

Impact Report

2024

Introduction



2024 Impact at a Glance

100%

ecological cleaning
products used

63%

reduction in plastic
water bottle use
since 2022

9 of 10

of our food and
beverage suppliers
are based in Greece

70%

of associates view
Empiria Group as
a caring and human-
centric employer

2,100+

meals donated to
church and elder
care facilities as
well as vulnerable
populations

Sponsor

of the first Biennale of
Contemporary Keramics
2024 in Santorini



Table of Contents

Introduction

2024 Impact at a Glance	3
Message from our Founders	5
About Empiria Group and this Report	6
Our Hotels in 2024	7
The Values that Shape our Purpose	9

Impact Framework

Our Approach to Sustainability	11
Our Impact Framework	12

Social Impact

Our Social Impact in Numbers	15
Support our People	16
Support Local Communities	19

Environmental Impact

Our Environmental Impact in Numbers	24
Minimize Waste	25
Reduce Water	28
Save Energy	29

Cultural Impact

Our Cultural Impact in Numbers	34
Strengthen Preservation	36
Foster Cultural Knowledge	38

Looking Ahead

Where we Stand and our Goals for 2025	40
Making a Difference Together	41
We Would Love to Hear from You	42



Message from our Founders

At Empiria Group, we believe that true luxury in hospitality extends far beyond elegance and comfort. It is a profound respect for the world we inhabit—our natural surroundings, the communities we are part of, and the people who bring our vision to life. Our mission is to create experiences where guests, employees, and communities can flourish, while honoring the spaces we share, safeguarding the resources that sustain us, and ensuring everyone's equal right to wellbeing and joy. Through thoughtful initiatives that support the most vulnerable among us, we aim to make a tangible difference in people's lives.

We remain committed to our ongoing journey, by revealing the Impact Report yearly as a thoughtful reflection of our partnerships, initiatives, and progress towards meaningful, lasting change.

Through this report, you will discover how our vision comes to life—through stories of collaboration, data that traces our evolution, and moments that speak to the heart of our purpose. We hope you'll find our report both informative and a genuine reflection of our commitment

to transparency and accountability, while also creating joy and inspiration along the way. If our values and way of sharing our journey resonate with you, may this report serve as an invitation—to imagine and embrace a more conscious and human expression of hospitality.

Our deepest gratitude goes to all who have journeyed with us, our dedicated people, trusted partners, visionary suppliers, passionate leaders, and cherished guests. Each effort, each gesture, each shared moment contributes to something greater—a vibrant ecosystem of care, culture, and joy.

Thank you for reading.

Antonis Eliopoulos & Kalia Konstantinidou

“Our commitment to sustainability is rooted in respect for the ecosystems that sustain us, and we are thankful for the chance to share what we have achieved so far.”

—Antonis Eliopoulos & Kalia Konstantinidou



About Empiria Group and this Report

Welcome to Empiria Group's annual Impact Report—a reflection of our continued journey toward conscious growth and responsible hospitality.

Throughout 2024, we strengthened our commitment to sustainability by implementing actions that create tangible value for our properties, guests, communities, and the natural environment that surrounds us.

Our journey toward sustainability extends to every aspect of our business and our hotels. From the beginning, we have aligned our practices and reporting framework with the highest international standards and the UN Sustainable Development Goals, ensuring that our efforts

create meaningful benefits for our people, our land, and our culture. Over the past year, we have continued to make measurable progress across our three key pillars—social, environmental, and cultural—to create positive change that resonates within our communities.

As we carry our 30-year legacy into the future, we remain guided by a vision of conscious growth, expanding with purpose, conserving resources, and protecting our people and environment. In the pages that follow, we invite you to discover how these principles come to life through our actions and partnerships, reflecting our ongoing mission of ethical, cultural, and environmental stewardship.

Our Journey

1993	2007	2016	2017	2018	2019	2020	2021	2022	2024
Vedema, a Luxury Collection Resort Opening	Mystique, a Luxury Collection Hotel Opening	Nafsika Estate Opening	Hommage Collection Opening	Istoria, a Member of Design Hotels Opening	Parilio, a Member of Design Hotels Opening	Acron Villas Opening	Vedema Resort Expansion (13 new suites and a new pool)	Cosme, a Luxury Collection Resort Opening	Vedema Resort Expansion (15 new suites and villas)
				Korona Boutique Hotel Opening					Korona Boutique Hotel Expansion

Our 2024 performance figures

Total revenue

€26M+

Operational costs

€9M+

Properties

8

Rooms

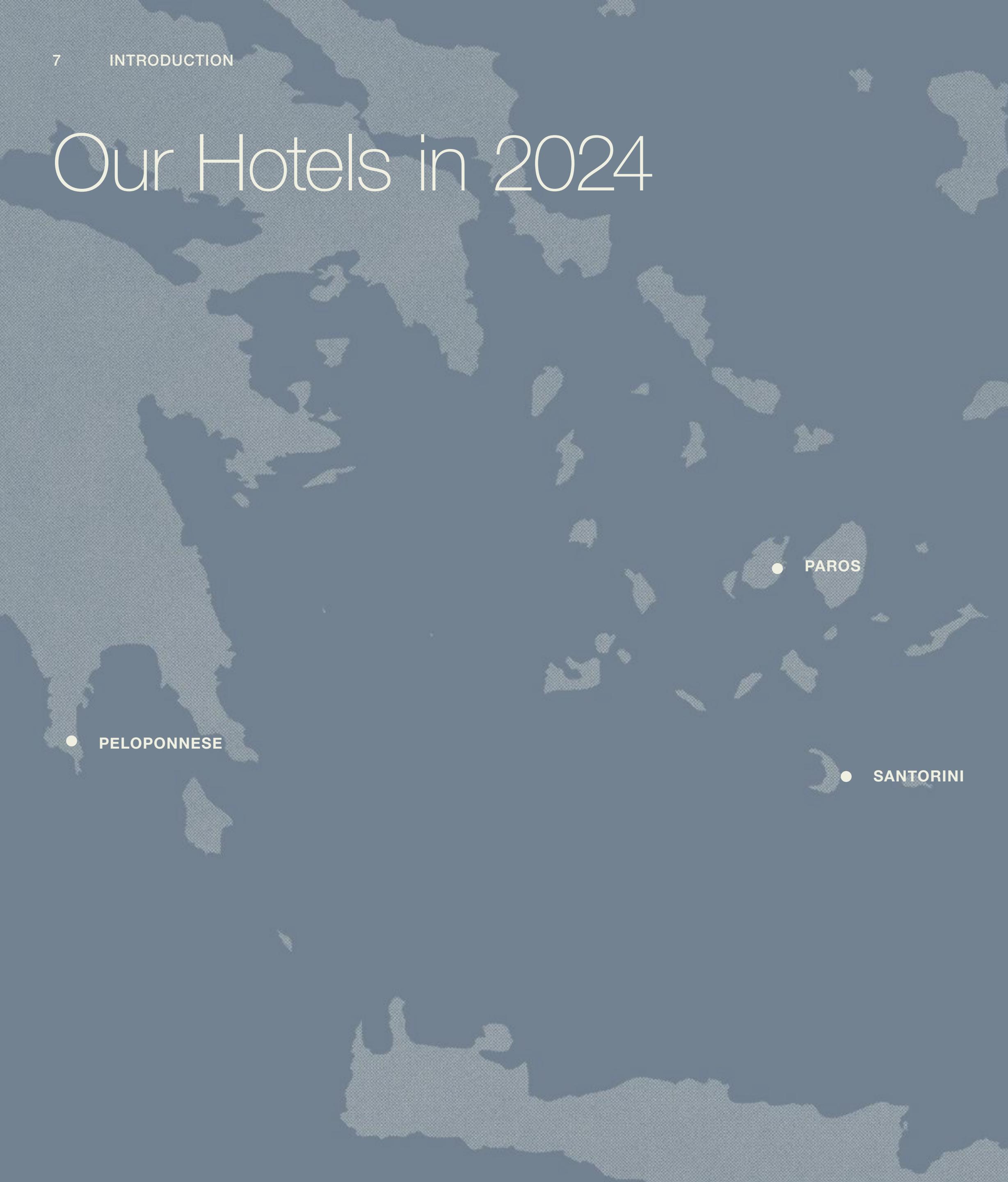
240

Guests

68K+



Our Hotels in 2024



Peloponnes

Korona Boutique Hotel	Acron Villas Paros	Hommage Collection
Room nights	Room nights	Room nights
Total guests	Total guests	Total guests
Total employees	Total employees	Total employees

