



SUSTAINABILITY REPORT 2024 & 2025

AMSTERDAM MANOR BEACH RESORT

We are proud to present our Sustainability Report, which outlines our efforts during 2024 and 2025. In an era when our actions profoundly impact the environment, this report is a testament to our commitment to environmental stewardship and responsible tourism.

In line with our commitment to corporate social responsibility, this report serves as a transparent account of our efforts to minimize our environmental impact, contribute to our local Aruban economy, and foster a culture of sustainability among our guests and staff.

This report includes our incentives in resource conservation, waste reduction, community engagement, and more. Through data gathering and comprehensive strategies, we aim to highlight our achievements and our ongoing commitment to continuous improvement.

Thank you for your interest in Amsterdam Manor Beach Resort's sustainability efforts.

Reporting period: 1st of January to the 31st of December 2025

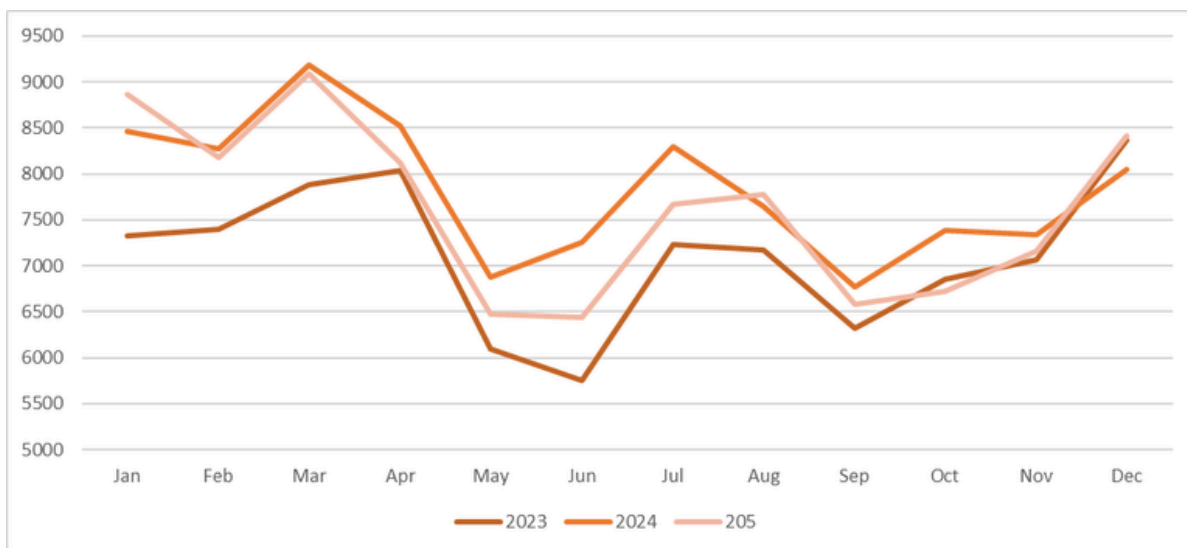
This report was produced by our Quality Assurance Coordinator and written in January 2026

The last report was circulated on the 5th of May 2023



Sustainability Performance & Initiatives

Amsterdam Manor Beach Resort continued to demonstrate strong operational performance and environmental leadership throughout 2024 and 2025. Overnight stays increased by 12% in 2024 compared to the previous year, highlighting a strong recovery and continued demand for the resort experience. Although overnight stays declined slightly by 5% in 2025, performance remained solid considering that several accommodations were temporarily unavailable due to extensive renovation and improvement projects.



