



Sustainability Report 2025

Preface



Environmental and sustainability issues are firmly integrated into the strategic direction of our club. Our goal is not only to reduce CO₂ emissions, but also to lower energy consumption, minimize waste generation, and manage the use of chemicals responsibly. In addition, we are actively involved in social projects aimed at making a positive contribution to the local community and the people of the region. To continuously assess the effectiveness of our initiatives and further develop them, we regularly submit our sustainability management system to certification processes based on recognized external standards. With this report, we would like to provide our stakeholders with a transparent overview of the sustainability measures we have implemented and the progress we have achieved over the past two years.

Your General Manager
Lars Kretschmer

Management & Sustainability

Our resort places great importance on corporate responsibility. We are aware that our operations have a significant impact on the environment, the economic development of the local area, the training and development of our employees, as well as their health and well-being.

Our goal is to keep our environmental footprint as low as possible, both now and in the future, strengthen local communities, and at the same time provide the best possible experience for our guests.

To achieve this, we have set the following objectives: improving energy and water efficiency, reducing waste generation and promoting the recycling of recoverable materials, raising awareness among guests and business partners, adopting sustainable procurement practices, and encouraging volunteer activities.

For this reason, our sustainability strategy is based on six fundamental principles: Avoid, Reduce, Reuse and Recycle, Improve and Enhance the Environment, Raise Awareness and Communicate, and Understand.

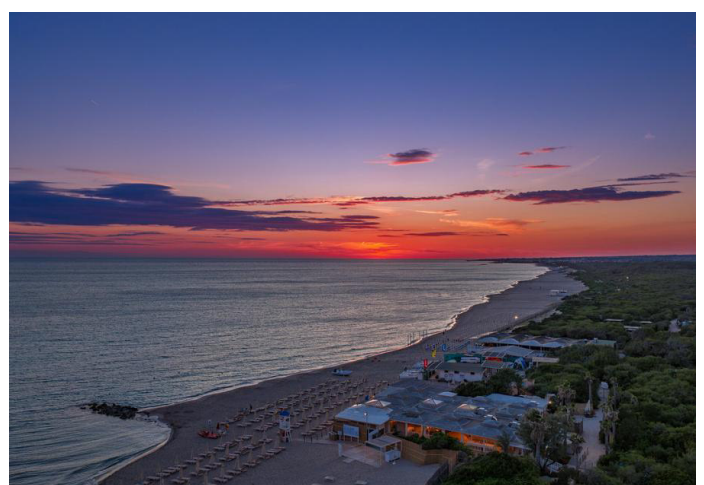
These principles support the TUI Group sustainability strategy, "Better Holidays, Better World."

Each year, objectives are defined, the activities required to achieve them are planned, the actions implemented throughout the year are documented, and at the end of the season the results achieved are measured against the targets that were set.

Based on this evaluation, new objectives and activities are then established for the following year. Our commitment to climate protection is firmly embedded in our Code of Conduct. In addition, employees are made aware of these issues through dedicated training activities.

The development and empowerment of our employees, the promotion of good working conditions, and the advancement of the local destination are also key objectives.

The Sustainability Report is structured around three main areas: Environment, Community, and Local & Social Commitment.



Environmental Information Point



This information board presents our sustainability initiatives, environmental protection measures and local biodiversity projects.

It is located on a central area accessible to all guests, as we believe in proactively and transparently sharing our environmental commitment.

We invite you to take a moment to explore how, together, we can contribute to more sustainable tourism.

Energy

TOTAL SOURCES AND CONSUMPTION

The club's main source of electricity is the ENEL public grid.

This is supplemented by photovoltaic modules installed on the car park roofs and some of the accommodation blocks.

In addition, each accommodation block has solar thermal collectors on the roofs, which are supplemented by electric boilers.

Another energy source used at the club is liquefied petroleum gas, which is stored in an underground tank.

At ROBINSON Apulia, electricity is mainly consumed in the following areas:

- Room blocks: energy for operating air conditioning systems and for hot water production.

- Food – cold rooms for food, refrigerators, freezers, ice machines, ovens, extractor hoods, dishwashers
- Water park and swimming pools
- Wastewater treatment plant and osmosis plant: for pumping water from wells and operating the osmosis plants

At ROBINSON Apulia, the main areas where gas is used are:

- Food kitchen for heating water and 1 barbecue
- Swimming pool, which is heated with gas.
- Diesel fuel is also used to operate the generators.

Energy

Total energy consumption	total kWh	Average kWh per guest/overnight stay	total kg CO2e	kg CO2e Average per guest/overnight stay
2025 to July 25	1,653,231.75 kWh	3.09 kWh	680,012.07kg CO2e	1.64kg CO2e
2024	2,063,650.77 kWh	4.01 kWh	602,601.05kg CO2e	1.17kg CO2e

C4 – HOW WE PERFORMED

In 2025, energy consumption from the grid and the consumption of gas and fuels were reduced by around 20%, with an average reduction of 0.5% per overnight stay by July 2025. In addition, gas consumption is declining; in fact, it has fallen by 72% in 2025 compared to 2024.

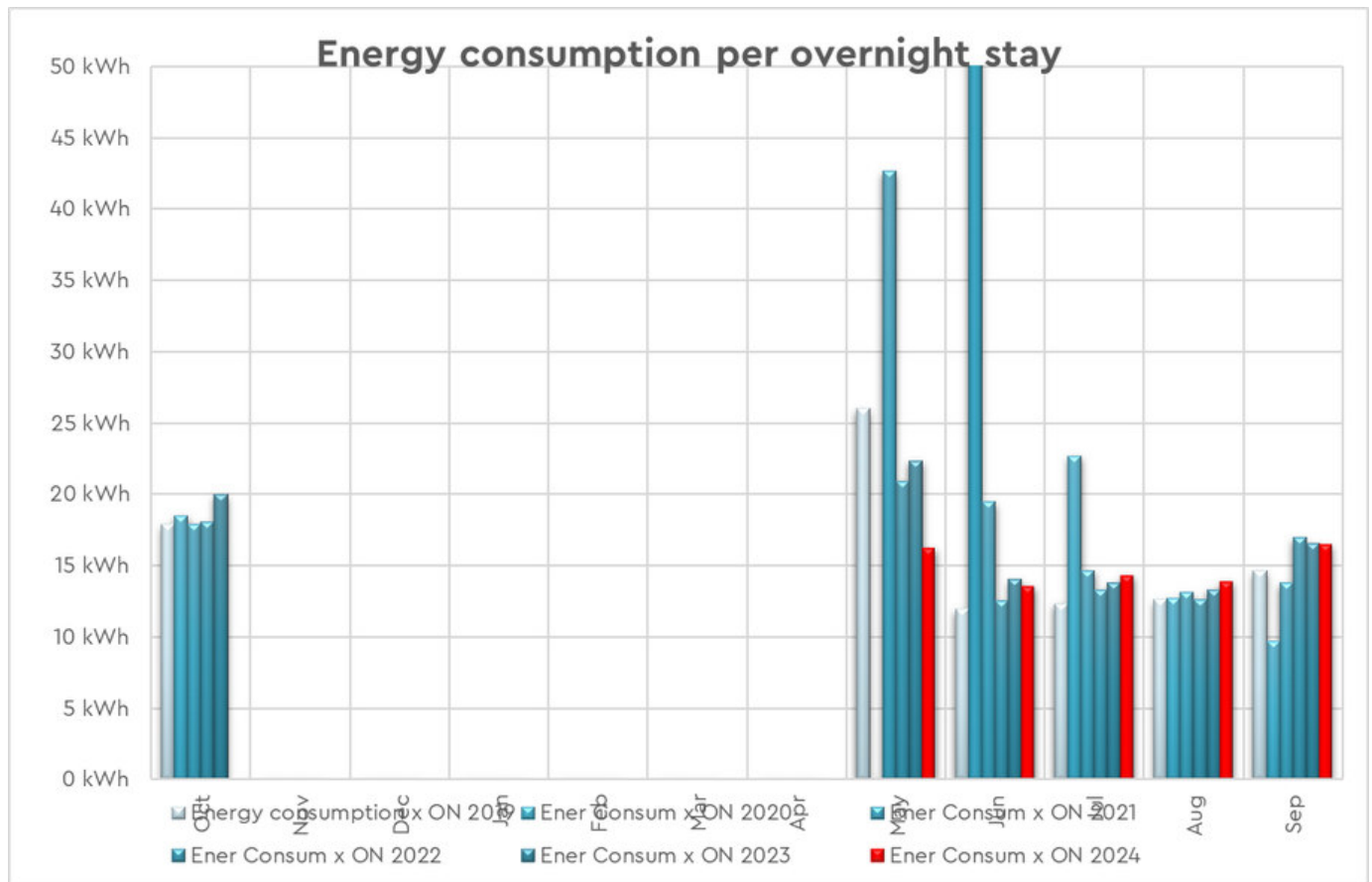
The reasons for this can be found in the energy efficiency policy of the management of ROBINSON Apulia. To achieve the overarching goal of reducing electricity consumption from fossil sources, photovoltaic modules have been installed on the roofs of all internal car parks. In addition, the efficiency of the photovoltaic system and the thermal solar modules has improved