Korona Boutique Hotel	Acron Villas Paros	Hommage Collection
Room nights	Room nights	Room nights
Total guests	Total guests	Total guests
Total employees	Total employees	Total employees

Paros

Cosme, a Luxury Collection Resort	Vedema, a Luxury Collection Resort
Room nights	Room nights
Total guests	Total guests
Total employees	Total employees

Parilio, a Member of Design Hotels	Istoria, a Member of Design Hotels
Room nights	Room nights
Total guests	Total guests
Total employees	Total employees

Santorini

Mystique, a Luxury Collection Hotel	
Room nights	6,458
Total guests	13,730
Total employees	89

Cosme, a Luxury Collection Resort	Vedema, a Luxury Collection Resort
Room nights	Room nights
Total guests	Total guests
Total employees	Total employees

Parilio, a Member of Design Hotels	Istoria, a Member of Design Hotels
Room nights	Room nights
Total guests	Total guests
Total employees	Total employees

Korona Boutique Hotel	Acron Villas Paros	Hommage Collection
Room nights	Room nights	Room nights
Total guests	Total guests	Total guests
Total employees	Total employees	Total employees

Our mission is to reframe luxury hospitality to include a profound respect for our environment and communities



The Values that Shape our Purpose



At Empiria Group, our purpose is to create space for joy. That begins with caring for our guests, our people, and our communities, and extends to the way we look after the places we call home and the resources that sustain them. With sustainability deeply rooted in our ethos, we are able to carry out our work with authenticity and mindful intention. Here's how our core values shape our approach to sustainability.

Together, our values guide the choices we make and the actions we take, shaping the foundation on which we continue to grow with purpose and integrity.

Finding joy

by celebrating our partnerships, sharing wins, and enjoying the journey itself.

Always elevating

by uplifting others and acting with empathy, respect, and compassion, without adopting a savior mentality.

Exuding passion

by showing up with energy and dedication in everything we do.

Being a leader

by setting higher standards for sustainability and transparent communication within the hospitality industry.



Impact Framework



Our Approach to Sustainability

Rooted in our values and guided by our Impact Framework, our sustainability journey allows us to track progress and remain accountable as we grow with awareness and intention. Our focus is shaped across three key pillars of impact: social, environmental, and cultural; the areas where we can make a meaningful and lasting difference.

To define these pillars, we began by analyzing the specific needs of our natural and social environments—seeking to understand where care and support are most needed and how we can contribute meaningfully. In a second step, we analyzed our impact-related activities and their measurable outcomes.

Recognizing that the ecosystems that sustain balance are deeply interconnected, we remain committed to acting with awareness and care, making responsible choices that honor these relationships and the trust placed in us.

To hold ourselves accountable, we have created impact statements for each pillar, and have chosen specific goals in order to achieve them. These goals are then used as the benchmark for measuring the outcome and effectiveness of our efforts.

We also aligned our goals with the United Nations Sustainable Development Goals (SDGs) to serve as a strategic compass for our sustainability commitment.



Our Impact Framework

Area of Impact

Social Impact

We place our people and communities at the heart of our vision, fostering a safe and inclusive workplace while supporting the wider community through initiatives that enhance local welfare and readily offer help in times of need.

Support Our People

Support Local Communities



Good Health and Wellbeing

Gender Equality

Decent Work and Economic Growth

Our Sustainability Goals

Relevant SDGs, Indicators and Metrics

sdgs.un.org/goals

Environmental Impact

We reduce our environmental footprint by minimizing waste, reducing water use, and saving energy across all hotels.

Minimize Waste

Reduce Water

Save Energy



Clean Water and Sanitation

Affordable and Clean Energy

Sustainable Cities and Communities

Responsible Consumption and Production

Climate Action

Cultural Impact

Our aim is to engage the local community, our guests, and our teams, inspiring them to become ambassadors of our destinations. Educating, sharing, and inspiring.

Strengthen Preservation

Foster Cultural Knowledge



Sustainable Cities and Communities

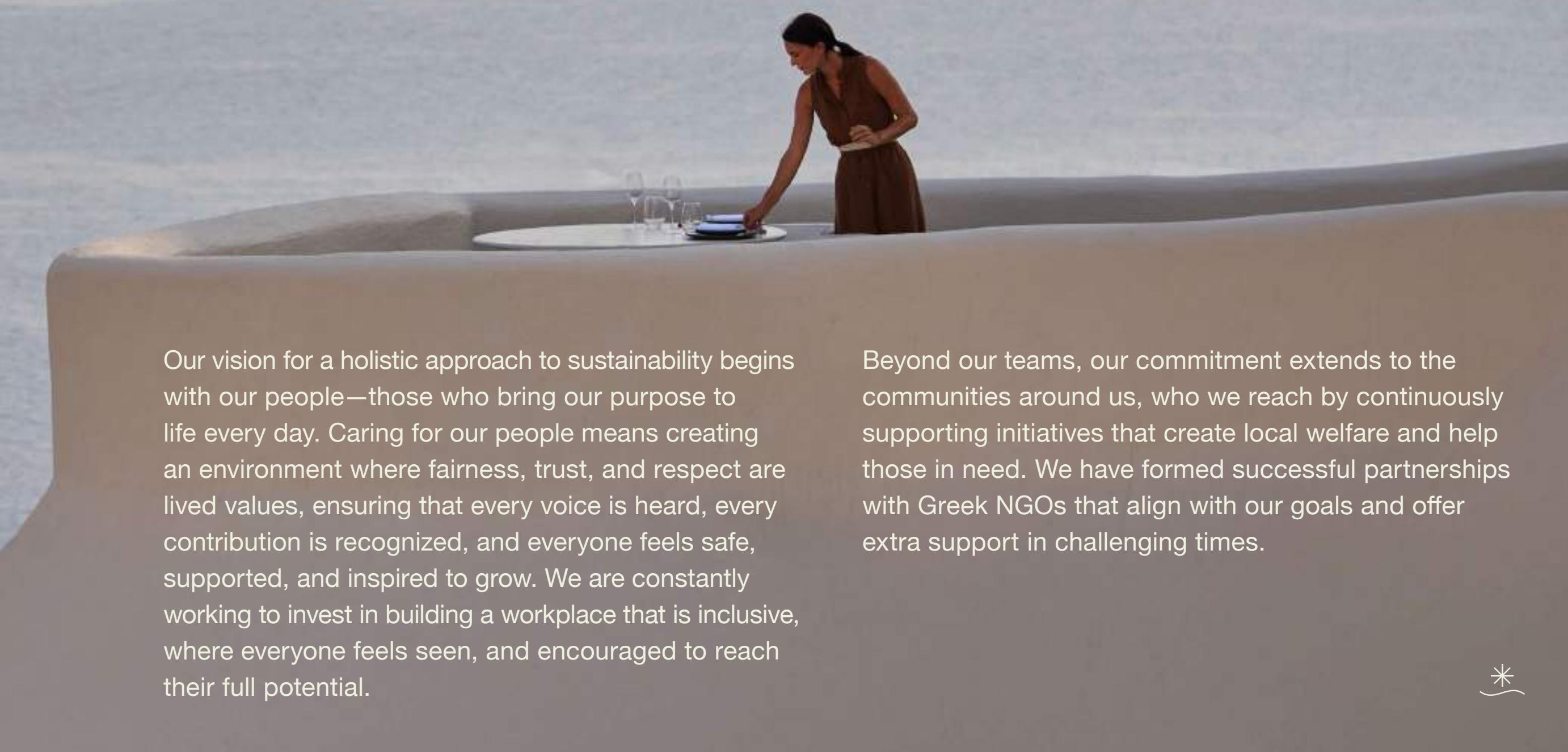
Climate Action



Social Impact



We place our people and communities at the heart of our vision, fostering a safe and inclusive workplace while supporting the wider community through initiatives that enhance local welfare and by readily offering help in times of need.



