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## Sustainability Report

Here are the sustainability initiatives we implemented in 2023 and 2024, reflecting our commitment to responsible tourism, environmental care, and community support:

- **Employee Wellbeing:** We prioritized the happiness and cohesion of our team by organizing meaningful activities, such as annual excursions to the Peloponnese, allowing employees to connect, relax, and enjoy Greece's natural beauty. Additionally, we hosted a festive Christmas dinner and a team-building cooking class, which not only celebrated our achievements but also strengthened bonds within the team.
  - **Health and Safety:** Ensuring a safe and healthy working environment was a key focus. We conducted comprehensive health and safety training for all employees to ensure they are well-equipped to work in a safe, secure environment and to prevent workplace hazards.
  - **Waste Reduction:** We took significant steps to reduce waste in our daily operations. For example, we introduced a policy to reuse paper for internal printing needs, encouraging mindful consumption of resources. Furthermore, we took the time to educate our customers about these initiatives, explaining the environmental benefits of these practices to foster understanding and support. We also recycled paper and other recyclable materials in the office.
  - **Carbon Offset:** Recognizing the environmental impact of travel, we offset **9 metric tons** of CO2 emissions generated from our road trips at "Back to the Routes". This initiative contributes to reforestation and other carbon-sequestration projects, directly supporting the fight against climate change.
  - **Community Support:** We believe in making tourism a force for good. To that end, we organized free tours tailored for refugees and vulnerable children, providing them with opportunities to explore and learn about the local culture, creating enriching and memorable experiences. We are also the only company in Greece that offers tours to Acropolis for sight-impaired travellers.
  - **Sustainability Advocacy:** As part of our efforts to drive change across the tourism industry, we actively participated in industry discussions and events. For example, we gave a presentation at the Digital Tourism Think Tank, where we emphasized the importance of authenticity and sustainability in designing experiential tours, inspiring peers to adopt similar practices.
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- **Local Partnerships:** We committed to supporting the local economy by exclusively working with local suppliers. This approach not only ensured authentic experiences for our guests but also provided valuable support to **48** local businesses, helping them thrive.
- **Cultural Heritage Protection:** Preserving Greece's rich cultural heritage remained a priority. We partnered with and supported **12** cultural institutions to safeguard and promote the unique history and traditions of the region, ensuring they continue to be appreciated by future generations.
- **Structured Sustainability Efforts:** We adopted a more systematic approach to enhance our sustainability practices. We developed our first sustainability policy, a supplier code of conduct, and other guiding documents. These tools help ensure that every aspect of our operations aligns with global sustainability standards, from reducing environmental impact to fostering ethical partnerships.

These initiatives highlight our ongoing dedication to creating positive impacts on the environment, local communities, and the tourism industry.