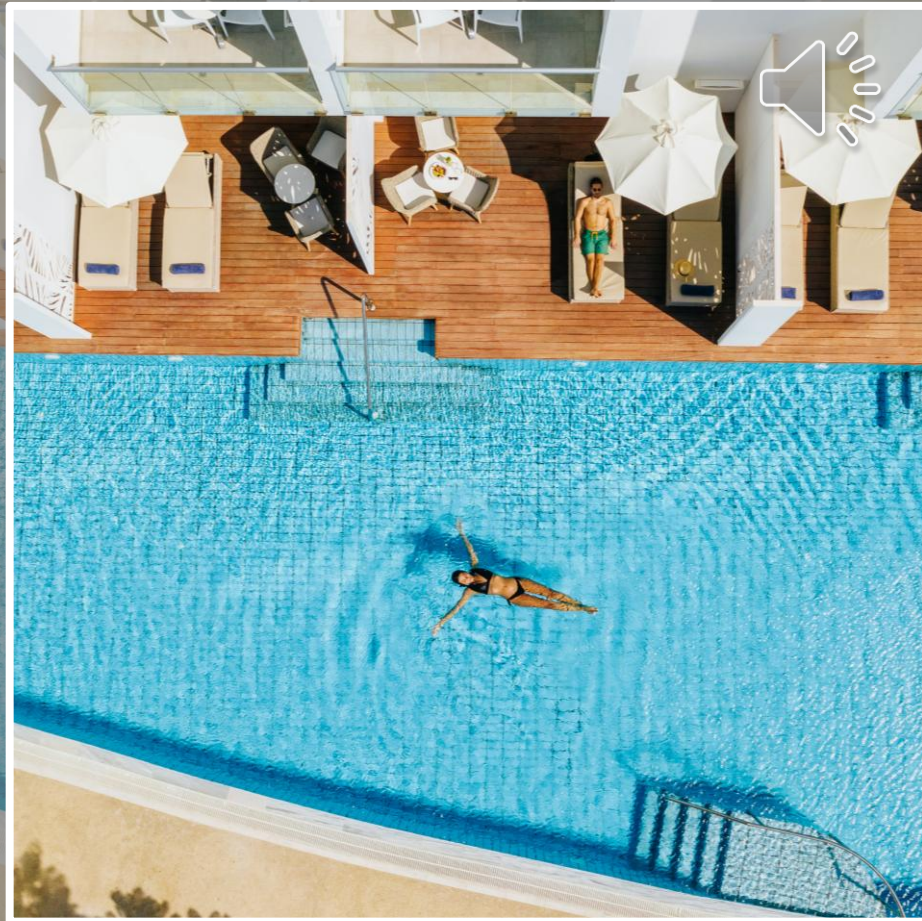


WELCOME TO Sofianna Resort & Spa

Responsible Tourism
creates better places
for people to live and
better places to visit.





SOFIANNA RESORT & SPA SUSTAINABILITY REPORT

REPORTING PERIOD: 2025

Introduction

The Sofianna Resort & Spa Resort is proud to be among the finest hotels in Paphos. It has grown from humble beginnings on the principle that quality services is at the core of how we do business.

Our commitment to serve our associates, customers, environment, and communities forms a vibrant culture, a robust business and generates a strong community.

In order to become environmentally and financially sustainable we engage in practises with the support of our management and team associates which results in a continual improvement of our performance in vital areas of the hotel.

We ensure environment initiatives impact the guest experience in a positive way and support initiatives in the local community, communicating and celebrating environmental achievements.

At Sofianna Resort & Spa we work every day so that our hotel is becoming more responsible with the environment and the community.

Our Travelife sustainability report reflects both progress and efforts our hotel made through the years to keep a green friendly environment.

The report aims to keep up to date all concerned parties, e.g., senior management of the hotel, employees, guests, tour operators/associates/suppliers, local community and the public.

Presentation of the Hotel Facilities

The Sofianna Resort & Spa is rightfully proud to be among the finest hotels in the Paphos holiday resort on the southwest coast of Cyprus.

Situated in the centre of Kato Paphos tourist area the Sofianna Resort & Spa commands a prime location.

A family-owned and run hotel, it has grown from humble beginnings with continual enlargements and modernisations to become the exceptionally comfortable hotel of today.

We are officially rated a 4-star hotel.

Now mainly on an All Inclusive Basis, the hotel offers a variety of top class facilities, with three restaurants, three bars, two large outdoor swimming pools, a children's pool, a small themed waterpark, one indoor pool, a fully-equipped SPA and a gym.

Presentation of the Hotel Facilities

More facilities are to be found in our area just within walking distance away from the hotel, including a selection of restaurants, bars and fun parks.

