

ENVIRONMENTAL
SOCIAL
AND
GOVERNANCE
REPORT

2021

ESG

REPORT

SANI | IKOS
GROUP

CONTENTS

3 Introduction

- 4 Message from the CEO & Co – Managing Partners
- 5 About this report
- 6 About Sani Resort – Ikos Resorts
- 10 2021 Highlights
- 13 Our ESG vision and strategic goals
- 15 Stakeholder engagement
- 19 Financial performance
- 20 Our approach for excellence in health and safety during COVID-19

23 Our planet

- 25 Energy efficiency and carbon management
- 28 Circular economy and waste management
- 33 Water efficiency
- 34 Protection and enhancement of biodiversity
- 41 Supplier environmental performance
- 42 Goals for 2022

43 Our community

- 45 Creating shared value for our communities
- 47 Sustainable procurement and supply chain
- 49 Customer satisfaction
- 50 Goals for 2022

51 Our people

- 53 Diversity, equity, and inclusion
- 54 Employee's development and training
- 55 Health, safety and wellbeing
- 57 Goals for 2022

58 Corporate governance

- 59 Data privacy and information security
- 59 Ethical business and protection of human rights
- 62 Goals for 2022

63 Appendix

64 GRI table



INTRO DUCTION

MESSAGE FROM THE CEO & CO-MANAGING PARTNERS



Dr Andreas Andreadis
Vice President and CEO



Mathieu Guillemain
CEO

Our triple zero ambition is to achieve zero waste-to-landfill & zero plastics by 2024 and achieve net zero by 2030.

As these challenging times demand of us, the Sani/Ikos Group has further accelerated its path towards sustainability in the past year. In 2021, we reassessed our ESG goals and outlined our long-term strategy with the aim to be more ambitious than ever before in our decarbonisation plan. While COVID-19 continued to challenge the tourism industry, we upheld our determination to craft a sustainable future, while maintaining and caring for the health and safety of our guests and employees through world-class health protocols.

In our ESG roadmap, carbon emissions monitoring, energy management and circular economy principles remain at the centre of our operations, as we work towards delivering on the triple zero promise: net zero by 2030, zero plastic and zero waste by 2024. "During 2021, we also celebrated new partnerships and projects for the protection of biodiversity. For example, our new collaboration with the environmental organisation, iSea, enables us to document the dolphin population in our resident waters in Halkidiki, Greece, whilst also creating educational programs for our guests." We continue to expand our operations with the aim to deliver on our sustainability promise and create a positive impact for local communities and our people, with initiatives such as sourcing locally and bolstering a safety net of organisations protecting vulnerable families.

In May 2021, we successfully opened Ikos Andalusia in Spain, the first Ikos Resorts property operating outside of Greece. In parallel, the Ikos Green programme was expanded and adapted for our new home in Andalusia, representing the same values that have seen it grow from strength to strength since the company's inception.

This was a year of expansion, but of important recognitions too. The Sani/Ikos Group was awarded the prestigious "Global Low-carbon Ecological Scenic Spot" award at the 6th Global Forum on Human Settlements, the "Best Hospitality Innovative Family Resorts" award and for the second consecutive year the "World's Leading Luxury Green Resort" at the World Travel Awards. In addition, Ikos Aria was voted number 1 in "Top 25 All-Inclusive Resorts" and "Top 25 Luxury Hotels" in the world in TripAdvisor Travellers' Choice awards.

This year, we also further recognized the importance of leadership but also partnership, needed today more than ever in overcoming the enormous challenges humanity is faced with. The Sani/Ikos Group became a United Nations Global Compact (UNGC) signatory and we additionally signed on to the "early adopter" scheme, allowing us to act on our endorsement and accelerate our progress towards the Ten Principles of the UNGC and the 17 UN Sustainable Development Goals. Together, with our partners, we are confident that we can continue to make great strides towards sustainable hospitality in the Mediterranean.

We invite you to find out more about our sustainability initiatives and our 2021 performance in the pages of this report; all that has been made possible through the commitment of our people, first and foremost, and all our stakeholders, who we want to thank deeply for joining us on this ambitious journey.



ABOUT THIS REPORT

Sustainable hospitality
is the cornerstone
of our corporate strategy

Sustainable development is the cornerstone of our corporate strategy and encompasses the Group's deep commitment to Environmental Social and Governance (ESG) issues. Since 2013, we have consistently disclosed our performance through dedicated Sustainability Reports. Last year we published our first integrated ESG Report for the Group. For the second consecutive year, Sani Resort and Ikos Resorts are publishing an integrated report to share our ESG performance and achievements for the financial year from 01.01.2021 to 31.12.2021.

In this 2021 report, we present our future commitments for sustainable growth, and we highlight progress on previous targets through Key Performance Indicators (KPIs). As part of the materiality analysis, we have consulted with internal and external parties to identify material issues across the three ESG pillars.

The report is in line with the "core" option of the Global Reporting Initiative (GRI) standards and incorporates the United Nations Sustainable Development Goals (UN SDGs). In addition, Sani Resort and Ikos Resorts support the Ten Principles of the United Nations Global Compact, thus this report includes progress on our commitment to human rights with regards to labor, environment and anti-corruption.

Please note that all designs, graphs, symbols, pictures etc. illustrated in the report are protected under copyright law and may constitute trademarks. This report and anything contained herein is owned exclusively by Sani/Ikos Group. This report should not be published, copied or distributed in any way without the Group's prior consent.

For more information on this report, or to receive a summary in another language, please contact sustainability@lbrint.com.

ABOUT SANI RESORT IKOS RESORTS

Sani/Ikos Group is a fast-growing hospitality group with a vision for sustainable growth and innovation.

Through the commercial brands Sani Resort & Ikos Resorts, the Group currently operates ten unique and privately owned hotels across the Mediterranean with locations in: Greece; mainland Halkidiki, Corfu island and Kos island, and their newest resort located in Andalusia, Spain. All resorts are awarded amongst the top luxury resorts in the world.

The Group is implementing an ambitious growth plan by developing four additional projects located in Greece (Corfu and Crete), Spain (Mallorca) and Portugal (Algarve) opening from 2023 to 2025.

Sani Resort



Ikos Resorts

OVERVIEW OF OUR RESORTS



Ikos Resorts

Ikos Resorts is a collection of beachfront luxury all-inclusive hotels in the Mediterranean area. In Greece, the collection consists of four resorts: the multi award-winning **Ikos Oceania** and **Ikos Olivia** located in Halkidiki; **Ikos Dassia** on Corfu Island, distinguished as “Best All-Inclusive Resort Worldwide” in the 2021 Tripadvisor Travellers’ Choice awards; and **Ikos Aria** on Kos island just voted “Best All-Inclusive Resort Worldwide” and “Best Luxury Hotel Worldwide” in the 2022 Tripadvisor Travellers’ Choice awards. The newest to join the Ikos Family, **Ikos Andalusia**, has expanded our dream into Spain, where guests soak up the carefree ambience and ultra-cool Mediterranean style in the sun-drenched Costa Del Sol, close to the cosmopolitan centre of Marbella and historic town of Estepona.

Ikos Resorts offer enhanced luxury holidays while respecting and supporting the local environment and neighboring communities through the Ikos Green sustainability programme.

For more information on Ikos Resorts, please visit our [website](#).

Sani Resort

Sani Resort is a world-class luxury holiday destination, featuring five award-winning hotels: **Sani Beach, Sani Club, Porto Sani, Sani Asterias** and **Sani Dunes**.

Located on the Kasandra peninsula in Halkidiki, Sani is nestled in a peaceful 1000-acre reserve and is a unique concept, bringing together luxury accommodation, shopping and dining, as well as extensive wetlands, private beaches, lush forests and a private marina. Exemplary environmental performance is central to the resort’s vision: under the Sani Green sustainability programme, Sani is continuously working to improve its environmental performance across all operations and in surrounding communities, and this year, Sani Resort was named World’s Leading Luxury Green Resort for the second consecutive year at World Travel Awards 2021.

For more information on Sani Resort, please visit our [website](#).

OUR RESORTS AT A GLANCE

Sani Beach



Sani Club



Sani Dunes



SANI
RESORT

Porto Sani



Ikos Aria



Ikos Andalusia



Ikos Oceania



Ikos Olivia



Ikos Dassia



Sani Asterias



ikos[™]
RESORTS

CORPORATE STRUCTURE

The Group operates the above commercial brands in Greece and Spain (only for Ikos Resorts) through the Luxembourg-based Sani/Ikos Group investment platform. The co-managing partners of Sani/Ikos Group are: Mr. Stavros Andreadis, Dr. Andreas A. Andreadis and Mr. Mathieu Guillemain (the “Co-Managing Partners”) and has as main shareholders (i) the Co-Managing Partners (ii) funds managed by Oaktree Capital Management, L.P., Goldman Sachs Alternative Investments & Manager Selection Group, Hermes GPE, a wholly owned subsidiary of Federated Hermes, Inc. as well as (iii) large family offices, comprised of Florac Investments and Moonstone Investments. Sani/Ikos Group aims to foster sustainable growth and development.

The Group actively supports local communities, operates with respect to the environment, sources products locally and contributes significantly to the creation of employment opportunities, while delivering best-in-class results.



President
Stavros Andreadis

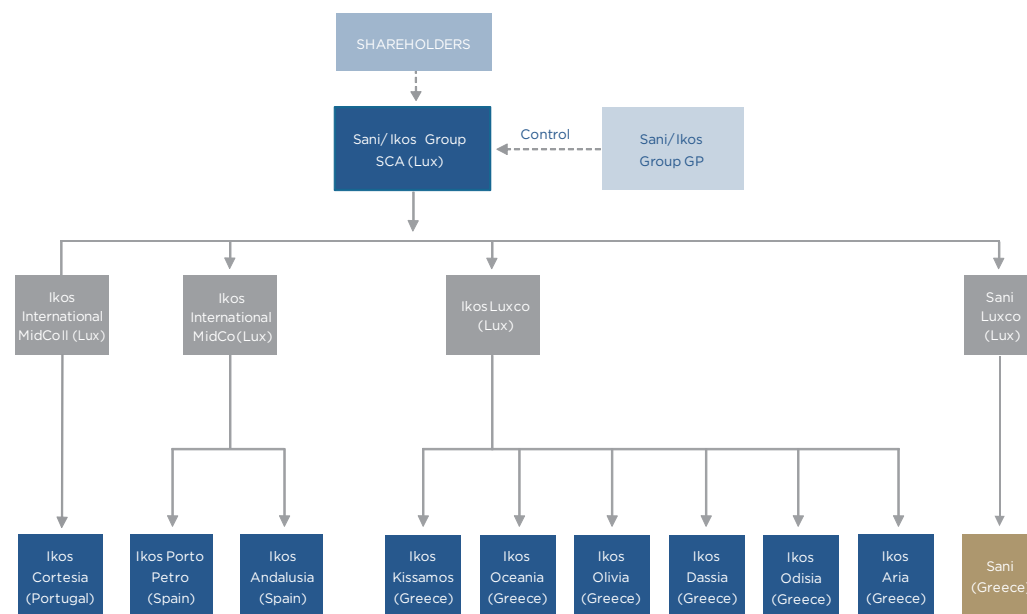


Vice President
and CEO
Dr. Andreas Andreadis



CEO
Mathieu Guillemain

Sani/Ikos - Simplified Structure Chart (ESG report)



Our Senior Management Team is composed of ten people. The ages of our team members vary, with 71% being over 50 years old and 29% being between the ages of 30 and 50. Part of our ESG goals is to increase female participation in senior management positions feeding into the Senior Management Team, with a goal of 30% representation at the Management Team level by 2030.

