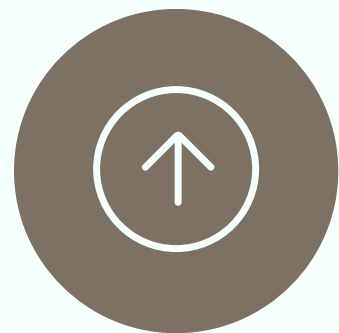


ANNUAL SUSTAINABILITY REPORT

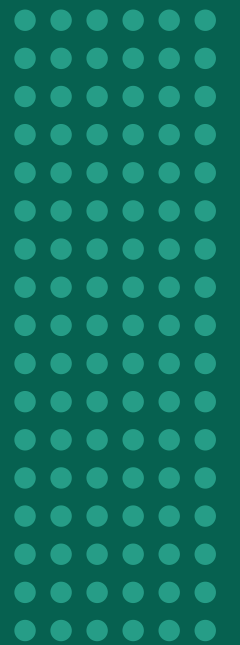


SDG Progress
Report 2025



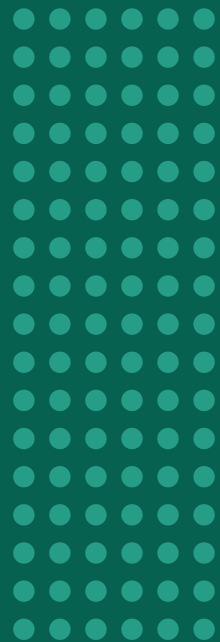
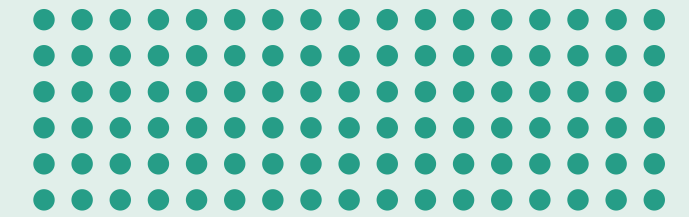
Quality Assurance & ESG Coordinator
Anthi V. Pappa (Ms)

Feb 2026



Report Outline

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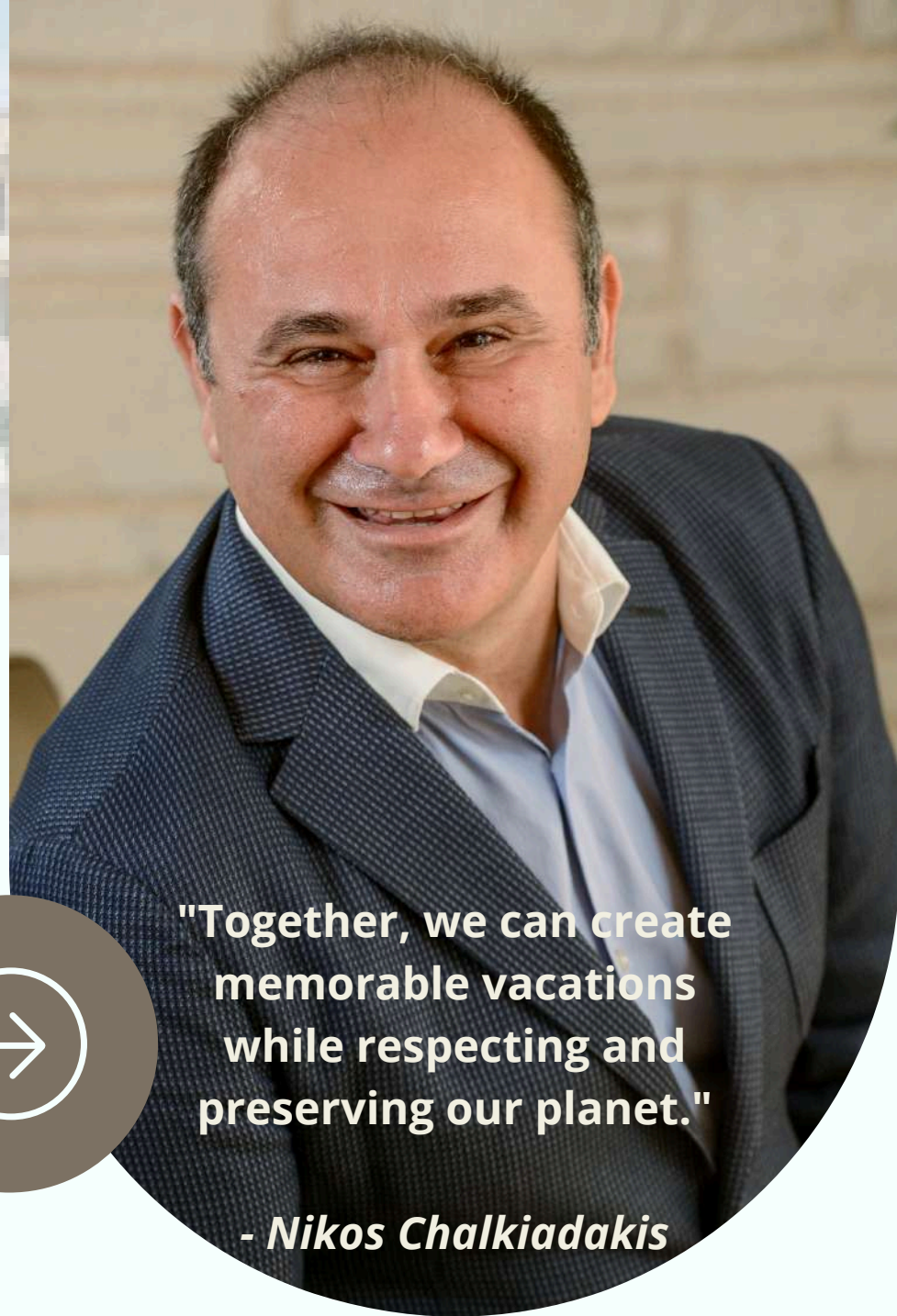




Executive Summary

The year 2025 marked another milestone for Cactus Hotels in our journey toward sustainability and responsible hospitality. As we continue to face global challenges such as climate change, resource scarcity, and shifting guest expectations, our commitment to environmentally responsible operations and social contribution remains unwavering.

Through continuous innovation, collaboration with local communities, and implementation of sustainable practices, we have made significant progress in reducing our environmental footprint. We are proud to share the accomplishments of the past year and outline our sustainability roadmap for 2026 and beyond.



"Together, we can create memorable vacations while respecting and preserving our planet."

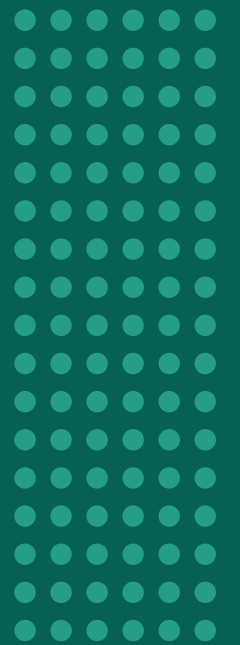
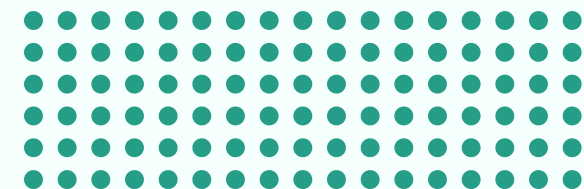
- Nikos Chalkiadakis

MESSAGE FROM CEO

At Cactus Hotels, we believe that true hospitality goes hand in hand with sustainability. Since 1980, we have been dedicated to creating a 'home away from home' experience while protecting the natural beauty of Crete.

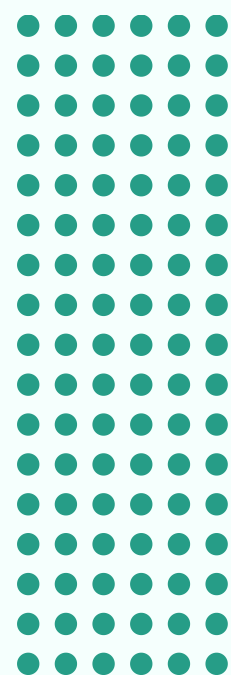
Our commitment to eco-friendly hospitality is reflected in every aspect of our operations, from energy conservation to waste reduction and community engagement.

By integrating sustainability into our core values, we ensure that future generations will continue to enjoy the breathtaking landscapes and warm hospitality that define Cactus Hotels.





About Cactus Hotels



Cactus Hotels has been a key player in the hospitality industry since 1980, embodying a tradition of excellence and continuous growth. As a family-owned business led by Mr. Nikos Chalkiadakis, the company consistently invests in new hotel units and the renovation of existing infrastructure, ensuring high-quality hospitality services.

With a total capacity of 700 rooms, all located in the scenic area of Stalis, Cactus Hotels employs approximately 470 staff members, 87% of whom come from the local community. The company takes pride in its commitment to supporting the local economy, prioritizing local suppliers and producers as a key competitive advantage.

For the past 18 years, Cactus Hotels has embraced a sustainable approach to operations, holding ISO 14001, ISO 9001 and ISO 22000 certifications, as well as Travelife certification since 2011. Since 2015, its social and environmental initiatives have been systematically organized under a unified framework, with the introduction of its first sustainability report. The company remains dedicated to setting and achieving annual qualitative and quantitative sustainability goals, reinforcing its commitment to responsible tourism and long-term environmental stewardship.

Sustainability Strategy

Environmental Responsibility

Energy Efficiency and Carbon Footprint Reduction

- Renewable Energy Integration: Expand the use of solar panels across our properties to increase renewable energy consumption.
- Energy Management Systems: Implement advanced energy management systems to monitor and reduce energy usage.

Water Conservation

- Efficient Irrigation: Utilize drip irrigation systems and cultivate native plant species to reduce water consumption in landscaping.
- Guest Engagement: Promote towel and linen reuse programs to encourage water-saving practices among guests.

Waste Management and Recycling

- Comprehensive Recycling: Enhance waste segregation processes to increase recycling rates for paper, glass, plastic, and organic waste.
- Plastic Reduction: Eliminate single-use plastics by introducing refillable dispensers and biodegradable alternatives.

Social Responsibility and Community Engagement

Employee Development and Well-being

- Training Programs: Offer continuous education on sustainability practices, energy conservation, and waste management to all staff members.
- Health and Safety: Maintain rigorous health and safety standards to ensure a secure working environment.

Community Support

- Local Partnerships: Collaborate with local suppliers and artisans to promote regional products and support the local economy.
- Environmental Initiatives: Participate in community-driven environmental projects, such as tree planting and beach clean-up activities.

Governance and Ethical Business Practices

Sustainability Reporting and Transparency

- Annual Reporting: Publish detailed sustainability reports outlining our environmental impact, achievements, and areas for improvement.
- Stakeholder Engagement: Maintain open communication channels with guests, employees, and partners regarding our sustainability efforts.

Certifications and Standards

- ISO Certifications: Maintain and seek new certifications, such as ISO 9001 for quality management, ISO 14001 for environmental management and ISO 22000 for food safety management, to ensure adherence to international standards.
- Sustainable Tourism Labels: Pursue recognized eco-labels to validate our commitment to sustainable tourism practices.

The 17 Sustainable Development Goals



THE GLOBAL GOALS

			1 NO POVERTY 	2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS

At Cactus Hotels, our commitment to sustainability aligns closely with the United Nations Sustainable Development Goals (SDGs), a global framework aimed at ending poverty, protecting the planet, and ensuring prosperity for all by 2030.

As a responsible hospitality brand, we recognize the importance of integrating these 17 interrelated goals into our operations, addressing key areas such as climate action, responsible consumption, water conservation, and social inclusivity.

By reporting on our contributions to the SDGs, we demonstrate accountability and transparency to our stakeholders—guests, employees, partners, and the wider community.

This ensures that our sustainability initiatives are impact-driven and measurable, reflecting our ongoing efforts to reduce environmental impact, promote ethical business practices, and foster community well-being.

Through structured performance tracking, we continuously evaluate our progress, reaffirming our commitment to playing an active role in achieving the Global Goals while delivering exceptional hospitality experiences.