Our vision for a holistic approach to sustainability begins with our people—those who bring our purpose to life every day. Caring for our people means creating an environment where fairness, trust, and respect are lived values, ensuring that every voice is heard, every contribution is recognized, and everyone feels safe, supported, and inspired to grow. We are constantly working to invest in building a workplace that is inclusive, where everyone feels seen, and encouraged to reach their full potential.

Beyond our teams, our commitment extends to the communities around us, who we reach by continuously supporting initiatives that create local welfare and help those in need. We have formed successful partnerships with Greek NGOs that align with our goals and offer extra support in challenging times.



Our Social Impact in Numbers

Social Impact Project

2024

The Love Van organization

Donated 500 meals and food and equipment worth €1,388

“Friends of the Child”

Donated €10,773 to support English tutoring lessons and €2,000 toward essential needs as well as freshly prepared meals worth €450

Church & elder care facilities

Donated 1,580 meals worth €4,600

Financial support to a local charity

Paid a €11,905 electricity bill + donated €1,905

Santorini EKAB

Donated an ambulance to the Santorini branch of the National Emergency Center

Kindergarten of Megalochori

Funded improvement works at the Megalochori Kindergarten

Mexoxo

Donated €1,500, supporting global movement “Giving Tuesday” that encourages generosity and community support



Our Greatest Strength is our People



Retaining talented people year after year is vital to our vision. With nearly 90% of our workforce employed seasonally, we place great care in fostering a workplace that is positive, nurturing, and inspiring—one that is supported by a thoughtful framework, an inclusive hiring culture, and annual initiatives that encourage feedback, growth, and connection.

61%

of employees feel that Empiria Group supports and encourages diversity and inclusion

Our commitment to our people is grounded in principles that inspire collaboration and empowerment, shaping a workplace built on respect, inclusion, and shared growth.

Full employment, respectful work, and equal pay

Our focus remained on creating meaningful employment opportunities, ensuring all team members are provided with equitable opportunities and a nurturing work environment. We also reinforced our commitment to equal pay for equal work, standing by the belief that fairness is the foundation of trust.

Empowering the Next Generation

We empowered the growth and development of young people by offering opportunities for education, training, and skill development within our organizations and engaging in partnerships and initiatives that support the professional success of young individuals entering the workforce.



Diverse and inclusive workplace culture

We believe in a workplace where everyone feels valued and respected; where diversity of age, background, and perspective enriches who we are. In 2024, we were proud to foster an inclusive workplace that brought together colleagues from 38 nationalities. We are equally committed to creating opportunities for individuals without prior hospitality experience—particularly those who are unemployed or from minority and immigrant communities—helping them build meaningful hospitality careers.

Employee Wellbeing and Satisfaction



77%

of employees believe that working at Empiria Group will support their career growth and boost their CV

Fostering employee engagement

We brought our employees together to work on CSR initiatives and social causes, strengthening team bonds and fostering a sense of purpose.

Employee recognition and reward

We acknowledged exceptional performance and commitment with initiatives like Employee of the Month/Season and Housekeeping Recognition Week. These initiatives highlighted both individual and team accomplishments, creating a supportive work environment where outstanding efforts are recognized and valued.

Training and career advancement

We provided our people with trainings to improve their skills and extend their horizons and potential to help them professionally evolve, advance their careers, and grow within our organization.

Our vision of success lies in the wellbeing of our people. This year, we introduced new ways to listen, support, and stay meaningfully connected to them. Through open conversations and feedback channels, both during their time with us and at the close of each season, we encouraged our teams to share their experiences and ideas, helping us grow together and strengthen the sense of belonging that defines us.

Elevating employee experience

"My Empiria Chat Days" is an initiative designed to foster an open, transparent communication between our employees and the HR team, ensuring that employees are heard and their needs are fulfilled. Our Chat days were held monthly during the HR visits, and covered addressing any work-related concerns or questions from the staff, individual work performance and exploring career development opportunities, feedback and suggestions for improving the work environment, ways to enhance employee experience and wellbeing, and updates on company policies and procedures.

Employee satisfaction

We held an online Employee Satisfaction Survey at the end of our 2024 season, as well as exit interviews with our people. The insights we gained have guided us in making meaningful improvements to boost employee satisfaction and engagement.

Employee Development

1 of 3

seasonal employees
intend to return
next year

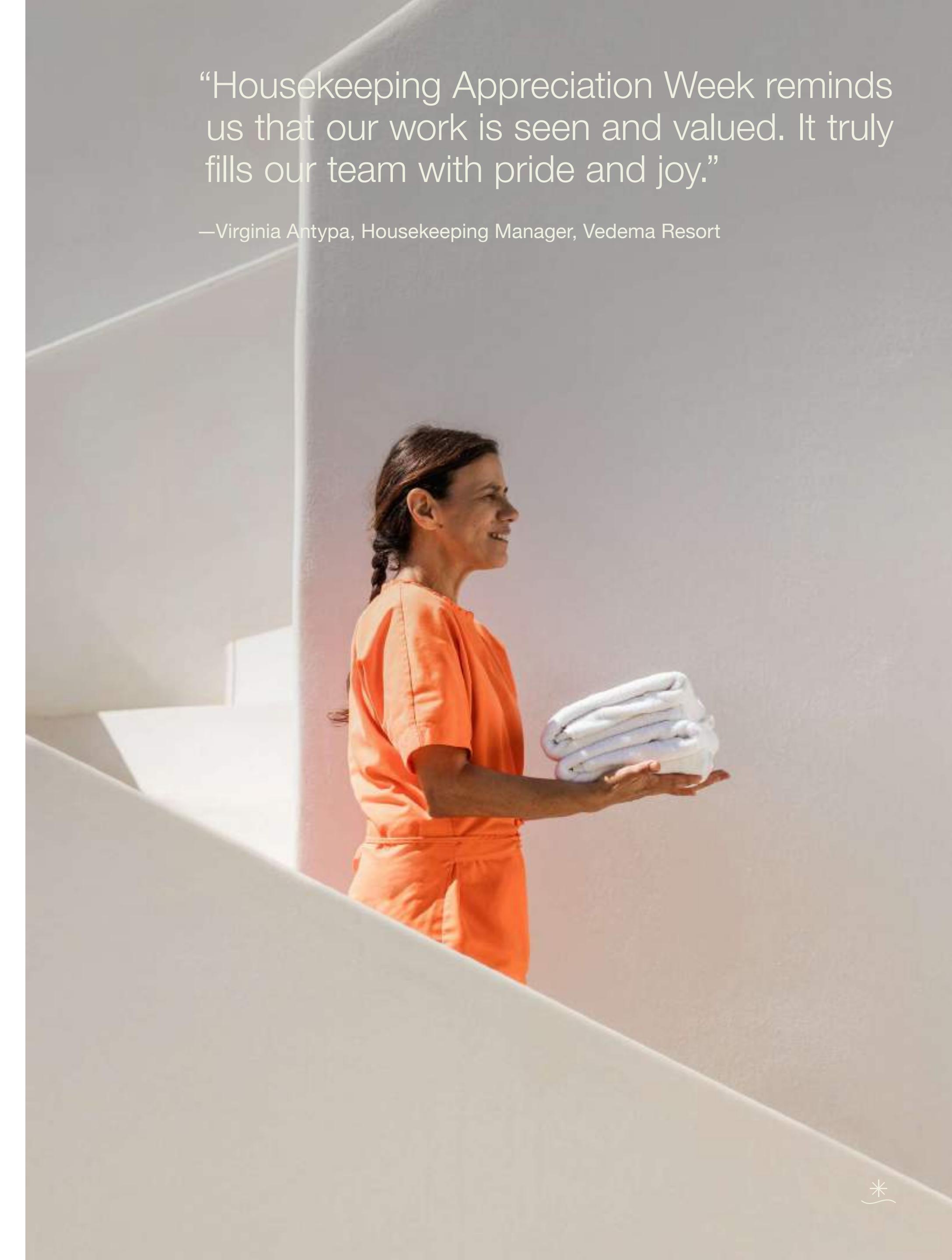
Genuine connection is the foundation of lasting collaboration. Many of our team members choose to return year after year, drawn by a shared sense of purpose and belonging. This year, one in three of our 2023 seasonal colleagues rejoined us. However, we achieved a great number of employees who view Empiria as “a caring and people-oriented employer,” with 70% of people asked in our employee satisfaction survey saying so.

