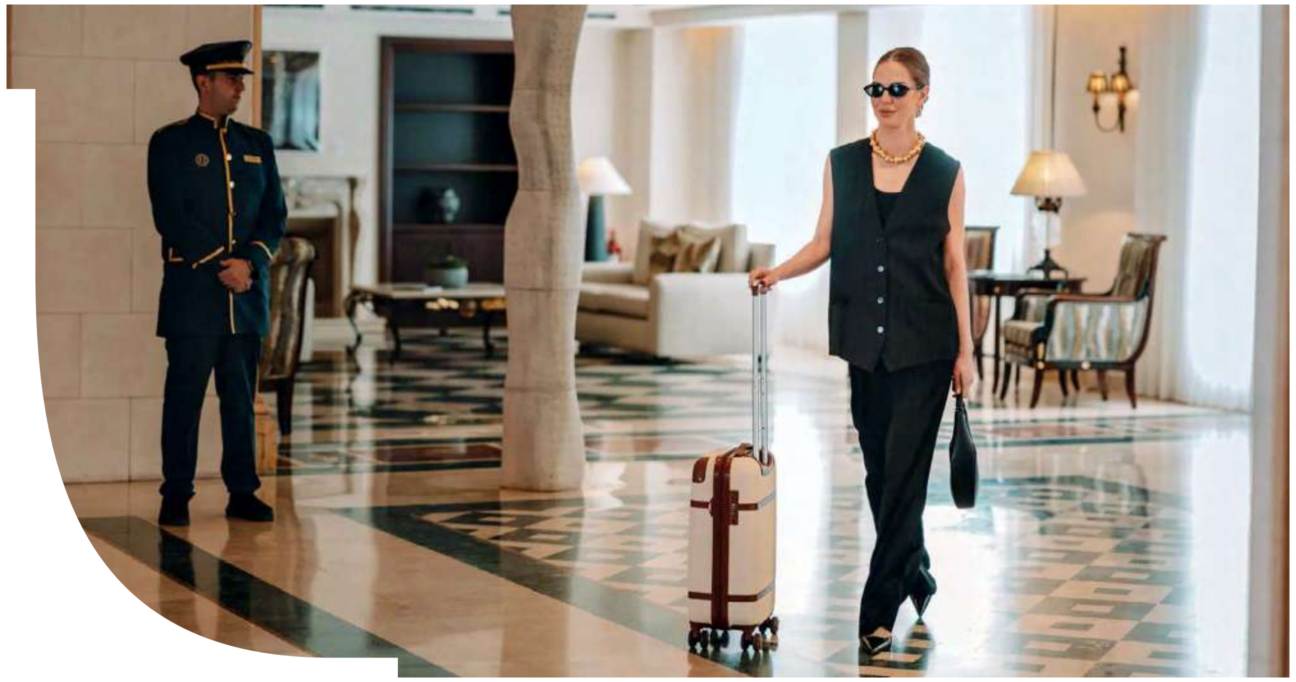
Note: For the purposes of this indicator, senior management includes
Hotel General Managers and top management of the Management Head Office

Education

Training and Education by Entity and Gender 2025					
Entity	Men participants	Women participants	Total recorded participants	Total training hours	Average training hours per recorded participant
Electra Palace Athens	238	199	437	948.5	2.17
Electra Rhythm Athens	113	99	212	481.0	2.27
Electra Palace Thessaloniki	159	214	373	646.0	1.73
Electra Metropolis Athens	345	287	632	1,224.0	1.94
Electra Palace Rhodes	259	279	538	1,954.0	3.63
Electra Kefalonia Hotel & Spa	31	31	62	142.0	2.29
Electra Management - Headquarters	59	102	161	713.5	4.43
Total	**1,204**	**1,211**	**2,415**	**6,109.0**	**2.53**

Table 28: Training and Education by Entity and Gender 2025

The figures above refer to recorded training participants during the reporting period and may not represent unique employees, as one employee may participate in more than one training activity. Therefore, the average is presented per recorded training participant.