SOURCE	2024	2025 (until July)	DIFF %
NET ENERGY	22.063.650,77	1.653.231,75	-20
LIQUEFIED PETROLEUM GAS + DIESEL	30.850,75	110.821,77	-72
PHOTOVOLTAICS	967.982,00	834.754,00	-13
SOLAR CELLS	90.450,00	70.328,00	-22

The current trend for 2025 assumes a 20% decline to 3.99 kWh/guest by July (as shown in the energy consumption table).

ROBINSON APULIA

Energy



PROGRAMME TO IMPROVE ENERGY CONSUMPTION

PROGRAMME TO IMPROVE ENERGY CONSUMPTION

Target	YEAR 2023	YEAR 2024	YEAR 2025
Electricity generation from photovoltaic systems	+5% Target not achieved	+5% Target not achieved	+1% <u>total 51%</u>
Electricity generation from solar cells	+5% Target not achieved	+5% (13% increase) <u>total target achieved 15%</u>	+2% (increase in %) <u>total 17%</u>
Improvement in the efficiency of the photovoltaic system <u>Maintenance of the modules</u>	+15% OF TOTAL NUMBER OF MODULES Target achieved	+15% OF TOTAL NUMBER OF MODULES Target achieved	+10% OF TOTAL NUMBER OF MODULES
Universal "Fast" connectors powered by the photovoltaic system for charging electric cars		+2 Target achieved	+2

GENERAL MANAGER	LARS KRETSCHMER
RESPONSIBLE FOR PROMOTIONS	Responsible for maintenance
MONITORING OF OBJECTIVES	Monthly meetings and progress reports

Water

At ROBINSON Apulia, water is mainly consumed in the following areas: the rooms, the water used for personal hygiene comes from the public network of the Apulian waterworks, while the wastewater comes from the resort's own sewage treatment plant. Thanks to the efficiency of the sewage treatment plant, the water is reused several times. The swimming pools are filled with water from wells that undergo an osmosis process. Wastewater from the swimming pools is directed to the company's own wastewater treatment plant, dechlorinated and used for irrigation.

The kitchen: here, only water from the Apulian waterworks' public network is used, as required by current food regulations.

The gardens and pine forest: water from the company's own sewage treatment plant is used to supply the plants in the gardens and pine forest during the dry summer days.

TABLE OF TOTAL WATER CONSUMPTION

WATER CONSUMPTION	m ³ total	m ³ Average per overnight guest/stay	kg CO ₂ e total	kg CO ₂ e average per overnight guest/stay
2025	82.423 m ³	0,20 m ³	12.281,03 kg CO ₂ e	0,029 kg CO ₂ e
2024	105.015 m ³	0,20 m ³	15.647,24 kg CO ₂ e	0,030 kg CO ₂ e

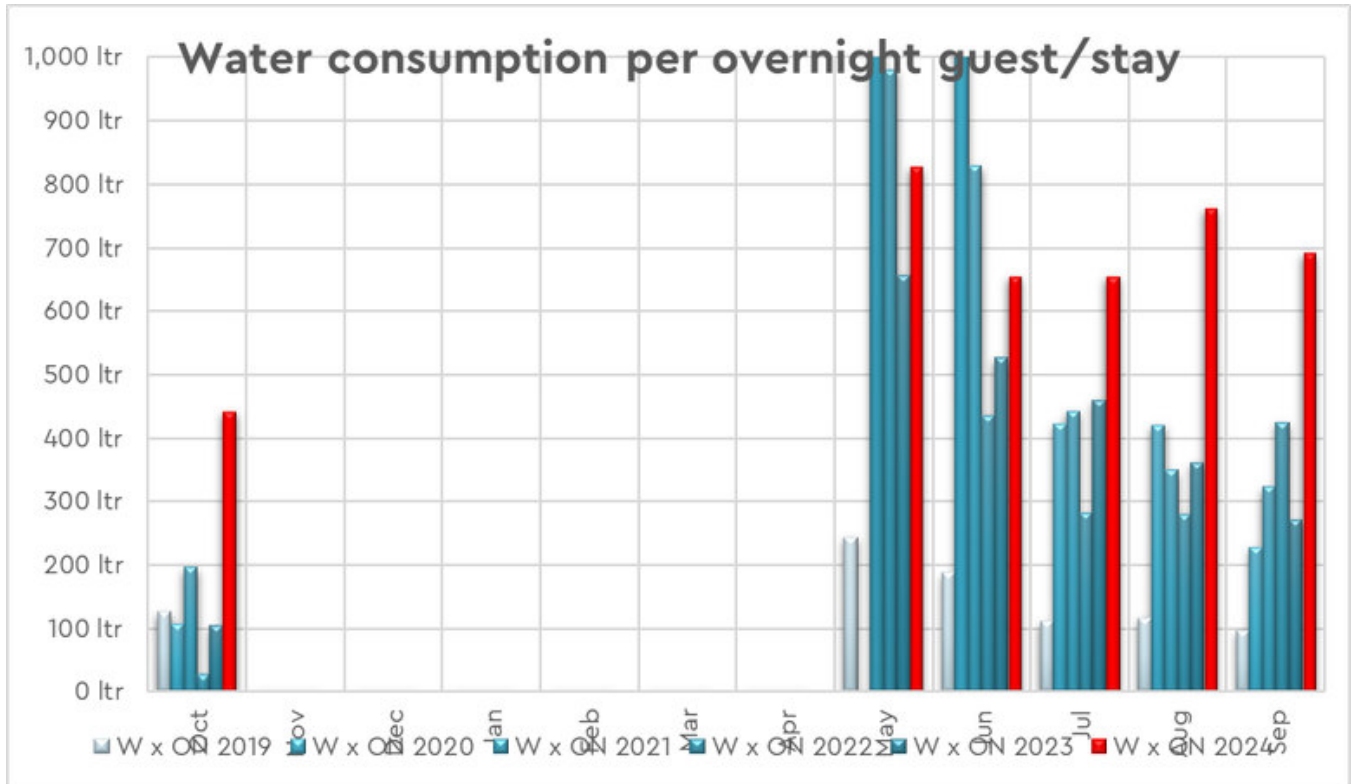
C4 – HOW WE PERFORMED

By July 2025, water consumption per guest will have fallen by 21.5%. In fact, consumption per overnight guest/stay is currently 200 litres compared to 286.24 litres in 2024, which corresponds to a reduction of 2.32%.