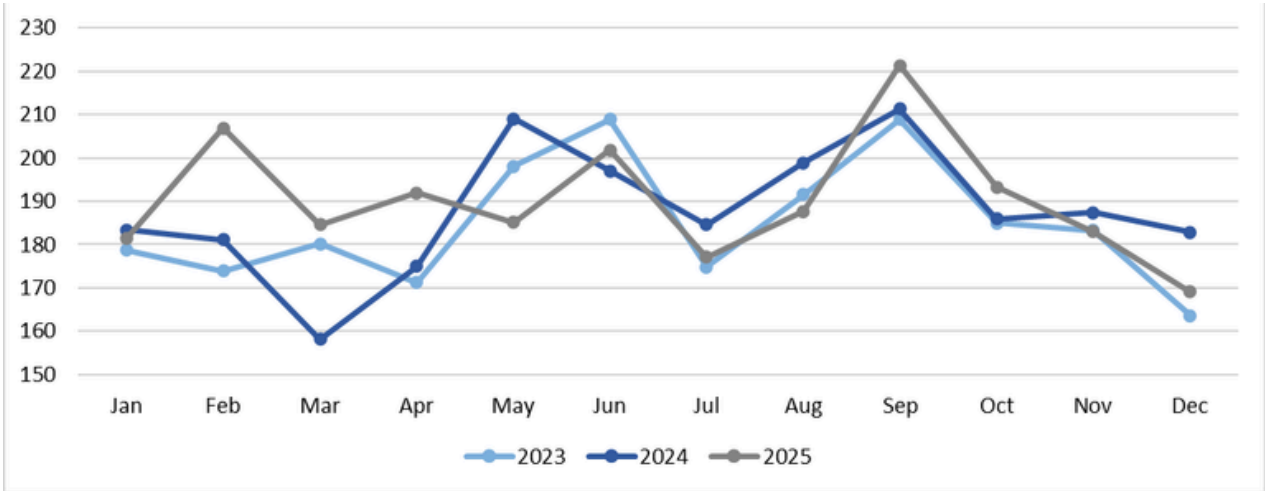
Graph 1 Guest Night comparison between 2023, 2024 & 2025

Restaurant covers showed consistent growth across both years, increasing by 7% in 2024 and an additional 3% in 2025, reflecting the continued popularity of the resort's culinary offerings among guests and local visitors alike.

Following the hospitality sector's recovery after COVID-19, Amsterdam Manor continued to outperform pre-pandemic guest-night levels, achieving a 10% increase in guest nights in 2024 compared to 2023. While guest nights declined slightly in 2025 due to ongoing renovations, occupancy levels remained strong despite reduced room availability.



Water Management & Conservation



Graph 2 Water Consumption per guest night (L/GN) comparison between 2023, 2024 & 2025

Amsterdam Manor remains deeply committed to responsible water stewardship, particularly important on Aruba, where potable water is produced through energy-intensive seawater desalination.

Although overall water consumption increased slightly in 2024 and 2025 due to higher occupancy and operational activity, consumption levels remained well below EarthCheck's best-practice benchmark. Water consumption increased by only 2% in 2024 and by a further 1% in 2025, despite significant increases in guest nights and resort usage.

The resort continues to invest heavily in water-saving technologies and operational efficiencies. All guest accommodations are equipped with low-flow faucets and showerheads and dual-flush toilets, all designed to significantly reduce potable water demand without compromising guest comfort.

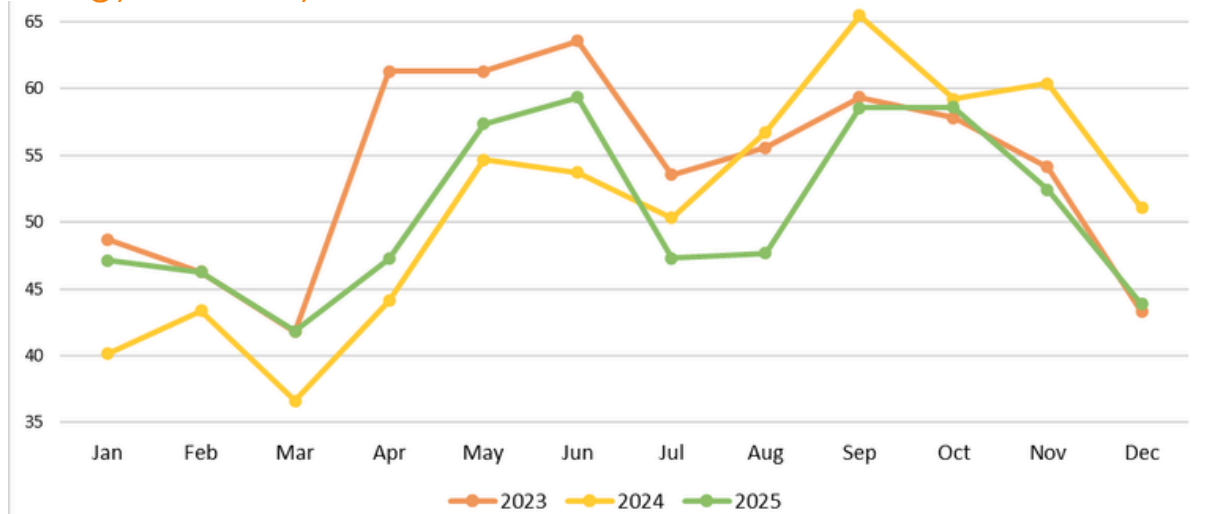
Amsterdam Manor also successfully continued its towel reuse program, encouraging guests to participate in water conservation efforts through clear in-room communication. This initiative helps reduce unnecessary laundry cycles, conserving both water and energy.