Training and Education Overview 2025	
Indicator	2025
Total training hours (h)	6,109
Training programs conducted	114
Recorded training participants	2,415
Male training participants	1,204
Female training participants	1,211
Occupational Health & Safety training participants	1,481
Average training hours per recorded participant (h)	2.53
Employees receiving performance evaluations	100%

Table 29: Training and Education Overview 2025

Occupational Health, Safety and Compliance-related Training 2025	
Training category	2025 participants
Food Safety, Hygiene & HACCP	399
First Aid Training	329
Cyber Security	279
Fire Safety & Emergency Preparedness	257
Manual Load Handling	106
Chemical Use & Housekeeping Safety	38
GDPR Training	31
Lifeguards / Pool Safety	18
Legionella Awareness	14
General Health & Safety Training	9
ISO 50001 – Energy Management	1
Total	**1,481**

Table 30: Occupational Health, Safety and Compliance-related Training 2025

GRI (Reference) Index

Statement of use	**Electra Hotels & Resorts has prepared this report with reference to the GRI Standards for the period from 1 January 2025 to 31 December 2025, with an annual reporting frequency.**
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	There is no applicable GRI Sector Standard for the Group's activities.
External assurance	The current report has not been externally assured.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
GRI 2: General Disclosures 2021	2-1 Organizational details	Reporting Practices, pg. 8; Our Company at a Glance, pg. 12–13		
	2-2 Entities included in the organization's sustainability reporting	Reporting Practices, pg. 8		
	2-3 Reporting period, frequency and contact point	Reporting Practices, pg. 8		
	2-4 Restatements of information	Reporting Practices, pg. 8		Electra Hotel Athens was renovated and rebranded as Electra Rhythm Athens in 2025.
	2-5 External assurance	Reporting Practices, pg. 8		The Report has not been externally assured.
	2-6 Activities, value chain and other business relationships	Our Company at a Glance; Our Value Chain, pg. 12–13, 90–91		
	2-7 Employees	Employment; Appendix / HR tables, pg. 44–45, 116–117	8, 10	Partial disclosure.
	2-8 Workers who are not employees	Employment / Appendix, pg. 119	8	
	2-9 Governance structure and composition	Governance Structure and Composition; ESG Governance, pg. 86–88	16	
	2-10 Nomination and selection of the highest governance body	Nomination and selection of the highest governance body, pg. 89	16	
	2-11 Chair of the highest governance body	Governance Structure and Composition, pg. 86	16	
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG governance, pg. 87	16	
	2-13 Delegation of responsibility for managing impacts	ESG governance; ESG Corporate Governance Structure, pg. 87–88	16	
	2-14 Role of the highest governance body in sustainability reporting	ESG governance, pg. 87	16	
	2-15 Conflicts of interest	Responsible Business Conduct, pg. 96	16	The Group does not currently have a dedicated conflict-of-interest policy and will assess potential next steps in due course.
	2-16 Communication of critical concerns	Reporting and Complaints Management Policy, pg. 99	16	During 2025, no significant critical concerns requiring immediate communication to the highest governance body were recorded.
	2-17 Collective knowledge of the highest governance body	ESG Governance, pg. 87	16	Partial disclosure.
	2-19 Remuneration policies	Remuneration policy, pg. 100	8, 16	
	2-20 Process to determine remuneration	Remuneration policy, pg. 100	8, 16	
	2-21 Annual total compensation ratio	Remuneration policy, pg. 100	8	Partial Disclosure.
	2-22 Statement on sustainable development strategy	Message from CEO, pg. 7		
	2-23 Policy commitments	Food Safety Policy, pg. 26; Energy Efficiency Policy, pg. 28; Data Privacy, pg. 62–63; Prevention of Violence and Harassment, pg. 95; Responsible Business Conduct, pg. 96; Reporting and Complaints Management Policy, pg. 99	8, 12, 16	
	2-24 Embedding policy commitments	ESG Governance, pg. 87; System Monitoring and Quality Assurance, pg. 94; Responsible Business Conduct, pg. 96	8, 12, 16	
	2-25 Processes to remediate negative impacts	Reporting and Complaints Management Policy; Responsible Business Conduct, pg. 96, 99	16	Partial disclosure. Further formalization of remediation processes may be assessed in future reporting periods.
	2-26 Mechanisms for seeking advice and raising concerns	Reporting and Complaints Management Policy, pg. 99	16	
	2-27 Compliance with laws and regulations	Regulatory Compliance, pg. 98	16	During 2025, fines related to cases of non-compliance with applicable laws and regulations amounted to €3,981.87 at Group level. These fines were assessed as low-risk and not related to ESG practices.
	2-28 Membership associations	Membership and Associations, pg. 20		