The factors that led to this result in 2025 were:

- continuous maintenance of water systems and swimming pools to reduce losses
- the use of jet regulators on taps
- optimization of dishwasher consumption
- the savings measures communicated to guests to reduce the frequency of room cleaning in all the room blocks
- reduction in requests for laundry and beach towel cleaning.

Water



PROGRAMME TO IMPROVE WATER CONSUMPTION

Target	YEAR 2022 % INSTALLATION	YEAR 2023 % REPLACEMENT	YEAR 2024 % REPLACEMENT	YEAR 2025 % REPLACEMENT
Installation of jet regulators on the taps in the rooms	+15% total 15%	+60% total 75%	+15% total 90%	+5% total 95%

GENERAL MANAGER	LARS KRETSCHMER
RESPONSIBLE FOR PROMOTIONS	Responsible for maintenance
MONITORING OF TARGETS	Weekly meetings Progress reports

Waste Management & Hazardous Substances

ROBINSON Apulia carries out waste disposal through separate collection in the designated areas in the technical rooms and in the sewage treatment plant area.

Waste is separated in every area of the club, in the communal areas and in the rooms.

The various types of waste are collected under contracts with authorized waste disposal companies, which collect the waste and transport it to its destination.

In the province of Lecce, there are two main destinations for waste: recycling or landfill.

All waste is classified according to the EAK code, which defines its hazardousness and final destination. Some of the waste is also disposed of through the separate collection system of the municipality of Ugento.

Disposal of solid waste	total weight in kg	Average kg per overnight guest/stay	total kg CO ₂ e	Average CO ₂ e emissions per overnight guest/stay
2025	Landfill	Landfill	Landfill	Landfill
	369.867 kg	0,893 kg	328.815,89 kg CO ₂ e	0,794 kg CO ₂ e
	Incinerator	Incinerator	Incinerator	Incinerator
	0	0	0	0
	Recycling	Recycling	Recycling	Recycling
	162.130 kg	0,391 kg	4.576,55 kg CO ₂ e	0,011 kg CO ₂ e
	Composting	Composting	Composting	Composting
	0	NA	0	0
	total	total	total	total
2024	531.997 kg	1,28 kg	333.392,44 kg CO ₂ e	0,805 kg CO ₂ e
	Landfill	Landfill	Landfill	Landfill
	420.560 kg	0,816 kg	165.056,19 kg CO ₂ e	0,320 kg CO ₂ e
	Incinerator	Incinerator	Incinerator	Incinerator
	0	0	0	0
	Recycling	Recycling	Recycling	Recycling
	125.387 kg	0,243 kg	1.624,84 kg CO ₂ e	0,003 kg CO ₂ e
	Composting	Composting	Composting	Composting
	0	0	0	0
	total	total	total	total
	575.947 kg	1,117 kg	166.681,03 kg CO ₂ e	2,069 kg CO ₂ e

C4 – HOW WE PERFORMED

In 2024, the waste generated by ROBINSON Apulia's activities decreased by 77% compared to 2023.

The amount fell from 3,04 kg per guest/night in 2023 to 1,117 kg in 2024.

The company management is committed to the goal of purchasing food in environmentally friendly packaging to reduce waste and improve waste separation.

All employees have been made aware of the importance of correct and timely waste separation through targeted training courses.

Guests were also involved and made aware of the results achieved thanks to their cooperation in complying with the rules of separate waste collection.

Waste Management & Hazardous Substances

PROGRAMME TO IMPROVE WASTE MANAGEMENT

These results can be achieved by reducing beverages in plastic packaging, reducing glass and single-use plastics (zero plastic target) and, thanks to the commitment of management, reducing the production of unsorted waste and organic waste that is disposed of in landfills.

TARGET – MEASURE	YEAR 2023 % Purchasing	YEAR 2024 % Purchasing	YEAR 2025 % Purchasing
Increase in the purchase of products with packaging made from FSC paper	+2% total 55% TARGET ACHIEVED	+5% total 57,75% TARGET ACHIEVED	+3% total 60,75%
Reduction in the purchase of printing paper	-20% TARGET ACHIEVED	-10% TARGET PARTIALLY ACHIEVED 5%	-5%
Reduction in the purchase of drinks in plastic bottles	-15% TARGET ACHIEVED	-10% TARGET PARTIALLY ACHIEVED 5%	-5%

GENERAL MANAGER	LARS KRETSCHMER
RESPONSIBLE FOR PROMOTIONS	F&B Manager
MONITORING OF OBJECTIVES	Weekly meetings Progress reports

CO₂ EMISSIONS

In 2018, ROBINSON Apulia strengthened its commitment to achieving its goal of reducing emissions from its operations by installing a photovoltaic system on the shade-providing canopies of all internal car parks.

In fact, the share of electricity consumption from alternative sources increased to 10,76% in 2022 compared to 2021 and remained at around 50% of total KWh consumption, which also reduced CO₂ emissions by 25,7%. A 79,62% reduction in CO₂ emissions is expected for 2023.

By 2024, the company's photovoltaic system will have generated 967.982,00 KWh, enabling savings of 513.998 kg of CO₂. This represents a reduction in CO₂ emissions of 0,997 kg per overnight guest/stay.

The solar thermal system, on the other hand, produced 90.450,00 KWh, which corresponds to a saving of 48,029 kg of CO₂. This reduced CO₂ emissions by 0,175 kg per overnight guest/stay.