The resort is consisted of 190 beautifully appointed rooms, stylishly designed for comfort and relaxation. All rooms offer amenities such as air-conditioning, telephone, LCD television with international channels, high-speed Internet, safety deposit box and the finishing touches of a 4-star hotel. There are special interconnecting rooms should you wish to enjoy a family vacation, while all rooms and common areas are Non-Smoking. The resort has 5 designated smoking areas.

Sofianna Resort & Spa is situated:

- 2km from Paphos harbor
- 3km from Paphos city center
- 500m from Kings Avenue Mall
- 15km from Paphos International Airport

Sustainability Commitment

Whilst we strive to enhance the quality of our guest's stay and ensure they take home memorable experiences; we do all that with respect to the local environment and we manage our impacts for the benefit of the local community in which we operate. We are committed to measuring and managing those impacts by:

- Endeavouring to reduce our use of energy and water, and re-use and recycle the resources consumed by our business wherever practical
- Encouraging the development and integration of sustainable technologies including renewable energy
- Monitoring and measuring our environmental performance
- Engaging our customers, employees, suppliers and contractors in our efforts to protect the environment.
- Providing the necessary resources to meet our objectives and targets set and ongoing training for our staff on environmental, social and health & safety issues
- Communicating our policies, practices and programmes to all our stakeholders

The Hotel's Sustainability Management System is based on the Travelife requirements.



Sofianna
Resort & Spa
★★★★



It is well understood to the Management of Sofianna Resort & Spa the necessity to implement a sustainable action plan that commits:

- **to create happy faces in a happy place,**
- **to minimize the environmental impact from its activities by reducing our greenhouse gas emissions and protecting and supporting biodiversity**
- **to adapt to the socio – economic fast changes and contribute to the local community,**
- **to create a fair and pleasant work environment where everyone should be treated fairly and with respect ensuring human rights of staff and guests are protected**
- **safeguard the welfare of children and young people**

For the above purposes Sofianna Resort & Spa is member of Cyprus Sustainable Tourism Initiative and implements the Travelife Sustainable system.



TRAVELLING RESPONSIBLY

- We all travel for different reasons and many of us would agree that one of the best things about travel is having new and unique experiences. Because people, culture, history, wildlife and scenery play such important roles in our travel experiences, protecting and supporting these things should be at the heart of every tourism and travel organization, and every traveler.

- Travelife certification helps accommodation providers put sustainability at the heart of their business. In order for our system to be truly effective and impactful we invite our guests to take some simple actions too. Please read the Responsible Guest Guide, accessible via the QR code to find out how you can help to improve the impact of your travel. You can also access the information via the link

<https://staybetterplaces.com/responsible-travel/>

RESPONSIBLE GUEST GUIDE

Simple actions you can take to
support the people and places you visit



RESPONSIBLE HOSPITALITY GUIDE

Simple actions hospitality staff can take to
support people and the environment





OUR SUSTAINABILITY ENVIRONMENTAL PROGRAMME

- ✓ A designated Green Team appointed to implement our sustainability policies and standards.
- ✓ Policy documents publicly available for all to see online and on-site.
- ✓ Annually recording and monitoring our progress against set timeframes.





ENVIRONMENTAL & SOCIAL ISSUES

- WATER is sourced from the Paphos Municipality & Water Development Department.



WATER SAVING INITIATIVES



All staff are frequently trained to ensure the minimum use of water and to report any leakages while carrying out their daily chores



Water saving system for garden irrigation is implemented with weekly irrigation program.



Water flow restrictors installed on all taps in guest rooms and public areas.



Information cards are provided in all guest rooms for reusing towels.



Information is provided in Information Board, website's Sustainability report & Hotel Policies and staff areas notice board for water saving measures.



Daily Maintenance checks are carried out, followed up and rectified immediately on faults and leaks.



Sensor in engine room in case of water leakage and sending alarm in mobile System.



WATER QUALITY

High water quality is ensured by the following actions:

1. Microbiological pool water analysis is carried out on a monthly basis.
2. Chemical pool water analysis is carried out one a year.
3. pH and other parameters are being checked daily in all swimming pools and are regulated by the automatic dosing system.
4. Microbiological analysis of potable water.
5. Legionella analysis is carried out twice a year.

Irrigation:

Our gardens are irrigated with water provided from Paphos Municipality.

To ensure sea water quality:

The hotel beach front is cleaned daily, and a beach clean up is frequently organized by the green team.



ENERGY SOURCES

ELECTRICITY

- Electricity Authority of Cyprus supplies our electricity.
- Our Maintenance Department monitors the electricity consumption daily.
- Electricity is used for refrigerators, pumps, lights and all other equipment.