We take great pride in recognizing that 10% of our team members earned promotions, and 78 colleagues were honored through Employee of the Month or Season awards. We also celebrated Housekeeping Appreciation Week across six properties; a heartfelt expression of gratitude for the dedication, craft, and care that define their work.

These moments of recognition remind us that success is not measured in numbers alone, but in the continuing relationships and shared joy we cultivate along the way.

“Housekeeping Appreciation Week reminds us that our work is seen and valued. It truly fills our team with pride and joy.”

—Virginia Antypa, Housekeeping Manager, Vedema Resort



How we Supported our Communities

Through long-standing partnerships with local non-profit organizations, we support social welfare and the wellbeing of those who call our destinations home. In 2024, we strengthened these relationships through coordinated actions that had a tangible impact.

Our care also extends to the animals that share our environment. In Paros and Santorini, we joined local programs that care for and vaccinate stray cats and dogs, while many of our employees took personal initiatives to protect and adopt animals in need. Together, these efforts show how collective care and everyday action can create lasting positive change in our communities.



€13,223 donation to “Friends of the Child”

We were proud to support Friends of the Child with a donation of €10,773, dedicated to funding English tutoring for children throughout the 2024–2025 school year. In addition, we extended our commitment through a €2,000 donation and €450 in food contributions. In 2024, they were able to help 535 children and 270 families, supporting their most essential needs.

Renovation works at the Kindergarten of Megalochori

This kindergarten project reflects our commitment to creating spaces where children can thrive. We revitalized the outdoor areas with new play equipment, fresh paint, and restored surfaces, transforming them into a brighter, safer, and more joyful environment for the children.

1,580 meals donated to church and elder care facilities

We donated a total of 1,580 meals to church and elder care facilities.

Financial support to a local charity

We proudly contributed to the efforts of Father Ignatios Moschos and the Parish of Agion Asomaton by offering financial support to cover the electricity bill.

A new ambulance vehicle for Santorini EKAB

We donated a new and fully equipped ambulance vehicle to Santorini EKAB during their annual General Assembly at the De Sol Hotel, strengthening the emergency services available to the local community.

Donation to Giving Tuesdays

Through our ongoing Giving Tuesday initiative, Empiria Group donated €1,500 to MEXOXO, supporting Cornell University’s Take the Lead program. This contribution helped provide education and empowerment opportunities for 100 women from remote areas and islands across Greece.

1,580

meals donated to church and elder care facilities



Donating Meals with the Love Van

Our commitment to care continued to deepen in 2024, as we raised the number of donated meals to 500.

The Love Van is a non-profit organization that offers meaningful support providing food, clothing, books, and other essentials to people in moments of immediate need. Since its founding in 2020, the organization has mobilized more than 150 volunteers and supported hundreds of families through its compassionate, hands-on initiatives.

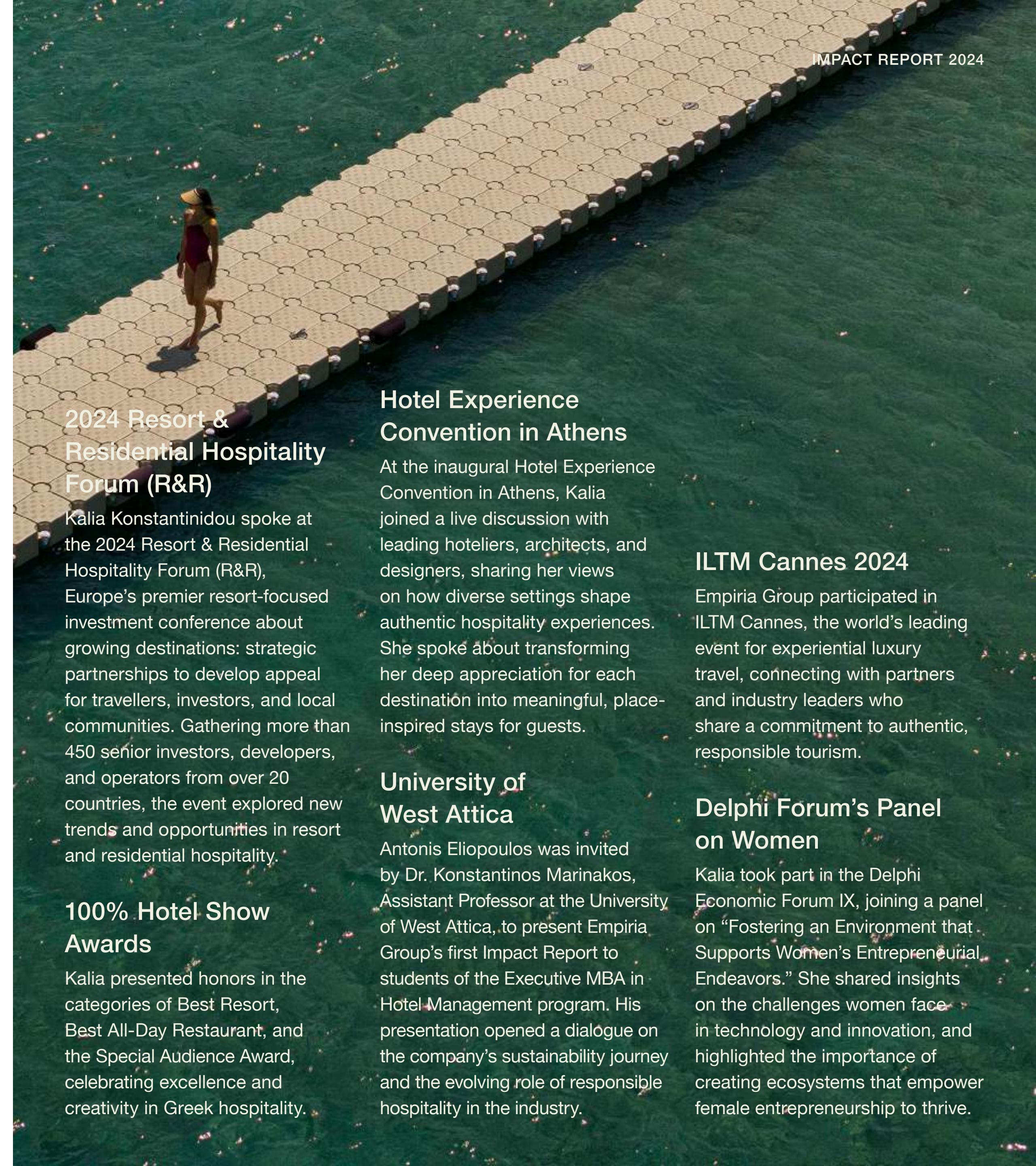
Empiria Group joined forces with The Love Van and Marriott Business Council to provide food and equipment worth €1,388.41 to support families in need in Rhodes. Our team members also prepared and personally delivered over 300 meals to individuals across various neighborhoods in Athens.