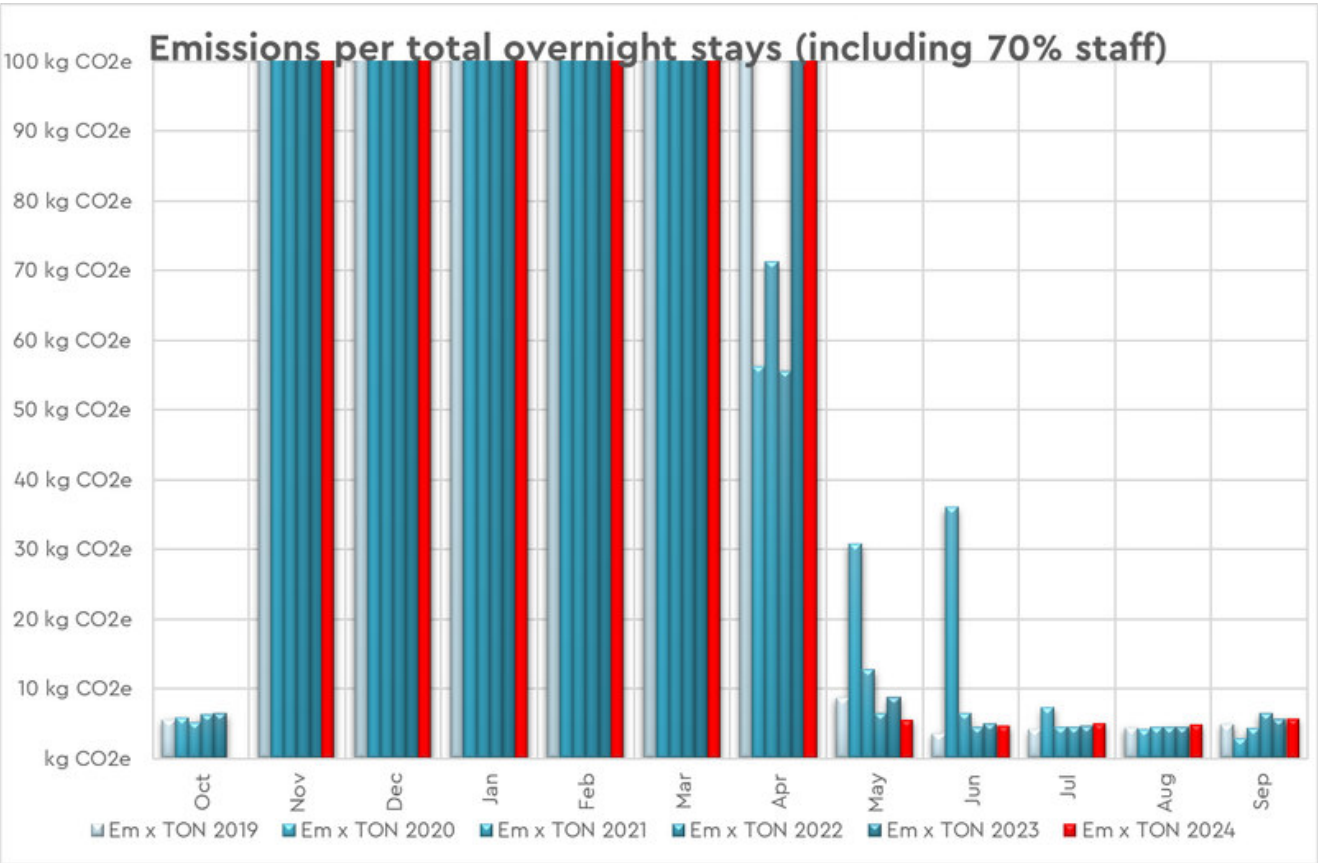
Waste Management & Hazardous Substances

TABLE OF CO₂ EMISSIONS

total emissions	total kg CO ₂ e total	kg average CO ₂ e per overnight guest/stay
2025	680.012,07 kg CO ₂ e	1,642 kg CO ₂ e
2024	602.601,05 kg CO ₂ e	1,169 kg CO ₂ e

PROGRAMME TO IMPROVE THE REDUCTION OF CO₂ EMISSIONS

The projects to reduce and mitigate greenhouse gas emissions include:
monitoring the emission categories most relevant to the company (imported electrical energy, purchasing fruit and vegetables, beef).
Giving preference to locally produced food, which shortens transport distances and thus reduces the associated CO₂ emissions.
Conservation agriculture involves maintaining a permanent organic soil cover, such as grass and tree and shrub species. Its purpose is to physically protect the soil from sun, rain and wind, while also feeding soil microorganisms. In this way, it avoids producing garden clippings that would otherwise end up in landfills, resulting in CO₂ emissions.



Waste Management & Hazardous Substances

GOAL	YEAR 2023 %	YEAR 2024 %	YEAR 2025 %
Selection of suppliers from the region	+10% total 75%	+5% total 75% TARGET ACHIEVED	+5% total 80% TARGET ACHIEVED by July
Electricity from renewable energy sources	total 65% Target not achieved	total 65% TARGET ACHIEVED	total 70%

GENERAL MANAGER	LARS KRETSCHMER
RESPONSIBLE FOR PROMOTIONS	Responsible for maintenance
MONITORING OF TARGETS	Weekly meetings Progress reports

PROGRAMME TO IMPROVE THE REDUCTION OF CO₂ EMISSIONS

Among the projects aimed at reducing and mitigating CO₂ emissions are:

- Monitoring the emission categories that are most significant for the resort, including imported electricity, fruit and vegetable purchases, and beef procurement.
- Prioritizing locally sourced (zero-kilometre) food products, which help reduce transportation distances and, consequently, the associated CO₂ emissions.
- Implementing conservation agriculture practices, which involve maintaining permanent organic soil cover through grass, trees, and shrubs.

This approach helps protect the soil from the effects of sun, rain, and wind, while also supporting soil microorganisms.

As a result, the generation of garden waste requiring disposal is minimized, thereby avoiding the CO₂ emissions associated with landfill disposal.

Waste Management & Hazardous Substances

OUR COMMITMENT

The management of ROBINSON Apulia is committed to protecting and preserving biodiversity in the surrounding area and in the club. Therefore, all activities comply with the regulations and technical guidelines of the "Parco del Litorale di Ugento" park. A policy to reduce environmental impact is implemented by reducing water consumption and waste generation and by not purchasing products that could harm biodiversity.

ROBINSON Apulia is surrounded by a vast, unspoilt pine forest located in the Ugento Coastal Regional Park.

Efforts to maintain and manage the forest are based primarily on the awareness that the ecosystem services provided by the pine forest are crucial for human health and well-being, as well as for the diversity of species living there. Among these ecosystem services, the ability of pine forests to absorb anthropogenic carbon dioxide emissions has become of central importance. This ability is significantly higher when the forest is managed correctly than when it is left to its own devices and is therefore one of the most important tools for mitigating global warming.

The forest is constantly monitored to ensure the balance of the ecosystem and local fauna. In the pine forest surrounding the resort, along the beach and near the Ugento basins, you can easily encounter colorful dragonflies and observe water birds while walking along the paths.

The birdlife is a characteristic element of the biodiversity of the protected area, which attracts water birds in particular, such as grey herons, little egrets and many species of ducks. Among the birds of prey, kestrels and, in winter, marsh harriers are common, while among the small birds, wrens, finches and tits are easily observed.

Interesting butterflies are very common, including *Melanargia* in particular.

The dune ecosystem that characterises the club's beach is also of great scenic value.

The Salento area, and the province of Lecce in particular, has been home to many *Caretta caretta* nests for years: sea turtles do not lay their eggs on our beach every year, but when they do, the area is cordoned off to prevent guest access. During hatching, species conservation organisations may intervene. All staff are informed about the correct behaviour in such cases.

In all our activities, we are obliged to comply with the regulations and technical instructions of the Ugento Coastal Park.

In 2023-2024, we planted a garden with typical herbs of the Mediterranean maquis (sage, rosemary, mint, oregano, myrtle, etc.) and typical plants of the butterfly habitat such as lantana, which attracts dragonflies.

Through its ongoing commitment to the sustainable management of natural heritage and through urgent measures to restore degraded areas and curb biodiversity loss, ROBINSON Apulia contributes to the achievement of Sustainable Development Goal No. 15, Life on Land, as defined by the United Nations.

ROBINSON APULIA

Community & Supply Chain



Our employees

Our Club currently employs approximately 450 staff members. Around 80% of our employees come from Italy, while the remaining 20% represent a variety of other nationalities. Compliance with national and international standards regarding environmental protection, labor rights, and occupational health and safety is of fundamental importance to us. Through comprehensive training and professional development programs, we promote the professional and personal growth of our employees while also providing essential knowledge on sustainability-related topics. In addition, we strengthen environmental awareness through ongoing communication and engagement initiatives, such as emails, informational signage, and internal communication campaigns. Employee satisfaction is particularly important to us. For this reason, we regularly conduct staff surveys with the support of independent external organizations. These surveys provide valuable insights that help us foster long-term employee retention, strengthen the sense of belonging within the company, and enhance overall job satisfaction. Compliance with regulations and ethical principles at all levels of the organization, the opportunity to anonymously submit concerns and suggestions to Management, a wide range of training and professional development opportunities, as well as the internal publication of career opportunities, are key elements of our corporate culture and contribute significantly to creating a fair and transparent working environment. Further information is available through the ROBINSON App, where all company guidelines and policies can be accessed in the A-Z section.



