



a&o's Sustainability Journey

Presented by: Arben Maliqi

Date: November 2025



Reducing Emissions, Improving Efficiency

*Cutting emissions, improving operations
- our sustainability approach.*

We've significantly reduced our CO₂ emissions per overnight stay ...

from
15kg
in 2015

to
5.8kg
in 2019

and further down to
3.65kg
in 2023

CO₂



We've been tracking our greenhouse gas (GHG) emissions since 2015. This has given us a clearer understanding of our carbon footprint and helped us make data-driven decisions to reduce emissions

We have published three sustainability reports so far and are committed to continuing annual reporting to ensure transparency, track our progress and stay accountable to our stakeholders

Our Approach To Emissions Reductions

- Energy efficiency
- Renewable energy
- Optimized building retrofits
- Responsible sourcing policy



Reducing emissions at the source

We're committed to **energy conservation** and the **integration of renewable resources** whenever feasible.



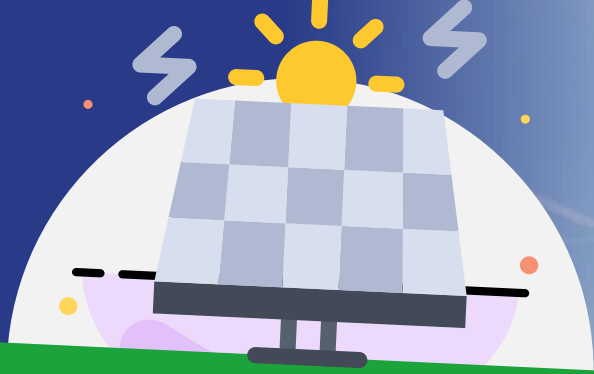
Our properties are equipped with **energy-efficient LED lighting**

We strive to use **100% green energy** in all our properties and continuously work to enhance the efficiency of our buildings.



In 12 properties, **solar panels and PV systems** have been installed to generate renewable energy

This includes efforts to **improve the energy performance** of properties for properties rated lower in energy performance certificates, as we aim to minimize our environmental footprint and promote sustainability.



ENERGY CONSERVATION & RENEWABLE ENERGY





WATER CONSERVATION

A CORE COMMITMENT AT a&o



Since 2006, we have saved **150 million liters of water** by using water-efficient showerheads and flush systems

Furthermore, we uphold our commitment to water conservation in our **housekeeping operations**



At a&o, **water conservation** plays an integral part in our sustainability commitments

We encourage our guests to consider **reusing towels** during their stay as an additional measure to minimize water usage



By adopting **eco-friendly, chemical-free cleaning methods**, we contribute to the reduction of potential water pollution



a&o Responsible Sourcing Policy



This policy guides our selection of suppliers and products, **ensuring we align with values of sustainability and ethical practices.**

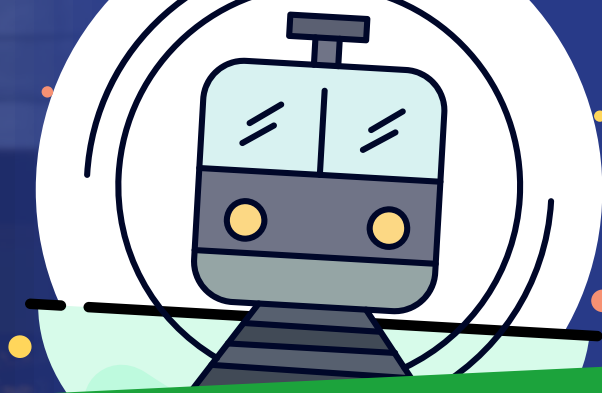


SUSTAINABLE
WASTE-MANAGEMENT

We've implemented proactive measures such as **eliminating single-use plastics** and transitioning to **bulk dispensers** for various items, significantly reducing packaging waste.

As part of our commitment to biodiversity and responsible sourcing, we opt **not to serve tropical fruits and seafood.**





GREEN MOBILITY

@ a&o HOSTELS

Your Journey, Our Commitment
to a Greener Future



Supporting Sustainable Travel

42% of our properties have electric vehicle
charging stations



95% Hybrid Fleet

Did you know? 90% of our company
vehicles are hybrids!



Behind the Scenes at a&o

Employee Commuting: We cover the
cost of public transportation for our fixed
staff, promoting the use of buses and
trains as eco-friendly travel options.

Social Commitment

Our team includes more than 1,300 employees across 11 countries.

We invest in:

- Leadership development
- Dual-study programs
- Health and safety
- Diversity and inclusion

- In 2024 alone, we invested **€350,000** in training and development.

- We invested around €505,000 in social commitment, arts, culture, youth education, and sports partnerships.



AWARDS, & CERTIFICATIONS & PARTNERSHIPS

01

We're not just committed to sustainability –
we're recognized for it!



Fitch Rating of 2

This rating reflects our strong
commitment to sustainable practices and
our dedication to social responsibility



GreenSign Certification

All our houses are certified, ensuring
that we adhere to environmental and
sustainability criteria

These recognitions and certifications not only highlight our **steadfast commitment to sustainability** but also underscore our continuous endeavors to **elevate our eco-friendly and responsible hospitality experience** for you, our valued guests.



2026 - 2027 Goals

- **Optimizing Food Waste Reduction:** Implementing FoodNotify software to improve procurement processes and minimize food waste through real-time tracking
- Expanding **photovoltaic system** installations
- Strengthening responsible sourcing & supplier engagement
- **Reducing Waste & Emissions:** Implementing further measures to cut operational waste and lower overall emissions.

Thank you!