FUEL - LPG

- Petrolina is our LPG supplier.
- Our Maintenance Department monitors the LPG consumption daily.
- LPG and diesel consumptions are measured and documented.
- LPG is used for our Kitchen Department.



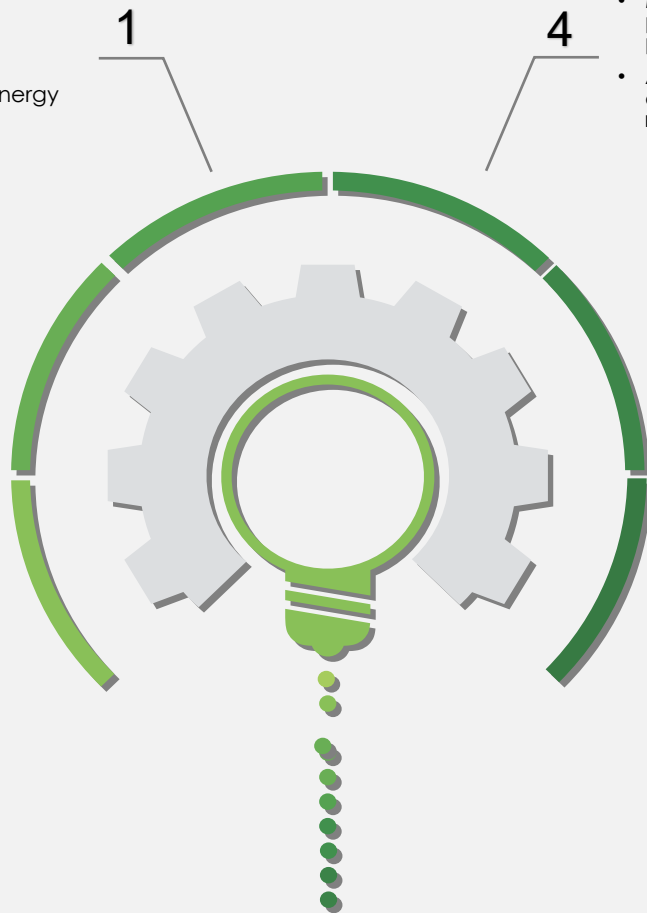


ENERGY SAVING INITIATIVES

- Use of Electrical Lighting System (BMS).
- All new equipment purchased is energy efficient.

- All light bulbs have been replaced with low energy bulbs and LED lighting which reduces electricity consumption (Lighting Control/Dimmer).

- Use of inverted pumps
- Implementing preventive maintenance through the annual maintenance program to reduce energy loss in all machinery
- Daily recording of gas diesel consumption to identify wastages, and extensive consumptions



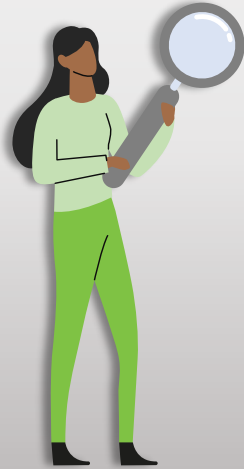
- Movement sensors placed where possible preventing lights from staying on in the absence of people (Public Toilets).
- An automatic timer switch has been installed in our outdoor areas to monitor the amount of hours required.

- Guest rooms are equipped with automatic timer switching off lights when leaving the room. Heating & AC do not function if balcony doors are open. Monitoring and adjusting temperatures of AC/Heating in public areas.

- Continuous staff training on how to reduce the consumption of gas and diesel through the right use of equipment.



WASTE MANAGEMENT



The hotel is connected to the public sewage system.

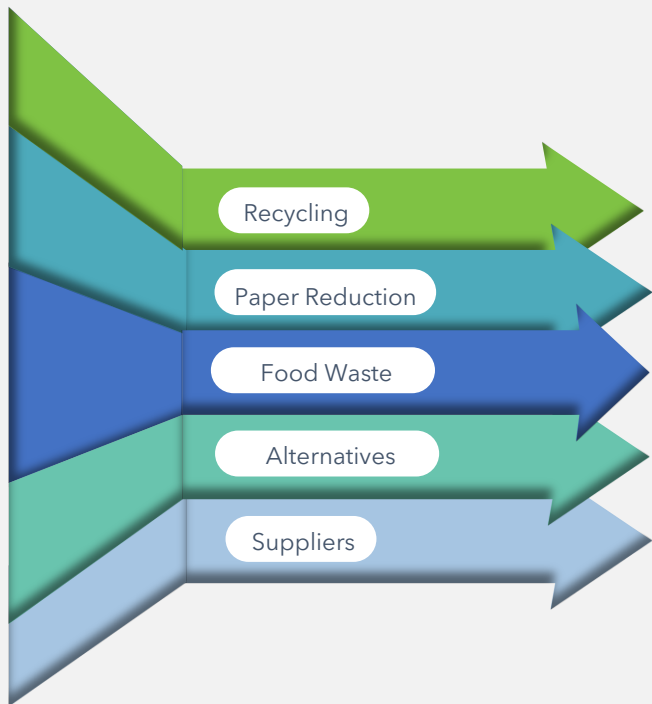
Waste water is sent to the public biological plant and checked monthly by the government authorities for controlling the legal requirements for BOD and COD.