Our employees

The management of ROBINSON Apulia is committed to maintaining and cooperating with neighbours and other members of the local community in which the club is located.

We are committed to conducting our business in a manner that preserves and promotes the traditions, culture and heritage of the surrounding area and, in turn, the local economy.

We believe that ongoing dialogue with our local community is essential to ensure that we contribute to the well-being of the local population and their living environment.

Furthermore, we believe that our guests should be proud to stay in a village that cares for the communities in the region they are visiting.

C5 – SOCIAL SUSTAINABILITY

OUR COMMITMENT

ROBINSON Apulia is committed to upholding and respecting the fundamental rights and freedoms to which every human being is entitled from birth until death. We follow the United Nations Universal Declaration of Human Rights (UNDHR), as well as special rights of children and local communities, and fair labour practices.

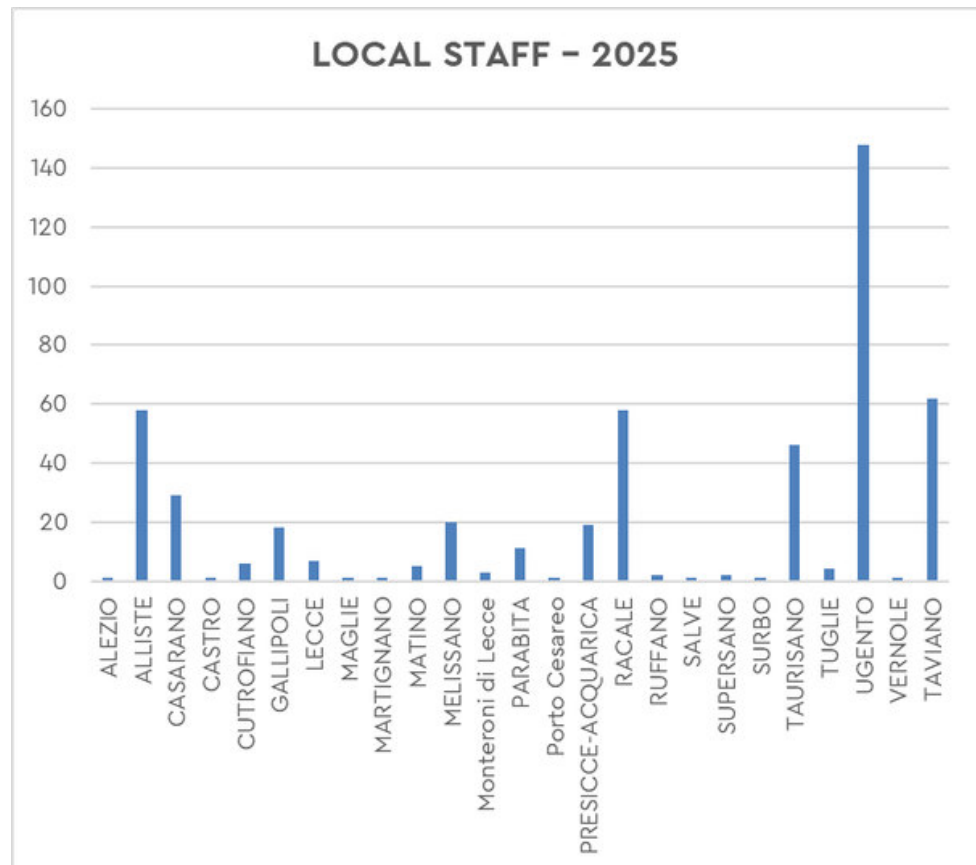
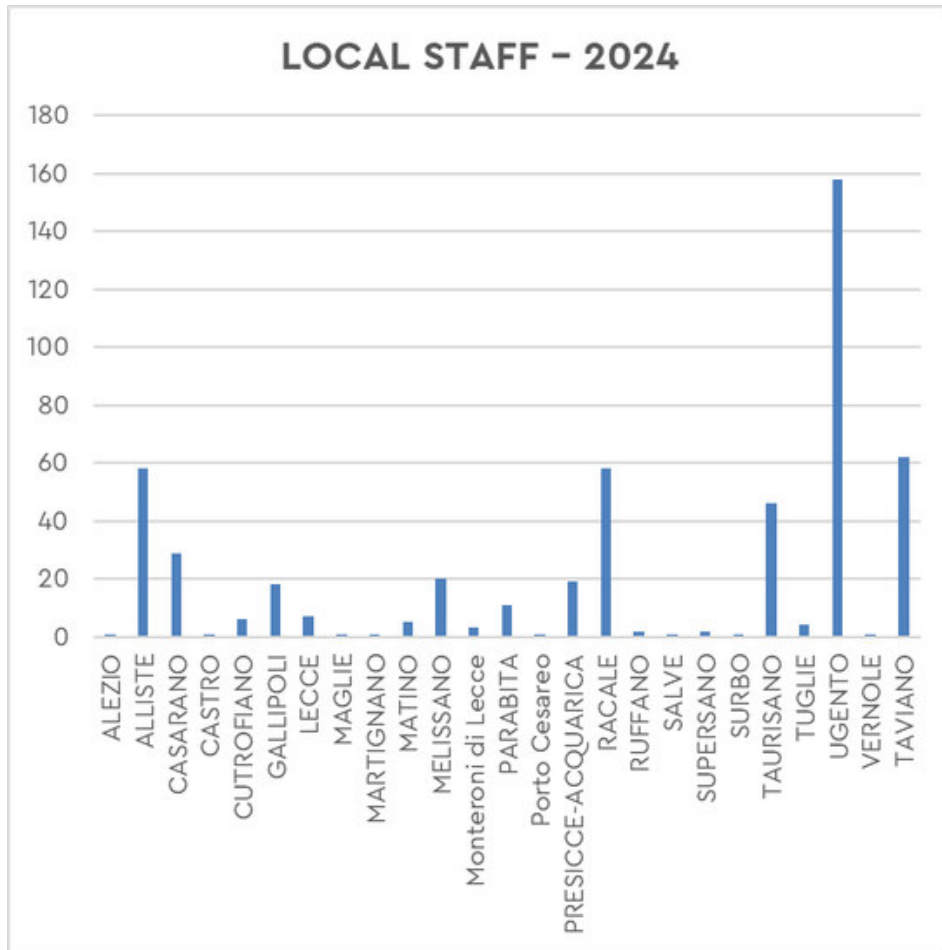
ROBINSON Apulia benefits from strong cooperation with various associations dedicated to sustainability.

The club organizes targeted training courses to raise awareness among all stakeholders in the value chain about the impact of their actions on the social, economic and environmental ecosystem, as well as training courses on the implementation and adoption of the principles of Circular Economy principles.

In addition, for its employees, specific training courses are organized related to the sustainability policy and its application, and the company's hiring practices are oriented toward achieving various sustainable goals.