Encouraged by the impact of these efforts, we partnered with The Love Van again, cooking and distributing 200 meals to homeless individuals in the Marnis and Piraeus areas of Athens. Through our collaboration, we've been able to extend care, dignity, and nourishment to our wider community.



Leading Conversations on Sustainability in Luxury Hospitality

Being an active voice within the hospitality sector is an integral part of our ethos. Throughout the year, we participated in conferences, forums, and industry events to share our progress, exchange ideas, and contribute to the broader dialogue on sustainability. These gatherings offered valuable opportunities to inspire peers, learn from others, and explore new ways to embed responsible practices across the future of hospitality.



2024 Resort & Residential Hospitality Forum (R&R)

Kalia Konstantinidou spoke at the 2024 Resort & Residential Hospitality Forum (R&R), Europe's premier resort-focused investment conference about growing destinations: strategic partnerships to develop appeal for travellers, investors, and local communities. Gathering more than 450 senior investors, developers, and operators from over 20 countries, the event explored new trends and opportunities in resort and residential hospitality.

100% Hotel Show Awards

Kalia presented honors in the categories of Best Resort, Best All-Day Restaurant, and the Special Audience Award, celebrating excellence and creativity in Greek hospitality.

Hotel Experience Convention in Athens

At the inaugural Hotel Experience Convention in Athens, Kalia joined a live discussion with leading hoteliers, architects, and designers, sharing her views on how diverse settings shape authentic hospitality experiences. She spoke about transforming her deep appreciation for each destination into meaningful, place-inspired stays for guests.

University of West Attica

Antonis Eliopoulos was invited by Dr. Konstantinos Marinakos, Assistant Professor at the University of West Attica, to present Empiria Group's first Impact Report to students of the Executive MBA in Hotel Management program. His presentation opened a dialogue on the company's sustainability journey and the evolving role of responsible hospitality in the industry.

ILTM Cannes 2024

Empiria Group participated in ILTM Cannes, the world's leading event for experiential luxury travel, connecting with partners and industry leaders who share a commitment to authentic, responsible tourism.

Delphi Forum's Panel on Women

Kalia took part in the Delphi Economic Forum IX, joining a panel on "Fostering an Environment that Supports Women's Entrepreneurial Endeavors." She shared insights on the challenges women face in technology and innovation, and highlighted the importance of creating ecosystems that empower female entrepreneurship to thrive.

Environmental Impact





We continue to honor the land that sustains us—sourcing local produce, minimizing waste, reducing water use, and saving energy—transforming our sustainability goals into measurable progress.

We deepened our commitment to environmental stewardship, recognizing that protecting nature is inseparable from social wellbeing and the future of our destinations. As Greece faces growing challenges from climate change, pollution, and waste, we remain focused on practical actions that help safeguard our ecosystems while ensuring the vitality of our communities.

Our environmental actions are anchored in four goals: sourcing local produce, minimizing waste, reducing water use, and saving energy, all contributing to a lower carbon footprint.



Our Environmental Impact in Numbers

Project	2022 Data	2023 Data	2023 Result	2024 Data	2024 Result	2025 Goal	2030 Goal
Minimize waste	Reduction in plastic waste (water bottles)	263,931	199,178	25% Reduction	97,964	63% Reduction	80% Reduction
Reduce water	Water usage per room	189.11 m ³	172.44 m ³	8.81% Reduction	174.9 m ³	7.51% Reduction	10% Reduction
Save energy	Energy usage per room	10,979 KWH	10,202 KWH	7.07% Reduction	9,839 KWH	10.39% Reduction	10% Reduction
Produce	Hotels on Paros + Santorini local food & beverage supplier	/	40% Local supplier	/	66.0% Local supplier	26% Increase	80% Local supplier
	Hotels Paros + Santorini national food & beverage supplier	/	35% National supplier	/	33.8% National supplier	1.2% Decrease	20% National supplier
	Paros + Santorini international food & beverage supplier	/	25% International supplier	/	0.2% International supplier	24.8% Decrease	0% International supplier

Note: 2022 is the baseline for all result calculations, except produce, which uses 2023 as baseline.

Certain figures may appear elevated as a result of our portfolio's expansion through the addition of new rooms.

To offer a clearer picture, data is presented on a per-room basis, allowing progress to be viewed alongside growth.



Reducing Waste

“We came together for the beach clean-up, making a meaningful impact while enjoying the experience.”

—Marilena Lampropoulou, Marketing & Communications Executive of Empiria Group

We strengthened our efforts to reduce, reuse, and recycle the material waste generated across our properties. This ongoing commitment serves two key purposes: It helps ease pressure on local landfills and it reduces pollution, while also conserving the resources and energy needed to produce new materials.

At Empiria Group, we embrace a mindful approach to cooking by favoring seasonal creativity over fixed menus, and finding ways to reduce food waste through care, intention, and other conscious practices that not only contribute to broader environmental goals but also reflect our commitment to sustainable and ethical resource use. By sourcing 9 out of 10 of our produce from Greece has been another major milestone, supporting local producers and minimizing transportation emissions.

Ecolab

In 2024, our ongoing collaboration with Ecolab ensured that all cleaning products used across our properties meet the highest standards of safety and sustainability. Designed to protect both people and the environment, these solutions help us maintain our spaces with care and responsibility. We also held our annual training with the Ecolab team, empowering our people to use every product efficiently and with mindful attention.

Our waste reduction focus areas

Participate in Nespresso's recycling program for coffee capsules and equipment.

Used cooking oil from our kitchens is recycled and converted into biodiesel, supporting a circular use of materials.

Organize beach clean-ups to help prevent non-organic waste from entering marine environments and to protect coastal ecosystems.

Offer an à la carte breakfast menu of fresh dishes made to order instead of a breakfast buffet, significantly reducing food waste while maintaining the highest standards.



Eliminating Plastic Water Bottles

63%

reduction in plastic water bottle use since 2022

Plastic water bottles have long symbolized the challenge of single-use waste, and we are committed to removing them entirely from our operations. Through the installation of an advanced on-site filtration system, we've taken significant steps toward a more sustainable and circular approach to water consumption.

Building on our collaboration with Nordaq, a Swedish company specializing in refillable, automated solutions for filtering, bottling, and capping water on-site, we continued to expand this system across our properties in 2024. As a result, we have achieved a 63% reduction in plastic bottle use, a meaningful step towards a more sustainable and conscious way of serving water across our properties.

We are aiming to completely eliminate plastic bottles from our hotels and offices by 2030.

"We take pride in the meaningful progress we've made so far and remain fully committed to removing plastic water bottles from all our properties by the end of 2030."

