KBR

KASSANDRA BAY RESORT, SUITES & SPA

Sustainability Report 2025 - Rev.04

Annual sustainability performance report | Travelife A28-A31

Reporting basis **This report presents 2025 performance only where supporting records available during the September 2026 Travelife preparation substantiate the result. Targets for which a verified 2025 outcome was not available are reported transparently as not verified rather than assumed achieved.**

Reporting period: January-December 2025
Prepared: March 2026
Vasilias Area | Skiathos | Greece

1. Purpose and reporting approach

Kassandra Bay Resort, Suites & SPA uses sustainability reporting to review environmental and social performance, communicate documented progress and establish priorities for future management and review. The 2025 report follows the subject areas and management approach used in the Sustainability Report 2024 while strengthening the evidence trail for carbon and waste performance.

This report reviews those targets against the evidence available for 2025. Verified PMS guest-night data are used as the master denominator for annual and like-for-like intensity calculations: 40,000 guest nights in 2024 and 41,757 guest nights in 2025. Where a consumption register covers only May-September, the comparison uses the PMS guest nights for the same May-September period.

Evidence rule **A target is marked Achieved only where the available evidence demonstrates achievement. Where records confirm activity but not the numerical target, the status is Partially evidenced. Where the 2025 result cannot be established from the supplied records, the status is Not verified.**

2. 2025 sustainability performance at a glance

Area	Target 2025	2025 verified position versus 2024	Status	Target 2026
Greenhouse-gas emissions		HCMI v2.0 completed for Jan-Dec 2025: 471.025 tCO2e total; 25.827 kgCO2e per occupied room/day.	BASELINE ESTABLISHED	Reduction of our carbon footprint by switching our electricity provider from **PPC (DEI)**, with an emission factor of **0.27**, to **Eunice**, with an emission factor of **0.032**. Replace petrol boilers with heat pumps by 2030

Area	Target 2025	2025 verified position versus 2024	Status	Target 2026
Mixed municipal waste	3% decrease from 2024	May-Sep 2025 estimate: 64,153 kg; 40,952 PMS guest nights; 1.567 kg/guest night. 2024 comparator: 65,226 kg; 39,383 PMS guest nights; 1.656 kg/guest night.	ACHIEVED (-5.4% intensity), this is due to staff training on waste separation (glass, aluminum, plastic)	Maintain the same levels with 2025
WEEE	5% increase from 2024	90 kg transferred on 07/10/2025 with external collection evidence.	NOT ACHIEVED as there was no need for equipment replacement.	2% increase from 2025
Water	5% decrease from 2024	May-Sep 2025: 11,130 m3 / 40,952 PMS guest nights = 271.8 L/guest night. 2024: 12,733 m3 / 39,383 PMS guest nights = 323.3 L/guest night.	ACHIEVED (-15.9% intensity), new flow water meters as 80 rooms were renovated.	2% decrease from 2025 by replacing the flow water meters in public restrooms.
Energy	3%decrease from 2024	2025: 1,010,922.55 kWh / 41,757 PMS guest nights = 24.21 kWh/guest night. 2024: 988,975 kWh / 40,000 PMS guest nights = 24.72 kWh/guest night.	PARTIALLY ACHIEVED (-2.1% intensity), energy efficient lighting in the 80 rooms that were renovated	2% decrease by switching our electricity provider from PPC (DEI) to Eunice. Eunice is the first and only company in Greece that produces and invests in electricity from renewable energy sources
Training / locality / community	10% increase from 2024	Training verified: 41 hours in 2025 for 100 employees (0.410 h/employee). Locality/community commitments remain documented; other percentage outcomes not fully verified.	TRAINING VERIFIED / OTHER TARGETS PARTIAL	Increase staff training in promoting Skiathos nature and trails
Biodiversity		Not verified	Baseline established	One beach cleaning and one Skiathos natura awareness event

3. Environmental performance

3.1 Climate and greenhouse-gas emissions

For 2025 the hotel completed a formal Hotel Carbon Measurement Initiative (HCMI) v2.0 calculation covering January to December 2025. This establishes a documented carbon baseline for future comparison and target setting.

Indicator	2025 result
Total carbon footprint	471.02484860053 tCO2e
Carbon footprint of guest rooms	471.02484860053 tCO2e
Carbon footprint per occupied room/day	25.826562594612 kgCO2e

Management conclusion: 2025 is treated as the formal GHG baseline. Future reports should compare annual HCMI results on a consistent methodology and explain material changes in activity data or emission factors.

3.2 Water management

The 2024 report identified water conservation as a material sustainability issue and documented operational controls including metering, leak inspection, dual-flush toilets, linen/towel reuse communication, full-load laundry practices, pool recirculation and water-conscious garden irrigation.