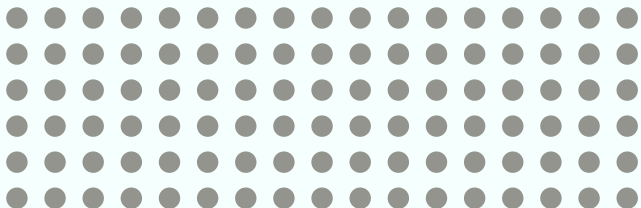
Environmental Performance

Greenhouse Gas Emissions Reduction

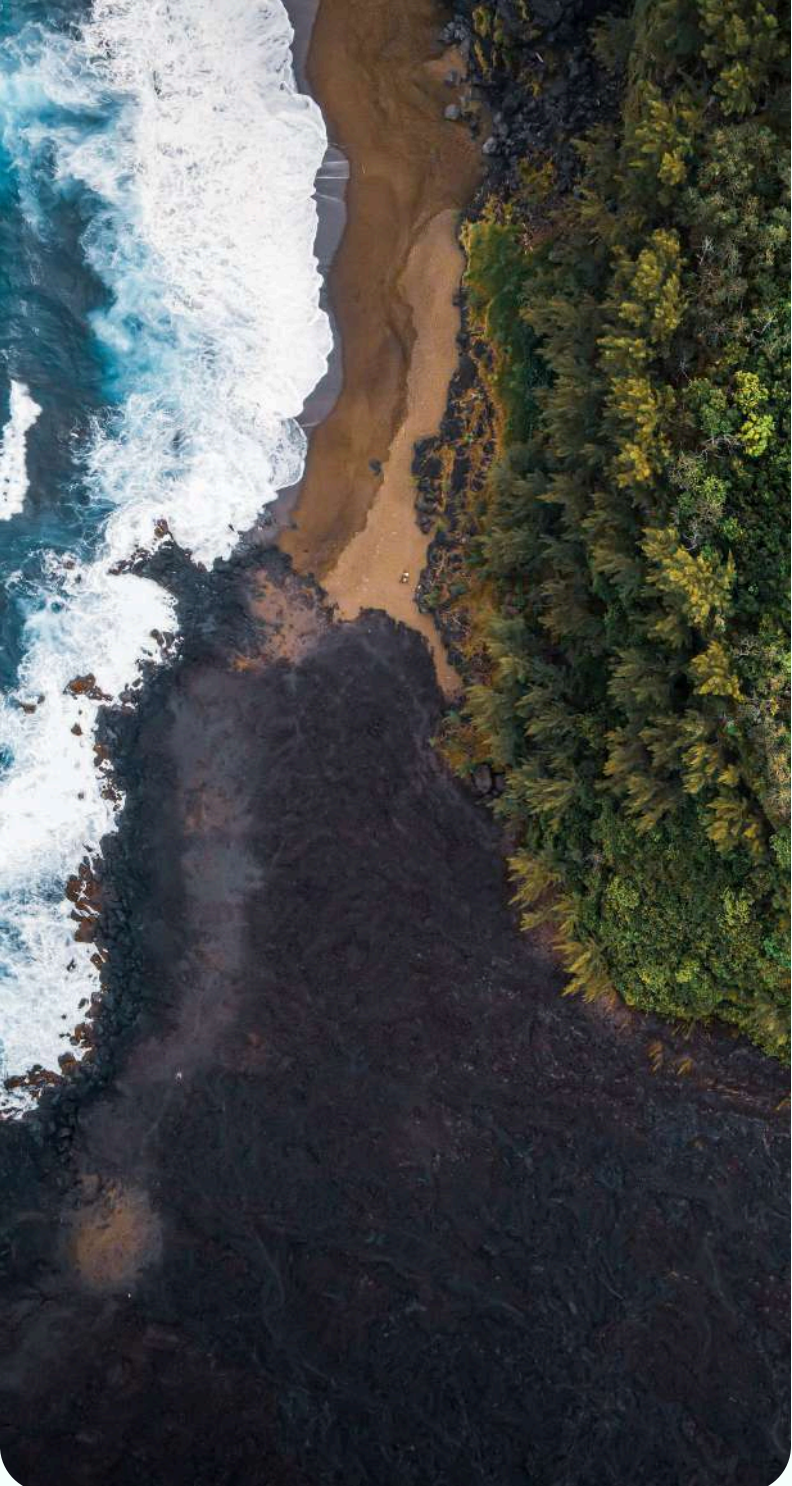
- Cactus Hotels is committed to lowering its carbon footprint by implementing energy-efficient technologies, including LED lighting, smart thermostats, and motion-sensor lighting systems to reduce electricity consumption.
- We continue to invest in renewable energy sources, such as solar power, to replace conventional energy consumption. Our goal is to significantly increase the percentage of energy derived from renewable sources over the next five years.
- Regular energy audits are conducted to assess and optimize energy use, identifying areas for improvement and implementing corrective actions to enhance efficiency.
- In parallel, our staff is trained on environmental performance best practices to ensure these efforts are effectively implemented at all operational levels, and guests are encouraged to actively participate in our sustainability initiatives during their stay.

Sustainable Water Usage

- Our hotels actively monitor water consumption through smart metering and water-saving devices to optimize usage and reduce waste.
- While we do not currently have a greywater recycling system in place, we are actively exploring the implementation of such a program to treat and reuse wastewater for irrigation and other non-potable applications, with the aim of significantly reducing our fresh water demand.
- Our staff is trained on water conservation best practices, and guests are encouraged to participate in water-saving initiatives, including opting into towel and linen reuse programs.



Environmental Performance

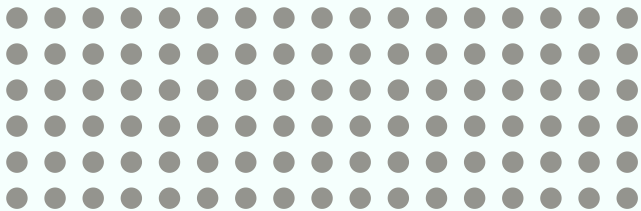


Waste and Resource Management

- Cactus Hotels has expanded its recycling programs, aiming to divert a larger portion of waste away from landfills through improved waste segregation at source points and dedicated recycling stations. While composting is not yet part of our waste management practices, we are actively exploring ways to introduce composting on-site, with the goal of further minimizing organic waste and enhancing our sustainability efforts.
- We continue to adopt circular economy principles by reducing, reusing, and repurposing materials wherever possible. By partnering with local suppliers, we prioritize sustainable procurement and packaging alternatives that minimize environmental impact.
- The elimination of single-use plastics remains a priority, with initiatives such as the introduction of biodegradable or reusable alternatives and in-room refillable dispensers for toiletries.

Biodiversity and Ecosystem Protection

- Our hotels are situated in ecologically sensitive areas, and we take active measures to protect and preserve local biodiversity by following responsible landscaping practices and avoiding chemical-based pesticides.
- We work closely with conservation organizations to support habitat restoration projects and marine life protection initiatives, ensuring minimal disruption to local ecosystems.
- Environmental awareness campaigns are conducted for both staff and guests, encouraging participation in conservation activities such as beach clean-ups, wildlife protection efforts, and sustainable tourism workshops.



Monthly Consumption Trends – 2025

During the low season months—from January to March and again in November and December—resource consumption remained at its lowest levels, reflecting limited occupancy and reduced operational activity.

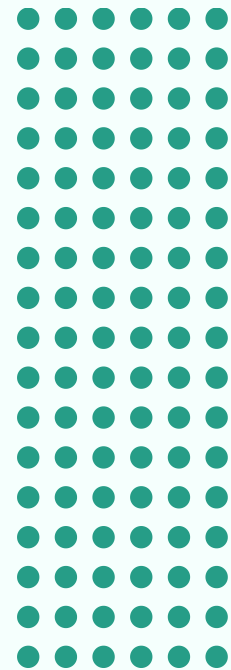
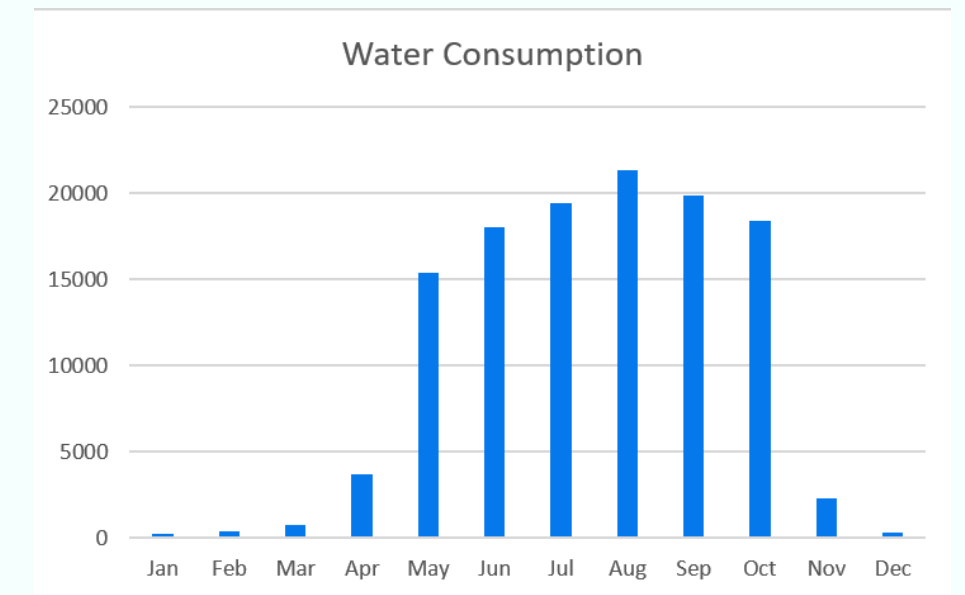
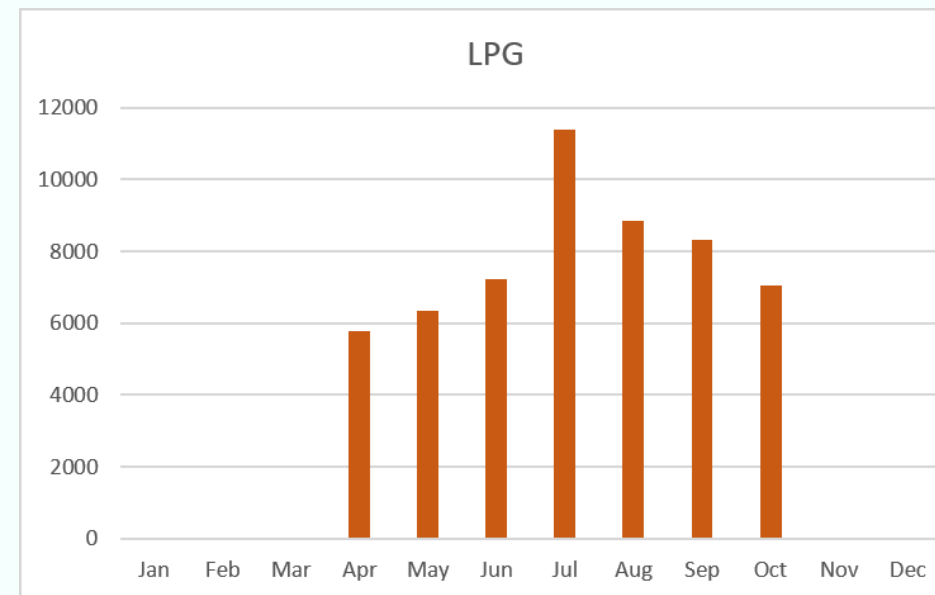
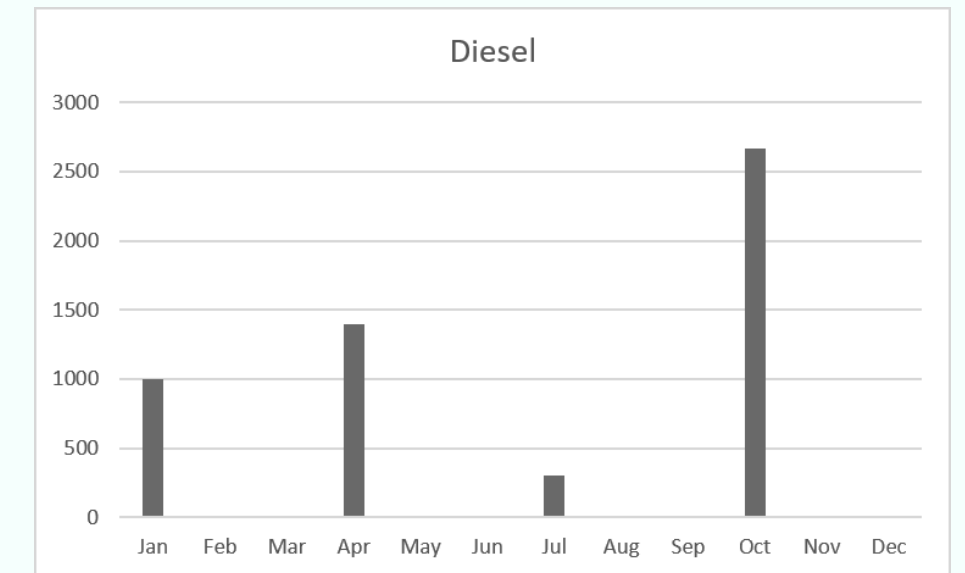
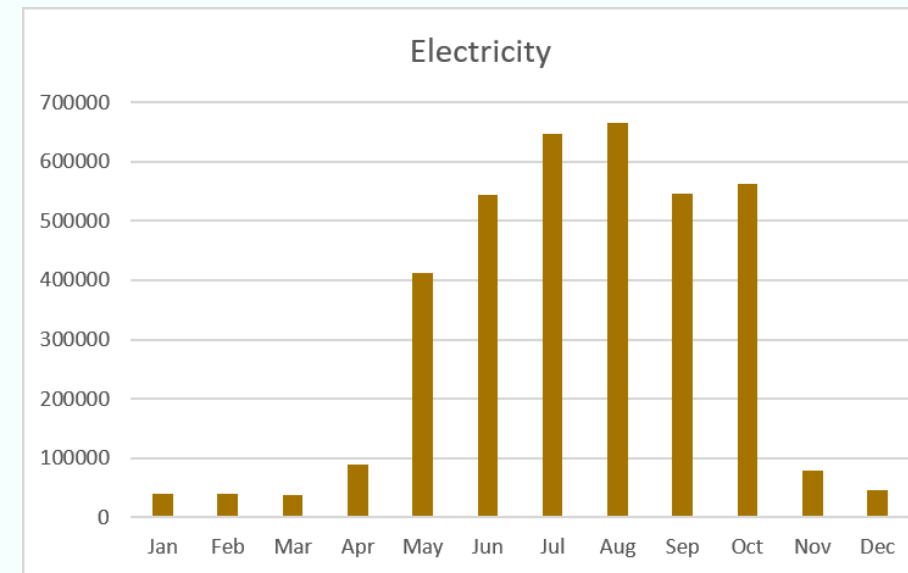
Electricity consumption ranged between 36,753 kWh and 79,777 kWh, while water consumption remained below 2,300 m³, reaching its lowest point in January (241 m³). LPG consumption was absent during these months, and diesel use was limited to 1,000 liters in January, primarily for auxiliary operational requirements.

