

An aerial photograph of a small, white boat with a red interior, floating in clear, turquoise water. The boat is positioned near a sandy beach with some sparse vegetation. The water's clarity reveals the seabed and some dark rocks or coral reefs. The overall scene is serene and suggests a tropical or coastal environment.

MITSIS HOTELS SUSTAINABLE TOURISM DEVELOPMENT

1. MITSIS HOTELS





MIT SIS HOTELS
LARGEST PRIVATELY-OWNED HOTEL COMPANY IN GREECE



MIT SIS HOTELS

19 HOTELS & RESORTS | 5 DESTINATIONS | 4,500 EMPLOYEES



MIT SIS HOTELS
PUBLICATION OF ANNUAL CSR REPORT SINCE 2019



MIT SIS HOTELS
'MOST SUSTAINABLE COMPANIES IN GREECE' FOR 2022

2. CSR PROGRAMME | A STORY OF CHANGE





SUSTAINABLE TOURISM IMPACT
ENVIRONMENTAL | SOCIAL | ECONOMIC

CSR PROGRAMME | A STORY OF CHANGE

- New holistic CSR programme
- Exemplifies the Group's values and aspirations to act as a role model for sustainable tourism development in the country
- Built upon 5 key thematic pillars:
 1. Committed to our surroundings
 2. Enchanted with our Greek history
 3. Enriched by everyone
 4. Amazed with new opportunities
 5. Concerned about the planet



Create your own story

Mitsis is a Group of hotels and resorts that aims to reimagine what luxury means, bringing to life enriching experiences for its guests, making the most

of its unparalleled **family touch**

and its **impeccable Greek essence**.

Always aspiring to be flexible and **adaptable**

to individual customer needs and the

mindset of **new generations**,

Mitsis allows visitors to

feel what they want to feel, creating

exceptional memories that will **endure**.

A story of change

Committed to our surroundings

Enchanted with our Greek history

Enriched by everyone

Amazed with new opportunities

Concerned about the planet

CSR PROGRAMME | A STORY OF CHANGE

5% OF ANNUAL NET PROFIT
TO SOCIAL & PHILANTHROPIC ACTIVITIES



SUSTAINABILITY ROADMAP

- Identify & assess actual & potential impacts
- Determine material topics & priorities
- Set goals & KPIs
- Plan specific actions
- Measure and monitor progress
- Report progress
- Communicate sustainability efforts to stakeholders



CSR PROGRAMME | A STORY OF CHANGE

ALIGNED WITH THE 17 UN SDGS
TO ACHIEVE A BETTER & MORE SUSTAINABLE FUTURE FOR ALL



CSR PROGRAMME | A STORY OF CHANGE



STAKEHOLDER ENGAGEMENT
RESPONSIBLE TO GIVE BACK TO THE COMMUNITIES THAT NURTURE US

COMMITTED TO OUR SURROUNDINGS

LOCAL RECRUITMENT

75% OF EMPLOYEES TO DERIVE FROM LOCAL COMMUNITIES BY 2025



COMMITTED TO OUR SURROUNDINGS

LOCAL PRIMARY SECTOR
OVER €15M ANNUALLY TO 140 LOCAL PRODUCERS & SUPPLIERS



COMMITTED TO OUR SURROUNDINGS

‘WE GO LOCAL’ CAMPAIGN

INFO ON LOCAL EVENTS, BUSINESSES, TRANSPORTATION, TRADITIONS



COMMITTED TO OUR SURROUNDINGS

DONATIONS
SCHOOLS | HOSPITALS | POLICE | FIRE DEPTS | COASTAL GUARDS

A scenic view of a rocky coastline with turquoise water. In the background, a large cliffside features a castle or fortress. On the right, a small white building is visible on a rocky outcrop. The sky is clear and blue.

COMMITTED TO OUR SURROUNDINGS

SPONSORSHIPS

LOCAL EVENTS & FESTIVALS | 20 LOCAL ATHLETES & SPORTS TEAMS



COMMITTED TO OUR SURROUNDINGS

SUPPORT LOCAL RESIDENTS IN TIMES OF CRISES
FINANCIAL & IN-KIND ASSISTANCE



COMMITTED TO OUR SURROUNDINGS

CONSTRUCT & RENOVATE PUBLIC SPACES
PLAYGROUNDS | SOCCER FIELDS | PUBLIC GARDENS

A young boy with short brown hair, wearing a white soccer jersey, white shorts, white socks, and white sneakers, is sitting on a lush green grassy field. He is looking off to the side with a thoughtful expression. In the background, other children in similar uniforms are visible on the field, and a clear blue sky is above. The overall scene is bright and sunny, suggesting a pleasant day outdoors.

COMMITTED TO OUR SURROUNDINGS

LONG-TERM NGO PARTNERSHIPS
HOPEGENESIS | MAKE-A-WISH GREECE



COMMITTED TO OUR SURROUNDINGS

A photograph of two hands, one from the left and one from the right, reaching towards each other and forming a heart shape with their fingers. The background is a solid, light blue color. The hands are positioned in the lower half of the frame, with the heart shape centered horizontally.