The target published for 2025 was a 3% reduction in water consumption. The 2025 water register records 11,130 m3 for May-September. PMS data confirm 40,952 guest nights for the same May-September 2025 period, giving a weighted intensity of 0.272 m3 (271.8 L) per guest night. The corresponding 2024 Water Assessment records 12,733 m3, while PMS data confirm 39,383 guest nights for May-September 2024, giving 0.323 m3 (323.3 L) per guest night. On a like-for-like intensity basis, water use therefore decreased by approximately 15.9% in 2025. Absolute water consumption decreased by approximately 12.6%. The 3% reduction target was achieved.

- Status: ACHIEVED - like-for-like water intensity decreased by approximately 15.9% (323.3 L/guest night in 2024 to 271.8 L/guest night in 2025), exceeding the 3% reduction target.
- Management action: continue monthly monitoring, retain PMS guest-night evidence with the water register, and preserve the same reporting-period definition for year-on-year comparison.

Month	Water (m3)	Guest nights	m3 / guest night
May	1,370	4,830	0.284
June	2,370	8,166	0.290
July	2,840	9,763	0.291
August	2,900	10,386	0.279
September	1,650	7,807	0.211
Total	11,130	40,952	0.272

* Total intensity is calculated using the water-register reporting period and the corresponding PMS guest nights. PMS is the master source for overnight stays.

3.3 Energy management

The hotel's established energy measures include efficient lighting, key-card power controls, equipment replacement, maintenance, shading/natural cooling, operational controls and staff awareness. The 2024 report identified a 2025 objective to maintain performance at the 2024 level and also listed a 3% energy-reduction target.

The 2025 energy register records 693,625.0 kWh of electricity, 159,310.35 kWh of LPG and 157,987.2 kWh of diesel-derived energy, giving 1,010,922.55 kWh total recorded energy. PMS confirms 41,757 guest nights in 2025, equivalent to 24.21 kWh per guest night. The 2024 Energy Assessment records 988,975 kWh total energy. PMS confirms 40,000 guest nights in 2024 (the Energy Assessment itself lists 39,898; the PMS figure is used as the verified master denominator), giving 24.72 kWh per guest night. Energy intensity therefore decreased by approximately 2.1%, while absolute recorded energy increased by approximately 2.2%. Against the stated 3% reduction target, the result is partially achieved but falls short of the full target.

- Status: PARTIALLY ACHIEVED - energy intensity decreased by approximately 2.1% (24.72 to 24.21 kWh/guest night) against a 3% reduction target.
- Management action: continue reconciling electricity and fuels on a consistent annual basis, use PMS guest nights as the master denominator, and retain the same conversion methodology for fuels so the 2026 comparison remains like-for-like.

2025 energy indicator	Verified result
Electricity	693,625.0 kWh
LPG	159,310.35 kWh
Diesel-derived energy	157,987.2 kWh
Total recorded energy	1,010,922.55 kWh
2025 PMS guest nights	41,757
Energy intensity	24.21 kWh/guest night
2024 total recorded energy	988,975 kWh
2024 PMS guest nights	40,000
2024 energy intensity	24.72 kWh/guest night
Year-on-year intensity change	-2.1%

3.4 Waste management and recycling

Mixed municipal waste is collected through the municipal waste collection service. The hotel maintains an internal monitoring methodology based on recorded 100-litre bag counts converted to estimated weight. The result is an internal management estimate rather than a weighbridge total.

Period	Estimated mixed waste	Guest nights	Intensity
May-September 2025	64,153 kg	40,952 PMS	1.567 kg/guest night
May-September 2024	65,226 kg	39,383 PMS	1.656 kg/guest night
Change 2025 vs 2024	-1.6% absolute		-5.4% intensity

The 2024 report set a 3% solid-waste reduction target for 2025. Using the same bag-count conversion methodology, 2024 mixed municipal waste is estimated at 65,226 kg. PMS confirms 39,383 guest nights for May-September 2024, giving 1.656 kg/guest night. In 2025, estimated mixed municipal waste was 64,153 kg across 40,952 PMS guest nights, giving 1.567 kg/guest night. The normalized intensity therefore decreased by approximately 5.4%, while the estimated absolute quantity decreased by approximately 1.6%. On the intensity KPI, the 3% reduction target was achieved. These remain management estimates rather than weighbridge totals.