As operations ramped up in April, a significant increase was observed across all consumption categories. Electricity demand more than doubled compared to March, reaching 88,692 kWh, while water consumption increased to 3,680 m³. LPG usage commenced at 5,780 liters, and diesel consumption reached 1,400 liters, reflecting preparations for the opening of the tourist season and the gradual increase in hotel occupancy.

The peak summer months—from May through September—accounted for the highest levels of resource demand. Electricity consumption increased substantially, exceeding 400,000 kWh per month and reaching its annual peak of 666,154 kWh in August, closely followed by 646,684 kWh in July. Water consumption followed a similar pattern, peaking at 21,355 m³ in August, driven by increased guest occupancy, swimming pool operation, landscaping requirements, housekeeping activities, and laundry services.

LPG consumption was concentrated entirely within the operating season and reached its highest level in July (11,400 liters), reflecting increased demand from food and beverage operations and hot water production. Diesel usage remained relatively low throughout the year, with minor peaks in October (2,666 liters) and January (1,000 liters), indicating its limited role within the overall energy mix.

In October, consumption levels remained relatively high, with electricity reaching 562,181 kWh and water consumption totaling 18,386 m³, reflecting continued hotel operations before the end of the season. Resource demand then declined sharply in November and December, returning to off-season levels as hotel activities were significantly reduced.



Energy Consumption Breakdown – 2025

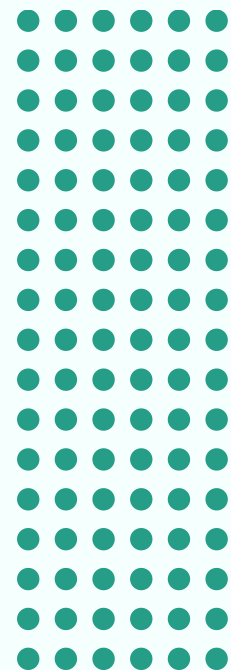
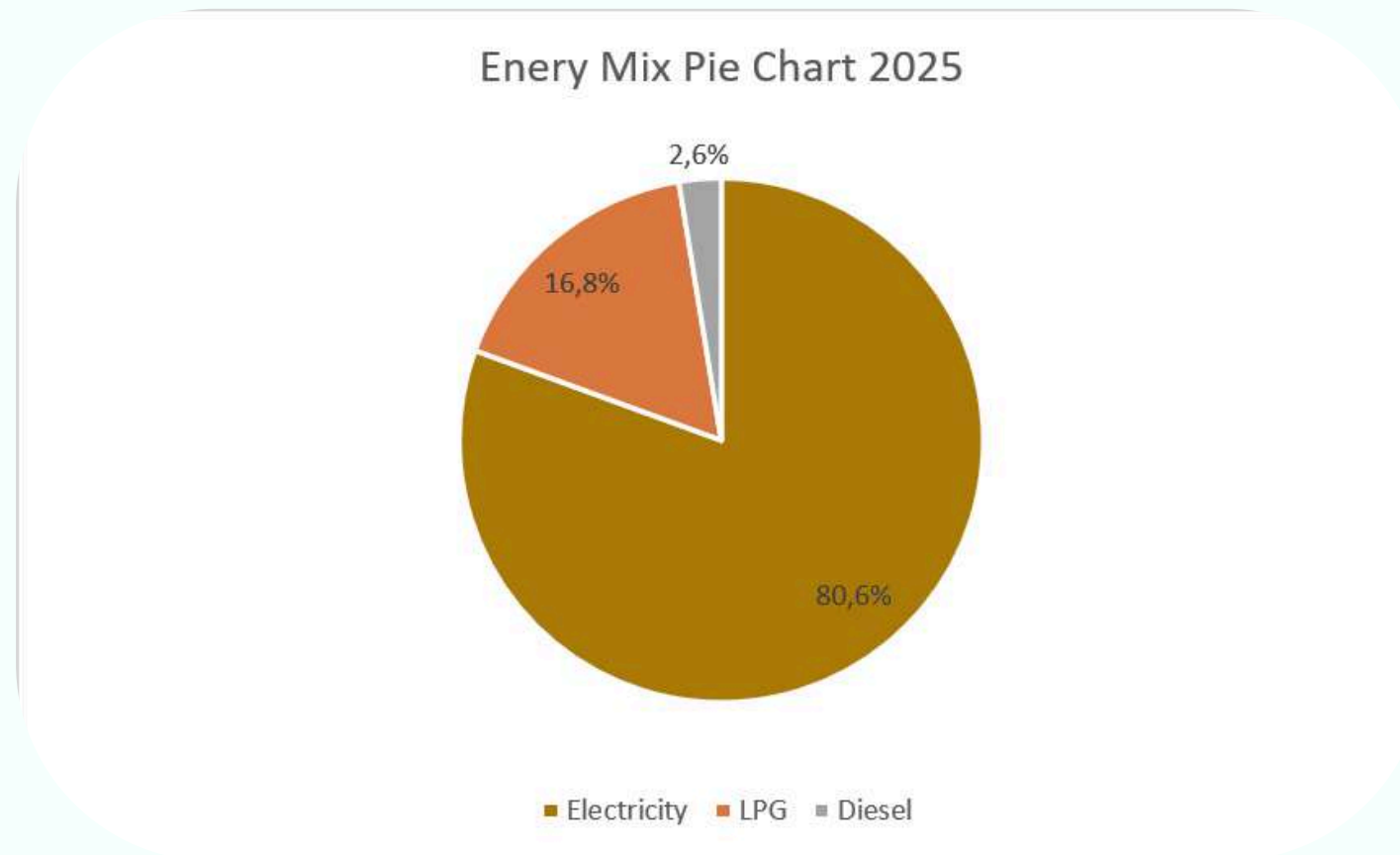
The energy profile of Cactus Hotels in 2025 was dominated by electricity, which accounted for 80.6% of total energy consumption.

This reflects the central role of electricity in supporting hotel operations, including air conditioning, lighting, guest services, laundry facilities, and other operational activities.

LPG represented 16.8% of total energy consumption, primarily associated with food and beverage operations and hot water production. Its higher share compared to previous years highlights the importance of efficient energy management within kitchens and hospitality services.

Diesel accounted for only 2.6% of total energy consumption, demonstrating the limited reliance on fossil fuels for backup power and auxiliary equipment. The relatively low contribution of diesel supports the company's efforts to reduce its environmental footprint and transition toward cleaner energy sources.

Key Insight: The 2025 energy mix demonstrates a strong dependence on electricity, while maintaining limited diesel use and a moderate contribution from LPG. This distribution highlights opportunities to further improve energy efficiency and increase the use of renewable energy sources, supporting Cactus Hotels' long-term sustainability objectives.



Recycling Performance from 2020-2025

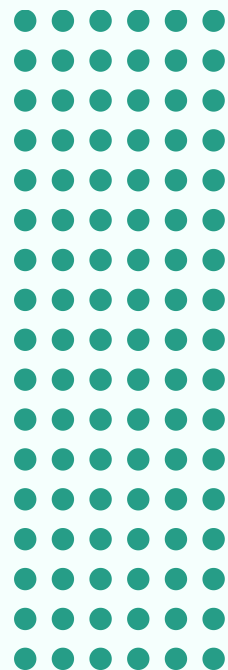
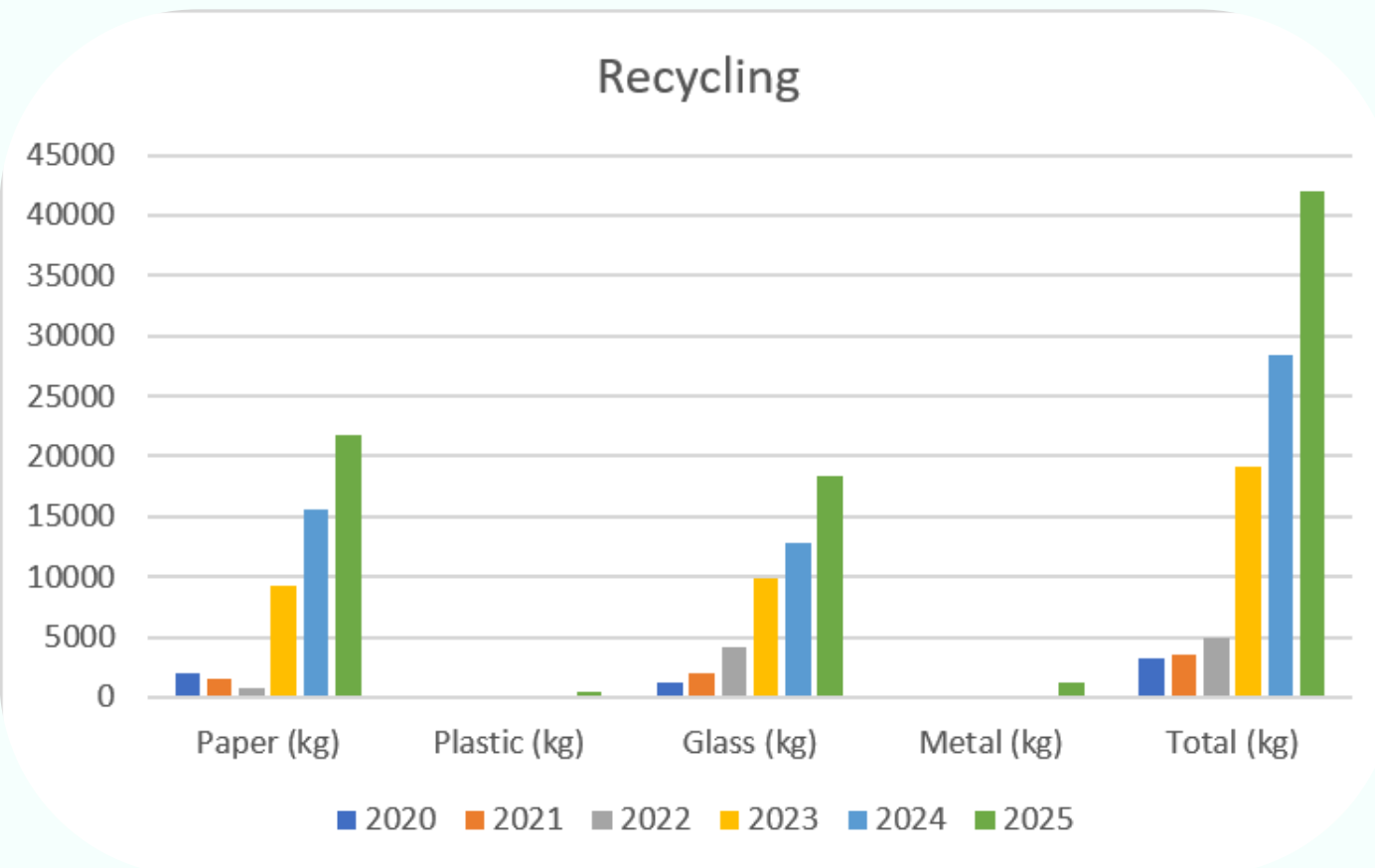
The recycling performance of Cactus Hotels demonstrates significant progress over the six-year period, reflecting the company's growing commitment to waste reduction, resource recovery, and circular economy principles.