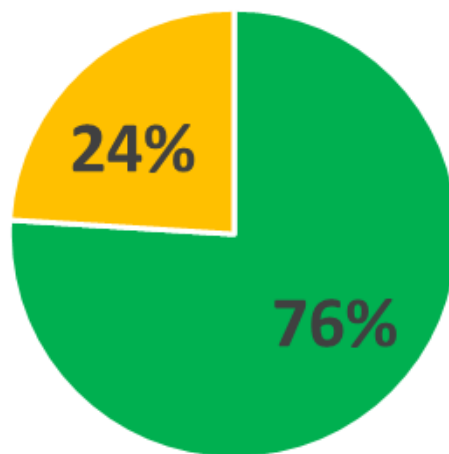
Furthermore, the company's recruitment practices are geared towards achieving various sustainability goals. Indeed, ROBINSON Apulia hires most its employees from local communities to support the local economy.

Our employees



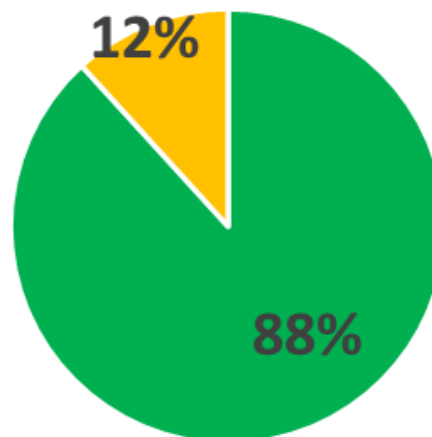
Our employees

EMPLOYEES 2024



■ LOCAL ■ NON-LOCAL

EMPLOYEES 2025



■ LOCAL ■ NON-LOCAL

Our employees

In 2024, 76% of local employees came from within a 20 km radius of the club, while 24% came from the province at a distance of 20 to 60 km from the club. In 2025, 88% of local employees came from within a 20 km radius of the club, while 12% came from the province at a distance of 20 to 60 km from the club.

TABLE SHOWING SUPPORT FOR THE
LOCAL ECONOMY

PARAMETER	INCREASE % 2024	YEAR 2024	INCREASE % 2025	YEAR 2025
Local employees	+3%	76%	+ 15%	88%

With a view to making improvements, ROBINSON Apulia has set itself the goal of raising awareness among its employees, especially eligible men, about taking paternity leave.

PROGRAMME TO IMPROVE WORK-LIFE BALANCE

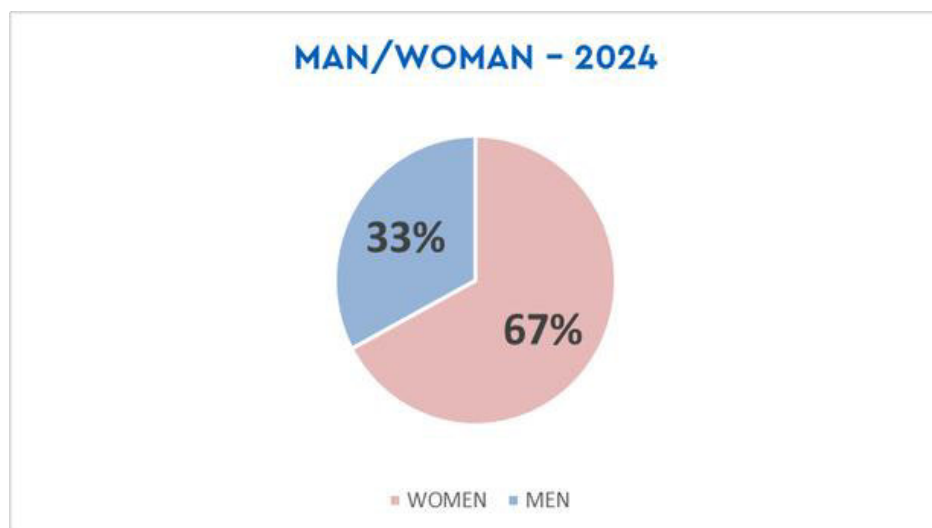
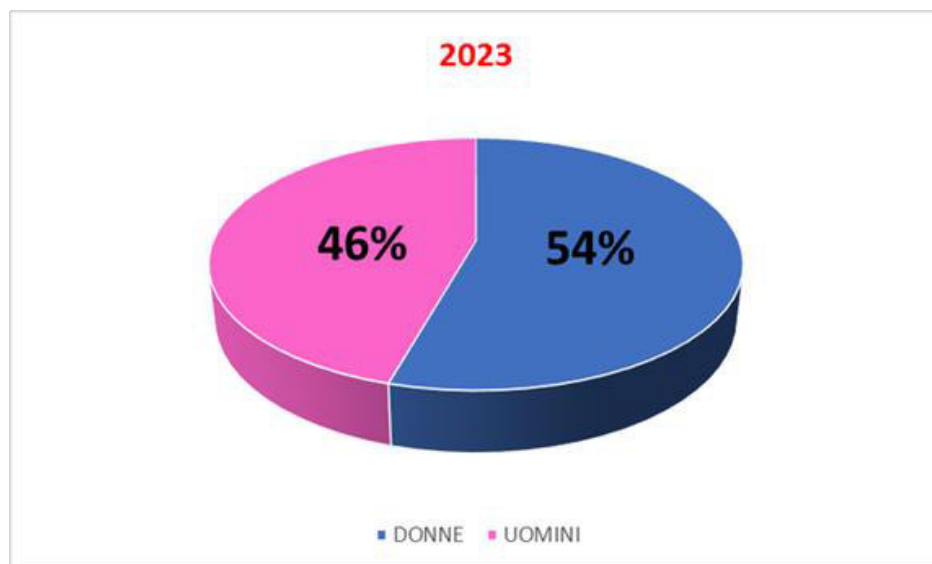
GOAL	EMPLOYEES 2023	EMPLOYEES 2024	EMPLOYEES 2025
PATERNITY LEAVE	1% OF ELIGIBLE PARTIES	5% OF ELIGIBLE PARTIES	5% OF ELIGIBLE PARTIES

Our employees

ROBINSON Apulia adheres to the agenda 2030 goals on gender equality in its economic and social sustainability project.

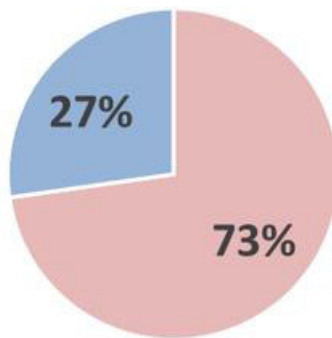
It has established procedures and training programmes for employees to protect personal integrity to put an end to any form of discrimination against all the female employees in the workplace.

It plans to promote the full and effective participation of women and equal opportunities in leadership positions at all decision-making levels within the resort's organisational structure. In 2023, the proportion of female employees was 51%, while in 2024 it rose by 24% to 67%.



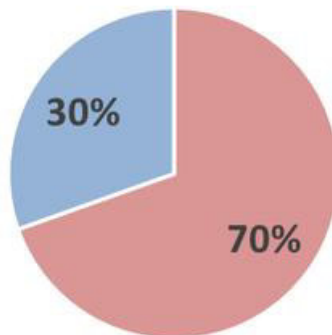
Our employees

MAN/WOMAN - 2025



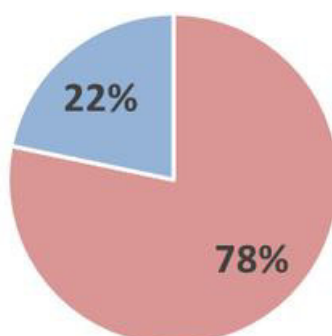
■ WOMEN ■ MEN

HEAD OF DEPARTMENT 2024



■ WOMEN ■ MEN

HEAD OF DEPARTMENT 2025



■ WOMEN ■ MEN

Our employees

GENDER EQUALITY IMPROVEMENT PROGRAMME

GOAL – MEASURE	YEAR 2023 %	YEAR 2024 %	YEAR 2025 %
REDUCTION IN THE GENDER GAP	-2% WOMEN total 54%	+24% WOMEN total 67%	+8.9% WOMEN total 73%
REDUCTION IN THE GENDER GAP IN HEAD OF DEPARTMENT	+50% WOMEN LEVELS 1° - 2° - 3°	70% WOMEN HEADS OF DEPARTMENT	78% WOMEN HEADS OF DEPARTMENT

GENERAL MANAGERS	LARS KRETSCHMER
HEAD OF PROMOTIONS	GENERAL MANAGER
MONITORING OF TARGETS	Weekly meetings Progress reports

Purchasing and Stakeholders

ROBINSON Apulia is committed to improving the impact we have on people and the environment. As part of this commitment, we will ensure that, whenever possible, relevant and practical, we source the most sustainable products and services.