In addition, the resort exclusively utilizes eco-friendly, biodegradable laundry chemicals. This is especially important because all treated laundry water is reused for irrigation purposes, supporting the resort's lush gardens and the landscaping surrounding Eagle Beach.

Native and drought-resistant plants are also incorporated throughout the property to further reduce irrigation demand and promote sustainable landscaping practices.



Energy Efficiency & Climate Action



Graph 3 Electricity consumption (MJ/GN) comparison between 2023, 2024 & 20235

Amsterdam Manor has positioned itself as a leader in energy-efficient hospitality operations on Aruba through substantial investments in advanced technologies and renewable energy systems.

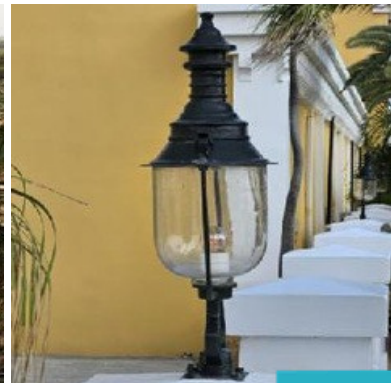
One of the resort's most impactful sustainability initiatives has been the complete transition to high-efficiency VRF (Variable Refrigerant Flow) HVAC systems across the property. These systems not only provide highly efficient cooling but also function as dehumidifiers, significantly improving guest comfort while lowering electricity demand. The phased replacement of older HVAC units began in 2023 and was completed in 2025.

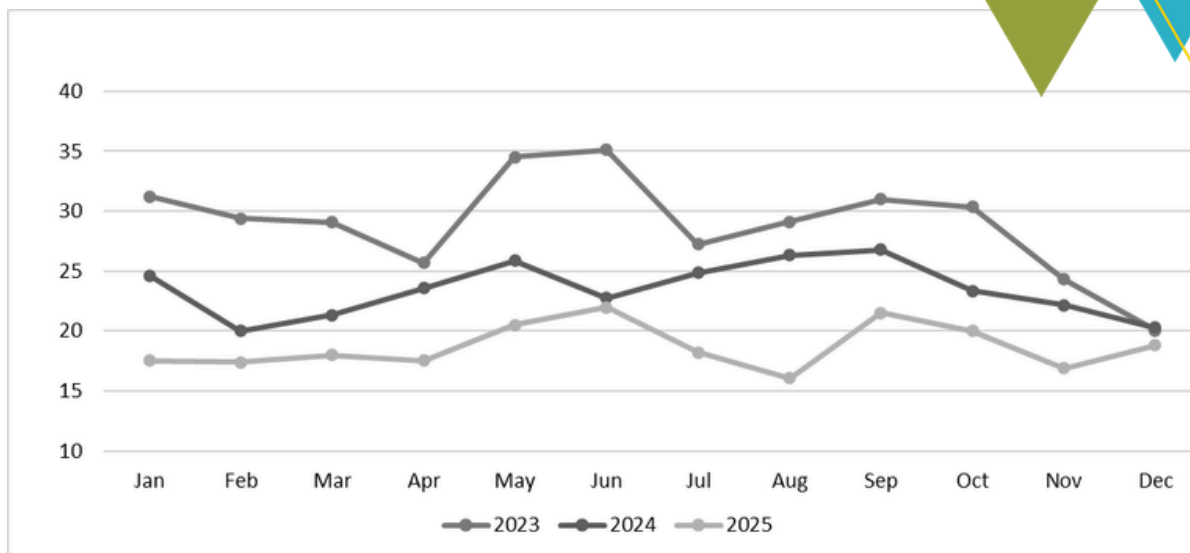
As a result of these upgrades, average electricity consumption per guest night decreased by 3% in 2024 and a further 1% in 2025, despite ongoing renovation works and increased operational activity.

To further optimize energy performance, Amsterdam Manor has integrated innovative heat exchanger systems connected to the VRF HVAC infrastructure. These systems capture residual heat generated by the air-conditioning process and use it to preheat water before it enters the solar boiler system. This layered approach dramatically improves overall energy efficiency and significantly reduces reliance on LPG for water heating.