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
	2-29 Approach to stakeholder engagement	Stakeholder engagement, pg. 108–109	17	
	2-30 Collective bargaining agreements	Remuneration policy; Employment / Appendix, pg. 100, 120	8	A total of 61.4% of Associates were remunerated in line with applicable Collective Labor Agreement (CLA) provisions, while 38.6% received remuneration above CLA levels.
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, pg. 104–106		
	3-2 List of material topics	Material topics for Electra Hotels & Resorts, pg. 107		
	3-3 Management of material topics	Relevant sections throughout the Report		Reported by topic in the relevant thematic sections.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Value Creation and Local Impact, pg. 80–81	8	
	201-2 Financial implications and other risks and opportunities due to climate change	Financial Risks of Climate Change, pg. 82–83	9, 13	Partial qualitative disclosure.
	201-3 Defined benefit plan obligations and other retirement plans	Employee Benefits and Support Programs; Remuneration policy, pg. 48–49, 100	8	
	201-4 Financial assistance received from government	GRI Index, pg. 126	8	No financial assistance was received from government during the reporting year.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Empowering regions through employment, investment, and responsible growth; Indirect Economic Impact, pg. 68–69, 71–73	8, 11	Partial disclosure.
	203-2 Significant indirect economic impacts	Empowering Communities; Indirect Economic Impact, pg. 68–69, 71–73	8, 11, 12	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Sourcing, pg. 92–93	8, 11, 12	

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Responsible Business Conduct; Anti-corruption and Business Ethics, pg. 96–97	16	A dedicated anti-corruption risk assessment process has not yet been implemented.
	205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption and Business Ethics / Responsible Business Conduct, pg. 96–97	16	No dedicated anti-corruption communication or training dataset is currently available.
	205-3 Confirmed incidents of corruption and actions taken	Anti-corruption and Business Ethics / Responsible Business Conduct, pg. 96–97	16	No dedicated anti-corruption incident dataset is currently available.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Materials and Resource Use / Responsible Waste Management and Circular Economy, pg. 33, 38	12	Full quantitative inventory of materials used by weight or volume is not yet available.
	301-2 Recycled input materials used	Materials and Resource Use / Responsible Waste Management and Circular Economy, pg. 33, 38	12	Information not available for 2025.
	301-3 Reclaimed products and their packaging materials	Materials and Resource Use / Responsible Waste Management and Circular Economy, pg. 33, 38	12	Partial qualitative disclosure.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our Energy and Water Consumption; Energy Consumption, pg. 28–29, 36–37	7, 12, 13	Partial disclosure.
	302-3 Energy intensity	Energy Consumption, pg. 28–29	7, 12, 13	Partial disclosure.
	302-4 Reduction of energy consumption	Energy Efficiency Policy; Energy Consumption, pg. 28–30	7, 12, 13	Partial qualitative disclosure.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water consumption, pg. 31	6, 12	
	303-3 Water withdrawal	Water consumption, pg. 31	6, 12	Partial disclosure.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
	303-5 Water consumption	Water consumption, pg. 31	6, 12	
GRI 305: Emissions 2016	305-1 Direct Scope 1 GHG emissions	Greenhouse Gas Emissions and Climate-related Activity Data, pg. 35–36	13	Disclosed, based on verified Scope 1 emissions calculations.
	305-2 Energy indirect Scope 2 GHG emissions	Greenhouse Gas Emissions and Climate-related Activity Data, pg. 35, 37	13	Partial disclosure.
	305-3 Other indirect Scope 3 GHG emissions	Selected Scope 3 Activity Data, pg. 35, 37	13	Partial disclosure for selected Scope 3 categories only.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Responsible Waste Management and Circular Economy, pg. 38–40	11, 12	
	306-2 Management of significant waste-related impacts	Responsible Waste Management and Circular Economy, pg. 38–41	11, 12	
	306-3 Waste generated	Waste generated, pg. 40	11, 12	
	306-4 Waste diverted from disposal	Waste diverted from disposal / recycled, pg. 41	11, 12	
	306-5 Waste directed to disposal	Waste generated; Waste diverted from disposal / recycled, pg. 40–41	11, 12	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employment, pg. 44–47, 116–117, 121	8	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Support Programs, pg. 48–49, 119	8	
	401-3 Parental leave	Employment / Appendix HR tables, pg. 118	5, 8	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Promotion of Occupational Health and Safety, pg. 52–53	3, 8	No formal certified OHS Management System is currently reported.
	403-2 Hazard identification, risk assessment, and incident investigation	Promotion of Occupational Health and Safety, pg. 52–53	3, 8	