Total recycled materials increased from 3,240 kg in 2020 to 41,930 kg in 2025, representing an impressive growth of more than 1,190%. While recycling volumes remained relatively modest between 2020 and 2022, substantial improvements were achieved from 2023 onwards through enhanced waste segregation practices, increased staff awareness, and strengthened recycling partnerships.

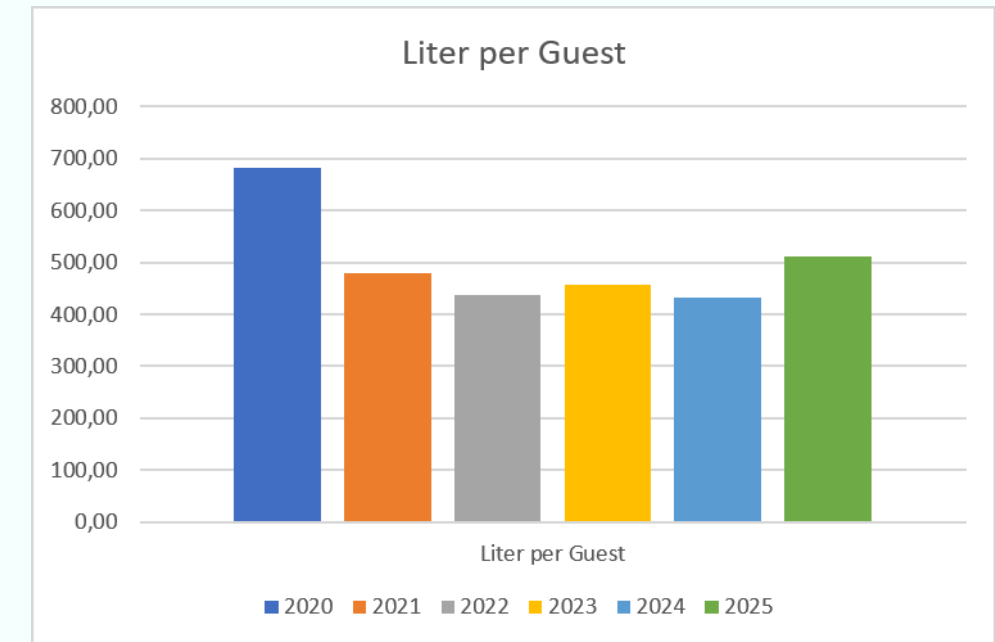
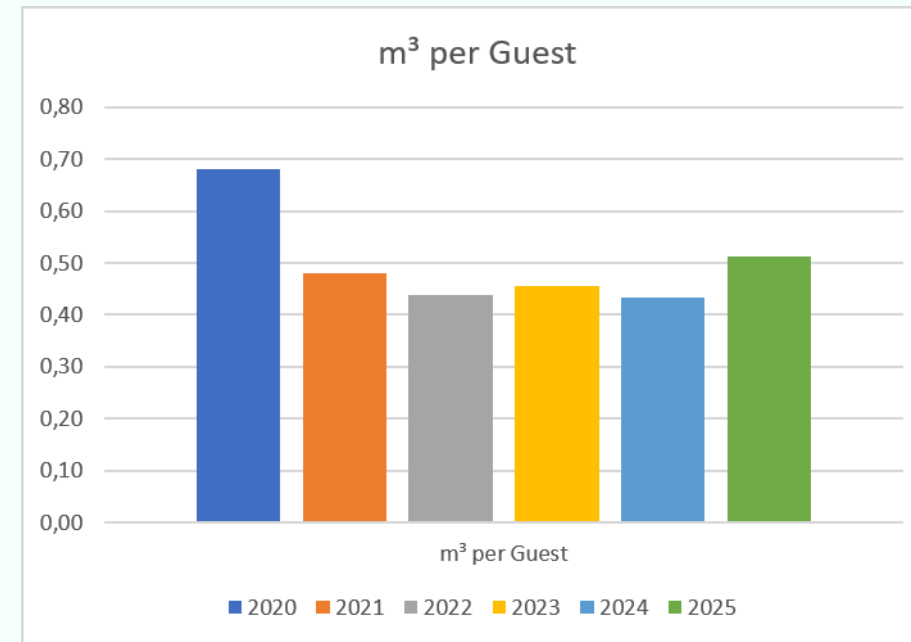
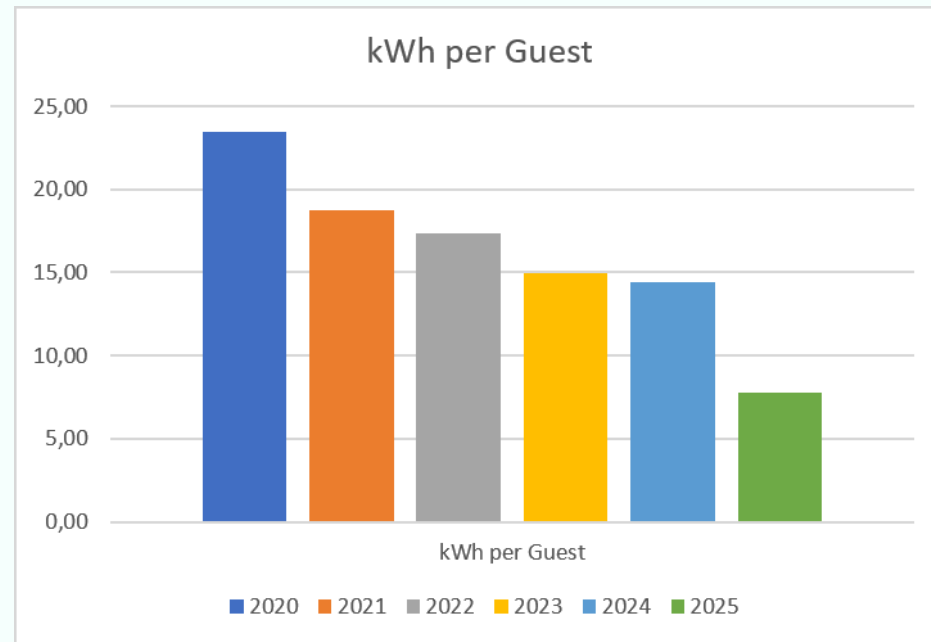
Paper recycling showed the strongest growth, increasing from 2,020 kg in 2020 to 21,810 kg in 2025, highlighting the effectiveness of initiatives aimed at reducing waste and improving material recovery. Glass recycling also demonstrated consistent progress, rising from 1,220 kg to 18,350 kg over the same period.

A significant milestone was achieved in 2025 with the introduction of additional recycling streams. For the first time, plastic recycling reached 500 kg, while metal recycling totaled 1,270 kg, broadening the company's recycling efforts beyond traditional materials and contributing to a more comprehensive waste management approach.

The 2025 results represent the strongest recycling performance achieved to date by Cactus Hotels. The steady increase in recovered materials and the expansion into new recycling categories demonstrate the company's commitment to minimizing waste, conserving resources, and advancing its sustainability objectives. Going forward, Cactus Hotels will continue to strengthen recycling practices, increase stakeholder engagement, and explore new opportunities to further reduce its environmental footprint.



Energy & Water Consumption per Guest



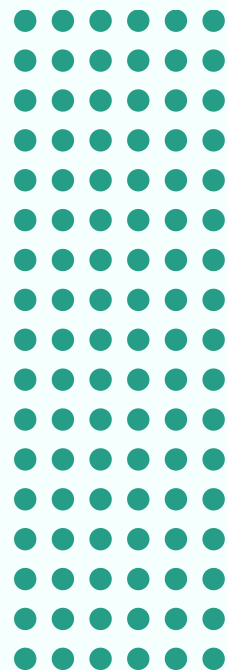
The Energy & Water Consumption per Guest indicator provides valuable insight into the efficiency of resource use relative to hotel occupancy. While total consumption levels are influenced by operational requirements and guest numbers, per-guest metrics help assess the effectiveness of sustainability initiatives and resource management practices.

In 2025, Cactus Hotels welcomed 234,477 guests, while recording a total energy consumption of 1,815,158 kWh and water consumption of 120,054 m³. This resulted in an average consumption of 7.74 kWh of energy per guest and 0.51 m³ (512 liters) of water per guest.

The most notable achievement is the substantial reduction in energy consumption per guest, which decreased from 23.48 kWh in 2020 to 7.74 kWh in 2025, representing a 67% improvement in energy efficiency over the six-year period. This trend reflects the positive impact of energy-saving technologies, operational improvements, and increased awareness among both staff and guests.

Water consumption per guest remained relatively stable over the years, fluctuating between 0.43 and 0.68 m³ per guest. In 2025, water consumption reached 0.51 m³ (512 liters) per guest, remaining below 2020 levels despite the significant increase in guest numbers. This demonstrates the effectiveness of water conservation measures while highlighting opportunities for further optimization.

The 2025 results confirm Cactus Hotels' continued progress toward more sustainable operations. By reducing resource consumption per guest while maintaining high-quality hospitality services, the company is successfully decoupling operational growth from environmental impact. Continuous investment in efficiency measures and responsible resource management will remain a key priority in supporting the company's long-term sustainability goals.

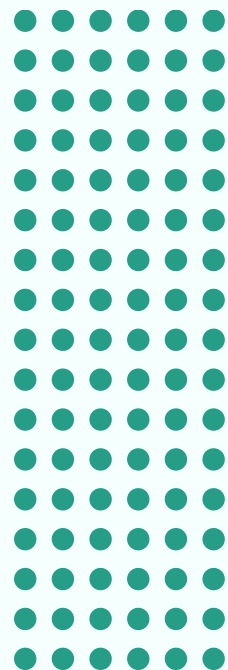




Social Responsibility



EMPLOYEE DEVELOPMENT AND WELL-BEING



- **Training Programs:** Cactus Hotels invests in continuous training and development programs to enhance employees' skills, focusing on sustainability, hospitality excellence, and ethical practices.
- **Diversity and Inclusion:** We foster a diverse and inclusive work environment, ensuring equal opportunities for all employees, regardless of gender, nationality, or background.
- **Health and Safety:** We uphold rigorous occupational health and safety standards, implementing risk assessments, wellness programs, and emergency response protocols to safeguard our employees and guests.

COMMUNITY SUPPORT AND LOCAL PARTNERSHIPS

- **Collaboration with Local Businesses:** We prioritize partnerships with local suppliers, artisans, and farmers, promoting the local economy and reducing our environmental impact through shorter supply chains.
- **Social Contribution Initiatives:** Cactus Hotels actively supports local communities through charitable donations, sponsorship of cultural and educational programs, and volunteering initiatives.
- **Engagement in Educational Programs:** We collaborate with universities and hospitality schools, providing internship and apprenticeship opportunities to nurture the next generation of hospitality professionals.

GUEST ENGAGEMENT IN SOCIAL RESPONSIBILITY

- **Sustainable Tourism Awareness:** We educate our guests on responsible tourism practices, encouraging mindful travel and participation in eco-friendly activities.
- **Community-Based Tourism Initiatives:** Our hotels organize tours and experiences that highlight local culture, traditions, and heritage, creating meaningful interactions between guests and the community.
- **Charity and Fundraising Events:** Guests are invited to participate in charity-driven events such as donation campaigns, environmental clean-ups, and cultural heritage restoration projects.

Our People



Cactus Hotels has been a key player in the hospitality industry since 1980, embodying a tradition of excellence and continuous growth. As a family-owned business led by Mr. Nikos Chalkiadakis, the company consistently invests in new hotel units and the renovation of existing infrastructure, ensuring high-quality hospitality services.