2021 HIGHLIGHTS

"We strive to create positive impact for the environment and in the societies we operate"



*Ikos Andalusia in Spain procured 100% of energy from renewable sources from July 2021 onwards, thus the energy consumption from the beginning of 2021 was 92%.

Caring for our planet



1st hotel

in Greece to achieve sustainability-linked loan



100%

of the total indirect emissions (Scope 2) is renewably sourced from Guarantees of Origin (GOs)*



89.3%

reduction in Scope 2 emissions compared to 2020



ISO 14064-1:2018

certification acquired



1,457

guests participated in Eco Excursions



2,373

hours of eco-learning programme for guests



611

tonnes of waste diverted from landfill



0.8 m³

water consumption per guest



12%

of water reduction compared to 2019



100%

cage-free eggs sourced



100%

of suppliers are evaluated with sustainability and HACCP criteria



ISO 22000:2018

certification acquired for Sani Resort

Caring for people



39

organisations and charities supported



Over

€182,000

in donations



Over

€75,000

in society and citizen empowerment donations



48%

of all products used across our resorts are Greek and local



5,681

employees



44%

female employees



56,829

employee training hours



Zero

injuries at Sani/Ikos Group

Caring for good governance



Zero

incidents in data privacy and information security recorded



Zero

violation of Code of Ethics



Zero

legal actions for anti-competitive behavior



UNGC

United Nations Global Compact Early Adopter

AWARDS & RECOGNITIONS

SANI RESORT



SUSTAINABLE CITIES AND HUMAN SETTLEMENTS AWARDS 2021

Global Low-carbon Ecological Scenic Spot

CONNOISSEUR CIRCLE HOSPITALITY AWARDS 2021

Best Hospitality Innovative Family Resorts

CONDÉ NAST TRAVELLER READERS' CHOICE AWARDS

Top 30 European Resorts

EU BLUE FLAG AWARD

Sani Asterias
Sani Beach
Sani Club
Sani Dunes
Sani Marina

TRAVELIFE GOLD CERTIFICATION

Sani Beach
Sani Club
Porto Sani
Sani Dunes
Sani Asterias



WORLD TRAVEL AWARDS 2021

World's Leading Family & Beach Resort

World's Leading Luxury Green Resort

"GREEN KEY" ECO LABEL

Sani Beach
Sani Club
Porto Sani
Sani Dunes
Sani Asterias

TRIP ADVISOR

SANI DUNES

3rd Best Hotel in the Top 25 Hotels - Worldwide

PORTO SANI

"Top 25 Hotels in the World for Families",
by TripAdvisor

SANI CLUB

2nd Best Family Friendly Fotel - World Category

SANI BEACH

"Certificate of Excellence" by TripAdvisor

SANI ASTERIAS

"Certificate of Excellence" by TripAdvisor

AWARDS & RECOGNITIONS

IKOS RESORTS



TTG AWARDS

Best Hotel and Resort Operator - Ikos Resorts

CONNOISSEUR CIRCLE HOSPITALITY AWARDS 2021

Newcomer Luxury All Inclusive Resort Europe

TRIP ADVISOR

IKOS OLIVIA

No. 1 in Top 25 All-Inclusive Resorts in the World, 2021
Top 25 Luxury Hotels in the World, 2021
No. 1 in Top 25 All-Inclusive Resorts in Europe, 2021
No. 1 in Top 10 All-Inclusive Resorts in Greece, 2021

IKOS DASSIA

No. 1 in Top 25 All-Inclusive Resorts in the World, 2020
No. 10 in Top 25 Luxury Hotels in the World, 2020
No. 1 in Top 25 All-Inclusive Resorts in Europe, 2020
No. 1 in Top 10 All-Inclusive Resorts in Greece, 2020

IKOS ARIA

No. 1 in Top All-Inclusive Resorts in the World, 2022
No. 1 in Best Hotel on the Water in the World, 2022
No. 1 in Best Luxury Hotel in the World, 2022

IKOS OCEANIA

No. 12 in Top 25 All-Inclusive Resorts in the World
No. 4 in Top 25 All-Inclusive Resorts in Europe

CONDE NAST TRAVELLER'S READERS CHOICE AWARDS

Top 30 European Resorts

EU BLUE FLAG AWARD

Ikos Aria
Ikos Dassia
Ikos Oceania
Ikos Olivia

"GREEN KEY" ECO LABEL

Ikos Aria
Ikos Dassia
Ikos Oceania
Ikos Olivia

"TRAVELIFE" ECO LABEL

Ikos Oceania
Ikos Olivia

OUR ESG VISION AND STRATEGIC GOALS

At Sani Resort/Ikos Resorts, our aspiration is to become a leader in sustainable hospitality, aiming to protect, restore and enhance the quality of the environment, foster economic progress and build positive and enduring legacy in the communities where we live and work. Our vision for a sustainable future runs through **our deep commitment towards net zero operations and zero waste resorts and our ambition to empower our people and enhance the sociocultural fabric of our communities.** We bolster responsible hospitality with **a goal to reconnect our clients with the natural environment.**

Our core ESG vision is reflected in a four-step strategic plan

“Be a leader in sustainable tourism aiming to protect, restore and enhance environmental quality, foster economic progress and build positive and enduring legacy in the communities where we live and work.”

We focus our ESG strategy on four strategic pillars:



Environment

- Act as a responsible steward of the environment by committing to **net zero by 2030** and adopting a **circular economy** model.
- Maintain commitment to sustainable value creation. Our triple zero ambition is to achieve zero waste-to-landfill & zero plastics by 2024 and achieve net zero emissions by 2030.



Society

- Promote a **sustainable supply chain**.
- Serve as a catalyst for sustainable economic **growth of the local communities** by increasing social prosperity.



Employees

- Empower the **next generation, attract new talent** and become a **top employer**.
- **Link ESG to Performance Management System (PMS) and remuneration.**
- Provide **equal opportunities by empowering women.**



ESG Champion

- Participate in reputable **ratings and indexes** to increase transparency and enhance stakeholder confidence.

OUR ESG AMBITIONS ARE ALIGNED WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Our guiding principle is to achieve a better more sustainable future for all, thus **the Group's ESG ambitions are aligned with the UN Sustainable Development Goals (SDGs)**. The 17 interlinked global goals form part of our decision-making process and are at the core of our operations. There are twelve SDGs we have recognised as material for our operations and incorporated in the Group's strategy.

SDG	Goals
3 GOOD HEALTH AND WELL-BEING 	Promote health and safety & wellbeing of employees and guests
5 GENDER EQUALITY 	Empower women at the workplace
7 AFFORDABLE & CLEAN ENERGY 	Procure energy from renewable sources
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Build innovative and resilient infrastructure
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Monitor the impact of our operations on energy, water, waste and biodiversity
14 LIFE BELOW WATER 	Partner with NGOs to preserve and protect the marine environment

SDG	Goals
4 QUALITY EDUCATION 	Upskilling and continuous development of our employees
6 CLEAN WATER AND SANITATION 	Decrease water use, maximise water recycling and ensure clean wastewater
8 DECENT WORK AND ECONOMIC GROWTH 	Provide a fair workplace
10 REDUCED INEQUALITIES 	Embrace a diverse and inclusive culture
13 CLIMATE ACTION 	Embark on a net zero path
15 LIFE ON LAND 	Protect our ecosystems and enhance biodiversity

STAKEHOLDER ENGAGEMENT

We know that long-term growth is interlinked with meeting the needs and expectations of our stakeholders. We aim to create strong communication channels to jointly lead the way to sustainability.

Engaging with key stakeholders

At Sani/Ikos Group, we value the input of our stakeholders greatly and we consider their involvement a key driver in the formulation of our ESG development roadmap.

Engaging with our internal and external parties enables us to define our targets and goals and create value for the organisation. Their insight helps us gain a better understanding of the impact of our activities, the potential risks and opportunities associated with each stakeholder group and the effectiveness of our existing ESG strategy.

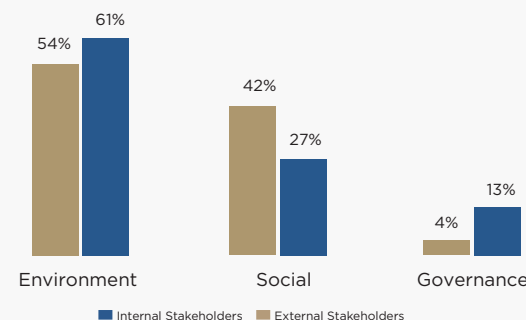
For the materiality assessment we engaged with the following key stakeholder groups:

- Shareholders
- Investors
- Insurance company
- Suppliers and partners
- Local/regional community
- Corporate clients and guests
- Industry associations
- Employees

Our sustainability values derive from the expectations of our shareholders, investors, suppliers and partners, as well as the needs and concerns of local communities, employees, clients and guests. Stakeholder input is essential for the formulation of our ESG “materiality matrix” and consequently to the design of our ESG strategy.

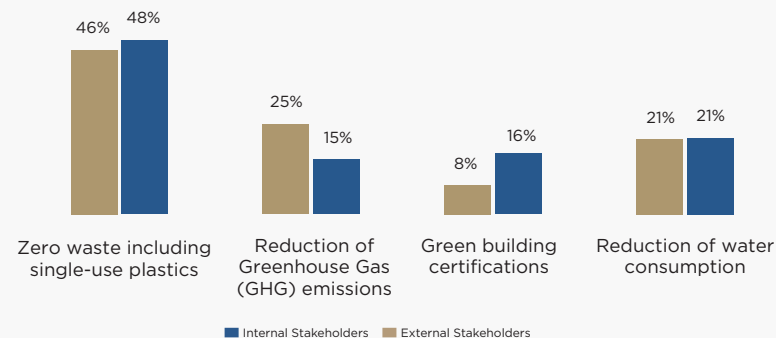
To obtain a high-level understanding of internal and external stakeholder sensitivity to ESG overall we asked our stakeholders to evaluate the most important pillar of the three broad ESG categories. The results indicated both internal and external stakeholders consider the environmental pillar of significant importance.

Importance of the three broad ESG categories



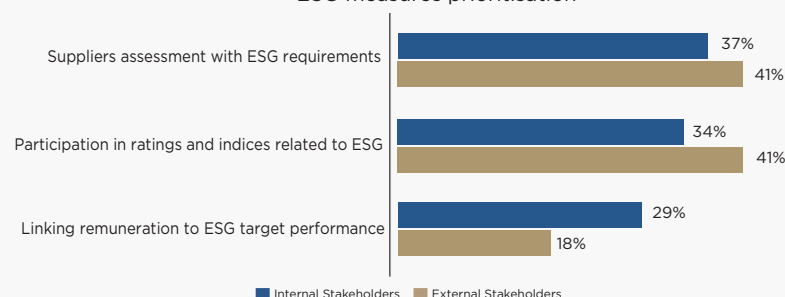
Moreover, we asked our stakeholders to evaluate and prioritize the environmental areas where Sani/Ikos Group should focus on. The majority of the stakeholders consider the most material issue going forward for the Group is to achieve zero waste, including banning single-use plastics.

Environmental areas prioritisation



Additionally, our stakeholders indicated which measure would be more of utmost importance in establishing Sani/Ikos Group as an ESG champion. As shown in the graph below, applying a suppliers' assessment with ESG requirements as well as participating in ratings and indices related to ESG are vital for achieving sustainable growth, with the linking of remuneration to ESG target performance following in third place.

ESG measures prioritisation



MATERIALITY ANALYSIS PROCESS

We are committed to embedding sustainability into our business strategy and processes.