Procedures are followed to reduce the BOD and COD of the waste water by:

- Collecting cooking oil and disposing through an approved supplier.
- Vinegar is used for cleaning kettles and cutlery.



REDUCING AND MINIMISING WASTE



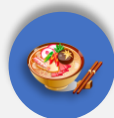
Recycling

- Glass
- Paper
- Cardboard
- Plastic
- Batteries
- Metal
- Lamps
- Electric devices
- Used cooked oil



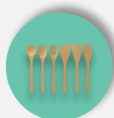
Paper Reduction

- Limiting printing amounts
- Using double sided paper
- Avoiding printing in colour
- Extensive use of emails for messaging



Food Waste

- Cook proportionally subject to Hotel's occupancy to avoid food waste
- Un-consumed food from our buffets are sent to staff restaurant



SUP Alternatives

- Reusable polycarbonate cups, paper straws, paper bags and boxes for takeaway and wooden cutlery
- Reusable glass containers for salt and pepper



Suppliers

- Making purchases through bulk wherever possible
- Evaluating and buying from suppliers who operate responsibly on reducing packaging

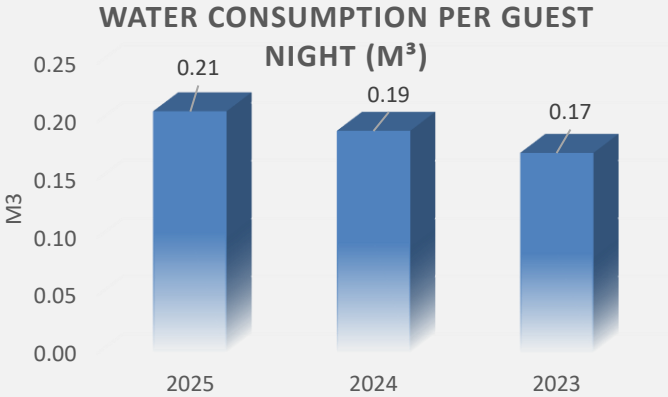


Outcome of 2025 &
Objectives for 2026

Environmental Performance
Comparison & Progress Analysis

WATER CONSUMPTION COMPARISON

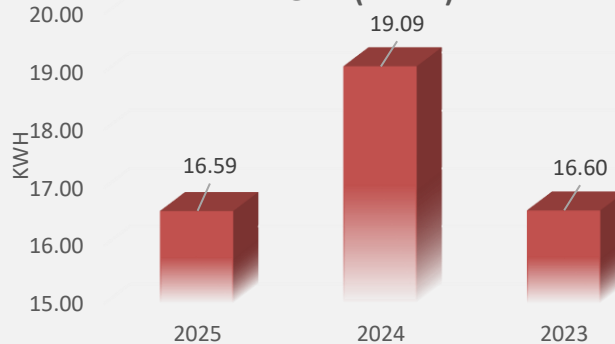
Water Consumption	2025	2024	2023	% change 2025 vs 2024	% change 2025 vs 2023
Mains Water (m ³)	20,539.00	16,812.00	15,671.00	22.17	31.06
Ave. consumption per guest night (m ³)	0.21	0.19	0.17	8.78	20.78
Mains Water (kg CO ₂ e)	3,060.31	2,504.99	2,334.98	22.17	31.06
Total Water Emissions (kg CO ₂ e)	3,060.31	2,504.99	2,334.98	22.17	31.06



ENERGY CONSUMPTION COMPARISON

Energy consumption	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Mains electricity and Gas (kWh)	1,308,322.00	1,174,555.00	1,044,868.00	11.39	25.21
Mains Electricity (kg CO ₂ e)	843,020.05	794,703.91	706,957.69	6.08	19.25
Fuels measured by weight (kWh)	0.00	0.00	0.00	0.00	0.00
Fuels measured by weight (kg CO ₂ e)	0.00	0.00	0.00	0.00	0.00
Fuels measured by liquid (kWh)	321,630.89	497,004.97	459,084.51	-35.29	-29.94
Fuels measured by liquid (kg CO ₂ e)	74,671.32	118,573.47	112,587.43	-37.03	-33.68
Total Kilowatt Hours (kWh)	1,629,952.89	1,671,559.97	1,503,952.51	-2.49	8.38
Ave kWh Per Guest Night	16.59	19.09	16.60	-13.10	-0.06
Total Energy Emissions (kg CO ₂ e)	917,691.37	913,277.38	819,545.12	0.48	11.98