—Dimitris Alexakis, COO of Empiria Group



We Invested in Responsible Renovations



As a hotel group we regularly renovate our properties to make sure that they are at the highest standard for our guests—and we use each of these renovations as an opportunity to put our holistic approach to sustainability, cultural authenticity, and thoughtful design into practice.



For Empiria Group, responsible renovation means creating spaces that respect the natural environment and reflect the cultural narratives of each destination. We carefully select sustainably sourced and certified natural materials, prioritize energy-efficient systems, and design with a low ecological footprint in mind. Equally important, we collaborate with local craftspeople and artisans, incorporating traditional techniques and locally made products into our properties. This not only supports local economies but also offers guests a more meaningful and authentic experience.

In 2024, we completed the refurbishment of *Mystique*, a Luxury Collection Hotel in Santorini, working with *Interior Design Laboratorium* to create an exclusive retreat for global travelers.

The renovation encompassed luxury suites, dining venues, and wellness facilities, all inspired by the island's natural beauty and craftsmanship. The refreshed interiors feature earthy tones and natural materials, as well as furniture crafted from olive pits, a beautiful embodiment of our sustainability ethos. Bespoke design pieces echo Santorini's sculptural forms, complemented by a curated collection of Greek ceramics that celebrate the island's rich artistic heritage.



Saving Water

Greece is among the most water-stressed countries in Europe, with particularly strong pressures on the islands. According to the World Resources Institute, Greece ranks 19th globally for water-stress risk. In light of this pressing need, we continued to strengthen our efforts to reduce water consumption in 2024. Our goal is to practice responsible water management across all properties through a series of incremental conservation measures that, collectively, help lower daily usage and protect this essential resource.

Since establishing our action plan in 2022, we have achieved a 7.51% reduction in water usage and remain committed to reaching a 15% reduction by 2030.

Working with indigenous plants

Prioritize the use of indigenous plants—an approach that helps conserve water and maintain biodiversity. This practice reduces water consumption by approximately 50–60% compared to high-water-demand species.

Reducing linen changes

Guests were encouraged to reuse bed linens and towels through in-room environmental cards. By reducing daily linen changes during a typical three-night stay, our hotels can save around 1,946 tons of water over the season.

Reducing water usage

All properties are equipped with low-flush and dual-flush toilets, a simple yet impactful step that saves approximately 263 tons of water each season.

Our water-saving focus areas

In our daily hotel business

- We repurpose water waste from hotel ice makers to fill outdoor pools.
- We encourage our guests to use bed linens and towels to reduce daily linen and towel changes with environment-friendly cards.
- All our properties have low-flush and dual flush toilets.

In our kitchens and plumbing

- All kitchen water taps are fitted with flow-regulating devices.
- Dishwashers are connected to the hot water supply to eliminate additional energy consumption.
- All back-of-house areas have lower flow taps with a pedal, waterless steamers, and pre-rinse spray valves.

In our gardens

- We use intelligent irrigation systems with timers to optimize irrigation water.
- Our landscaping is carefully designed with native species adapted to the local environment, which require less irrigation and minimal human intervention.

Saving Energy

Our vision is to continually enhance energy efficiency and reduce overall consumption across our properties. By doing so, we help lower greenhouse gas emissions, ease pressure on local power grids, and reduce dependence on fossil fuels.

Since 2022, we have achieved a 10.39% reduction in guest room energy use, reaching our 2025 target ahead of schedule. Looking ahead, we are committed to achieving a 15% total reduction by 2030.

Our energy-saving focus areas

All appliances are fully switched off when not in use.

Air-conditioning thermostats are set between 22 and 24 degrees, and the A/C is fully turned off in all rooms and facilities when not in use.

Temperature leakages are minimized through effective draught seals and insulation.

Employees and guests are encouraged to recycle batteries as well as old and damaged electrical equipment.

We gradually replaced all light bulbs in our properties with energy-saving LED bulbs.

We use battery management systems (BMS) technology to monitor and control our energy needs.

We started implementing alternative energy sources, such as solar power and geothermal energy, at our properties.

Our employees are reminded to be conscious of their energy consumption at regular intervals, and to avoid waste where possible.

We solely use electric vehicles for hotel transfers and transport.

Cooking with Purpose, Creating without Waste

Nestled in Stavri village in Mani of Peloponnese, Aspasia Restaurant—part of Empiria Group—reflects a philosophy of gastronomy that is both sustainable and deeply rooted in the land. Guided by chef Stavriani Zervakakou and named after her aunt, Aspasia celebrates Mani's matriarchal traditions and the creativity of women who shaped its culinary identity.

The restaurant's philosophy centers on resourceful, seasonal cooking—serving what the land and sea provide each day. Ingredients are sourced from nearby farms and gardens, and nothing is wasted. Even melon seeds are repurposed into natural pectin.

Through Aspasia Restaurant, Empiria Group supports a model of sustainable dining that honors local heritage, strengthens community ties, and enhances the guest experience at our Korona Boutique Hotel in Mani.



How does Aspasia Restaurant bring the philosophy of circular gastronomy to life, and in what ways do you minimize food waste in your daily practice?

Chef Stavriani Zervakakou: The decision to change our menu daily is based on two things: my personal wish to experience and share seasonal produce, and my goal to waste as little as possible. Even if I am left with only three tomatoes, I will integrate them into a new dish just to rescue them. We are so happy to be able to say that we waste almost nothing through these practices—a success we were able to reach mostly by ourselves. We see it as a measure without actually taking measures.

How do you combine creative cooking with sustainability?

SZ: Seasonal produce and zero-waste consciousness are at the core of my cooking philosophy, which is derived from the elder women of my family I had the chance to live, eat, cook, and forage with. These are women who had experienced the second World War and had to survive with nothing. I am deeply inspired by them to create new forms with the same ingredient. This way of cooking feels like a one-way ticket to me: something I'd never move away from again.



Honoring Greek Produce

	Local Suppliers	National Suppliers	International Suppliers
Hotels on Santorini Mystique, a Luxury Collection Hotel, Vedema, a Luxury Collection Resort, Istoria, a Member of Design Hotels	46%	53.9%	0.1%
Hotels on Paros Parilio, a Member of Design Hotels, Cosme, a Luxury Collection Resort	74.9%	25%	0.1%
2024 Food & beverage suppliers Total	66.6%	33.8%	0.2%

9 of 10

of our suppliers are
based in Greece

Providing beautiful, seasonal, vibrant foods is a cornerstone of our hospitality ethos—as well as our social and environmental commitment. By choosing to source as many ingredients as possible from within the Cyclades, we are able to empower local suppliers, shrink the supply chain, limit packaging, and enjoy the highest quality of ingredients.

This includes the freshest vegetables and the catch of the day, along with an assortment of cheeses, wines, and beers—all sourced from Paros, Santorini, or the surrounding islands. Our welcome amenities are thoughtfully crafted by local producers, extending our philosophy of care and authenticity into every guest room.

Practicing food circularity at Parōn

Parilio's Parōn restaurant advanced its sustainability efforts in 2024, prioritizing local sourcing to reduce carbon emissions and ensure the highest quality produce. Working closely with an organic farm, the restaurant grew leafy greens and edible flowers in a traditional agricultural cycle, using only old seeds from natural crossbreeding, allowing for optimal adaptation to the surroundings. A holistic approach that extends from soil to plate, with seasonal produce, minimal waste, and thoughtful energy and water management shaping every dish. This circular economy approach was carried through to the kitchen, where careful energy and water management are made a top priority—all in all, resulting in top-quality, delicious natural cooking with a small ecological footprint.



Cultural Impact



An aerial photograph of a stone building complex, possibly a ruined church or a group of houses, situated in a mountainous, green landscape. The buildings are made of light-colored stone and have arched windows. The surrounding terrain is rocky and covered in green vegetation. The lighting suggests it is either sunrise or sunset, casting long shadows and highlighting the textures of the stone and the surrounding hills.