To achieve this, we performed a materiality analysis to identify the most impactful environmental, social and governance issues related to our business through the perspectives of our stakeholders.

The materiality analysis and the resulting materiality matrix were created through a three-step process:

1. Material issue identification

Review of ESG issues highlighted by the leading sustainability standards and frameworks (SDGs, GRI, SASB, MSCI, UNGC)* to identify material issues recommended therein.

Review of business and industry initiatives to inform on developments in the industry.

Assessment of our company-specific initiatives to confirm our priorities.

2. Assessment and prioritization

Distribution of anonymous electronic questionnaires to key internal and external stakeholders with a two-week response time frame.

Receipt of 224 responses from internal stakeholders and 25 from external stakeholders.

Receipt of input from key stakeholder groups on their views on material issues in relation to our performance and the ESG focus areas moving forward.

3. Validation and alignment

Analysis of the engagement survey results.

Development of the "Materiality matrix", combining the input of both internal and external stakeholders.

*Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Morgan Stanley Capital International (MSCI), United Nations Global Compact (UNGC).

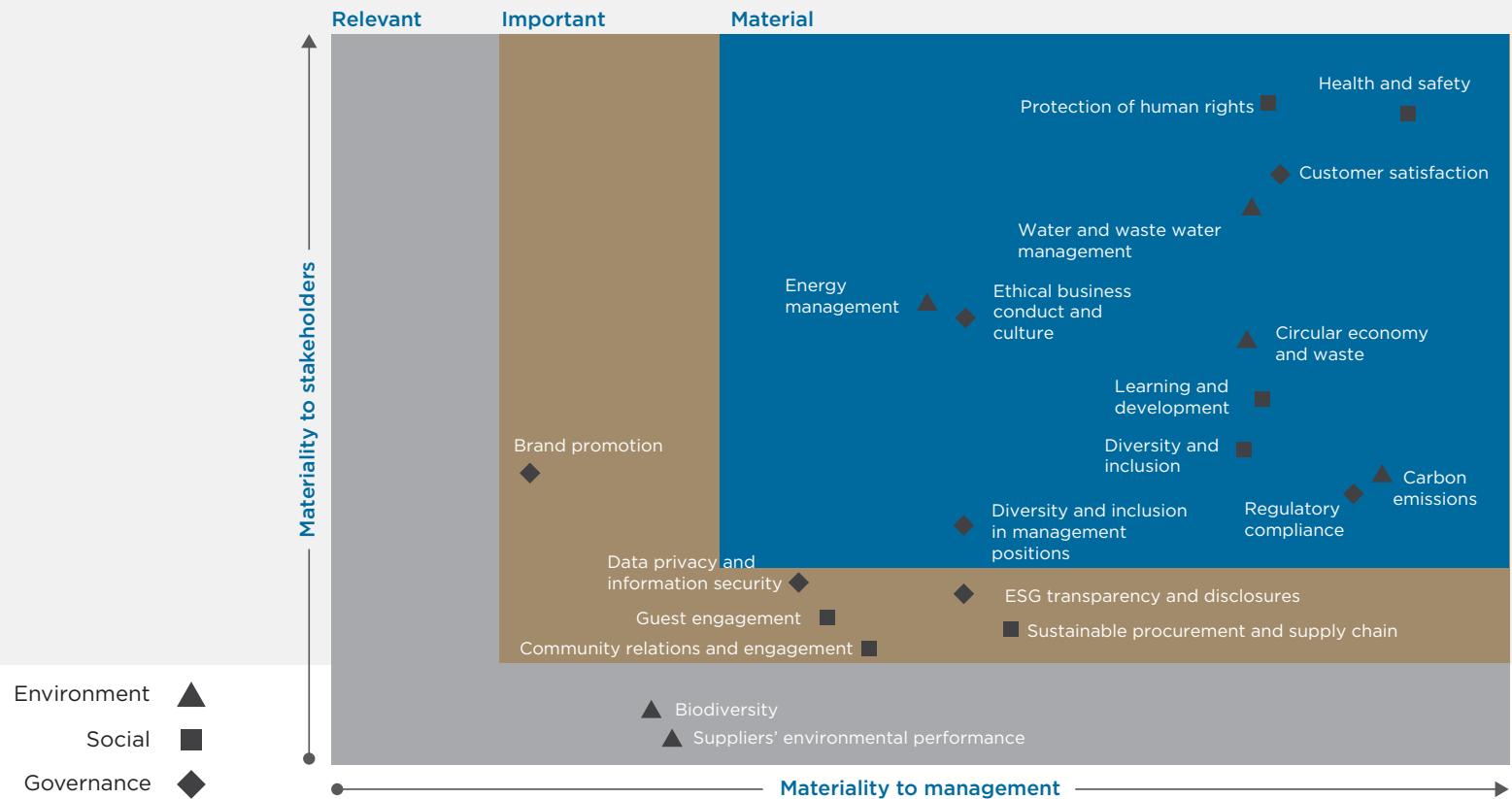
MATERIALITY MATRIX

The materiality matrix prioritises each issue according to internal and external responses and illustrates the significance of ESG issues through a three-tier classification:

1. Material issues: identified as critical by both our internal and external stakeholders. These issues are considered crucial for our sustainability performance.

2. Important issues: identified as bolstering our ESG performance.

3. Relevant issues: considered relevant to our business.



At Sani/Ikos Group we value our stakeholders' opinion, and we aim to accomplish ambitious targets on material issues which are of fundamental importance to all our stakeholders.

The twelve key material issues which were identified from our internal and external stakeholders as follows:

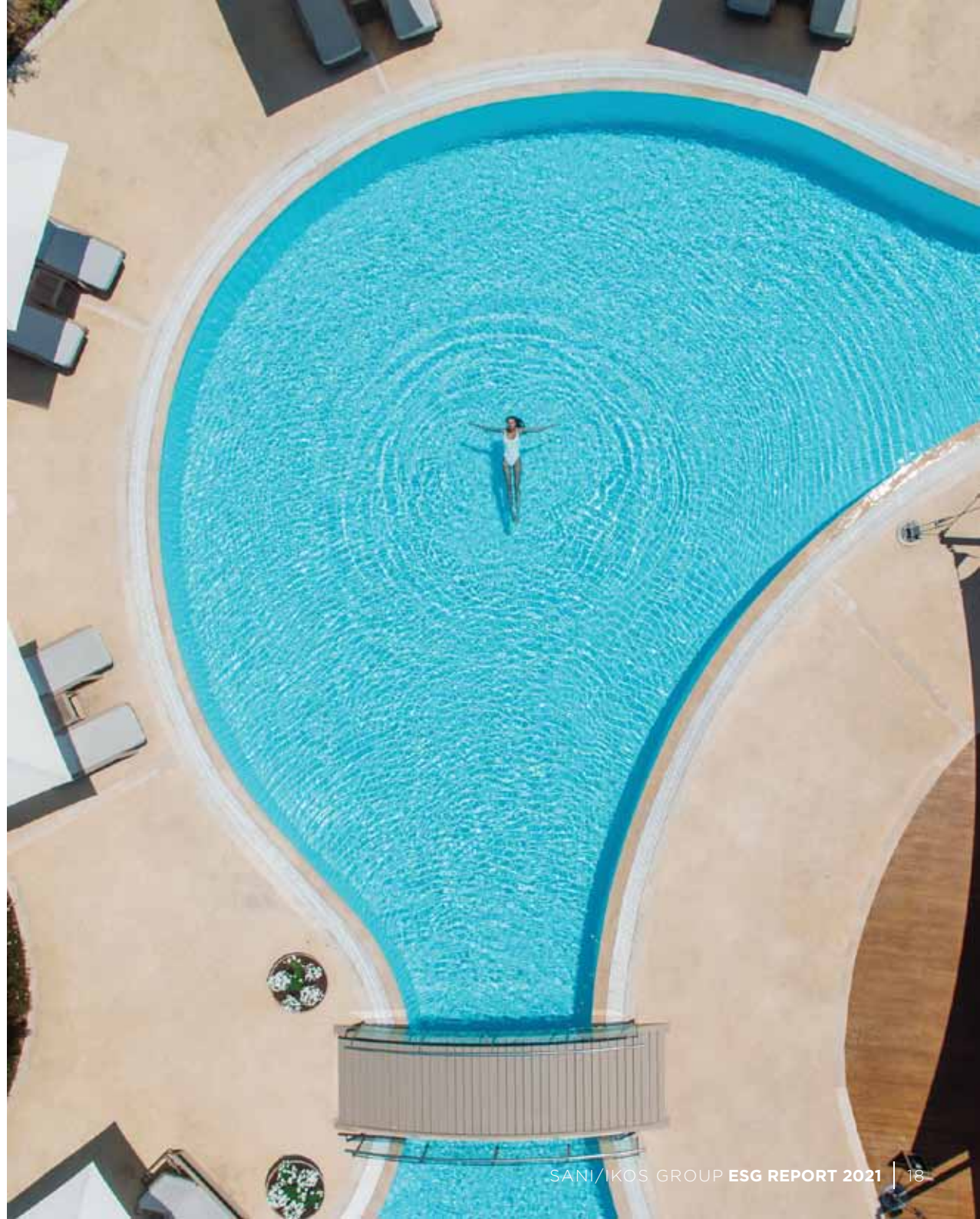
1. Circular economy and waste
2. Learning and development
3. Ethical business conduct and culture
4. Health and safety
5. Water and waste water management
6. Diversity and inclusion in management positions
7. Protection of human rights
8. Carbon emissions
9. Regulatory compliance
10. Diversity and inclusion
11. Customer satisfaction
12. Energy management

We have identified the following as key material issues for our **external** stakeholders:

1. Health and safety
2. Carbon emissions
3. Regulatory compliance

Our **internal** stakeholders indicated the following as key material issues:

1. Protection of human rights
2. Health and safety
3. Customer satisfaction



FINANCIAL PERFORMANCE

Financial performance in 2021 was substantially improved compared to 2020, a year significantly impacted by the COVID-19 pandemic.

Financial data for 2021 are shown in detail below in € million. All data are based on International Financial Reporting Standards (IFRS) and extracted via Financial Statements.

	Revenues (€)	EBITDA* (€)	Profit / Loss (€)
2021	213	65	-17
2020	31	-23	-63
2019	210	71	15

	2021	2020	2019
Direct Economic Value Generated (€)	226	34	214
Sales Revenues (€)	213	34	214
Income from Financial Investments (€)	13	0	0
Proceeds from Sale of Assets (€)	28	0	0
Direct Economic Value Distributed (€)	-216	-75	-162
Operating Expenses (€)	-121	-31	-75
Wages and Benefits (€)	-71	-23	-52
Payments to Providers of Capital (€)	-24	-17	-18
Payments to Government (€)	376	-2	-9
Community Investments (€)	173	271	-
Economic Value Retained (€)	10	-40	52

*Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA).

OUR APPROACH FOR EXCELLENCE IN HEALTH AND SAFETY DURING COVID-19

Our commitment is to ensure the safety of our guests without compromising the luxury experience offered.