For electrical and electronic equipment, external evidence confirms a 2025 transfer of 90 kg of WEEE on 07/10/2025 under Certificate 546537, Collection Order 729244, Dispatch Note 42 and Weighbridge Ticket 194. The 2024 external certificate confirms 120 kg of WEEE on 07/10/2024 under Certificate 498935, Dispatch Note 282 and Weighbridge Ticket 1085. The 2025 waste register additionally records 58,655 plastic bottles sent to municipal recycling (2024: 59,655), 7,499 glass bottles sent to municipal recycling (2024: 7,399), 13,500 glass bottles returned to the supplier (2024: 13,460), 600 L of used cooking oil (2024: 600 L), 140 kg of aluminium and metal (2024: 160 kg), 350 kg of paper/cardboard (2024: 400 kg), and 35 used toner/cartridge units (2024: 40). These figures are reported in their original recorded units. Because quantities of WEEE and other recyclable streams also depend on waste generation and replacement activity, higher annual quantities are not treated as inherently better environmental performance; target conclusions below follow the numerical targets that were originally stated.

3.5 Chemicals and responsible purchasing

The sustainability approach carried forward from 2024 includes limiting chemical use, applying environmental criteria to cleaning products, controlling pool dosing and reducing unnecessary chemical use in housekeeping and gardens. Supplier management also incorporates environmental and social considerations and gives priority to local/regional sourcing where requirements are met. The reviewed evidence did not provide a complete quantified 2025 annual chemical-purchasing or local-procurement result. These areas are therefore reported as established management practices rather than as quantified 2025 performance claims.

4. People, community and locality

4.1 Employment and fair treatment

The hotel's sustainability framework includes non-discrimination, lawful employment, health and safety, staff development, access to medical support and recognition of freedom of association. The 2024 report set a 2025 target to increase hiring from the local community by 2%. A verified 2025 employee locality breakdown was not available in the evidence reviewed for this report. The 2% target is therefore not marked achieved.

4.2 Training and sustainability awareness

The 2024 report set a 10% increase in education hours for 2025. The training register records 41 hours in 2024 for 110 employees (0.373 hours/employee) and 41 hours in 2025 for 100 employees (0.410 hours/employee). Total recorded training hours therefore did not increase by 10%; they remained unchanged at 41 hours. The hours-per-employee indicator increased because the recorded employee count decreased from 110 to 100. Training topics include environmental policy, environmental management, environmental complaints, chemical and waste management, recycling, pool/drinking-water records, social policy, human rights, non-discrimination and health & safety.

- Status: VERIFIED - 41 training hours recorded in 2025. The formal target of a 10% increase in total education hours was NOT ACHIEVED on the available 2024-2025 comparison.

4.3 Local community, culture and biodiversity

The hotel's established sustainability programme supports local culture and businesses, promotes local excursions and events, and includes community donations and cooperation with local organisations. The 2024 report also set 2025 locality/community targets concerning Greek wine and beer labels, Greek ingredients, donations, cultural events, trekking paths, local restaurants and animal shelters.

These commitments remain relevant to the hotel's sustainability programme. However, the reviewed evidence does not provide a complete 2025 quantitative close-out for the percentage-based targets, so no unsupported achievement claim is made.

5. Review of targets published for 2025

2025 target from prior report	2025 evidence position versus 2024	Conclusion	Targets 2026
3% reduction of solid waste	2024: 65,226 kg / 39,383 PMS guest nights = 1.656 kg/stay. 2025: 64,153 kg / 40,952 PMS guest nights = 1.567 kg/stay. Like-for-like intensity change: approx. -5.4%.	ACHIEVED on intensity KPI	Maintain the same levels with 2025
5% increase in electronic-device recycling	Externally evidenced WEEE: 120 kg in 2024 (Certificate 498935) and 90 kg in	NOT ACHIEVED on stated quantity target; both years	2% increase from 2025

2025 target from prior report	2025 evidence position versus 2024	Conclusion	Targets 2026
	2025 (Certificate 546537).	externally verified	
5% increase in glass recycling	Municipal glass recycling: 7,399 bottles in 2024 and 7,499 in 2025 (+1.4%). Glass returned to supplier: 13,460 in 2024 and 13,500 in 2025.	NOT ACHIEVED on stated +5% recycling target	Prove increase in glass recycling
5% increase in plastic recycling	Plastic bottles sent to municipal recycling: 59,655 in 2024 and 58,655 in 2025 (-1.7%).	NOT ACHIEVED on stated +5% target	Prove increase in plastic recycling
3% reduction of water consumption	2024 May-Sep: 12,733 m3 / 39,383 PMS guest nights = 323.3 L/stay. 2025 May-Sep: 11,130 m3 / 40,952 PMS guest nights = 271.8 L/stay. Intensity change approx. -15.9%.	ACHIEVED	2% decrease from 2025 by replacing the flow water meters in public restrooms.
3% reduction of energy consumption	2024: 988,975 kWh / 40,000 PMS guest nights = 24.72 kWh/stay. 2025: 1,010,922.55 kWh / 41,757 PMS guest nights = 24.21 kWh/stay. Intensity change approx. -2.1%.	PARTIALLY ACHIEVED; target was -3%	2% decrease by switching our electricity provider from PPC (DEI) to Eunice. Eunice is the first and only company in Greece that produces and invests in electricity from renewable energy sources
10% increase in education hours	Training register: 41 hours in 2024 and 41 hours in 2025. Employees: 110 in 2024 and 100 in 2025; hours/employee rose from 0.373 to 0.410.	Not achieved for total training hours	Intensify staff training, especially for children safeguarding
5% increase in Greek wine and beer labels	No quantified 2025 result reviewed.	Non achievable	Non achievable
2% increase in local-community hiring	No verified 2025 locality breakdown reviewed.	Not verified	Increase in Local Community Hiring Strengthening local employment by increasing recruitment from Skiathos and the wider region, including Thessaly and Thessaloniki.
3% increase in donations / retention of community actions	Community commitments documented; quantified 2025 close-out not reviewed.	Partially evidenced	Engage in community actions
Biodiversity goals	One beach cleaning and one Skiathos natura awareness event	Not achieved	One beach cleaning and one Skiathos natura awareness event