We support cultural institutions and initiatives that safeguard Greece's rich heritage and celebrate its living traditions.

Through ongoing collaborations with foundations, museums, and cultural organizations, we help advance education and foster a deeper understanding of our country's history, art, and natural surroundings.

Our approach is guided by a belief that cultural preservation is essential to both community wellbeing and meaningful hospitality. By amplifying the voices of those who protect and share Greece's cultural wealth, we strengthen the connection between our guests and the destinations they visit.

Throughout 2024, we continued this long-term commitment by promoting and supporting diverse cultural institutions, both through direct funding and by integrating cultural storytelling and events into the guest experience. Through these efforts, we aim to honor, protect, and share the heritage that makes each of our destinations so special.



Our Cultural Impact in Numbers

Cultural Impact

2024

Benaki Museum's Fundraising Gala

Donated €1,000

Cycladic Identity: Quarry in Marathi, Paros

Donated €1,000

Kerkezos & Vienna Saxophones concert

Donated €13,870 to a musical production and accommodation of 4 rooms

Museum of Cycladic Art Auction 2024 Fundraising Gala

Donated 1 voucher worth €2,500

CPF Islander's Forum at Vedema Resort

Contributions worth €44,695

Cyclades Care for Wildlife

Donated €9,220 to empower wildlife protection in the Cyclades

Biennale of Contemporary Keramics

Donated €3,000 and accommodation for 11 people

We maintain ongoing collaborations with cultural organizations, while also supporting new partners each year according to the unique cultural activities and needs of each destination. In 2024, we deepened our long-standing cultural partnerships while expanding our reach to new initiatives, reaffirming culture as one of Empiria's key pillars of impact and identity.



Celebrating the Islands' Cultural Heritage with the 1st Biennale of Contemporary Keramics in Santorini



€3,000

donation and accommodation
for 11 people

The Biennale of Contemporary Keramics, organized by the civil non-profit Big Blue Dot, is a nomadic and decentralized event series. Since its inception in 2024, it is planned to take place on a different Greek island each time, drawing inspiration from the unique qualities of each location, including its archaeological past, myths, and history.

Empiria Group was a proud sponsor of the first Biennale of Contemporary Ceramics in Santorini, an event that elevated local craftsmanship through authentic, place-inspired artistic expression.

With a total duration of five months, the first Biennale of Contemporary Keramics was hosted in 2024 in Santorini, inspired by the archaeological site of Akrotiri where the ruins of a prehistoric city of great cultural importance were previously revealed. BCK hosted 20 artists from Greece and abroad, who were invited through an open call to research and present their projects, which were then exhibited in proximity to the archaeological sites that inspired them. A program of workshops and lectures accompanied the exhibition, and the Biennale concluded with a publication.

“As Creative Director of the Biennale of Contemporary Keramics, I look to each island as a cultural landscape that inspires artists from around the world. Along this journey, I seek partners who share the belief that culture shapes how we live and connect. Empiria Group leads the way because they understand that hospitality lies at the core of our culture.”

—Loukia Thomopoulou, Creative Director of the Biennale of Contemporary Keramics



Preserving the Island's Cultural Heritage



Supporting cultural institutions with financial donations and offering our spaces, accommodations, and event planning capabilities were key ways in which we were able to make an impact in this area.

€13,870

donation to Kerkezos & Vienna Saxophone concerts

Advisory Board Membership

Our co-founder and Group Executive Officer, Kalia Konstantinidou, is a member of the board of the Cycladic Identity. This is an initiative by the Museum of Cycladic Art dedicated to preserving, restoring, and revealing the unique, intangible cultural heritage of the Cycladic Islands. Acting as a donations platform, it raised and allocated funds to projects that help sustain cultural authenticity and support communities across the islands.

Donated €1,000 to the Benaki Museum's Fundraising Gala

Empiria Group contributed a cash donation to the Benaki Museum's Fundraising Gala, a prestigious event where the museum collaborates with key figures in the fashion industry to fund more exhibitions, publications, research, and educational programs.

Donated €1,000 to Cycladic Identity: Quarry in Marathi, Paros

Supporting the protection and restoration of the Ancient Quarries of Paros, ensuring their cultural and historical value is preserved for future generations.

Donated €13,870 to a Kerkezos & Vienna Saxophones concert

Empiria Group supported the first Paros Classical Music Festival reaffirming its commitment to initiatives that enrich cultural life and elevate Paros on a local and international level. The festival was hosted at the courtyard of Panagia Ekatontapyliani, celebrating classical music and cultural heritage.

Hospitality donation for the Museum of Cycladic Art Auction 2024 Fundraising Gala

As part of our support for the annual Fundraising Gala of the Museum of Cycladic Art, Empiria Group proudly contributed a hospitality experience to the silent auction, offering a two-night stay at Vedema Resort and a two-night stay at Istoria, contributing to the museum's mission to safeguard Cycladic culture, while connecting guests with its heritage.

Bringing Together the CPF Islanders' Forum

We constantly strive to grow our strong partnership with the Cyclades Preservation Fund (CPF). CPF is a non-profit organization that supports sustainable community initiatives and promotes the preservation of the nature and ecosystems in the Cyclades. Through our collaboration, we were able to contribute to conservation projects and initiatives driven and embraced by local communities in the most effective and non-intrusive way.

Supported CPF's Paros summer fundraising event

We supported a fundraising event in August 2024, in Paros, and all proceeds went to support CPF in their vital environmental conservation projects in the Cyclades Islands, such as preservation of the Posidonia meadows, protecting and rehabilitating coastal wildlife, such as monk seals, dolphins, sea turtles, and wild birds, educational programs in schools and public events, and empowering local conservation heroes through the CPF Islanders Forum.

Hospitality worth €45,000 for the Islander's Forum

Enabling environmental dialogue across 22 islands by hosting over 90 participants, providing facilities, and actively engaging in the forum's actions

Donated €9,220 and introduced the Cyclades Care for Wildlife

We included the Cyclades Care for Wildlife program in the CPF Islanders' Forum in Santorini. The program included training Forum participants and local volunteers to become part of a rescue network for wildlife, as well as an open event addressed to local authorities, associations, organizations, and the public.