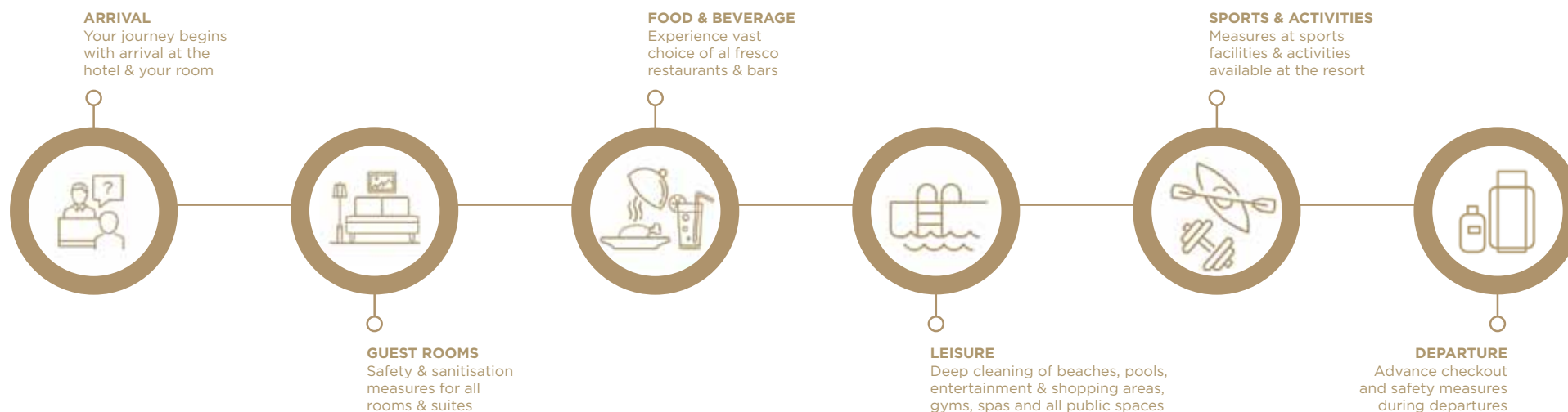
The past two years have been challenging due to the outbreak of the coronavirus pandemic and the devastating impact on daily lives. COVID-19 has impacted the wider society and all economic sectors across the globe, with the hospitality and leisure sector being no exception. In these challenging times, we remained firmly committed to securing the health and safety of our employees and guests, while responding to the needs of our local communities. We strongly believe that this is what it truly means to be a responsible business.

With the outbreak of coronavirus, we put into place the most stringent health and safety protocols to ensure a safe environment for all our guests at Sani Resort/Ikos Resorts.

In 2021, we raised awareness for the benefit of the COVID-19 vaccination through organised campaigns. Moreover, we conducted vaccinations on our premises, and we offered incentives to our employees, encouraging them to get vaccinated.

Sani Resort's #OnlyatSani Protocol and Ikos Infinite Care Protocol were considered pioneering in the hospitality and leisure industry and have since been used as a basis for many of our peers to create their own protocols. Our dedication to health and safety and continuous efforts have been rewarded, and for the second consequent year we were certified with the Covid Shield mark by TUV Austria.

OUR GUESTS' SAFE JOURNEY IS PRESENTED BELOW



DURING THE STAY



At all our Resorts, guest and employee health and safety is top priority. During 2021, we implemented a series of measures in our rooms and suites, including:

Deep cleaning of guests' rooms and suites

Guest room disinfection with hospital-grade aerial surface disinfection machine

Stringent water testing, A/C cleaning and disinfection upon every room change

Personal Protective Equipment (PPE) safety kit including masks and hand sanitisers

Additional safety measures were introduced in the restaurants and bars of our resorts:

New buffet dining concept with intensive staff training – extended à la carte options

Spacious restaurant capacity ample for social distancing

Digital or single-use menu

Sanitisation of all restaurant facilities

Guest & employee PPE

Robust HACCP kitchen protocols further enhanced

Key measures were implemented to maintain health and safety in leisure areas:

Safety distances of four meters between sunbeds & lounge chairs

Disinfection of sunbeds, pool areas & equipment

Increased water quality controls

Wet area (steam bath, sauna) and indoor pools not in operation

Babysitting services operating with protective equipment and sanitising protocol procedures

Operating at capacity of 50% with one person per treatment cabin in the resort spa

Wastewater PCR testing on a weekly basis

You can find further information on the COVID-19 measures at Sani Resort in the [#OnlyatSani Protocol](#), and at Ikos Resorts in the [Infinite Care Protocol](#).



WELCOMING OUR GUESTS

We have established our resorts as a COVID-safe sanctuaries. To enhance safety in our resorts, we offered all guests complimentary rapid antigen tests upon arrival in the cases where COVID-19 testing had not been conducted prior to traveling. Additionally, we provided our guests with the option to explore insurance services at the time of booking. To ensure immediate response and enhance the safety on our premises, a doctor and an ambulance were available 24/7 at all resorts, while all our employees underwent regular Rapid Antigen Testing.



Strengthened by our partnership with health experts Euroclinic, TUV Austria and Ecolab we promoted procedures which enhanced health and safety. At Sani Resort and Ikos Resorts, we provided a contactless and safe guest journey.

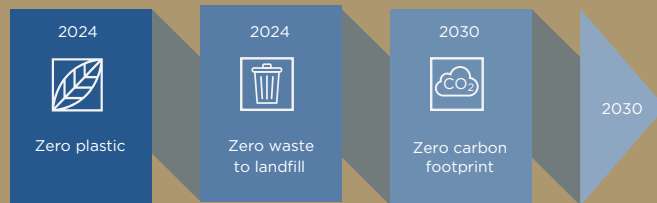


OUR PLANET

OUR PLANET

Climate change impacts are a fundamental threat to our environment. Sani Resort and Ikos Resorts have set ambitious targets to reduce the Group's operational environmental footprint including achieving zero plastics and zero waste-to-landfill by 2024 as well as net zero emissions by 2030.

The triple zero ambition



Our efforts are focused on the reduction of our operational environmental footprint as well as raising awareness on the preservation and protection of the environment for our guests and local community. At Sani/Ikos Group, we continuously monitor our performance, we procure renewable electricity, reduce plastic waste, are working towards a circular economy model and partner with local organisations to protect biodiversity. We are committed to tackling our carbon emissions and protecting our planet for future generations.

With “sustainable luxury” at the heart of our vision and our long-term mindset, the Group is dedicated to preserving the environment. Our aim is to provide an exceptional sustainable experience for our guests in all our luxury properties.



Independent certification ISO 14001: 2015

ENERGY EFFICIENCY & CARBON MANAGEMENT

The impacts of climate change constitute the largest and most critical threat to the natural environment and human well-being.

Over the last few years, we have introduced numerous initiatives targeting energy optimisation in the planning, construction and operation stages. These initiatives include investments in renewable energy, Building Management System (BMS) monitoring, installation of heat pumps, replacement of light fixtures with LED lights and the elimination of fossil fuels in our operations. We also provide a series of trainings to our employees to raise awareness on efficient energy usage.



Reducing our carbon footprint
is at the heart of our operations.

THE ROADMAP FOR THE DECARBONISATION OF OUR RESORTS

2020

In 2020, Sani Resort became
**the first carbon neutral resort in
Greece**, balancing its net
emissions to zero.
**Ikos Resorts runs on 100%
renewable energy.**

2019

**Sani Resort runs on 100%
renewable electricity.**
Sani sourced electricity
exclusively from renewable
sources with guarantees of
origin that supplements onsite
renewable energy capacity.

2021

**Awarded with
ISO 14064 - 1:2018,**
an international standard for
quantifying and reporting
greenhouse gas emissions.

2022

Our Group has committed to **achieve
net zero emissions by 2030.**
A detailed action plan has been
developed defining key steps across
three dimensions:
**mitigate emissions, electrify and
increase energy from renewable
sources.**

2030

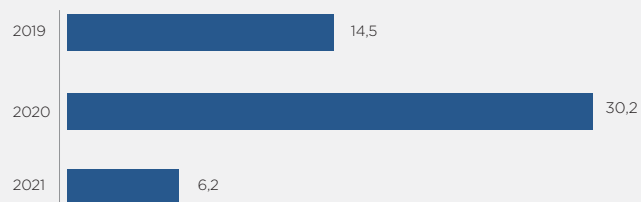
Net Zero

We understand our impact on climate change and monitor our performance to continuously improve and reach our Net Zero goal.

In 2021, the carbon dioxide emissions consumption per guest night at Sani/Ikos Group was 6.2 kg CO₂e.

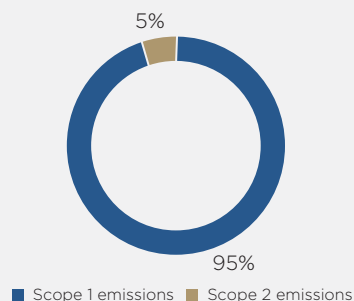
In comparison to 2019, we have achieved a 57% reduction in carbon emissions. The rise of emissions in 2020 was observed due to the increased energy demand for COVID-19 protective reasons (ventilation in operation 24 hours, A/C traps in rooms by-passed, higher temperatures required for water, among other requirements).

Carbon emissions per guest night (kg CO₂e/ guest night)



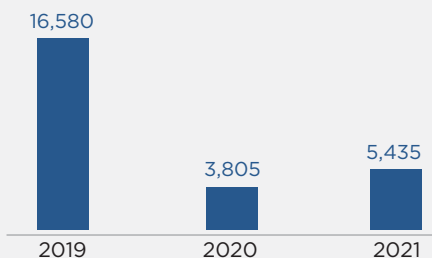
Our Scope 1 emissions account for 95% of our total emissions and come from Liquefied Petroleum Gas (LPG) diesel and gasoline consumption, F-gases (freon) and pellets. We have minimise emissions and our aim, is to minimise our Scope 1 emissions through the gradual electrification of our operations.

Scope 1 and Scope 2 emissions profile in 2021



Total Scope 1 & 2 emissions were reduced by 67% from 2019. We acknowledge that the remarkable reduction in 2020 was caused both due to the reduced operations attributed to the coronavirus and the initiatives that have taken place across all resorts.

Scope 1 and scope 2 (tonnes CO₂)



Scope 1

A breakdown of Scope 1 emission sources for Sani/Ikos Group the past three years is shown below:

Scope 1	Tonnes CO ₂		
	2019	2020*	2021
LPG	1,711.5	212.7	1,597.2
DIESEL	172.2	52.9	446.1
PETROL	377.5	183.2	117
F-GASES (FREON)	1,196	252	2,951
PELLETS	-	-	53.9

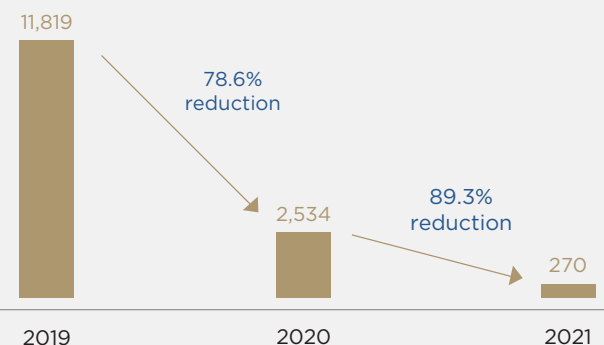
*Reductions in Scope 1 emissions were impacted by the outbreak of COVID-19 which limited our operations during 2020.

Scope 2

Total electricity consumption in 2021 for Sani/Ikos Group was 35,596 MWh with 100% of total energy sourced from renewable sources.

Ikos Andalusia in Spain procured 100% of energy from renewable sources from July 2021 onwards, thus the energy consumption from the beginning of the year was 92%. The remaining amount (1,375 MWh, accounting for 4% of total emissions) is equivalent to 269,980 tonnes CO₂. Scope 2 emissions at Sani/Ikos Group have a significant reduction compared to 2019 as indicated in the graph below, due to the increase of renewables in the energy mix.