6. Management review and lessons for the next cycle

The 2025 reporting review demonstrates that Kassandra Bay has established sustainability practices and a substantially stronger year-on-year evidence base. Verified PMS data now provide a consistent denominator for 2024 and 2025, allowing direct assessment of the water, energy and mixed-waste reduction targets. Water intensity improved by approximately 15.9%, mixed-waste intensity by approximately 5.4%, and energy intensity by

approximately 2.1%. HCMI provides formal 2025 carbon accounting, while external WEEE certificates support the special-waste evidence chain.

- Use 2025 HCMI as the formal GHG baseline and repeat the calculation annually using a consistent methodology.
- Maintain closed annual energy and water registers with source totals, reporting-period definitions and normalized intensity indicators; use PMS guest-night reports as the master denominator and retain the monthly PMS extracts supporting each reporting period.
- Retain the mixed-waste estimation methodology and clearly label estimated figures; continue improving evidence for specialist waste streams.
- For every percentage target, retain the baseline, year-end result, calculation and supporting evidence in the sustainability evidence index.
- Continue consolidating annual staff training hours, local-employment statistics, community contributions and local-procurement indicators where these are used as formal targets. For training, retain both total hours and hours-per-employee, but assess each target against the metric actually stated.

7. Link to 2026 sustainability management

The findings of the 2025 report feed into the 2026 sustainability management cycle. During 2026 the hotel has developed a structured Annual Sustainability Assessment, measurable Sustainability Objectives & Action Plan, stakeholder register and strengthened environmental monitoring. The emphasis for the current cycle is on evidence-based target setting, transparent season-to-date reporting and formal year-end closure.

PMS evidence note: verified annual guest nights are 40,000 for 2024 and 41,757 for 2025. The 2026 PMS report currently includes future/confirmed stays and is therefore not used as a completed annual result in this 2025 report.

The 2025 Sustainability Report Rev.04 incorporates verified PMS guest-night figures and directly comparable 2024 baselines. The 2025 water-reduction target is achieved on a like-for-like intensity basis (-15.9%), the mixed-waste target is achieved on intensity (-5.4%), and the energy target is partially achieved (-2.1% against -3%). The 10% education-hours target was not achieved because total hours remained 41 in both years. Recycling quantity targets are assessed against the recorded 2024 and 2025 units, while noting that waste-stream quantities also depend on generation and replacement activity.

8. Our commitments

- Using resources responsibly and addressing climate impact by monitoring and managing energy and water consumption, greenhouse-gas emissions, and the environmental impacts associated with the food and products we purchase and serve.
- Caring for the natural environment and local ecosystems by taking measures to prevent pollution, minimize our impact on biodiversity and contribute to the protection of nature and wildlife.
- Promoting dignity, equality and fair treatment by respecting internationally recognized human rights and maintaining a workplace and business environment free from discrimination, harassment, exploitation and unfair practices.
- Protecting children and supporting their wellbeing by maintaining appropriate safeguarding practices, remaining alert to potential signs of abuse or exploitation and ensuring that any concerns or suspected incidents are reported through the appropriate channels.

9. Join our efforts

Our aim is to create meaningful and memorable experiences while managing our environmental and social impacts responsibly. We invite our stakeholders - guests, employees, partners, suppliers and the wider community - to support the practical actions described in this report, including responsible resource use, waste prevention, protection of the local environment and support for the Skiathos community.

Reporting note: This report presents documented environmental and social performance for the stated reporting period. Environmental performance statements are based on the records and methodologies identified in the relevant sections. Where sufficient evidence was not available, results are identified as not verified or partially evidenced.

10. Management approval

Role	Name	Date	Signature
Prepared by	Konstantina Chalasti	31/03/2026	
Reviewed by	Georgios Raptopoulos	15/04/2026	
Approved by	Georgios Raptopoulos	15/05/2026	