The resort also uses advanced solar thermal water heaters to provide hot water for guest rooms and laundry operations. Since the full installation of the solar boiler systems at the end of 2023, LPG consumption has declined substantially, decreasing by 19% in 2024 and an additional 2% in 2025.

As part of its long-term renewable energy strategy, Amsterdam Manor also began installing a 100 kW photovoltaic (PV) solar panel system in 2025. Initial solar energy production began toward the end of the year, when the first phase of the system became operational.



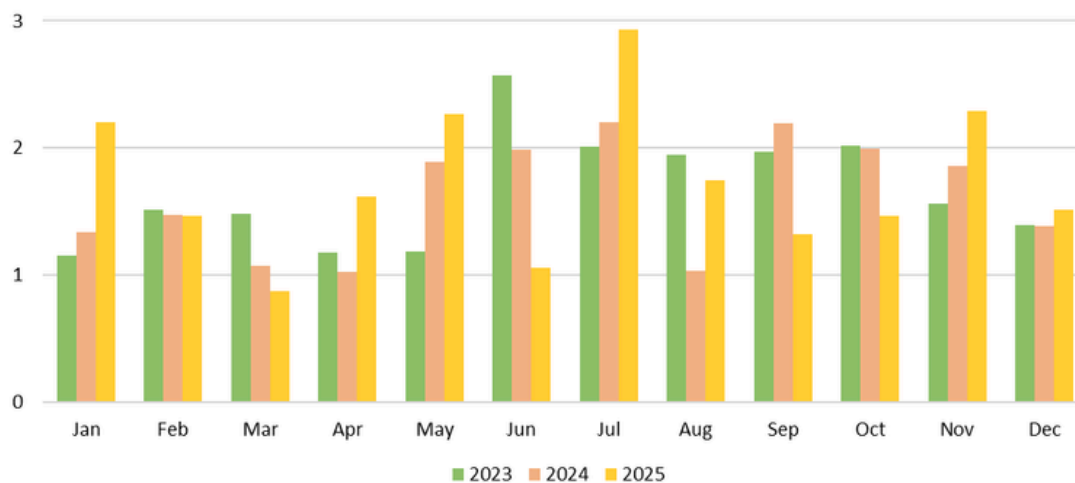


Graph 4 LPG consumption (MJ/GN) comparison between 2023, 2024 and 2025

Additional energy-saving infrastructure includes white reflective Roofclix roofing systems and double-glazed windows throughout the property. The reflective roofing minimizes solar heat gain, while the insulated windows reduce heat transfer into the building, together lowering the cooling demand on the HVAC systems and enhancing guest comfort.

More than 99% of all lighting fixtures throughout the resort are fitted with energy-efficient LED lighting, and no non-LED fixtures were purchased during 2025, reinforcing Amsterdam Manor's continued commitment to sustainable operations.

All guest rooms are also equipped with induction cooktops, completely eliminating the need for LPG usage within accommodations.



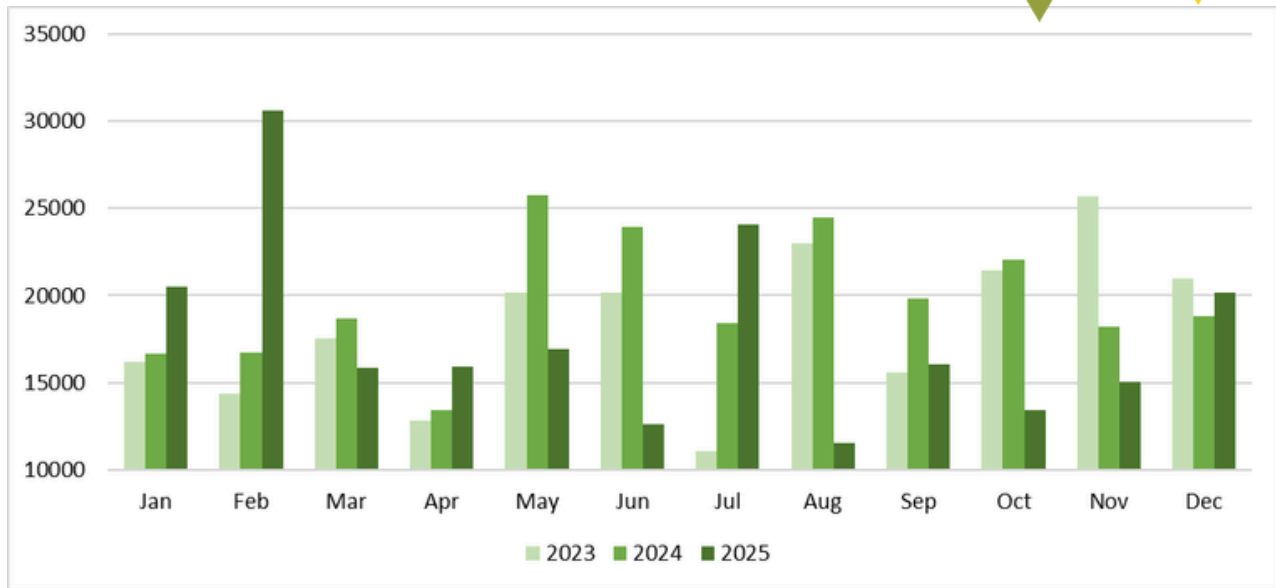
Graph 5 Diesel consumption comparison (MJ/GN) between 2023, 2024 and 2025