This policy outlines our rules and expectations regarding sustainable procurement.

PROCUREMENT OF RAW MATERIALS AND SERVICES

ROBINSON Apulia has established a strong and fruitful collaboration with the local economy for the procurement of goods and services.

All local products are preferred in order to support the local economy and reduce transport distances and thus CO₂ emissions into the air.

In 2023, ROBINSON Apulia made 63% of its purchases from local suppliers of goods and services and the remaining 37% from national suppliers. In 2024, the share of selected local suppliers rose to 76%, while the share of other suppliers fell to 24%.

A further increase in the proportion of local suppliers to 88% is expected for 2025.

SELECTION OF PRODUCTS AND MATERIALS

Out of respect for the beauty of the locations and the surrounding nature, ROBINSON Apulia is strongly committed to using natural and environmentally friendly materials.

Local products are preferred in order to support the local economy and reduce transport distances and thus CO₂ emissions into the air.

Furnishings: made from natural materials, most of which come from the region.

All fabrics are made from natural cotton fibres without chemical treatment; non-chemical water-based paints were also used for the colours.

Food & Beverage: our chefs' creativity respects seasonality by seeking out high-quality raw materials and highlighting the freshness of the ingredients. Particular attention is paid to the health aspects of nutrition, with an emphasis on Mediterranean cuisine. Extra virgin olive oil plays an important role, and meals prepared with seasonal vegetables from the region have detoxifying properties.

Our suppliers are mainly from the Salento region.

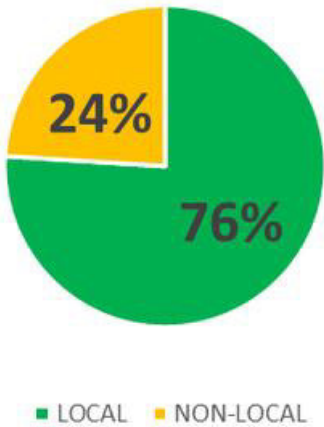
In 2024, ROBINSON Apulia sourced 76% of its purchases from local suppliers of goods and services and the remaining 24% from national suppliers.

Purchasing and Stakeholders

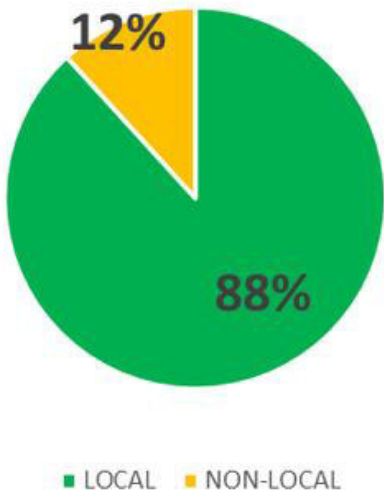
IMPROVEMENT PROGRAMME SUPPORT
KM0

PARAMETER	YEAR 2023	INCREASE % 2023	YEAR 2024	INCREASE % 2024	YEAR 2025	INCREASE % 2024
local suppliers	73%	+3%	76%	+4,1%	88%	+5,2%

SUPPLIERS 2024



SUPPLIERS 2025



Purchasing and Stakeholders

PROMOTION OF THE REGION

CULTURE AND NATURE

ROBINSON Apulia has established strong and fruitful partnerships with local businesses for the procurement of goods and services.

We look to future projects with renewed hope and awareness, determined to keep growing and improving. We prioritise local products to support the local economy and reduce transport distances and CO₂ emissions.

The official ROBINSON Apulia website presents a selection of outstanding companies from the Salento region (on a non-profit basis).

PROGRAMME TO IMPROVE THE PROMOTION OF THE REGION

OBJECTIVE – MEASURE	INCREASE % 2023	INCREASE % 2024	INCREASE % 2025
COOKING CLASS Cooking course for cuisine from Salento at hotel management schools	+10%	+20%	+10%

GENERAL MANAGER	LARS KRETSCHMER
PROMOTIONS MANAGER	Executive Chef
MONITORING OF OBJECTIVES	Weekly meetings Progress reports

Our guests

Our hotel is committed to the environment, which it shares with its guests and employees.

Upon request, discussions between guests and those responsible for environmental matters can take place at any time to explain or answer questions related to sustainability.