Scope 2 emissions (tonnes CO₂) reduction rate



OUR GHG EMISSIONS PERFORMANCE

"We aim to create a positive impact on the environment and target zero waste-to-landfill"

CIRCULAR ECONOMY AND WASTE MANAGEMENT

Our aim is to achieve zero waste-to-landfill, by implementing a circular economy model with efficient management practices, responsible disposing of waste and the application of the waste hierarchy principles. These measures enable us to proactively target key areas where we can implement the three Rs (Reduce, Reuse and Recycle). Plastic, paper, cans, aluminum tins, coffee capsules, batteries and old appliances among other types of waste are extensively recycled across all resorts. Moreover, we collect and convert used cooking oil into biofuel.



WASTE MANAGEMENT

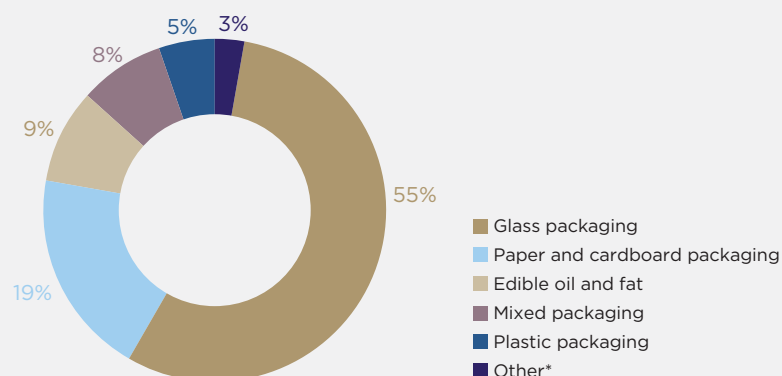
At Sani/Ikos Group, we take long-term sustainability seriously by reducing waste generated and becoming pioneers in recycling. For instance, we have introduced a zero-waste initiative to handle most of the resorts' waste, diverting hundreds of tonnes from landfills. Our employees have a vital role in achieving our zero-waste goal, thus we provide them with extensive training on waste management procedures.

We are committed to achieving zero waste-to-landfill by 2024. In 2021, 1,745 tonnes of waste were generated at Sani/Ikos Group and 611 tonnes were diverted from landfill. We recycled 100% of the hazardous waste generated in our premises. Key metrics on waste generated at our resorts are shown below:

Waste diverted from landfill	611 tonnes
Hazardous waste generated	2,131 tonnes
Hazardous waste recycled	100 %

Our aim is to better understand our waste streams, monitor and gradually increase our recycling rates. Recycled streams and associated percentages for Sani/Ikos Group in 2021 are shown in the following graph. In total, 611 tonnes of waste were diverted from landfill in our resorts.

Recycling streams at Sani/Ikos Group by weight



** Other waste recycling streams include mixtures of wastes from grit chambers and oil/water separators, metallic packaging, coffee capsules, lead batteries, waste electrical and electronic equipment (WEEE), textiles and ferrous metal.*



PLASTIC POLLUTION

Our zero plastic initiative has an essential role in our sustainable development vision. Sani/Ikos Group is working hard towards the zero-plastic goal, by adopting a circular economy model which aims to eliminate all disposable plastics throughout the entire operation of the resorts.

In our efforts to reduce plastic use, we have removed items and when necessary replaced items with alternative eco-friendly products.

Timeline against plastic pollution include the following:

2013: Annual plastic audit (ongoing)

2019: Ban all items from EU list

2023: Removal of front-of-house items

2024: Removal of back-of-house items

Organization of workshops to raise awareness on plastic pollution to employees and guests

Our zero plastic approach will ban the use of single-use plastics, promote recycling practices and eco-friendly products.

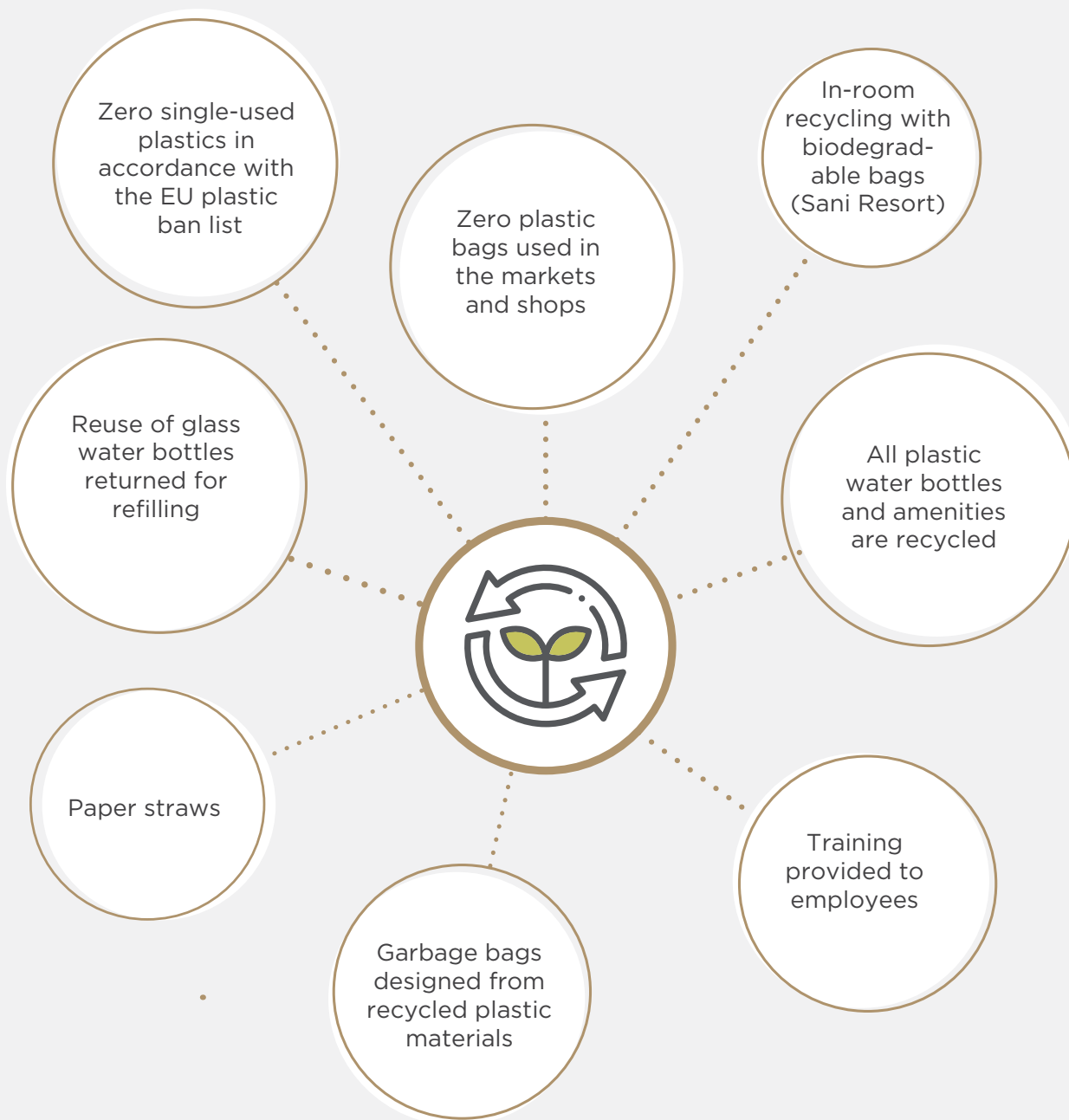




PLASTIC POLLUTION

At Sani/Ikos Group, we have successfully implemented a system to detect and monitor single-use plastics in order to eliminate its sourcing.

The system recognises through bar codes whether a product includes single-use plastic and automatically unauthorises the purchase of the product. Initiatives related to the reduction of plastic pollution include:



2021 SUP FREE HACKATHON: an innovation marathon for a “Greece without single-use plastics”

The 2021 SUP Free Hackathon, an initiative launched by Lidl Hellas and the Laskaridis Charitable Foundation, was the first innovation marathon for the development of solutions to eliminate single-use plastics. The programme was organised by the technology and innovation company Crowdpolicy and under the auspices of the Ministry of Environment and Energy, in the presence of institutional representatives. The event was hosted at Sani Resort, the Sustainable Hospitality Patron of the event.

After a five-month business acceleration programme, two winning ideas were announced in June 2021. The first winner was the mobile app “Eco Cup”, a loyalty scheme which rewards the user for every drink purchased with a reusable container. The second winner of the Hackathon was 17-year-old Alexandros Petkos who obtained a funding of €5,000 sponsored by Sani/Ikos Group, for the implementation of his concept idea: the development of an

automatic cleaning service using artificial intelligence and robotics for the identification and collection of waste.

The awards were framed by a three-day environmental awareness campaign, which aimed to highlight the principles of sustainability. On the first day, the photo exhibition “Sea Vision” of the Athanasios K. Laskaridis Public Benefit Foundation was held at the Zero Carbon Corner in the marina of Sani Resort. During the second day, participants had the opportunity to enjoy an eco-trip at Sani Resort and learn about sustainable tourism and preservation of the natural environment. On the last day, a beach clean took place in Nea Fokea as part of Plastic Free Chalkidiki, under the auspices of the Ministry of Tourism.



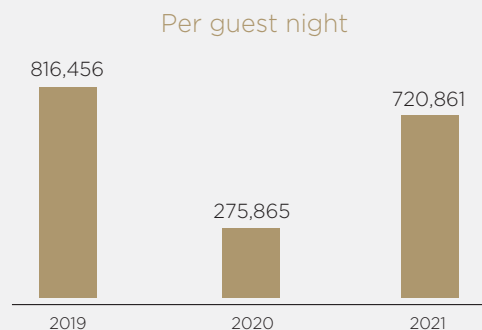
WATER EFFICIENCY

Effective water conservation is a key aspect of our operations. The Group has set water performance indicators that are monitored monthly to enable prompt actions. All Resorts have set water consumption baselines with clear objectives and targets for sustainable water use.

At Sani/Ikos Group, we understand the importance of optimising the sustainable use of water. Based on our goal to reduce water consumption, we have identified several opportunities for water use optimisation. Our initiatives for efficient water use include leak detection systems and the installation of aerators to minimise the flow and improve the quality of water. Furthermore, water flow restrictors, with a water flow limit to 5 L/min for basins and 10 L/min for showers, have been installed in all rooms across our resorts.

A key part of our efforts is cascading the principles of water efficiency focusing on the training of our employees. To this end, we have developed annual training programmes on water management to increase awareness and ensure water efficiency.

We have reduced our water consumption by 12% since 2019. Water consumption in 2020 is significantly minimised due to the shorter operation period and fewer guests caused by the outbreak of the COVID-19 pandemic.



2021 water consumption highlights for the Group:

Water consumption per guest for Sani/Ikos Group was **0.8 m³** for 2021

100% water reuse for all properties*

56 tonnes of sludges from treatment of urban waste water

Initiatives for the sustainable use of water:

1. Installation of water flow restrictors in all rooms
2. Irrigation with greywater
3. Initiating a xeriscaping project for our gardens
4. Annual training of employees

*Except Ikos Oceania and Ikos Andalusia due to their connection to the municipality sewage.

PROTECTION & ENHANCEMENT OF BIODIVERSITY

Biodiversity is at the centre of Sani/Ikos Group operations. The Group implements a series of actions with the aim to preserve, protect and enhance the environment.

We strive to operate with respect to natural ecosystems, and promote educational activities in our local areas of operation to increase guest awareness.



Awarded with 14 Blue Flags



Awarded with The Green Key



Travelife Gold Certification for sustainable tourism

PARTNERSHIPS WITH LOCAL EXPERTS AND NGOS

The resort is adjacent to the Sani Wetlands, a Natura European Network area of Protected Natural Beauty.