Preserving and Celebrating Cultural Heritage



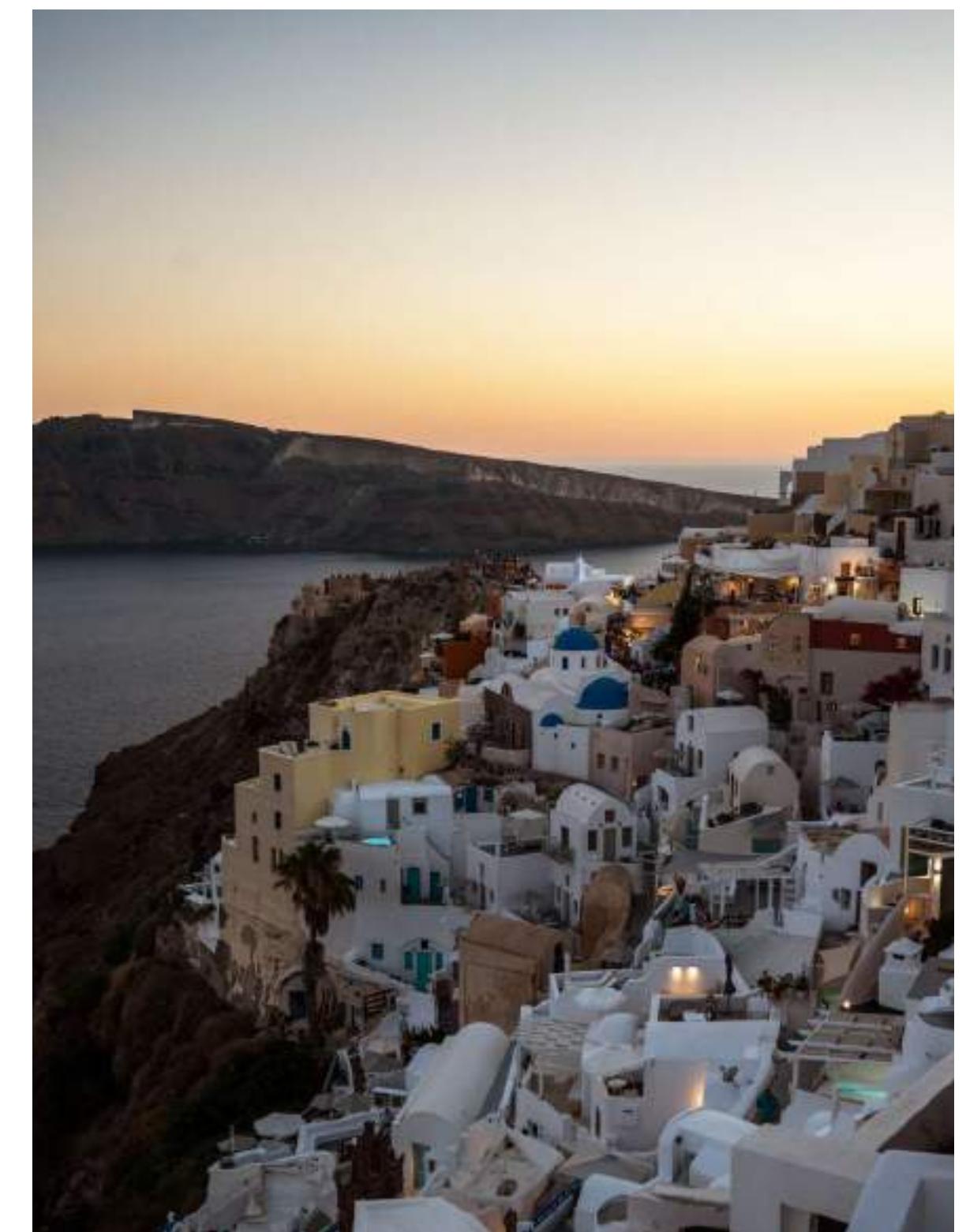
We continuously invited our guests to connect with life in the Cyclades and Greece through connection with the artistry, traditions, and wisdom of our local communities and landscape: from timeless village customs and archaeological treasures to contemporary crafts and family-run tavernas.

Our Concierge team guided guests to renowned museums and historic landmarks, as well sharing uncovered hidden gems—such as visits to a local craft atelier, a sustainable farm tour in Paros, and immersive encounters with music, art, and



mythology in Santorini at the Symposium Cultural Center. To deepen the experience, we also arranged private wine tastings of native varieties in Santorini and outings on a fisherman's boat.

With sustainability taking center stage, we invited our guests to explore the islands thoughtfully and responsibly, offering a curated selection of local activities and guided tours on Santorini, Paros, and Peloponnese. Many of our properties are close to renowned museums and historic landmarks, and our Concierge team guided guests on how to enjoy these experiences to the fullest.



Within our hotels, we hosted cultural exhibitions that showcased local art, traditions, and heritage—inviting guests to develop a deeper appreciation for the cultural richness of our destinations.





Looking Ahead

Where we Stand and our Goals for 2025

At Empiria Group, this is only the beginning of our journey. As we continue to measure and understand our footprint across the environments where we are present, our aim is to create lasting, positive change within our ecosystems and across the wider landscape of Greek hospitality.

Our next Impact Report will reflect the sustainability initiatives introduced in 2025. Through each report, we aim to measure progress and to deepen our understanding of how to ensure that our actions create meaningful and lasting impact for the people, places, and contexts that sustain us.

We are proud to have further developed our Impact Framework and reporting methodology this year, and will continue to refine them in the years ahead—establishing the framework not only as an annual reporting standard, but as a guiding force for future collaborations, investments, and growth.

Social Impact

Our support for The Love Van and Friends of the Child will expand in 2025, reaching more families and individuals in need across the Cyclades and mainland Greece.

Our collaboration with MEXOXO will continue through the 2025 MEXOXO Bootcamp—one of Greece's largest empowerment initiatives. With Empiria's participation and stakeholder engagement, the program will provide access to education, training, and mentorship for women from remote areas and islands.

We remain dedicated to cultivating a workplace where fairness, respect, and growth are lived values. In 2025, we will strengthen programs that support skills development, employee voice, and equal opportunities across all Empiria properties. Together, we aim to increase our people's impact.

Through our partnerships, we will continue to offer meals, resources, and support to vulnerable communities—fostering dignity and belonging for those we serve.

Environmental Impact

We aim to minimize waste by 80% by 2025 and achieve 100% waste minimization by 2030, in alignment with our impact action plan.

We target a 10% reduction in water usage by 2025, progressing toward 15% by 2030. Since establishing our action plan in 2022, we have already achieved a 7.51% reduction and remain committed to continuing this journey.

We have already achieved a 10.39% reduction in energy consumption (vs. 2022). Our next target is to maintain and deepen this reduction toward 15% by 2030, through efficiency.

We aim to sustain at least 90% of locally sourced food and beverages, with a growing share from Cyclades, continuing to work with local producers to strengthen regional supply chains and keep the 9 out of 10 for 2025 as well.

We aim to achieve LEED certification for our upcoming property in Milos setting a new benchmark for sustainable design and paving the way for future developments rooted in environmental responsibility and conscious growth.

Cultural Impact

We will deepen our collaboration with the Cyclades Preservation Fund (CPF) through programs, such as the Islanders Forum and wildlife rescue initiatives.

We will strengthen partnerships with leading cultural institutions, such as Big Blue Dot and continue as lead supporters in the initiatives of Biennale of Contemporary Keramics.

We will continue to support the Museum of Cycladic Art, with Kalia Konstantinidou's participation in the board of Cycladic Identity, an ongoing initiative dedicated to preserving, and promoting Cycladic culture, intangible heritage, and biodiversity.

Through meaningful initiatives and programs, we will continue supporting local communities in ways that celebrate creativity and protect cultural heritage inviting guests to connect with the true spirit of our destinations.



Making a Difference Together

Our sustainability efforts were only possible through the work of our dedicated partners. Their knowledge, resources, and commitment enrich every aspect of our operations and bring us closer to our impact goals. In turn, our support helps these partners grow and thrive, amplifying their impact and contributing to the overall wellbeing of our communities.

We are equally grateful to our people, whose dedication and presence bring these initiatives to life. Your energy, care, and commitment are at the heart of everything we do.

Finally, we extend our heartfelt gratitude to our guests. By choosing to stay with us, you actively support our sustainability efforts, and we are proud to see how much of the results highlighted in this Impact Report have been made possible by your engagement.

Our valued partners in sustainability

American Hellenic Chamber of Commerce

Big Blue Dot

Cycladic Identity

Cyclades Preservation Fund

Desmos

Ecolab

Friends of the Child

Greek Culture of 21st Century

Greek Tourism Confederation (SETE)

Mexoxo

Museum of Cycladic Art

Nordaq

Paros Municipality

The Home Project

The Love Van



We Would Love to Hear From You

We look forward to continuing this dialogue through future reports that celebrate our shared impact—social, environmental, and cultural. We welcome your thoughts and reflections, which guide us as we keep learning and evolving towards a more conscious journey.

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