With a total capacity of 700 rooms, all located in the scenic area of Stalis, Cactus Hotels employs approximately 470 staff members, 82% of whom come from the local community. The company takes pride in its commitment to supporting the local economy, prioritizing local suppliers and producers as a key competitive advantage.

For the past 18 years, Cactus Hotels has embraced a sustainable approach to operations, holding ISO 14001, ISO 9001 and ISO 22000 certifications, as well as Travelife certification since 2011. Since 2015, its social and environmental initiatives have been systematically organized under a unified framework, with the introduction of its first sustainability report. The company remains dedicated to setting and achieving annual qualitative and quantitative sustainability goals, reinforcing its commitment to responsible tourism and long-term environmental stewardship.

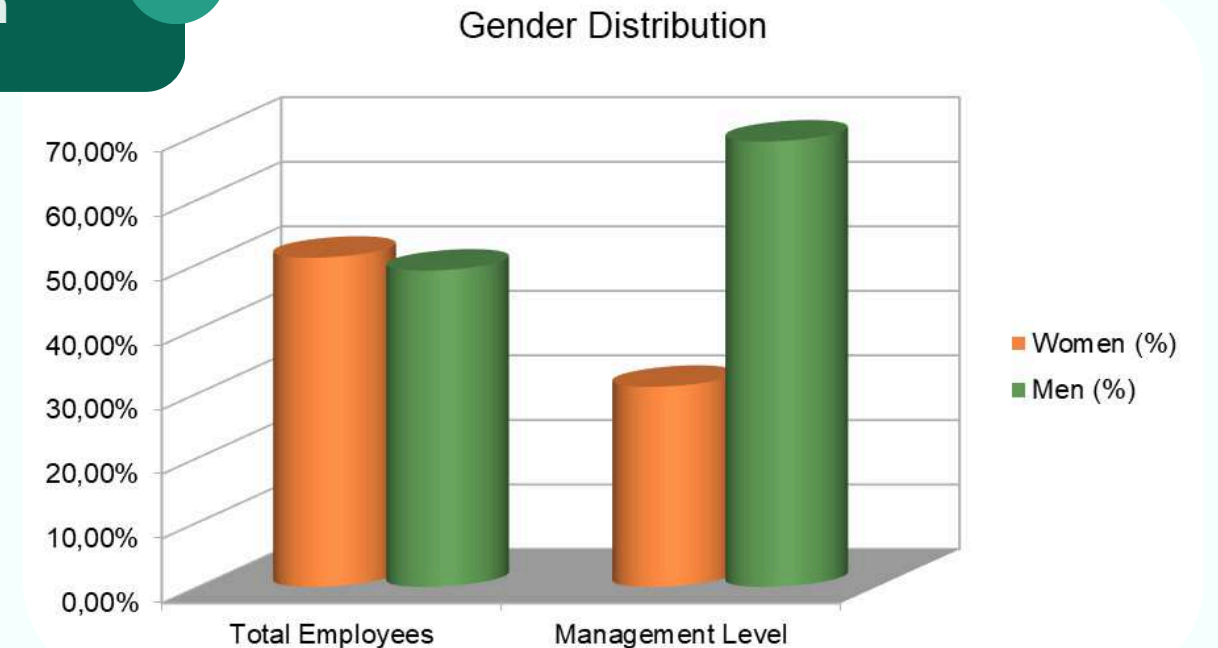
Gender Distribution

The bar chart illustrates the gender composition of the workforce. Women constitute 51% of total employees, showing a slight majority. However, in management roles, women represent only 31%, compared to 69% men.

This disparity highlights an area for potential gender balance initiatives at leadership levels. It is important to note, however, that this imbalance reflects the characteristics of a traditional Cretan, family-owned business, where leadership roles have historically been passed down within the family, predominantly to male successors.

As the organization continues to evolve, efforts are being made to promote more inclusive leadership opportunities.

Gender Distribution



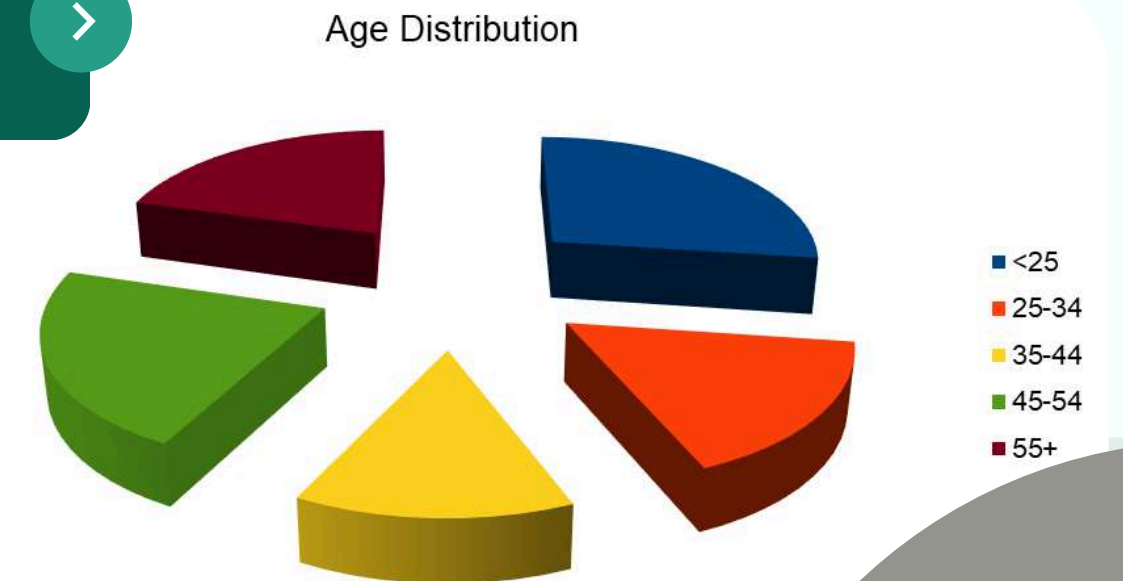
Age Distribution

The age distribution shows a well-spread range across the workforce, reflecting a diverse and multi-generational employee base. The most represented age group is under 25 (127 employees), followed by 45-54 (103 employees) and 55+ (96 employees).

This indicates that Cactus Hotels successfully combines young, emerging talent with experienced and long-tenured professionals, creating a balanced workforce that supports both innovation and operational stability.

The strong presence of employees under 25 highlights the company's ability to attract and integrate Generation Z into its workforce, bringing fresh perspectives, digital skills, and adaptability—qualities that are particularly valuable in a rapidly evolving hospitality environment.

Age Distribution





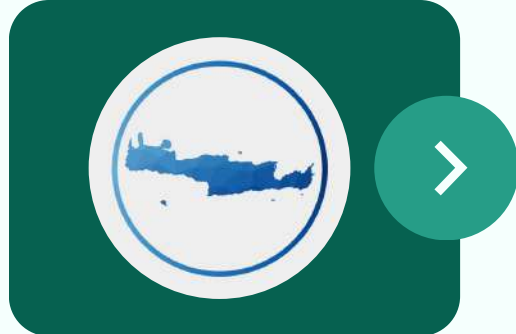
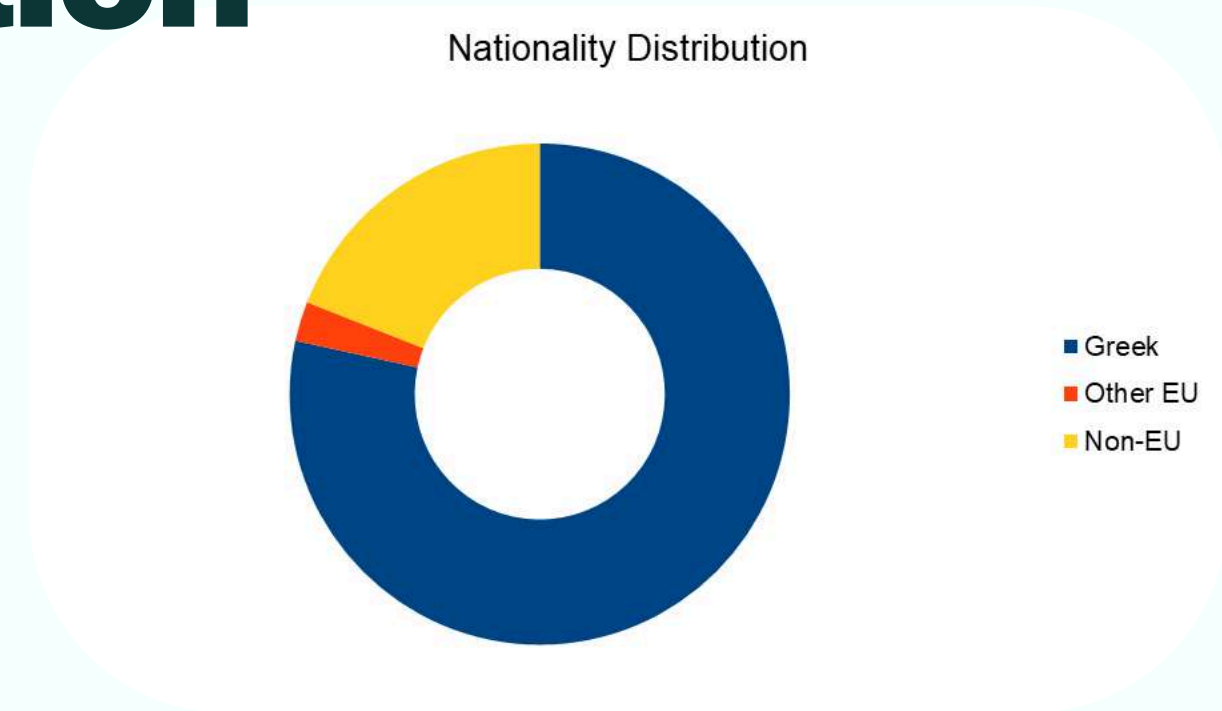
Nationality Distribution

A significant majority of the workforce is Greek (78.4%), followed by Non-EU nationals (19.0%), and a small fraction from other EU countries (2.6%).

This reflects a strong national employment focus, supporting the local economy and community.

At the same time, the presence of international employees—particularly from non-EU countries—adds a meaningful level of cultural diversity, enriching the workplace with varied perspectives, skills, and experiences.

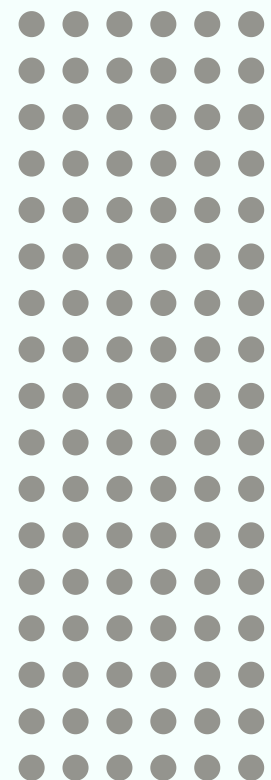
This balanced composition enhances service quality and supports the multicultural environment expected in the hospitality sector.



Local Employment

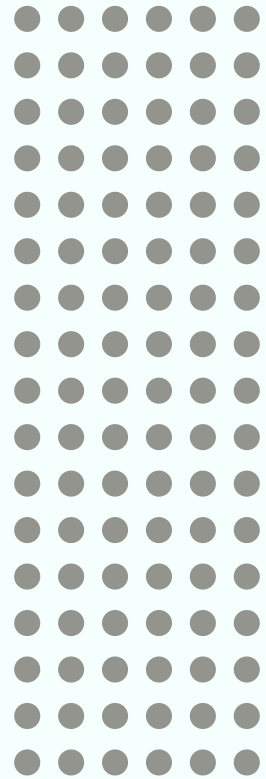
A strong commitment to supporting the local community is clearly demonstrated, with 82% of employees originating from Crete. This high level of local employment significantly contributes to the regional economy, strengthens social cohesion, and reinforces long-standing relationships with the local community. By prioritizing local talent, Cactus Hotels actively supports job creation and economic stability within the region.

At the same time, the remaining 18% of employees from other areas bring additional skills and diverse perspectives, complementing the local workforce. This balanced approach ensures both community integration and operational excellence, while preserving the authentic local character that enhances the guest experience.