ENERGY CONSUMPTION PER GUEST NIGHT (KWH)



WASTE PRODUCTION COMPARISON

WASTE	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Total solid waste (kg)	108,704.00	99,316.00	134,966.00	9.45	-19.46
Average solid waste (kg) per guest night	1.11	1.13	1.49	-2.54	-23.84
Landfill (Kg CO ₂ e)	48,877.44	42,677.65	37,085.93	14.53	31.80
Recycled Waste Emissions (kg CO ₂ e)	654.45	665.14	1,613.43	-1.61	-59.44
Total Solid Waste emissions (Kg CO ₂ e)	49,531.89	43,342.79	38,699.39	14.28	27.99

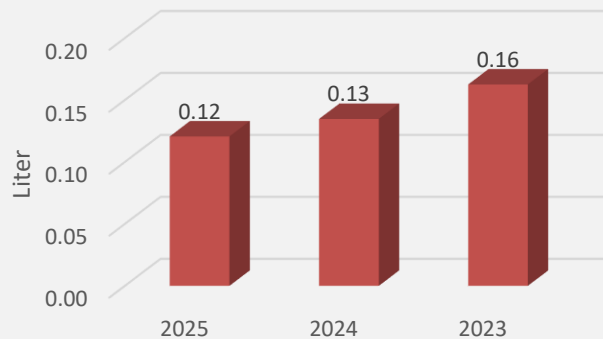
AVERAGE SOLID WASTE (KG) PER GUEST NIGHT



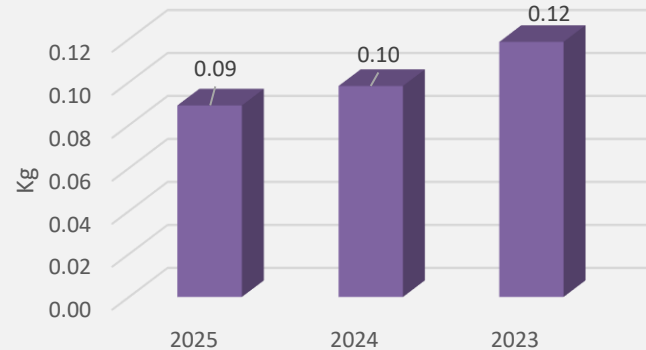
PROCUREMENT COMPARISON

Procurement	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Environmentally hazardous substances (l)	11,862.99	11,799.00	14,735.00	0.54	-19.49
Environmentally hazardous substances (kg)	8,768.12	8,600.00	10,760.00	1.95	-18.51
Environmentally hazardous substances (l) per guest night	0.12	0.13	0.16	-10.47	-25.81
Environmentally hazardous substances (kg) per guest night	0.09	0.10	0.12	-9.21	-24.90
Single Use Plastics (No. of items)	663,841.00	694,757.00	213,169.00	-4.45	211.42
Single Use Plastics (No. of items) per guest night	6.75	7.93	2.35	-14.92	186.99
Total Meat (kg)	54,916.00	134,727.77	40,007.00	-59.24	37.27
Total Dairy (l)	16,328.00	37,977.52	16,622.00	-57.01	-1.77
Total Dairy (kg)	9,263.00	24,821.72	13,043.00	-62.68	-28.98
Total Fish (kg)	40,780.70	24,338.68	5,141.00	67.56	693.24

Env. hazardous substances (l) per guest night



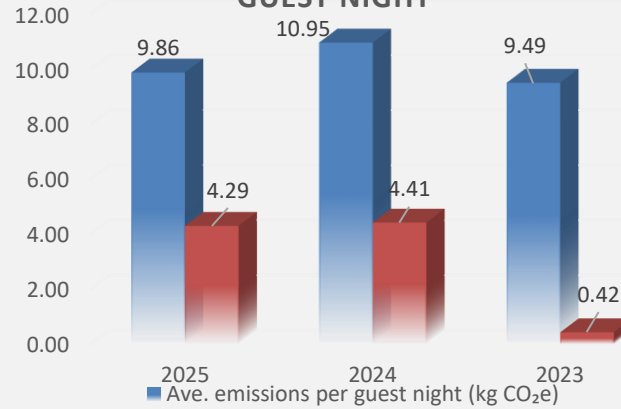
Env. hazardous substances (Kg) per guest night



