



Metaxa Hospitality Group

WASTE POLICY

2026



Metaxa Hospitality Group

Waste Policy

Metaxa Hospitality Group | Validation year 2026

Vision & Commitment

This policy applies to Metaxa Hospitality Group and covers the activities and services provided by the Group's hotel properties that are associated with the generation and management of waste.

It reflects our commitment to the responsible and sustainable management of resources and waste, based on the principles of the circular economy and the waste hierarchy. Priority is given to waste prevention, reduction, reuse, recycling and, where feasible, further recovery, with the aim of reducing environmental impacts and the amount of waste sent to landfill.

This approach forms part of the Group's Sustainability Strategy and supports the transition towards more resource-efficient and circular operating models.

Strategic Approach

The Group's waste management strategy is based on the following key areas:

Waste Recording & Monitoring

A system is in place to record available data on waste quantities, individual waste streams, and waste management methods, with the aim of systematically monitoring performance, identifying deviations, and supporting continuous improvement.

Waste is recorded by category and management method in order to provide a clearer overview of the quantities prevented, reused, recycled, recovered, or sent for final disposal.

Cooperation with Licensed and Appropriate Waste Management Operators

The Group's hotel properties cooperate with appropriately licensed or authorized operators for the collection, transportation, recycling, recovery, or other management of waste, in accordance with the applicable regulatory framework.

Partners are selected with a view to ensuring the lawful, safe, and environmentally responsible management of individual waste streams.

Prevention & Reduction

Waste prevention is a key priority of the Policy. Within this framework, the Group seeks to reduce the consumption of materials and single-use products, avoid unnecessary packaging, and promote the responsible use of resources.

Relevant consumption and waste-generation indicators are monitored in order to identify opportunities for prevention and reduction at source.

Organic Waste & Food Waste Recovery

The Group seeks to ensure the separate collection and appropriate management of organic waste and food waste, depending on the infrastructure and available solutions at each hotel property.

Suitable organic residues, such as fruit and vegetable preparation waste, are composted.

At the same time, food waste generated across the hotels' food and beverage operations is directed to partner facilities for further recovery, including the production of bioenergy.

Particular emphasis is also placed on food waste prevention through improved planning, appropriate storage, suitable production management, and monitoring of relevant quantities.

Circular Practices

The implementation of reuse, return, refill, and recycling practices is encouraged. Indicative practices include the reuse or return of glass bottles, the reduction of plastics and other single-use products, as well as the use of reusable or larger-format packaging.

At the same time, practices aimed at reducing paper consumption are implemented, including electronic check-in and digital information solutions through televisions and QR codes.

Waste Reduction Practices

Depending on the characteristics and available infrastructure of each hotel property, practices implemented or considered include:

- composting of organic residues
- recovery of food waste for bioenergy production
- use of suitable raw materials or food products through techniques such as dehydration
- reduction of plastics and single-use products
- reuse or return of glass bottles
- digitalisation of processes and communication, and reduction of paper consumption
- proper sorting at source and separate collection of different waste streams
- exploration of alternative reuse, recycling, or recovery solutions for materials that would otherwise be sent for final disposal

Sorting at Source & Separation

Proper sorting at source is a key component of the Group's waste management approach.

Separate collection of individual waste streams is implemented across the Group's hotel properties, including, indicatively, paper and cardboard, plastic, glass, metal, organic waste, used oils, and batteries.

The aim is to prevent contamination of recyclable materials, increase recovery potential, and reduce the quantities of waste sent for final disposal.



Monitoring & Indicators

Particular emphasis is placed on the following indicative indicators:

- total amount of waste generated
- amount of waste generated per guest night
- quantities of recycled materials, reused waste, waste sent to landfill, and food waste
- waste diversion rate from landfill
- number of waste streams collected separately
- progress against relevant waste prevention, reduction, recycling, and landfill diversion targets

Available data are used to monitor waste management performance, identify opportunities for improvement, and support the planning of further circular economy actions.

Training & Engagement

Training of relevant employees across the Group's hotel properties is an important element in the implementation of the Policy. Through appropriate awareness and training activities, employees are informed about both fundamental and more specialized waste management topics, with an emphasis on prevention, sorting at source, separate collection, and the proper management of individual waste streams.

At the same time, guest awareness is promoted through appropriate and discreet communication or signage at selected locations within the hotel properties, facilitating their participation in the waste management practices in place.

Suppliers and business partners are also encouraged to contribute to waste prevention, the reduction of unnecessary packaging, and the development of more circular solutions.

Oversight & Continuous Improvement

The implementation of the policy is monitored centrally by the Group's Sustainability Department, in collaboration with Management and the relevant operational departments of the hotel properties.

Within this framework, available 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 is updated when new regulatory requirements, new technologies or waste recovery opportunities, operational needs, new data, or Group targets arise.

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.

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COO
Metaxa Hospitality Group





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