



Metaxa Hospitality Group

ENERGY POLICY

2026



Metaxa Hospitality Group

Energy Policy

Metaxa Hospitality Group | Validation year 2026

Vision & Commitment

The responsible management of energy is a key priority for Metaxa Hospitality Group, both in the context of environmental responsibility and climate change mitigation, and in supporting the continuous improvement of the energy efficiency of the Group's hotels.

Our objective is to adopt practices that enhance energy efficiency, contribute to the reduction of greenhouse gas emissions, and optimise overall energy consumption, while maintaining the quality of services provided and the hospitality experience.

This approach forms part of the Group's broader Sustainability Strategy and supports the gradual transition towards a more efficient and lower-emission operating model.

Strategic Approach

The Group's approach to energy management is based on the following key pillars:

- **Energy Efficiency**

Priority is given to improving energy efficiency through technological upgrades, automation, and operational or technical interventions that reduce energy losses and contribute to the more efficient operation of facilities and equipment.

- **Renewable Energy Sources**

The Group seeks to increase the use of energy from renewable sources through on-site generation where available, as well as through the procurement of electricity supported by Guarantees of Origin (GOs).

- **Energy Optimization**

The use of automated energy management systems and systematic monitoring of energy consumption are key tools for the day-to-day optimisation of energy performance across the Group's hotel properties.

Across a significant part of the Group's facilities, consumption and operational data are used to identify deviations, assess energy performance, and support corrective or improvement actions.

- **Carbon Footprint Reduction**

The Energy Policy is aligned with the Group's Decarbonization Strategy for reducing greenhouse gas emissions associated with its operations. Energy efficiency, energy conservation, and the increased use of renewable energy sources are key drivers in this direction.

Energy-Saving Practices

Depending on the technical and operational characteristics of each hotel property, a range of energy-efficient practices are implemented or considered, including:

- Installation of heat recovery systems from cooling and air-conditioning systems for the production of domestic hot water
- Gradual replacement of conventional lighting with LED lighting
- Operation of Building Management Systems (BMS) for the monitoring and control of energy systems, including heating, lighting, and air conditioning
- Use of room-card activation systems to limit the operation of electrical systems when guests are absent
- Installation of sensors on room windows and doors to automatically interrupt or adjust air-conditioning operation
- Gradual replacement of equipment with new high-energy-efficiency models, taking into account applicable energy labelling categories and technical requirements
- Gradual transition from garden equipment powered by fossil fuels to electric or other more efficient alternatives
- Support for lower-emission mobility options within or around hotel properties, where relevant and available
- Use of photovoltaic, solar thermal, or other renewable energy technologies, where technically and operationally feasible
- Preventive maintenance of energy-related equipment, with the aim of maintaining efficient operation and reducing unnecessary energy losses

Training & Awareness

Employee awareness and active participation contribute significantly to the effective implementation of the Energy Policy.

- Technical and operational teams are informed and trained on the principles of energy management and the operation of relevant systems
- Employees are encouraged to apply responsible energy-use practices in their day-to-day responsibilities and to report cases of unnecessary consumption or equipment malfunction
- Guests are encouraged to contribute to energy conservation through simple everyday actions, without compromising the quality and comfort of their hospitality experience
- Guests and employees receive relevant information through appropriate physical and digital communication channels, including guest rooms, common areas, and the hotels' digital platforms



Monitoring & Indicators

Energy performance is monitored through appropriate quantitative and qualitative indicators, which may vary depending on the operational characteristics of each hotel property. Indicative indicators include:

- total energy consumption
- energy consumption per guest night or other appropriate activity indicator
- electricity and fuel consumption by source
- generation and consumption of energy from renewable sources
- percentage of electricity covered by renewable sources and Guarantees of Origin (GOs)
- greenhouse gas emissions associated with energy consumption
- progress against the Group's and individual hotels' energy and climate targets

The results are used to assess energy performance, identify deviations, and support decision-making regarding further energy improvement measures.

Oversight & Continuous Improvement

The Energy Policy is managed by the Group's Sustainability and Property Departments, in collaboration with Management and the Maintenance Departments of the Group's hotels.

Within this framework, available energy data are collected and assessed, relevant indicators are monitored, and progress in the implementation of the Policy and achievement of related targets is periodically reviewed.

The Policy may be updated when new regulatory requirements, technological developments, operational needs, new targets, or findings arising from its implementation emerge.

Any proposals for revision or amendment are reviewed by the relevant departments and the Group's Management and, where approved, are incorporated into the respective updated version of the Policy.

Emmanouil Borboudakis

COO

Metaxa Hospitality Group





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