Employment Type

Permanent
Seasonal

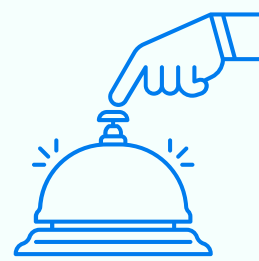
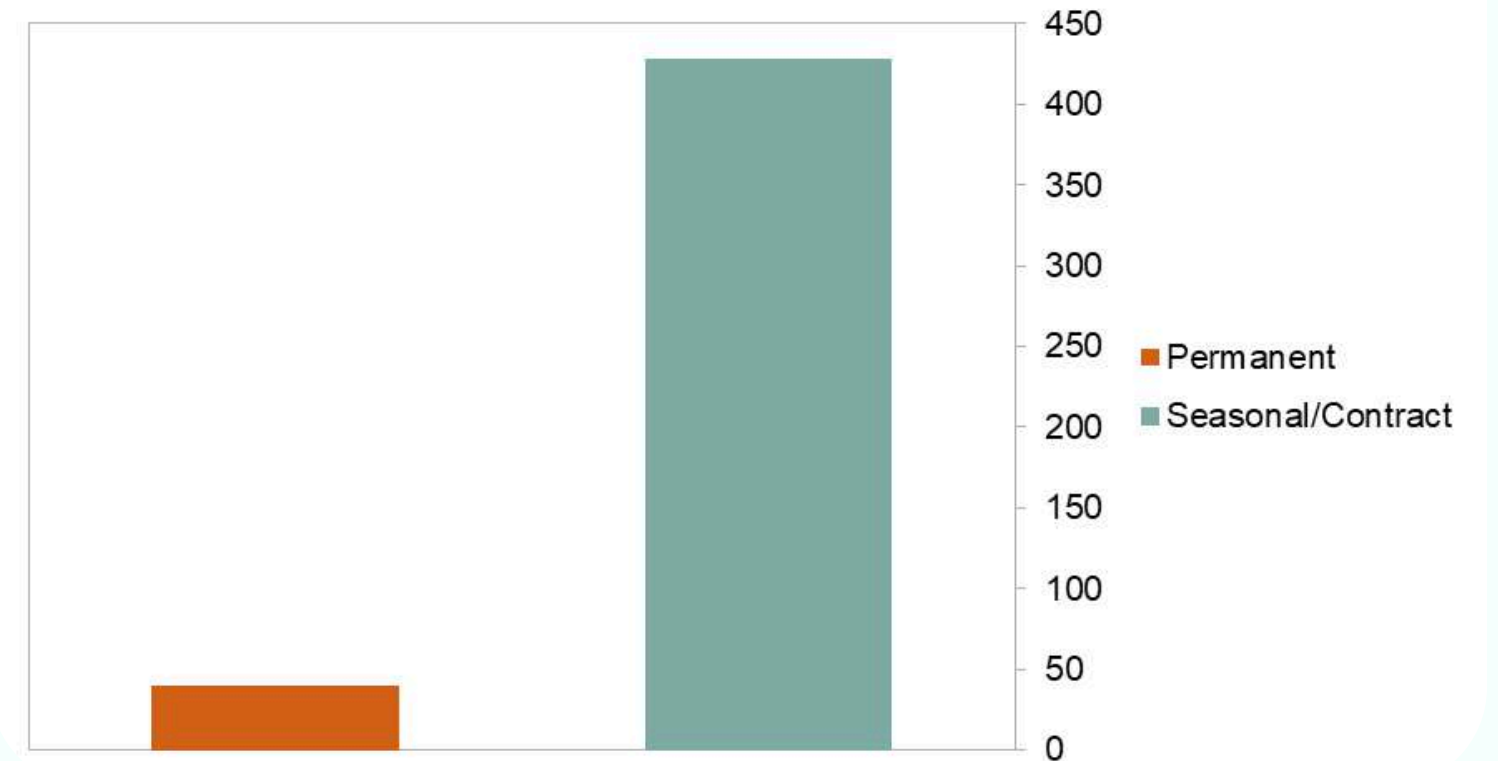


The employment structure reflects the seasonal nature of hospitality operations, with the workforce being predominantly Seasonal/Contract-based (91.5%), while 8.5% of employees hold permanent positions. This distribution is aligned with the company's operational model as a Société Anonyme (S.A.) in the tourism sector, where activities are concentrated within a 6-7 month operating period, in line with Crete's tourism cycle.

This flexible staffing approach enables the company to efficiently respond to peak seasonal demand while maintaining high service standards. At the same time, the presence of a core group of permanent employees ensures operational continuity, knowledge retention, and consistent quality management across seasons.

While seasonality is inherent to the hospitality industry, the data also highlights an opportunity to further explore longer-term employment pathways, enhancing workforce stability, employee engagement, and talent retention. Strengthening this balance between flexibility and continuity will support both operational resilience and the company's long-term sustainability objectives.

Employment Type



Governance and Compliance

Sustainability Governance Structure



- Cactus Hotels has established a dedicated Sustainability Committee responsible for overseeing the implementation of our environmental and social responsibility initiatives.
- This committee collaborates with key stakeholders, including hotel managers, employees, and external partners, to ensure alignment with sustainability goals.
- Regular sustainability assessments and performance reviews are conducted to measure progress and identify areas for improvement.

Regulatory Compliance and Ethical Business Practices



- We adhere to all local, national, and international environmental regulations, ensuring compliance with sustainable tourism standards.
- Our operations follow ethical business practices, including transparent procurement processes, fair labor policies, and anti-corruption measures.
- Employees receive regular training on corporate ethics, sustainability best practices, and responsible business conduct.

Certifications and Standards

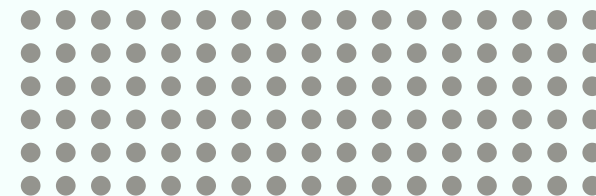


- Cactus Hotels maintains internationally recognized ISO certifications, such as ISO 9001 for quality management, ISO 14001 for environmental management and ISO 22000 for food safety management.
- We actively participate in third-party sustainability audits and seek eco-certifications, such as the Green Key and Travelife certifications, to validate our commitment to sustainable tourism.
- Continuous monitoring and reporting ensure compliance with evolving sustainability standards and best practices in the hospitality industry.

Stakeholder Engagement and Transparency



- We prioritize open communication with stakeholders, including guests, employees, suppliers, and local communities, to promote a shared commitment to sustainability.
- Our annual Sustainability Report provides a comprehensive overview of our environmental and social impact, showcasing our progress and outlining future goals.
- Regular engagement with partners, government agencies, and industry organizations strengthens our sustainability initiatives and fosters collaboration on global best practices.



Key Achievements

Sustainability Milestones

- Increased reliance on renewable energy, with solar panels providing a growing percentage of our total energy consumption.
- Expansion of waste diversion programs, leading to a significant reduction in landfill contributions through recycling.
- Implementation of water conservation measures, reducing overall water consumption across all properties.

Certifications and Recognitions

- Attainment of new sustainability certifications, reinforcing our commitment to environmental responsibility.
- Recognition from sustainability organizations and tourism bodies for our contributions to sustainable hospitality.

Community and Social Impact

- Increased partnerships with local suppliers, enhancing support for regional businesses and reducing supply chain emissions.
- Launch of new employee training programs, fostering career development and sustainability awareness among our workforce.
- Strengthened guest engagement in eco-friendly practices through interactive sustainability programs and campaigns.



Goals and Future Plans

Environmental Goals

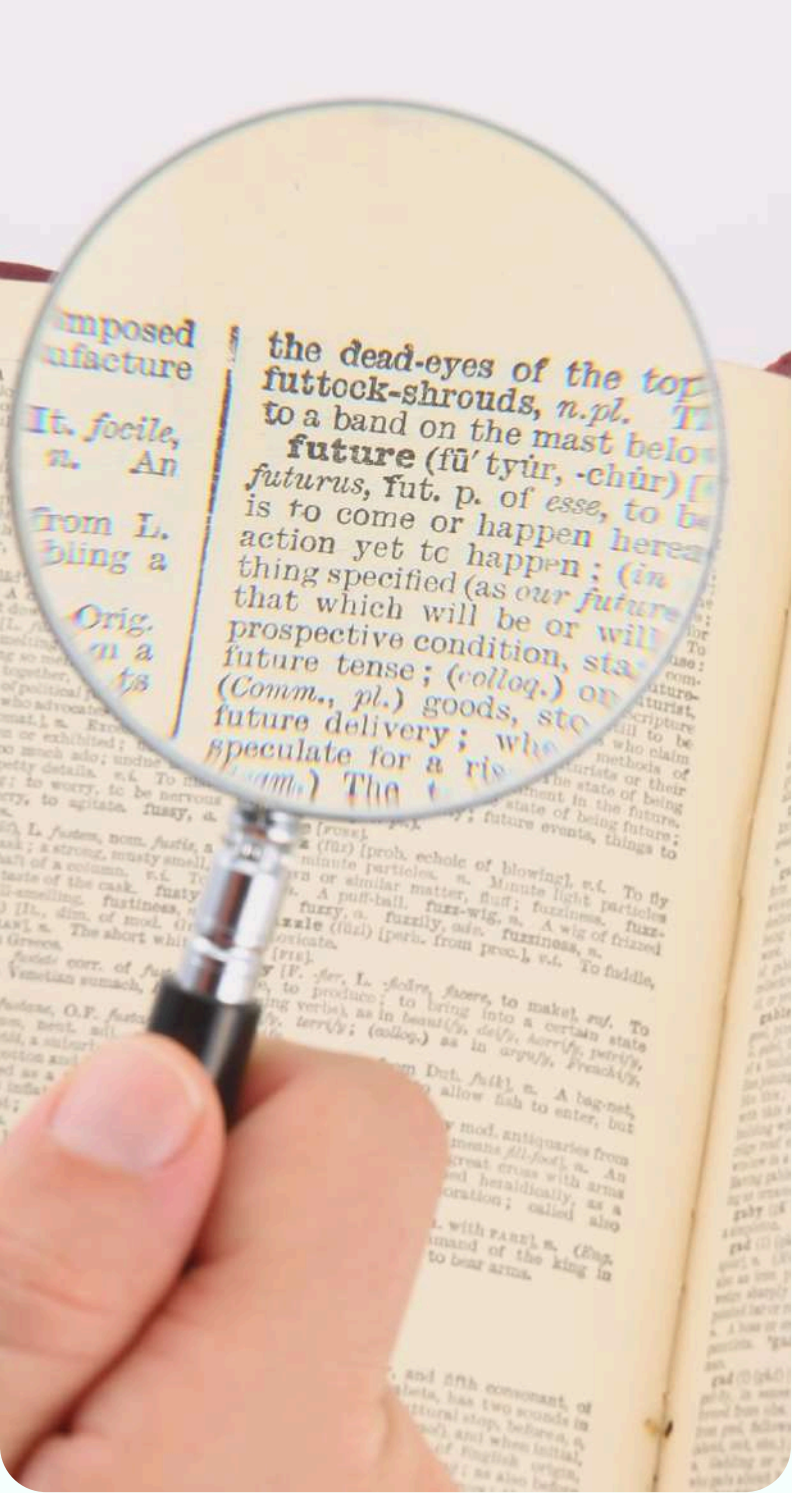
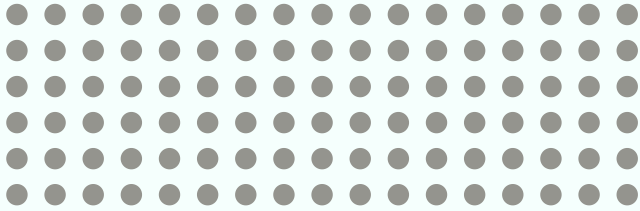
- Increase the share of renewable energy in our operations by 2025.
- Reduce overall water consumption through advanced conservation measures.
- Achieve a higher waste diversion rate by expanding recycling initiatives.

Social Responsibility Goals

- Enhance employee training programs to ensure sustainability awareness is embedded in daily operations.
- Strengthen collaborations with local communities through new social and cultural projects.
- Increase guest participation in sustainable tourism initiatives by introducing new eco-friendly travel experiences.

Governance and Compliance Goals

- Attain additional sustainability certifications to reinforce our industry leadership.
- Implement a comprehensive supply chain sustainability program to ensure ethical sourcing and responsible procurement.
- Improve transparency through enhanced sustainability reporting and stakeholder engagement.



Performance Metrics and Data

To effectively measure and track our sustainability progress, Cactus Hotels relies on comprehensive performance metrics and data across key areas, enabling us to assess our impact and identify opportunities for improvement.