The Sani Wetlands project focuses on biodiversity protection and education. With an area of approximately 110 hectares, the wetlands are home to over 225 species of birds – almost half the total of bird species found in the whole of Greece – with many of them rare and globally endangered.

In partnership with the Hellenic Ornithological Society (HOS) and Birdlife International, we have developed a monitoring programme for the birds and their habitat, and we take actions to preserve vulnerable species.

In collaboration with HOS, we operate a pioneering programme aiming to protect the wetlands, preserve birds, and create an ecological tourist destination with bird watching trails. Birdwatching routes were established and sign-posted, with placards providing information about the biodiversity to hundreds of birdwatchers.

All guests will find a copy of the Sani Wetlands book in their room, which outlines the aims of the project and showcases the spectacular wildlife of the lakes. The book also includes suggested maps and routes for bird watching for our guests. Sani has also published a fairy tale book, Hermes the Black-Winged Stilt, available in selected rooms and for purchase, with all proceeds donated to HOS.



225

Species of birds



110

Hectares



PARTNERSHIPS WITH LOCAL EXPERTS AND NGOs

iSea is an environmental organisation founded in Greece which aims to preserve the aquatic habitats including the flora and fauna through research, awareness and promotion of conservation policies. Sani/Ikos Group, proudly enabled iSea to successfully complete the first systematic effort to monitor the populations of cetaceans - the "Thermaikos Dolphin Project". More specifically, the area's dolphin populations were studied for abundance and distribution in a systemic way, a first for species that regularly or occasionally occur in the gulf.

The project aimed to inform school-aged children about marine mammals and the value of the local marine environment. To raise awareness on the rich biodiversity of the Greek seas and mainly on cetaceans, our project included educational activities providing information about the different cetaceans' species, their characteristics, and the main threats they face. All the activities were based on the "Ocean Literacy" principles to make participants aware of human interaction with the sea.

The project was implemented by iSea with the support of Sani Resort and in collaboration with the Tethys Research Institute, the University of Patras and ARION. iSea members designed and trained our teens and kids clubs' employees on environmental games and guidelines. The activities included table puzzles and games, presentation of informative material from different cetacean species and their characteristics, photo ID activities from developed catalogues and coloring pages.

In total, 80 children from the kids' clubs enjoyed the educational activities during 2021.



THE BIODIVERSITY AWARENESS PROGRAMMES

Guests can visit the on-site herb gardens and local wineries, go hiking, biking and birdwatching. We invite our guests to explore the unique biodiversity of each property, local products and customs, and to discover what makes each Resort location so extraordinary.

EMBRACING NATURE AT SANI RESORT

Sani Resort is set within a privately-owned 1000-acre reserve and surrounded by a wealth of biodiversity. A core value of our sustainability programme is the encouragement of our guests to connect with the local nature and culture. With an endless range of outdoor experiences to enjoy, seven kilometers of soft, sandy beaches, 110 hectares of protected Sani Wetlands to explore, and over 20 kilometers of lush forest trails to adventure by bike or on foot, there are plenty of ways to embrace nature.

Sani/Ikos Group biodiversity activities for 2021:

1,457 guests participated in Eco Excursions

2,373 hours of eco-learning programme for guests

653 guests enjoyed birdwatching activities

411 guests attended organised forest walks



THE BIODIVERSITY AWARENESS PROGRAMMES

BRINGING CHILDREN CLOSER TO NATURE AT IKOS RESORTS

At Ikos Resorts, we offer a wide range of exciting activities for kids to learn new skills, make new friends, explore the magical pine forest and more, all under the watchful eye of our highly trained employees.

Two types of programmes have been developed for younger guests in partnership with the non-governmental organisation (NGO) “Planet Agents”; one for ages 4-11 and another for teenagers (12+). Children are encouraged to become marine explorers and learn about local produce. The programmes give our younger guests the opportunity to learn about local species and biodiversity, including dolphins, sea birds and olive trees, as well as local customs and products.

Additionally, we host nature discovery walks and awareness raising day visits from local schools to maximise positive impacts on biodiversity and local culture.

4,938
hours of education
were offered in Sani/Ikos Goup kids' clubs



FOREST PRESERVATION & PROTECTION

At Sani Resort, we have a dedicated Sani Forest team that ensures the protection of the forest and its wildlife. The team maintains kilometers of sign-posted forest trails that can be experienced and enjoyed by guests and the local community. Additional initiatives at Sani Resort include protecting local forests in the wider Halkidiki region.

For the past few years we have implemented the “Plant a Tree” programme which has grown and cared for over 10,000 trees in forests that were destroyed by devastating forest fires.

NATURAL ECOSYSTEMS PROTECTION



NATURAL ECOSYSTEMS PROTECTION

STRAY ANIMAL PROTECTION

The Animal Rescue programme is dedicated to re-homing stray animals in the region.

The programme aims to vaccinate and record stray cats and dogs and help find a home, often with our guests around the world.

Halkidiki Animal Rescue who runs the programme Sani Animal Rescue in partnership with Sani Resort, works with several local and international animal welfare groups (such as Greek Animal Rescue, Danish Friends of Animals, Friends of Strays of Greece, Caring for the Animals Trust and Animal Pard Net) and local vets.

Ikos Resorts also showcases animal care through cooperations with local non-profits organisations such as Kivotos in Corfu.





SUPPLIERS' ENVIRONMENTAL PERFORMANCE

Our commitment for responsible sourcing is a top priority for our environmental stewardship. We seek to collaborate with suppliers who meet our high quality, comprehensive standards on respecting and protecting the environment.

Key actions to ensure sustainability in our supply chain:

100% of our suppliers are evaluated using sustainability
and Hazard Analysis Critical Control Point (HACCP) criteria

Ban of palm oil from our kitchens

Purchase of 100% of cage-free eggs

In response to the COVID-19 outbreak, our operations in 2021 included additional hygiene measures to ensure our guests' wellbeing. Our business activities carefully follow all sanitation and hygiene guidelines to avoid the spread of the coronavirus. Efforts are made to use eco-friendly products such as the Ecolab Oasis Premium 20 specialist disinfectant and ECOLAB-certified cleaning equipment to clean and disinfect our resorts and we are working on building our sustainability certified cleaning products further.

GOALS FOR 2022



ENVIRONMENT

- Run the pilot for zero plastic kitchen aiming to eliminate waste from our kitchens
- Invest in solar park renewables subject to permitting (we are aiming for 3,06 MW for Sani Resort and 100KW for Ikos Aria)
- Record our scope 3 emissions sources
- Increase our water and energy submeters to optimise use of both resources
- Begin the process of certifying our buildings through our green building certifications project

BIODIVERSITY

- Partner with Forest Research Institute (FRI) to enhance forest preservation
- Partner with the Bee Camp charity for the development of bee spots across our resorts

OUR COMMUNITY



The Group is committed to enhancing the sustainable growth of local economies. To accomplish this goal, we empower our people, foster economic progress and build positive and enduring legacy in the communities we live and work. We embrace sustainable development through our operations and aspire to power a more inclusive future for all.

OUR COMMUNITY



CREATING SHARED VALUE FOR OUR COMMUNITIES

At Sani Resort/Ikos Resorts, our aim is to create value for society. More specifically:

We are committed to **maintaining a close relationship with our local community**, ensuring that any concerns about our business operations are **addressed collaboratively**.

We **support local organisations and initiatives**, with a specific **focus on vulnerable families and children**.

We **respect and promote children rights**. We provide **support to children and their families** through various Greek charities such as 'The Smile of the Child', "Together for the Children" and "Make a Wish".

TOGETHER FOR THE CHILDREN

In 2021, we supported two major actions for the organisation Together for Children: a Christmas event and a project to support families in need. The Association "Together for the Children", with the support of individuals and companies, raised more than €117,900 through the campaign "#mazistisgiortes". The campaign was implemented during the holidays offering a feeding programme to 400 citizens who experience poverty and social exclusion. Moreover, through the same organisation we supported the needs of vulnerable families in the areas of Corfu for six months.



DONATIONS

Supported 39 organisations and charities

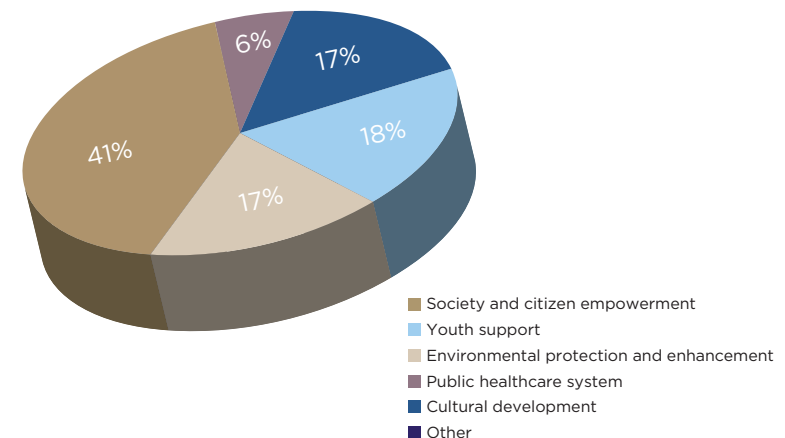
Over €182,000 in donations

Over €75,000 in community donations

The Sani/Ikos Group supports the communities where we operate. Indicative examples of our efforts to enhance the local communities include: the support of three Philharmonic orchestras of Corfu, the implementation of health initiatives such as supporting kidney patients care in Kos, the empowerment of vulnerable children through "Make-A-Wish" in which we are corporate members and "Lampsi", among other organisations, the support of food banks in all our operating areas and donations of school equipment across Greece. In 2021, the Group donated over €182,000 to registered charities and associations. There was a wide range of donations including: infrastructure developments, support of youth and vulnerable individuals, municipality enhancements, environmental research, food supplies and healthcare support.

Our focus areas for our donations are divided into five main pillars, in accordance with our values and our commitment to support the communities in which we operate, namely youth support, environmental protection and enhancement, public healthcare system, society and citizen empowerment, and cultural development.

The distribution of donations across those pillars for 2021 is presented in the graph below.



SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN

At Sani/Ikos Group, we evaluate our supply chain against social and environmental factors, alongside financial and quality factors. We seek suppliers who use efficient alternatives to avoid overpackaging and waste generation. Moreover, wherever possible, we source our food and beverage products from local and Greek businesses. We closely monitor our sourcing aiming to constantly improve the percentage of local products and further support the local economies.

MAINTAINING A CLOSE RELATIONSHIP WITH LOCAL SUPPLIERS

At Sani and Ikos Resorts, we have a long-standing commitment to support our local community and enhance sustainable growth. Wherever possible, we source our products from local businesses.

At Sani Resort, over the last few years, more than a quarter of our menu comprises of local products of Halkidiki. We offer our guests the opportunity to meet the local community by providing guided tours with daily visits and excursions to local apiaries, wineries and farms.

A great selection of local products is produced exclusively for our Resorts. At Sani Resort, we offer a series of agricultural products “Land of Grace” which is sourced from the region of Halkidiki and Central Macedonia to maximise our local economic contribution. Each product has been carefully selected for its regional character and quality. Similarly, at Ikos Resorts a range of selected products are produced such as olive oil from Ikos olives.



At our Resorts, we work closely with suppliers to ensure quality products with high health & safety and sustainability performance. This includes food safety certifications, packaging and waste reduction targets. All Resorts are ISO 22000 or HACCP certified, demonstrating high food control safety standards. External and internal audits are also conducted on a regular basis to ensure robust food safety procedures.

100%

of our suppliers are evaluated in terms of HACCP and sustainability standards, ensuring high levels of food quality and safety.

