



Metaxa Hospitality Group

PURCHASING POLICY

2026



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Purchasing Policy

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Vision & Commitment

This policy applies to Metaxa Hospitality Group and covers all types of activities and services provided by the Group's hotels.

We recognize that the supply chain is an important factor in shaping our environmental footprint, social responsibility, and the quality of our services. Purchasing is not merely a transaction but a responsible business process that requires consistency, transparency, and alignment with the principles of sustainability and responsible business practice.

The Group recognizes the importance of responsible procurement practices that take into account respect for human rights, decent work, transparency, and the principles of social and environmental responsibility throughout the supply chain.

Strategic Approach

The purchasing strategy of Metaxa Hospitality Group is structured around three main pillars:

Prioritization of Local Products and Suppliers

- Priority is given, where feasible and operationally appropriate, to local and national suppliers, with the aim of supporting the local economy, creating local value, and reducing impacts associated with product transportation.
- Priority is placed on producers that adopt responsible and sustainable production practices, including through the Group's sustainability initiatives and programs, such as Sustainable Supplies and Regenerating Lassithi Plateau and its People | Towards a sustainable food destination.

Responsible Product Management & Certifications

- Emphasis is placed on selecting products that carry recognized certifications or responsible management standards, such as FSC for wood and paper, Fairtrade for specific products, or standards related to animal welfare.
- The Group seeks to increase the procurement of organic and other certified products, as well as products sourced from producers applying recognized responsible agricultural practices
- Preference is given, where possible, to suppliers that provide adequate transparency and traceability regarding the origin, composition, and production methods of their products and raw materials.

Packaging Management

- Preference is given to products with limited or optimized packaging, as well as packaging that can be recycled, reused, or recovered through existing waste management systems

- The Group seeks to reduce single-use products and packaging and to make use of refill, reuse, and larger-format packaging solutions.

Ethics, Quality, Labor, and ESG Criteria

Suppliers are required to comply with the applicable laws and regulatory requirements of the countries in which they operate, including those relating to labor rights, occupational health and safety, human rights, anti-corruption and anti-bribery, as well as other relevant requirements depending on the nature of their activities.

The Procurement Departments of the Group's hotels conduct qualitative assessments of suppliers. Such assessments may, where appropriate, take into account criteria relating to quality, reliability, compliance, environmental and social performance, as well as other criteria relevant to the Group's needs.

Furthermore, the Group applies a zero-tolerance policy towards any form of:

- exploitation
- abuse
- human trafficking
- child exploitation
- forced labor
- serious violations of fundamental labor and human rights

across its operations and, within the extent of the Group's influence, throughout its supply chain.

As part of its responsible supply chain management approach, the Group seeks to inform its external suppliers and partners about the principles of respect for human rights and the non-acceptance of practices involving exploitation, abuse, or human trafficking.

The Group seeks to avoid business relationships with suppliers, partners, or third parties for whom there are documented indications or confirmed involvement in incidents of serious human rights violations, taking into account the nature, severity, and circumstances of each case, as well as the possibility of appropriate corrective action where relevant.

The Group ensures, through its internal procedures and training, that employee awareness is strengthened regarding the identification and reporting of potential human rights violations, where this is relevant to their roles and responsibilities.

In the event of a suspected human rights violation, the relevant incident is reviewed in accordance with the established internal procedures and, where required under the applicable legal and regulatory framework, the competent authorities are informed.

This approach is supported by the Group's Management and forms part of the Group's Sustainability Strategy and broader approach to responsible and sustainable supply chain management.



Monitoring & Indicators

The implementation of this policy is periodically evaluated through the monitoring of specific quantitative and qualitative indicators. Particular emphasis is placed on the following indicative indicators:

- Number and percentage of strategic local and national suppliers
- Distribution of suppliers by country of origin
- Percentage of organic products and products sourced from regenerative agricultural practices
- Percentage of single-use products and packaging

Oversight

The implementation of the policy is monitored centrally by the Sustainability Department, in collaboration with Management and the Procurement Departments of the Group's hotels. Within this framework, available data are collected and assessed, relevant indicators are monitored, and progress in the implementation of the Policy is periodically reviewed.

The policy may be updated when new regulatory requirements, operational needs, 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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