ENERGY PERFORMANCE

- **Total Energy Consumption:** In 2024, total energy consumption across all properties showed a decrease compared to the previous year. This was achieved through improved energy management systems and an increased reliance on solar power—both from our own installed solar panels and from the national electricity provider, which integrates solar energy into the grid.
- **Renewable Energy Share:** The share of energy derived from renewable sources increased, reflecting our commitment to clean energy solutions. The combined effect of our solar infrastructure and the solar-based grid supply supported this positive shift.
- **Energy Efficiency Improvements:** The implementation of LED lighting systems and energy-efficient appliances resulted in a notable improvement in electricity use per guest night, even with a higher number of visitors compared to the previous year.

WATER PERFORMANCE

- **Water Consumption:** While overall water consumption increased due to the rise in occupancy, efficient operational practices helped manage the increased demand.

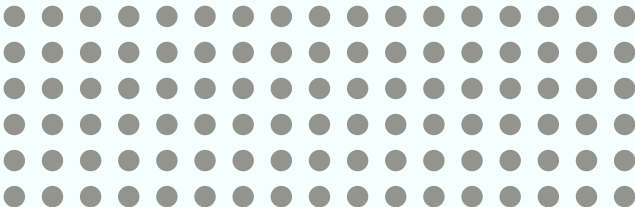
WASTE MANAGEMENT

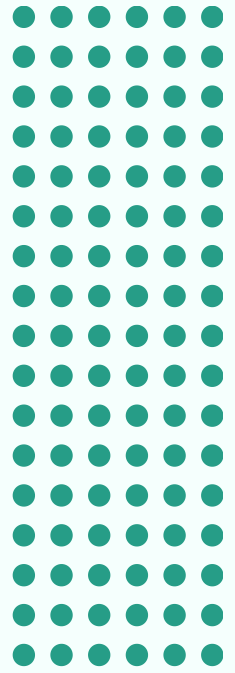
- **Waste Diversion Rate:** The expansion of our recycling programs contributed to a higher waste diversion rate, effectively reducing the volume of waste sent to landfill across all properties.
- **Single-Use Plastic Reduction:** The adoption of refillable dispensers and biodegradable alternatives led to a significant reduction in the use of single-use plastic products.

CARBON FOOTPRINT AND EMISSIONS

- **Total Greenhouse Gas Emissions:** Overall greenhouse gas emissions were reduced, supported by ongoing energy efficiency initiatives and the growing use of renewable energy sources.
- **Carbon Intensity:** Emissions per guest night decreased, highlighting our capacity to accommodate more guests while continuing to reduce our environmental impact.

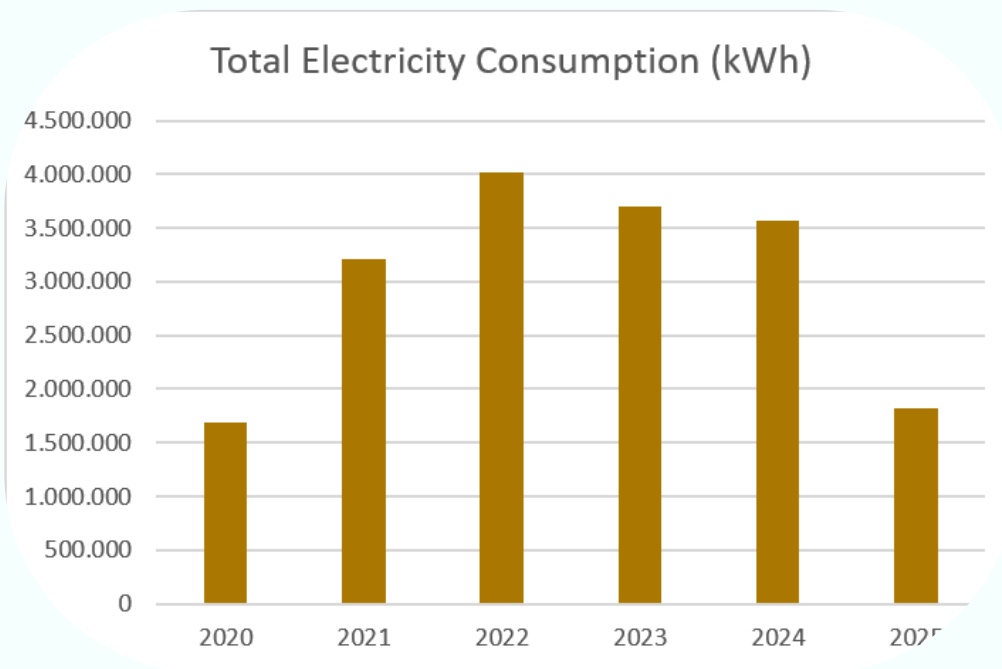
These performance metrics and data reflect our ongoing commitment to sustainability, providing measurable outcomes to guide our future initiatives and ensure we continue making a positive environmental and social impact.





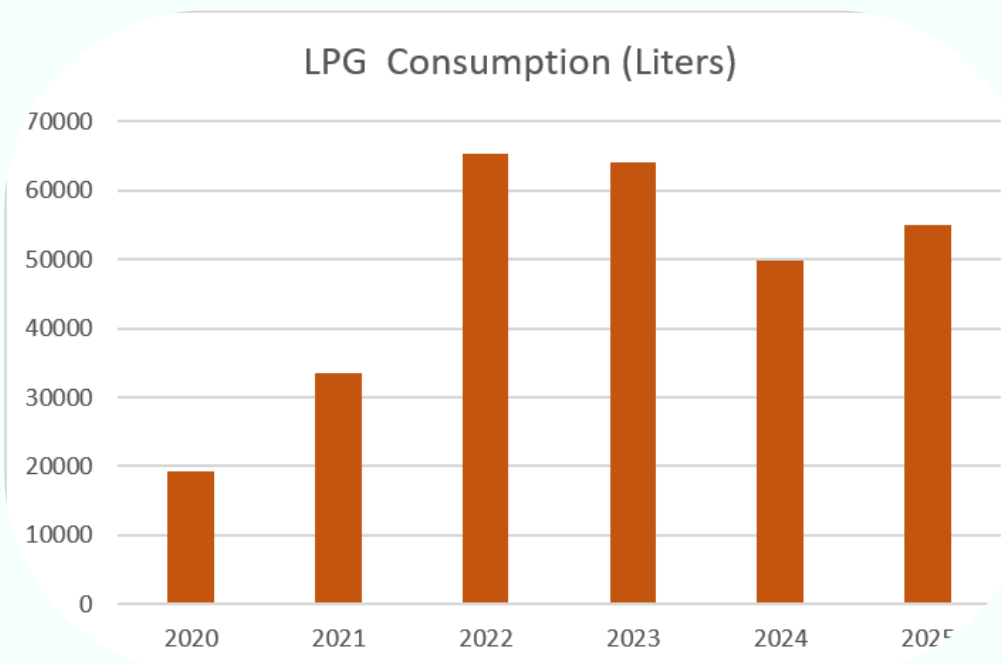
Performance Metrics and Data

YEAR-ON-YEAR RESOURCE CONSUMPTION OVERVIEW (2020-2025)



The year-on-year comparison of key environmental performance indicators demonstrates Cactus Hotels ongoing commitment to improving resource efficiency while expanding its sustainability initiatives.

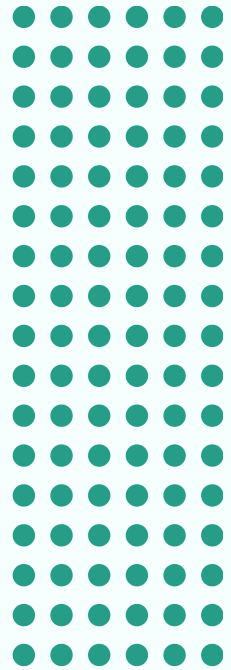
Electricity consumption increased significantly between 2020 and 2022, reflecting the recovery of tourism activity and increased occupancy levels following the pandemic period. Since reaching a peak of 4.0 million kWh in 2022, consumption has steadily declined, reaching 1.8 million kWh in 2025, highlighting the positive impact of energy efficiency measures and operational improvements.



LPG consumption followed a similar growth pattern, increasing from 19,301 liters in 2020 to 65,320 liters in 2022, before stabilizing at approximately 55,000 liters in 2025. Meanwhile, diesel consumption fluctuated over the period due to operational requirements but remained a relatively small component of the overall energy mix.

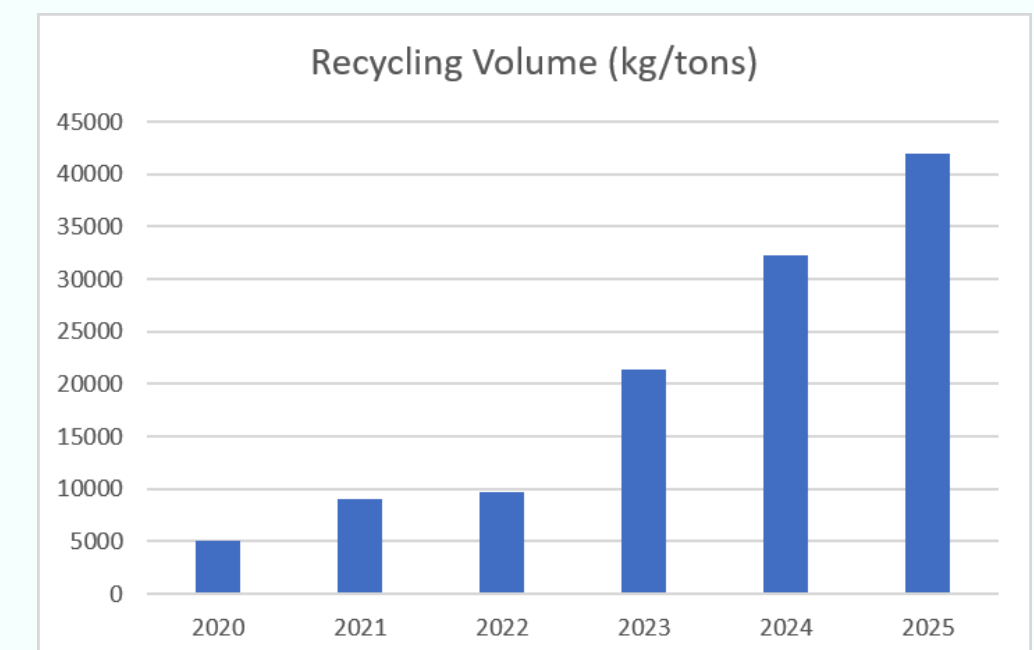
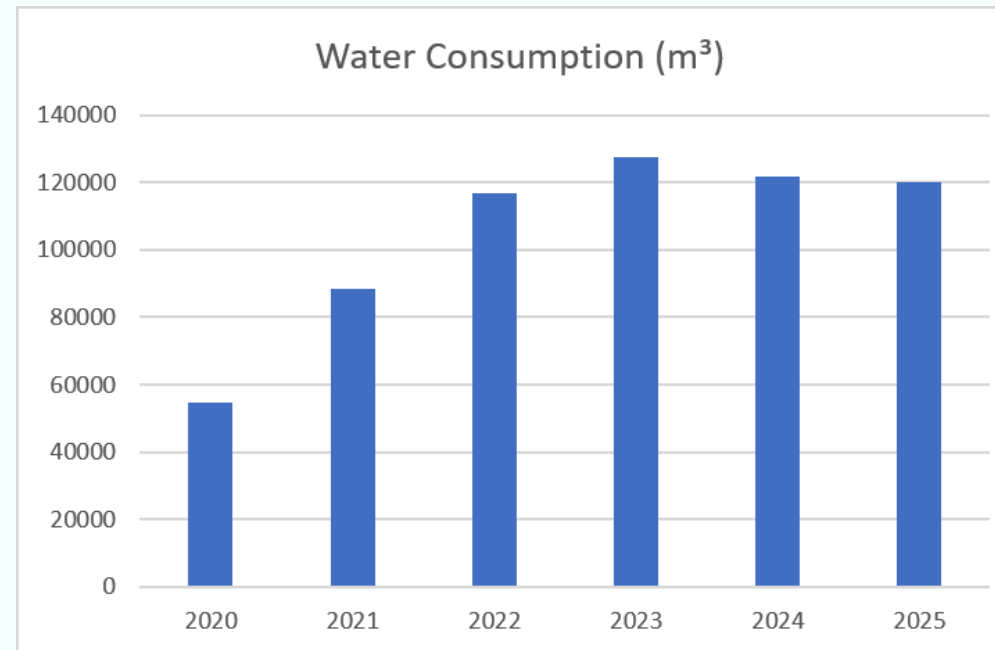
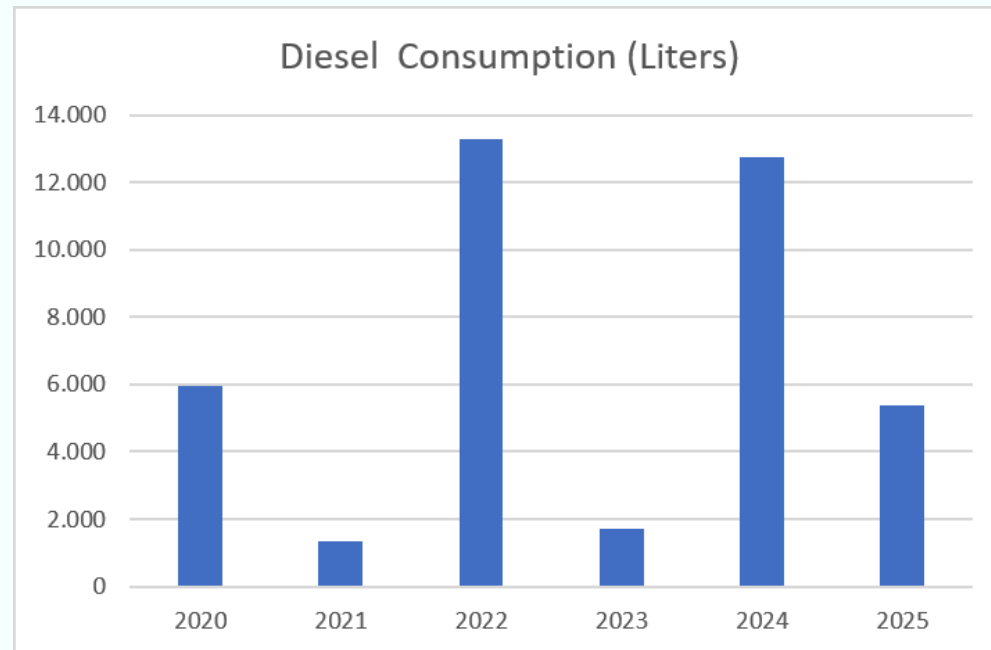
Water consumption increased as guest numbers recovered and hotel operations expanded, rising from 54,602 m³ in 2020 to approximately 120,000 m³ in 2024-2025. Despite this increase in total consumption, resource efficiency indicators show that water use per guest has remained well controlled, demonstrating the effectiveness of conservation measures.