TOTAL EMISSIONS COMPARISON

Emissions (kg CO ₂ e)	2025	2024	2023	% change from last year 2025 vs 2024	% change from benchmark year 2025 vs 2023
Total Emissions (kg CO ₂ e)	970,283.57	959,125.16	860,579.48	1.16	12.75
Ave. emissions per guest night (kg CO ₂ e)	9.86	10.95	9.49	-9.95	3.90
Ave. emissions per m2 GFA (kg CO ₂ e)	4.29	4.41	0.42	-2.72	0.90
Fuels measured by weight (kg CO ₂ e)	0.00	0.00	0.00	0.00	0.00
Fuels measured by liquid (kg CO ₂ e)	321,630.89	497,004.97	459,084.51	-35.29	-29.94
Mains Electricity (kg CO ₂ e)	843,020.05	794,703.91	706,957.69	6.08	19.25
Total Water Emissions (kg CO ₂ e)	3,060.31	2,504.99	2,334.98	22.17	31.06
Total Solid Waste emissions (Kg CO ₂ e)	49,531.89	43,342.79	38,699.39	14.28	27.99
Recycled Waste Emissions (kg CO ₂ e)	654.45	665.14	1613.43	-1.61	-59.44

TOTAL EMISSIONS COMPARISON PER GUEST NIGHT



Objectives and Outcome for 2025

PERFORMANCE ANALYSIS

#	WHAT WAS THE OBJECTIVE?	Actual Change	OUTCOME
1	Reduce our energy consumption per guest night by 10%	-13%	Achieved
2	Reduce our average total solid waste per guest night by 2%	-2.5%	Achieved
3	Reduce our single-use plastic purchasing by 10% to protect biodiversity	-15%	Achieved
4	Reduce our water consumption per guest night by 2%	9%	Not Achieved
5	Reduce our use of environmentally hazardous substances by 5%	-10%	Achieved
6	Engage in more community activities	<ul style="list-style-type: none"> Organized Beach clean – up with our stuff Contributed to “One dream one wish” Cyprus Assosiation’s efforts in helping children with cancer 	Achieved

Objectives and Outcome for 2025

PROGRESS TOWARDS ACHIEVING GOALS

#	GOAL	STATUS
1	Reduce our energy consumption per guest night by 10%	<ul style="list-style-type: none">We took the necessary actions and have achieved the reduction set for our average energy consumption per guest night. This success resulted from a combination of regular burner maintenance and stricter operational controls over heating temperatures based on hotel occupancy. These measures ensured maximum efficiency while reducing heat loss. However, we notice a small increase in electricity consumption. We need to continue taking actions such as purchasing of more energy-efficient appliances and minimisation of their operating time, better training of staff and communication to guests on the importance of energy saving in guest rooms and hotel facilities. Moreover, we will explore the market and examine the possibility to install photovoltaic solar panels to further reduce our carbon footprint. We will continue to take actions and set new measures to achieve a greater reduction in 2026.
2	Reduce our average total solid waste per guest night by 2%	<ul style="list-style-type: none">We took the necessary actions and have achieved the goal we set for the reduction of greenhouse gas emissions caused by the waste produced. The biggest impact that led to this result is the frequent training of our staff regarding the importance of recycling and correct separation of waste materials. We commit to continue the activities that led to the success of our objective
3	Reduce our single-use plastic purchasing by 10% to protect biodiversity	<ul style="list-style-type: none">We have achieved our goal with a reduction in single-use plastic purchasing. Most single-use plastic in our buffet has been eliminated. Single-use plastic bottles or plastic cups are no more provided to the staff in the bar. We will continue to take actions and set new measures to achieve the reduction set for 2026.

Objectives and Outcome for 2025

PROGRESS TOWARDS ACHIEVING GOALS

#	GOAL	STATUS
4	Reduce our water consumption per guest night by 2%	<ul style="list-style-type: none">We have not achieved the reduction set for our water consumption per guest night. The increase recorded this year is because an exceptionally dry season required extensive garden irrigation using mains water, as the hotel is not currently connected to the SALA network for recycled wastewater. To resolve this technical dependency, we will set new measures to thoroughly explore connecting to the SALA infrastructure and evaluate sourcing our irrigation water directly via a borehole, ensuring we normalize our consumption figures and return to a downward trend in the upcoming reporting period
5	Reduce our use of environmentally hazardous substances by 5%	<ul style="list-style-type: none">We took the necessary actions and have achieved the goal we set for the reduction of hazardous to the environment chemicals. We commit to continue the activities that led to the success of our objective
6	Engage in more community activities	<ul style="list-style-type: none">We organised beach clean-ups engaging our guests and staff. We also organized Beach clean – up with our staff and contributed to “One dream one wish” Cyprus Association’s efforts in helping children with cancer