BLOOD DONOR VOLUNTEER ASSOCIATION
'MIT SIS GROUP OF COMPANIES'

ENRICHED BY EVERYONE

FEMALE EMPOWERMENT

40% OF TOP & MIDDLE-LEVEL EMPLOYEES TO BE FEMALES BY 2025



ENRICHED BY EVERYONE

EMPLOYMENT DURATION

75% FROM 49% OF EMPLOYEES 2+ SEASONS BY 2025



AMAZED WITH NEW OPPORTUNITIES



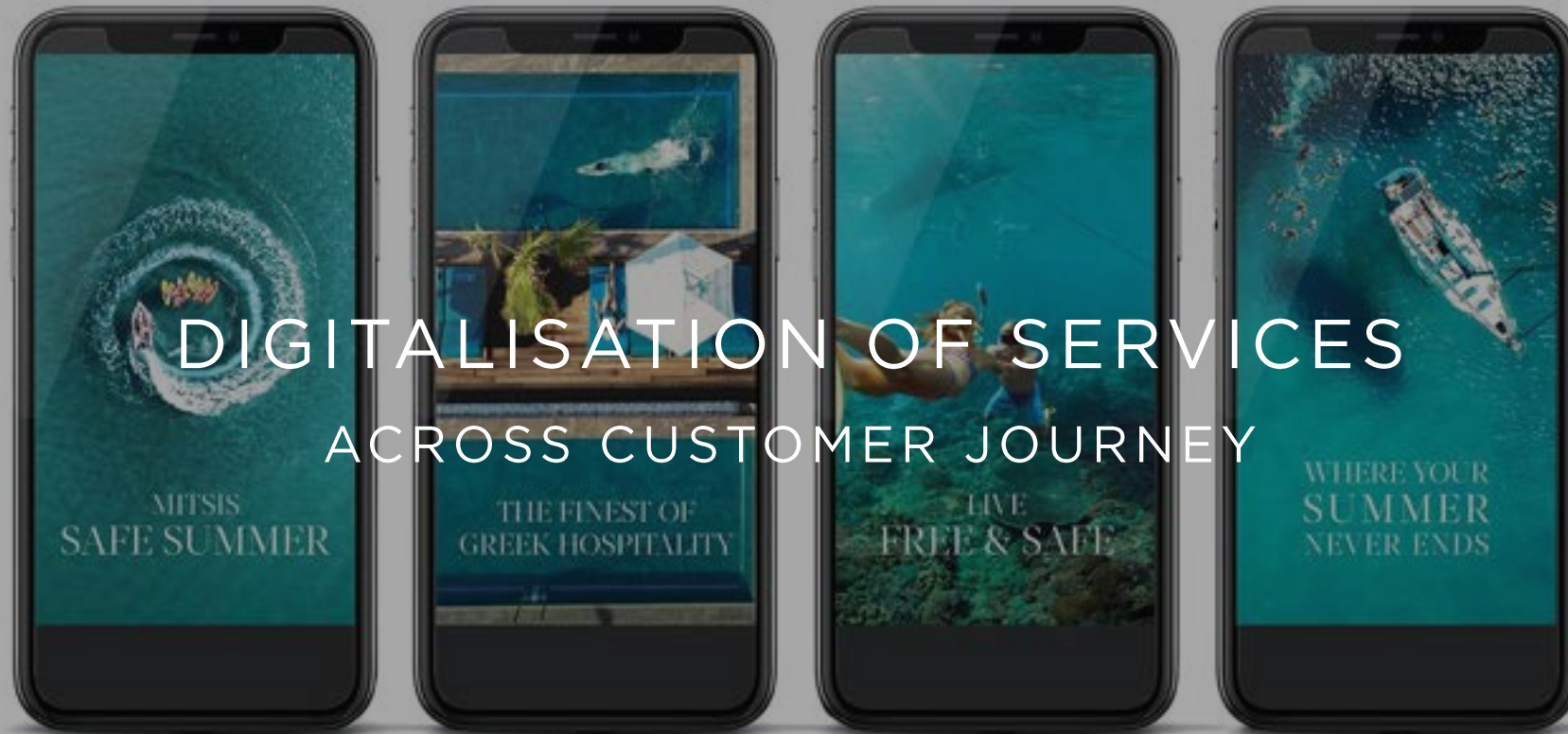
INTERNSHIP OPPORTUNITIES
142 INTERNS FROM 17 EDUCATIONAL INSTITUTIONS

AMAZED WITH NEW OPPORTUNITIES

INTERNSHIP OPPORTUNITIES
50% FULL-TIME CONVERSION RATE BY 2025



AMAZED WITH NEW OPPORTUNITIES



DIGITALISATION OF SERVICES
ACROSS CUSTOMER JOURNEY

MIT SIS
SAFE SUMMER

THE FINEST OF
GREEK HOSPITALITY

LIVE
FREE & SAFE

WHERE YOUR
SUMMER
NEVER ENDS

CONCERNED ABOUT THE PLANET

MINIMISE ENVIRONMENTAL FOOTPRINT

ELECTRICITY | WATER | LPG | WASTE



CONCERNED ABOUT THE PLANET

SUSTAINABLE RENOVATIONS & REFURBISHMENTS
BASED ON OUR GREEN PHILOSOPHY



CONCERNED ABOUT THE PLANET

PROTECT & CONSERVE BIODIVERSITY
TREE PLANTINGS | BEACH CLEAN-UPS



CONCERNED ABOUT THE PLANET

GREEN PARTNERSHIPS

WWF ADOPT A BEACH | WWF HOTEL KITCHEN | SUSTAINABILITY CODE



CONCERNED ABOUT THE PLANET

GREENTECH CHALLENGE | GOLD SPONSOR
TECHNOLOGICAL SOLUTIONS TO ENVIRONMENTAL CHALLENGES

CONCERNED ABOUT THE PLANET

SUSTAINABILITY AWARDS & CERTIFICATIONS

BIKE FRIENDLY | BLUE FLAG | GREEN KEY | ISO | TRAVELIFE GOLD

CREATE YOUR OWN STORY

www.mitsishotels.com