The most significant improvement is observed in recycling performance. Total recycled materials increased from 5.1 tonnes in 2020 to 41.9 tonnes in 2025, representing an increase of more than 720%. This remarkable growth reflects the continuous enhancement of waste segregation practices, increased employee engagement, and the introduction of additional recycling streams, including plastic and metal recycling in 2025.



Performance Metrics and Data

YEAR-ON-YEAR RESOURCE CONSUMPTION OVERVIEW (2020-2025)



Key Insights

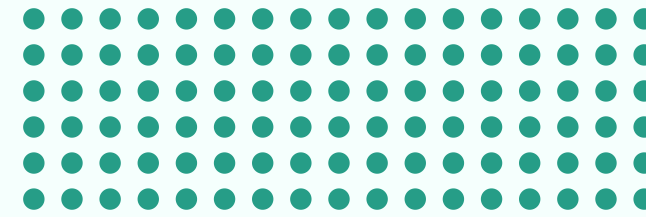
- Electricity consumption has decreased significantly since its 2022 peak, reflecting improved energy efficiency.
- Water consumption has stabilized despite sustained operational activity.
- LPG consumption has moderated following the post-pandemic recovery period.
- Recycling performance has shown continuous year-on-year growth, reaching its highest level in 2025.
- New recycling streams introduced in 2025 further strengthened the company's circular economy initiatives.

Conclusion

The 2020-2025 performance trends demonstrate that Cactus Hotels continues to make meaningful progress toward its sustainability objectives.

While resource consumption remains closely linked to operational activity, the company has successfully improved efficiency, expanded recycling practices, and strengthened environmental management across its operations.

The exceptional growth in recycling volumes, combined with improved energy performance, highlights the effectiveness of the company's long-term commitment to sustainable hospitality and responsible resource management.



Appendix and References

Appendix A: List of Key Sustainability Certifications

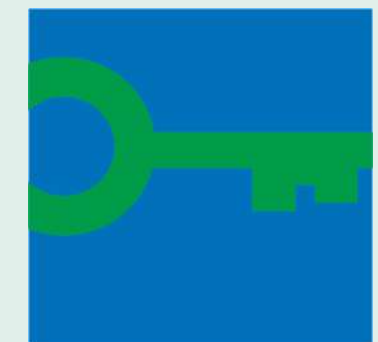
- ISO 9001: Quality Management System.
- ISO 14001: Environmental Management System.
- ISO 22000: Food Safety Management System.
- Green Key Certification: Sustainable tourism certification for environmental responsibility.
- Travelife Certification: International sustainability certification for the hospitality sector.

Appendix B: Sustainability Partners

- Local Suppliers: Working with local artisans, farmers, and other businesses to reduce carbon footprint and support the local economy.

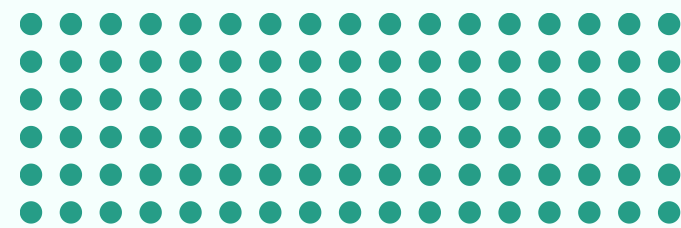
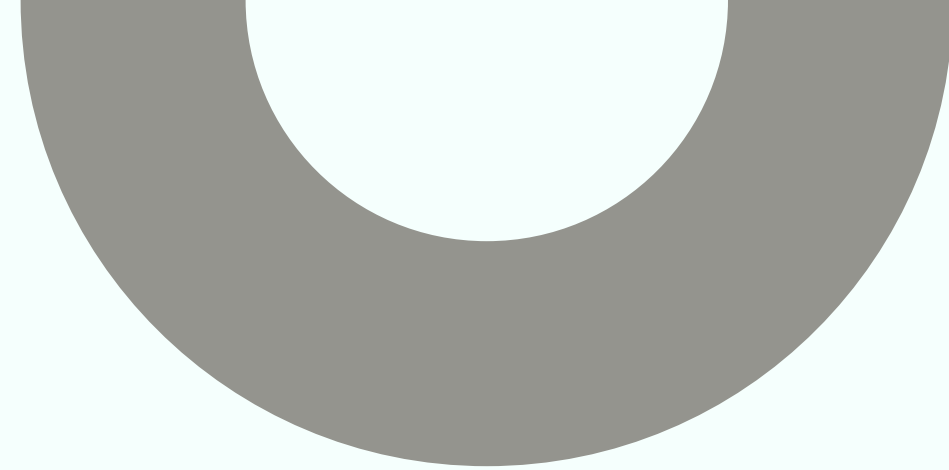
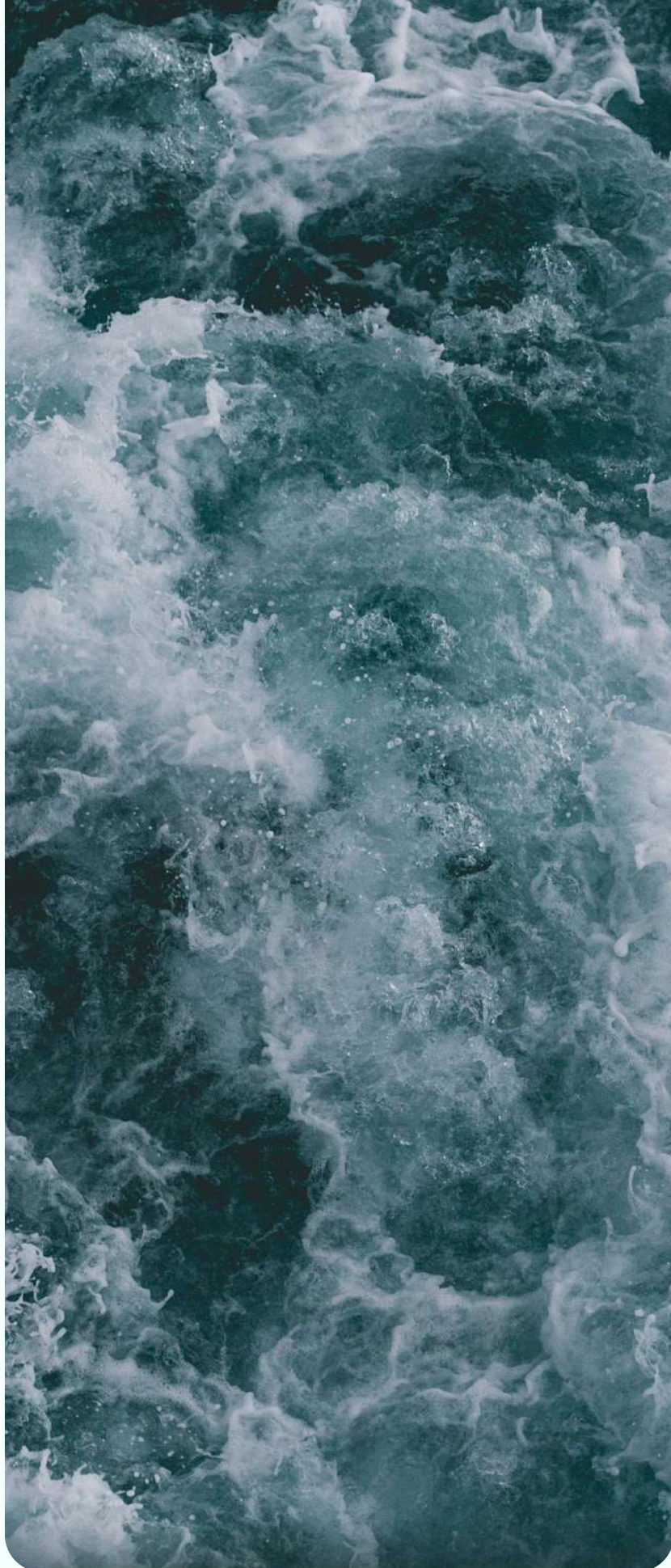
References

- Environmental Protection Agency (EPA): Guidelines on energy management and sustainability practices for businesses.
- World Tourism Organization (UNWTO): Best practices for sustainable tourism development.
- ISO 14001: Standards and guidelines for implementing environmental management systems.



Green Key





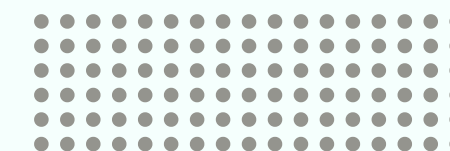
Conclusion

As we conclude our 2025 Sustainability Report, Cactus Hotels reaffirms its unwavering commitment to embedding sustainability at the heart of our operations. This year, we continued to make tangible progress in reducing our environmental footprint, promoting social responsibility, and upholding the highest ethical and operational standards. Our initiatives in energy efficiency, water conservation, waste reduction, and community engagement have delivered measurable results, strengthening our role as a responsible leader in hospitality.

A highlight of 2025 was the recognition received at the **Bravo Sustainability Dialogue & Awards 2025** for the initiative **“Together for Sustainability: The Collaboration between Cactus Hotels and ReHORECA”**, in the **Partnerships & Collaborations category under the Society pillar**. The award highlights how meaningful partnerships can accelerate sustainability progress, demonstrating that collaboration between organizations is a powerful catalyst for environmental stewardship, social responsibility, and long-term sustainable development.

Looking ahead, we will further accelerate our sustainability initiatives, harness innovation, and deepen collaborations with local communities and partners. By consistently monitoring and refining our practices, we remain dedicated to achieving long-term resilience while creating value for both our guests and the environment. We extend our heartfelt appreciation to our employees, guests, and stakeholders for their support and contributions throughout this journey. Together, we continue to shape a more sustainable and responsible future —leaving a legacy of positive change for generations to come.

THANK YOU!



Our hotels are committed to the continuous improvement of their sustainability practices. We kindly invite your support to reduce our environmental footprint and enhance our responsible operations.

Contact



SCAN ME!