48%

of all products used are Greek and local.

ISO 22000:2018

FOOD SAFETY



CUSTOMER SATISFACTION

At Sani/Ikos Group, our top priority is to create a memorable experience for our guests. To achieve continuous improvement in our guest satisfaction, we monitor our TripAdvisor ratings. The approach we follow to calculate our score is by awarding 1 point to a 1/5 review, 2 points to a 2/5 review etc. The result is then expressed as a percentage of the maximum score, should all reviews have been 5/5. In 2021 we proudly received very high scores as shown in the table below.

	Name	Reviews	Score
	Ikos Aria	551	99.9%
	Ikos Dassia	641	99.9%
	Ikos Olivia	341	99.5%
	Ikos Oceania	171	98.1%
	Ikos Andalusia	380	98.1%
	Sani Dunes	180	100.0%
	Sani Club	161	99.3%
	Sani Beach	365	99.2%
	Porto Sani	111	99.1%
	Sani Asterias	44	99.1%



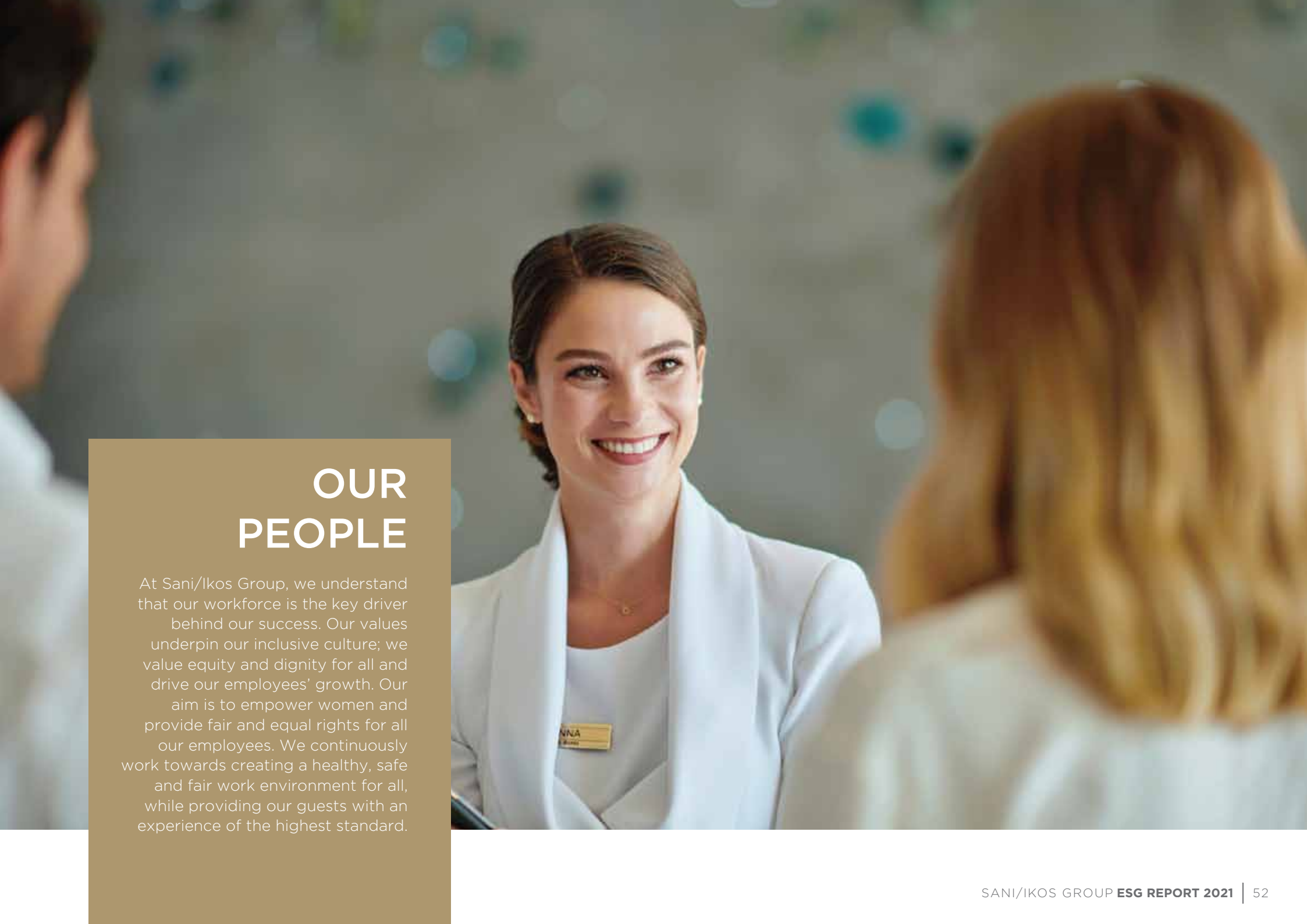
"Our top priority is to create a memorable experience for our guests and we are proud to receive incredibly high scores in TripAdvisor ratings"

GOALS FOR 2022

- 
- Fund research in best practices for sustainable tourism
 - Maintain our contribution to society
 - Online guest questionnaires to receive direct feedback regarding customer satisfaction

OUR PEOPLE

A high-angle, top-down photograph of a person walking away from the camera on a wooden boardwalk. The person is wearing a light blue t-shirt and dark trousers. They are carrying a large, white, oval-shaped bowl filled with a variety of fresh fruits, including watermelon slices, oranges, lemons, and bananas. The boardwalk is made of wooden planks, and the surrounding area is sandy. A long shadow of the person is cast onto the boardwalk ahead of them. A white diagonal line runs from the top left corner towards the bottom right, passing through the text.

A smiling woman with dark hair pulled back, wearing a white blazer and a name tag that says 'ANNA', is engaged in a conversation with two other people. One person with dark hair is on the left, and a person with long blonde hair is on the right, seen from the back. The background is a blurred office setting with blue and green bokeh lights.

OUR PEOPLE

At Sani/Ikos Group, we understand that our workforce is the key driver behind our success. Our values underpin our inclusive culture; we value equity and dignity for all and drive our employees' growth. Our aim is to empower women and provide fair and equal rights for all our employees. We continuously work towards creating a healthy, safe and fair work environment for all, while providing our guests with an experience of the highest standard.

DIVERSITY, EQUITY AND INCLUSION

Our aim is to contribute to an inclusive society where everyone experiences equality and social justice. We have created and maintain a fair and respectful working environment for all employees regardless of gender identity, ethnicity, age, sexual orientation, religion, accessibility needs or culture. We operate in a non-discriminatory work environment guided by our policy against discrimination in our employee handbook.

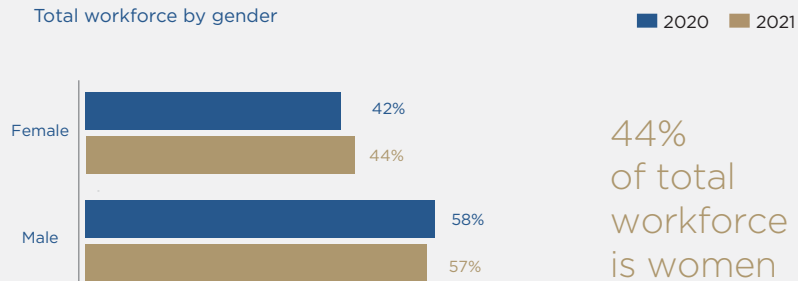
5,681 employees at Sani/Ikos Group

Gender representation

The graph below illustrates gender representation figures for our total workforce. Female representation was increased by 2% in 2021 in comparison to 2020. The percentage of female representation in senior positions and senior management positions is 25% and 20% accordingly. Our efforts are focused on investigating how to bolster diversity across our senior management positions. At Sani/Ikos Group we offer equal pay to all employees regardless of gender.

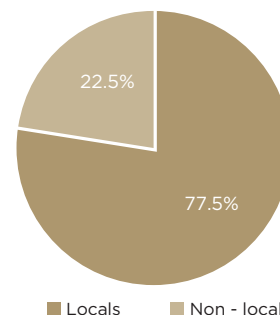
GENDER

Total workforce by gender



44%
of total
workforce
is women

PROPORTION OF LOCAL EMPLOYEES

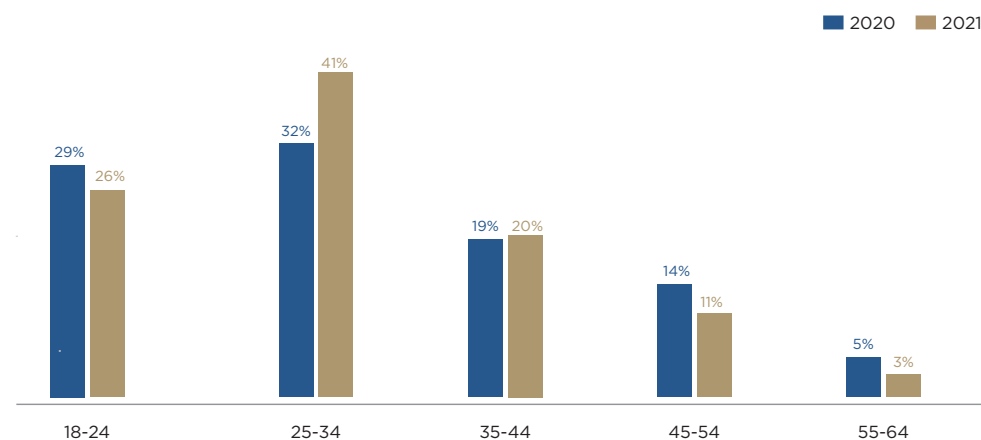


On average, 77.5% of employees across our operations in Greece and Spain are individuals local to each operating area. More specifically, locals at Ikos Andalusia, refer to Spanish employees, and for the remaining Resorts, locals refer to Greek employees. The graph below presents aggregated figures for both operating areas.

Age distribution

The graph below summarises the age distribution of our workforce. The majority of our workforce is between the ages of 25 to 34.

PROPORTION OF AGE DISTRIBUTION





EMPLOYEE'S DEVELOPMENT AND TRAINING

Being fervently committed to our people's development, we invest in employee education and offer programmes to facilitate upskilling and career development. From their first day and throughout their careers at our Resorts, our employees benefit from external training, professional certifications, continuous education opportunities and professional memberships.

In 2021 we fostered the continuous development of our people by providing:



HEALTH, SAFETY AND WELLBEING

"Our guests' and employees' health & safety is always our top priority"

Zero
incident rate on the hotel
premises for guests
and employees

Zero
injuries at
Sani/Ikos Group

Health, safety and security of our guests and employees is of paramount importance. Our hotels strictly follow all applicable national and international laws, safety protocols, environmental laws and best practices in order to maintain our operations to a high standard.

To enhance health and safety at Sani/Ikos Group, we implement robust policies and procedures, and employ safety professionals. Driven by the outbreak of the pandemic we have established a COVID-19 committee since 2020 which is dedicated to protecting our guests and employees from the spread of COVID-19 by conducting monthly reports on cases or incidents in our resorts. Additionally, as per law, we had a doctor and ambulance available 24/7 within our resort premises.

4,305
lost days and absenteeism
due to sickness days

Use of chemicals

All chemicals used in our resorts are evaluated in terms of sustainability criteria. We apply chemicals with dosage systems to ensure safe and efficient usage. Consumption is monitored monthly and we conduct training for all employees who use chemicals to ensure correct storage, proper use and personal protection.