Environmental Aspects and Consumption - Monitoring

Summary of our Sustainability Activities

1. Water dispensers in staff canteen & kitchen connected on tap water (change filters)
2. Have installed solar panels on the roof of the three blocks of the hotel and managed to secure 90% of the hot water needs.
3. Have replaced all aluminium balcony doors and windows in rooms and public areas with insulated thermal aluminium and glass.
4. Have replaced 100% of our lights with LED high efficiency lights and bulbs.
5. Recycle our waste, and all our staff have significant involvement in its success.
6. Have installed sensor flush control in most of water public taps & all urinals.
7. Have installed eye detection lights in staff toilets as well as other public areas.
8. Have replaced all plastic items (straws, stirrers, cutleries, plates) with paper & wooden ones.
9. Use as much as possible reusable polycarbonate glasses outdoors instead of mono use disposable ones.
10. Reuse ruined linen/towels as cleaning rags
11. Reuse plastic bin bags of offices, rooms & all public areas where possible
12. Purchase in bulk where possible
13. Shampoo and gels from Klinet supplier micro plastic free.
14. Laundry bags from plastic replaced with paper bags in the rooms.

Environmental Aspects and Consumption - Targets & Goals

Environmental issues are a topic discussed and updated in the head of departments meetings & meetings of the health, safety & sustainability committee.

All targets set are discussed, and suggestions are noted to implement accordingly.

We have all expressed our commitment in improving our working relation as well as environmental issues with the local community.

Special efforts were made regarding our kitchen purchasing policy as we shall do our best in increasing the percentage of local suppliers.

Charity & social activities have been discussed during the meetings of the year and we have shared ideas and set goals which formed our Action Plan for 2026



ENVIRONMENTAL GOALS for 2026

The Sofianna Resort & Spa has set the following reduction/savings targets:

- **Reduction of greenhouse gas emissions from energy by 2%**
- **Reduction of greenhouse gas emissions from waste by 5%**
- **Reduction of greenhouse gas emissions from water consumption by 2%**
- **Reduction of Environmentally Hazardous Substances by 5%**
- **Reduction of our single-use plastic & High Emission Food purchasing by 5%**
- **Protect and support biodiversity**
- **Engage in more community activities**

It is everyone's responsibility to achieve and further improve the above targets!

We invite all our Stakeholders for their support to assist us to achieve our sustainability goals.

SOCIAL RESPONSIBILITY & COMMUNITY



1) ENGAGEMENT: Supporting local organizations & community activities

COMMUNITY ACTIVITIES

- Organized Beach clean – up with our staff
- Contributed to “One dream one wish” Cyprus Association's efforts in helping children with cancer



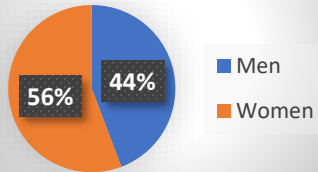
On the occasion of World Environment Day, the staff of Sofianna Resort & Spa collected garbage from the beach and the surrounding areas, reminding us how important it is to keep our beaches and nature clean.

2) EMPLOYEES: Employee involvement and equality

EMPLOYEES

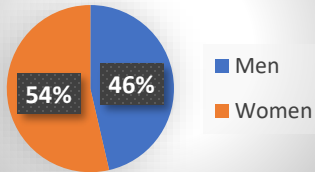
YEAR	FEMALES	MALES	LOCALS
2023	58	46	58
2024	52	45	50
2025	64	46	53

2023



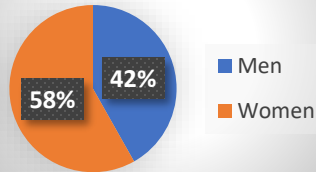
■ Men
■ Women

2024



■ Men
■ Women

2025



■ Men
■ Women

3) ATTAINMENT: Supporting local businesses

ATTAINMENT

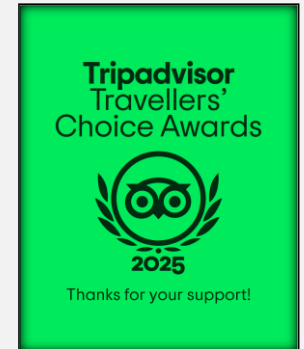
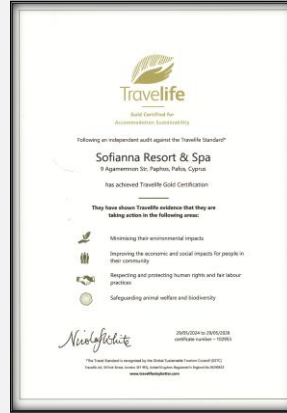
- 90% of local supplies
- 10% local supplies hotel operations
- Most of our suppliers are qualified with Quality and Environmental Certifications