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
	403-3 Occupational health services	Promotion of Occupational Health and Safety, pg. 52–53	3, 8	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Promotion of Occupational Health and Safety; Training and Education pg. 52–53, 55	3, 8	No formal employee health and safety committee is currently reported.
	403-5 Worker training on occupational health and safety	Training and Education, pg. 55, 123	3, 8	
	403-6 Promotion of worker health	Employee Benefits and Support Programs; Promotion of Occupational Health and Safety, pg. 48–49, 52–53	3, 8	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Promotion of Occupational Health and Safety, pg. 52–53	3, 8	
	403-8 Workers covered by an occupational health and safety management system	Promotion of Occupational Health and Safety, pg. 52–53	3, 8	Partial disclosure. No formal certified OHS Management System is currently reported.
	403-9 Work-related injuries	Promotion of Occupational Health and Safety, pg. 53	3, 8	Partial disclosure.
	403-10 Work-related ill health	Promotion of Occupational Health and Safety, pg. 53	3, 8	Partial disclosure.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Education, pg. 55, 122-123	4, 8	Partial disclosure.
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Education, pg. 55	4, 8	
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Education, pg. 55	4, 8	Performance evaluations were carried out for all staff during the reporting period.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Equal Opportunities; Diversity and Equal Opportunities / Employment Appendix, pg. 76–77, 116–117, 121	5, 8, 10	Partial disclosure.
	405-2 Ratio of basic salary and remuneration of women to men	Remuneration policy, pg. 100	5, 8, 10	Information not available. The Group reports remuneration context through CLA / over CLA data, but not a full women-to-men remuneration ratio by employee category.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Empowering Communities; Social and Community Initiatives, pg. 71–73	8, 11, 17	
	413-2 Operations with significant actual and potential negative impacts on local communities	Empowering regions through employment, investment, and responsible growth; Indirect Economic Impact, pg. 68–69	8, 11, 12	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Sourcing, pg. 92–93	8, 12, 16	A centralized dataset on new suppliers screened specifically against social criteria is not yet available for 2025.
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing, pg. 92–93	8, 12, 16	A dedicated supplier social impact assessment dataset has not yet been developed.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer Health and Safety – Our Top Priority, pg. 60–61	3, 12	Qualitative disclosure.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health and Safety – Our Top Priority, pg. 61	3, 12	During 2025, there were no documented incidents of non-compliance related to the health and safety of customers.

GRI Standard	Disclosure	Location	Linkage with SDGs	Omission / Notes
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy, pg. 62-63	16	During 2025, zero substantiated complaints concerning breaches of customer privacy were recorded.
Non-GRI: Evaluation by visitors	Guest satisfaction and customer feedback	Customer Insights: Empowering Sustainable Hospitality Practice, pg. 64–65	12	
Non-GRI: Ethical Business Conduct	Responsible business conduct and ethics	Responsible Business Conduct, pg. 96–97	16	
Non-GRI: Access to people with disabilities	Accessibility and inclusive hospitality	Diversity and Equal Opportunities; Accessibility for all guests, pg. 76	10	
Non-GRI: Sustainable Development Strategy	ESG Strategy and ESG Goals	Commitment to UN SDGs; Our ESG Strategy, pg. 110–113	8, 11, 12, 13, 17	
Non-GRI: Contributing to local communities through charities	Social and community initiatives	Empowering Communities; Social and Community Initiatives, pg. 71–73	11, 17	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