CORPORATE WELLNESS AT SANI IKOS GROUP

Our Group aims to promote creativity, health and well-being and reduce work-related stress of our employees. To achieve our goal, we provide to our employees:

Free meals and fresh produce

Accommodation and transportation

Allowance (according to level)

Phycological support for COVID-19 cases (phone line)

Training for skills development

Employee-of-the-month award

Price discounts in local shops



GOALS FOR 2022



- Increase female representation in senior management positions
- Achieve 30% female representation at BoD level by 2030



CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

Corporate responsibility is a core pillar deeply rooted in our culture and values. At Sani/Ikos Group we act as a responsible operator by implementing measurements and initiatives relevant to the nature of our business. We operate with high standards of transparency and accountability supported by a strong corporate governance system, to provide a safe and pleasant experience to our guests.

DATA PRIVACY AND INFORMATION SECURITY

At Sani/Ikos Group, we value and respect the privacy, safety and security of our employees and guests. The safe operation of our hotels is a top priority for us, and we work hard to safeguard data privacy of financial, identity and any other form of information provided to us by our guests. We utilize a secure technology platform in our resorts that protects our guests, employees and properties. As part of our cybersecurity strategy, we provide continuous training programmes to our employees to enhance their knowledge and cyber-safety skills.

Zero _____
incidents in data privacy and information
security recorded

ETHICAL BUSINESS AND PROTECTION OF HUMAN RIGHTS

Ethical business

Our Code of Business Conduct and Ethics governs how we operate. The Group maintains a robust Code of Business Conduct and Ethics that covers a series of topics including confidentiality of information, law compliance, conflicts of interest, discrimination, transparency, environmental stewardship, and health and safety.

Zero _____
violation of Code of Ethics

Zero _____
legal actions for
anti-competitive behavior

Zero _____
non-compliance incidents

41% _____
of employees are members
of a trade union



HUMAN RIGHTS

At Sani/Ikos Group, we comply with all applicable employee laws and regulations in all countries of operation. Our employees are pioneers in delivering our objectives and targets for a fair and safe workplace. We have had zero incidents reported over the last years. To enhance human rights protection even further, we have a series of human rights policies included in our employee policy.

Policies and procedures against forced labour

Policies and procedures against child labour

Employee reporting mechanism for human right incidents

UNGC EARLY ADOPTER PROGRAMME

In order to increase transparency and value creation, Sani/Ikos Group has become an early adopter of the United Nations Global Compact (UNGC). Through the programme, we have committed to the 10 Principles of the UNGC which focus on human rights, labour management, the environment and anti-corruption practices.

The early adopter programme offers the opportunity to strengthen what is a data-driven approach to tracking business progress on the ten Principles of UNGC and the 17 UN SDGs.

By becoming an early adopter of the UNGC programme, Sani/Ikos Group increases credibility and brand value, measures and demonstrates progress to our stakeholders and benchmarks our performance against peers. Sani/Ikos Group aims to make a difference, build trust and gain opportunities for growth and innovation.



Sani/Ikos
proudly became
an Early Adopter
of the UNGC
programme

GOALS FOR 2022



- Participate in Ecovadis assessment

A photograph of a resort pool at sunset. A large, modern canopy structure is positioned over a bar and lounge area. The sun is low on the horizon, casting a warm glow over the scene. The pool's surface reflects the sky and the surrounding landscape, which includes a cliff and some trees. In the foreground, there are several large planters with white flowers. The text "APPENDIX: GRI TABLE" is overlaid in large, white, sans-serif capital letters.

APPENDIX: GRI TABLE

GRI STANDARD	DISCLOSURE	SECTION
GRI 102 General disclosures	102-1 Name of the organization	About this report
	102-2 Activities, brands, products, and services	About this report
	102-3 Location of headquarters	About this report
	102-4 Location of operations	About Sani Resort – Ikos Resorts
	102-5 Ownership and legal form	About Sani Resort – Ikos Resorts
	102-6 Markets served	About Sani Resort – Ikos Resorts
	102-7 Scale of the organisation	About Sani Resort – Ikos Resorts
	102-8 Information on employees and other workers	2021 Highlights
	102-9 Supply chain	Sustainable procurement and supply chain
	102-10 Significant changes to the organisation and its supply chain	Sustainable procurement and supply chain
	102-11 Precautionary Principle or approach	Our planet
	102-12 External initiatives	Our planet
	102-13 Membership of associations	2021 Highlights
	102-14 Statement from senior decision-maker	Message from the CEO and Co-Managing Partners
	102-15 Key impacts, risks, and opportunities	Our ESG vision and strategic goals
	102-16 Values, principles, standards, and norms of behavior	Our ESG vision and strategic goals
	102-18 Governance structure	About Sani Resort – Ikos Resorts
	102-40 List of stakeholder groups	Stakeholder engagement
	102-40 List of stakeholder groups	Stakeholder engagement
	102-41 Collective bargaining agreements	Our people
	102-42 Identifying and selecting stakeholders	Stakeholder engagement
	102-43 Approach to stakeholder engagement	Stakeholder engagement
	102-44 Key topics and concerns raised	Stakeholder engagement

GRI STANDARD	DISCLOSURE	SECTION
GRI 102 General disclosures	102-45 Entities included in the consolidated financial statements	Financial performance
	102-46 Defining report content and topic Boundaries	About this report
	102-47 List of material topics	Stakeholder engagement
	102-48 Restatements of information	-
	102-49 Changes in reporting	About this report
	102-50 Reporting period	About this report
	102-51 Date of most recent report	About this report
	102-52 Reporting cycle	About this report
	102-53 Contact point for questions regarding the report	About this report
	102-54 Claim	About this report
	102-55 GRI content index	Appendix
	102-56 External assurance	-
ECONOMIC PERFORMANCE		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Financial performance
	103-2 The management approach and its components	Financial performance
	103-3 Evaluation of the management approach	Financial performance
GRI 201 Economic performance	201-1 Direct economic value generated and distributed	Financial performance
PROCUREMENT PRACTICES		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our community - Creating shared value for our communities
	103-2 The management approach and its components	Our community - Creating shared value for our communities
	103-3 Evaluation of the management approach	Our community - Creating shared value for our communities
GRI 204 Procurement practices	204-1 Percentage of products and services purchased locally	Our community - Creating shared value for our communities

GRI STANDARD	DISCLOSURE	SECTION
ANTI-CORRUPTION		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Corporate Governance - Ethical business and protection of human rights
	103-2 The management approach and its components	Corporate Governance - Ethical business and protection of human rights
	103-3 Evaluation of the management approach	Corporate Governance - Ethical business and protection of human rights
GRI 205 Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance - Ethical business and protection of human rights
ENERGY		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our planet - Energy efficiency and carbon management
	103-2 The management approach and its components	Our planet - Energy efficiency and carbon management
	103-3 Evaluation of the management approach	Our planet - Energy efficiency and carbon management
GRI 302 Energy	302-1 Energy consumption within the organisation	Our planet - Energy efficiency and carbon management
	302-4 Reduction in energy consumption	Our planet - Energy efficiency and carbon management
WATER		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our planet - Water efficiency
	103-2 The management approach and its components	Our planet - Water efficiency
	103-3 Evaluation of the management approach	Our planet - Water efficiency
GRI 303 Water	303-1 Volume of water withdrawn	Our planet - Water efficiency
	302-3 Volume of water recycled and reused	Our planet - Water efficiency
BIODIVERSITY		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our planet - Protection and enhancement of biodiversity
	103-2 The management approach and its components	Our planet - Protection and enhancement of biodiversity
	103-3 Evaluation of the management approach	Our planet - Protection and enhancement of biodiversity
304 Biodiversity	304-3 Areas protected or restored	Our planet - Protection and enhancement of biodiversity

GRI STANDARD	DISCLOSURE	SECTION
EMISSIONS		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our planet - Energy efficiency and carbon management
	103-2 The management approach and its components	Our planet - Energy efficiency and carbon management
	103-3 Evaluation of the management approach	Our planet - Energy efficiency and carbon management
GRI 305 Emissions	305-1 Direct (Scope 1) GHG emissions	Our planet - Energy efficiency and carbon management
	305-2 Indirect (Scope 2) GHG emissions	Our planet - Energy efficiency and carbon management
	305-5 GHG emissions reductions	Our planet - Energy efficiency and carbon management
WASTE		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our planet - Circular economy and waste management
	103-2 The management approach and its components	Our planet - Circular economy and waste management
	103-3 Evaluation of the management approach	Our planet - Circular economy and waste management
GRI 306 Waste	306-2 Circularity measures to prevent waste generation	Our planet - Circular economy and waste management
	306-3 Waste generated	Our planet - Circular economy and waste management
	306-4 Waste diverted from landfill	Our planet - Circular economy and waste management
	306-5 Waste directed to disposal	Our planet - Circular economy and waste management
ENVIRONMENTAL COMPLIANCE		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Corporate Governance - Ethical business and protection of human rights
	103-2 The management approach and its components	Corporate Governance - Ethical business and protection of human rights
	103-3 Evaluation of the management approach	Corporate Governance - Ethical business and protection of human rights
GRI 307 Environmental compliance	307-1 Non-compliance with environmental laws and regulations	Corporate Governance - Ethical business and protection of human rights

GRI STANDARD	DISCLOSURE	SECTION
EMPLOYMENT		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our people – Health, safety and wellbeing
	103-2 The management approach and its components	Our people – Health, safety and wellbeing
	103-3 Evaluation of the management approach	Our people – Health, safety and wellbeing
401 Employment	401-2 Employees' benefits	Our people – Health, safety and wellbeing
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our people – Health, safety and wellbeing
	103-2 The management approach and its components	Our people – Health, safety and wellbeing
	103-3 Evaluation of the management approach	Our people – Health, safety and wellbeing
GRI 403 Occupational health and safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Our people – Health, safety and wellbeing
TRAINING AND EDUCATION		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our people – Employee's development and training
	103-2 The management approach and its components	Our people – Employee's development and training
	103-3 Evaluation of the management approach	Our people – Employee's development and training
GRI 404 Training and education	404-1 Average hours of training per year per employee	Our people – Employee's development and training
DIVERSITY AND EQUAL OPPORTUNITIES		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our people – Diversity, equity, and inclusion
	103-2 The management approach and its components	Our people – Diversity, equity, and inclusion
	103-3 Evaluation of the management approach	Our people – Diversity, equity, and inclusion
GRI 405 Diversity and equal opportunities	405-1 Diversity of governance bodies and employees	Our people – Diversity, equity, and inclusion
	405-2 Ratio of basic salary per gender	Our people – Diversity, equity, and inclusion

GRI STANDARD	DISCLOSURE	SECTION
LOCAL COMMUNITIES		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Our community - Creating shared value for our communities
	103-2 The management approach and its components	Our community - Creating shared value for our communities
	103-3 Evaluation of the management approach	Our community - Creating shared value for our communities
GRI 413 Local communities	413-1 Local community development programmes	Our community - Creating shared value for our communities
CUSTOMER PRIVACY		
GRI 103 Management approach	103-1 Explanation of the material topic and its Boundary	Corporate governance - Ethical business and protection of human rights
	103-2 The management approach and its components	Corporate governance - Ethical business and protection of human rights
	103-3 Evaluation of the management approach	Corporate governance - Ethical business and protection of human rights
GRI 418 Customer privacy	418-1 Number of customer data losses	Corporate governance - Ethical business and protection of human rights

An aerial photograph of a small boat moving across a vast expanse of turquoise water. The boat is leaving a long, white, frothy wake that stretches from the bottom right towards the center of the frame. The water's color transitions from a deep blue in the upper right to a lighter, vibrant turquoise in the lower left. The overall scene is serene and expansive.

2021 ENVIRONMENTAL
SOCIAL
AND GOVERNANCE
REPORT

SANI | IKOS
GROUP