SEMINARS / IN-HOUSE TRAININGS 2025

A/A	DPT	TRAINING	STAFF No	DURATION	TOTAL HRS
1	HOUSEKEEPING	Environmental Issues	18	2 h	36
2	MAINTENANCE	Environmental Issues	6	2 h	12
3	KITCHEN	Environmental Issues	26	2 h	52
4	BAR	Environmental Issues	6	2 h	12
5	RESTAURANT	Environmental Issues	17	2 h	34
					Total 146 hours

CERTIFICATIONS & AWARDS

- TRAVELIFE CERTIFICATION 2024-26
- Jet2holidats Quality Award Winner
- Tripadvisor Travellers' Choice Awards 2025
- TUI Global Awards 2025
- Booking.com 8,2/10 for 2025
- HolidayCheck 5.6/6.0



Sofianna Resort & Spa is committed to further improve its impact on the environment and the local community by taking initiatives in support of the environmental improvement and sustainable development, whilst ensuring the guests satisfaction.

It is our intention to increase our efforts and get everybody involved to ensure a sustainable future. Please check some of our good practises from responsible hospitality and guest guide to support people and environment.



WE THINK **GREEN** & CONTRIBUTE TO SUSTAINABILITY

Part of our eco-friendly approach through green practises

Responsible Guest Guide green tips:

- Bed linens are replaced every third day
- Bath towels every second day
- Receive your pool towel card by paying €10.00 per towel refundable deposit at the Front desk
- Pool Towels are replaced every third day
- Cleaning is done between 09:30 - 15:30 hrs as long as the «DO NOT DISTURB» sign outside your room is off



WE THINK **GREEN** & CONTRIBUTE TO SUSTAINABILITY

Part of our eco-friendly approach through green practises



Responsible Guest Guide Green Tips

- Book your travel through a hotel shows sustainability annual report and be certified by sustainability label like Travelife.
- Have some knowledge to respect local customs and culture
- Help ease pollution and emissions by choosing companies with low emission fleets or explore on foot or bike which is safer.
- Learn to identify the signs someone being abused or exploited and report it
- Pack light to have low emissions
- Use shampoos, lotions and sun protection products microbeads free or marine safe alternatives.
- Use reuseable alternatives and avoid single-use plastics.
- While you stay check for comfortable temperatures, closed doors and windows
- Save water by turning it off when you do not need it.
- Order what you will eat and choose local food.
- Ask how you can recycle
- Support local business
- Expolre culture and protect sites , respect people and safeguard children

WE THINK **GREEN** & CONTRIBUTE TO SUSTAINABILITY

Part of our eco-friendly approach through green practises



Accommodation
Sustainability

Reduce - Reuse - Recycling

- Reduce volume of garbage
- Bins of relevant recycling items are placed within our public areas. Please support us & contribute by protecting the environment.
- Separate recyclable garbage for our chambermaids to collect (i.e., glass, plastic, paper, metal).



Save Water

- Turn water on only when necessary.
- Use the low flush button when possible (toilets)
- Thank you for helping us conserve Earth's Vital resources



WE THINK GREEN & CONTRIBUTE TO SUSTAINABILITY

Part of our eco-friendly approach through green practises

Save Energy

- Please switch off all your room's power sockets and A/C that are not in use.
- Suggested A/C temperature - 24° - **You save Energy!**
- When you are in the room, please switch off as many room lights as possible.

- Please do not take tableware & glassware to your room



WE THINK GREEN & CONTRIBUTE TO SUSTAINABILITY

Part of our eco-friendly approach through green practises



- ❖ Order your drink
- ❖ Insist to your server that you do not want a straw
- ❖ Enjoy your drink knowing you won't be contributing to the choking of our planet



We highly value your input regarding our environmental and social performance. We kindly invite you to fill out our Sustainability feedback questionnaire, which is available at the Guest Relations desk. Please also note that while this report is published in English, alternative language translations can be provided upon request



For our services and facilities please visit our site:



www.sofianna.com

Wi-fi Network: **SOFIANNA GUEST WIFI**

Wi-fi username: **Room number**

Password/Key: **Reservation surname**





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Sofianna
Resort & Spa
★★★★

Enjoy your Holiday!!!

Thank you
The management

Date: 22/05/2026

Approved by: George Phokas
General Manager