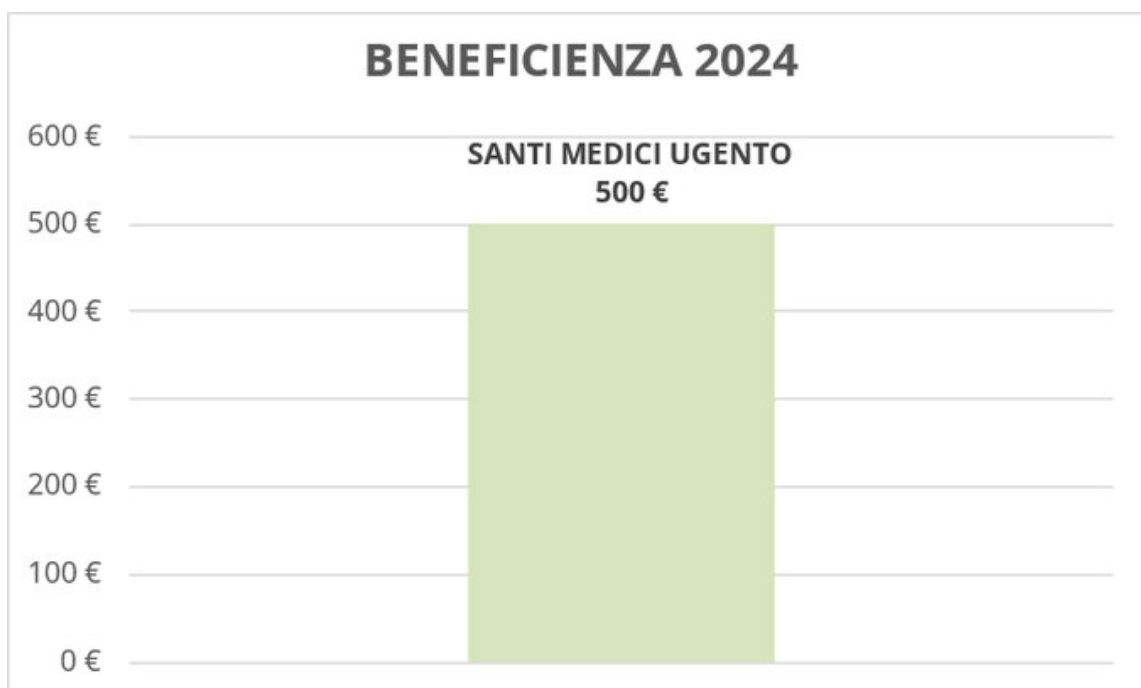
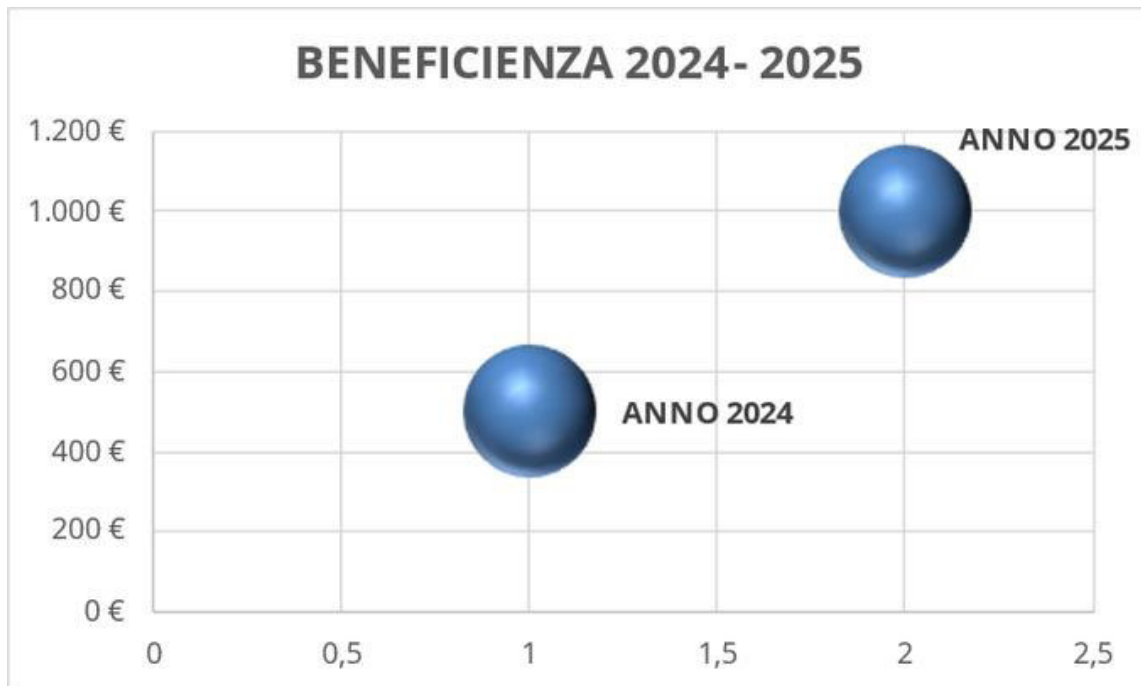
Our guests are always invited to participate in our environmental initiatives and sustainability efforts.

We communicate our activities through our sustainability report and social media channels.

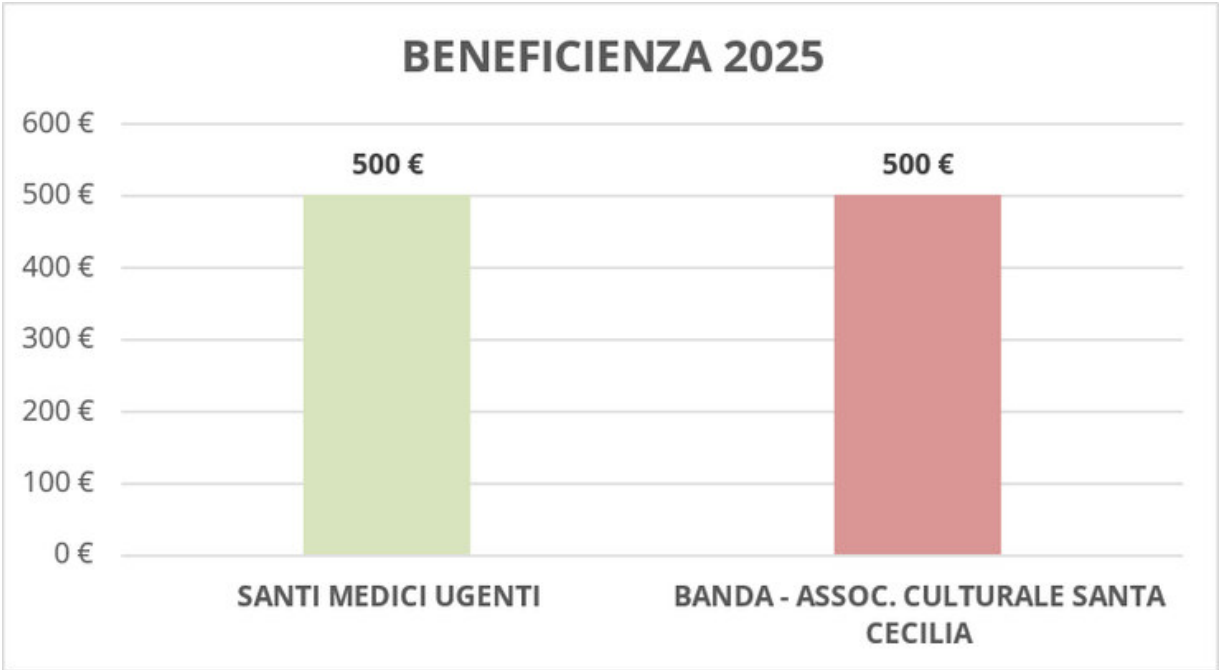


Philanthropy

ROBINSON Apulia supports several church associations (Santi Medici-Ugento) through donations (beneficienza) and plans to extend its solidarity to other associations involved in social work.



Philanthropy



PROGRAMME TO IMPROVE PHILANTHROPY

GOAL – MEASURE	INCREASE % 2023	INCREASE % 2024	INCREASE % 2025
INCREASE PHILANTHROPY SHARES	+8,5%	+3,3%	+50%

GENERAL MANAGER	LARS KRETSCHMER
RESPONSIBLE FOR PROMOTIONS	Responsible for maintenance
MONITORING OF TARGETS	Weekly meetings Progress reports

MILESTONES FOR ACHIEVING OBJECTIVES

Goal 1 – Reduction of greenhouse gases (GHG)

Implementation and improvement of the efficiency of the photovoltaic system through maintaining the modules.

Status: 40% of the photovoltaic modules in the club are currently being maintained.

Goal 2 – Reduction of greenhouse gases (GHG)

Reducing the purchase of drinks in plastic bottles.

Status: the project to install drinking fountains for guests' and employees' water bottles is 80% complete.

Goal 1 – Protection of biodiversity

Increasing the frequency of cleaning the beach and pine forest around the club on green day.

Status: green day is held once every 15 days by employees and guests.

Goal 1 – Reduction of water consumption

Increased installation of aerators in rooms, which enable a reduction in water consumption of around 20% without compromising efficiency for guests.

Status: to date, 52% of rooms have been fitted with these type of flow regulators.

FURTHER COMMITMENTS

Protection of children

The management of ROBINSON Apulia is committed to protecting children from general and sexual exploitation.

We are aware of our unique position in identifying, preventing and reporting cases of exploitation and abuse of minors occurring within or near the resort.

Further improvements

This sustainability report is published on our website, on our employee notice board, and on the app of our guest (C4, 6, 7, 8, 9).

It is also sent to all our suppliers (C9)

We invite all stakeholders, including our guests, employees, and the local community, to provide us with feedback on our sustainability policy and to collaborate with us to achieve even better results and continue this positive trend (C7).