Diesel consumption at the property consists of fuel used for company vehicles and the emergency generator. In 2024, average diesel consumption decreased by approximately 2.4% compared to 2023. In 2025, consumption increased by around 8.0% compared to 2024.

While diesel use continues to be monitored, it represents a relatively small share of our overall energy use and total emissions and is therefore considered negligible in the broader context of the property's environmental impact.



Waste Reduction & Circular Economy



Graph 6 Waste production comparison between (Kg) 2023, 2024 and 2025

Amsterdam Manor significantly expanded its waste diversion and recycling efforts throughout 2024 and 2025, achieving major improvements in landfill reduction and material recovery.

Enhanced recycling initiatives, including improved separation of plastics, aluminum, cardboard, green waste, glass bottles, and metal waste, led to substantial increases in recycling volumes. Plastic recycling increased by 16% in 2024 and by an additional 45% in 2025. Aluminum recycling showed even more dramatic growth, increasing by 573% in 2024 and another 78% in 2025.


The resort also introduced green waste separation and improved tracking of reusable glass bottles in 2025, further strengthening its circular waste management practices.

As a result of these combined initiatives, the proportion of waste diverted from landfill increased from just 2% in 2023 to 6% in 2024, ultimately reaching an impressive 21% in 2025.

Through its partnership with Plastic Beach Party, Amsterdam Manor also achieved significant CO₂ emissions reductions through recycling activities, increasing from 708 kg in 2023 to 3,859 kg in 2024 and reaching 6,382 kg in 2025.

Despite multiple renovation projects during this period, landfill waste generated per guest night continued to decline, decreasing by 8% in 2024 and a further 35% in 2025 compared to 2023 levels.





Food waste separation initiatives also expanded considerably, increasing by 377% in 2024 and by an additional 24% in 2025. Plans are already underway to further expand food waste diversion initiatives in 2026.

Additional waste reduction initiatives include:

- Refillable in-room dispensers replacing miniature toiletries
- Reuse and repurposing of linens, towels, decorations, and materials
- Safe storage of chemicals within spill-containment systems
- Responsible collection and disposal of used kitchen oils through Antilla Energy
- Separation and proper handling of hazardous waste, such as batteries and light bulbs

Sustainability Initiatives & Community Engagement

Sustainability at Amsterdam Manor extends beyond environmental performance and is deeply integrated into the resort's culture, operations, and community partnerships.

The resort actively supports Aruba's local community through educational, social, and environmental initiatives while continuously engaging guests and employees in sustainable tourism practices.

Key sustainability initiatives include:

- Installation of water refill stations throughout the property and beach areas to reduce single-use plastic bottles
- Introduction of an electric golf cart to reduce diesel consumption
- Daily monitoring of electricity, water, and gas usage
- Regular beach and seabed clean-ups are conducted independently and in partnership with national initiatives
- Participation in environmental committees alongside other resorts and tourism stakeholders
- Monthly "Greenest Department" employee engagement challenge
- Internship and educational programs focused on sustainability within hospitality
- Launch of the "Future of Hospitality" educational initiative for local school children
- Donation of unused furniture and materials to local organizations
- Monthly donations to Ban Uni Man, supporting school meal programs for children in Aruba
- Strong policies protecting children, women, and human rights
- Ongoing staff development, sustainability training, and educational opportunities

Through continued innovation, investment, and collaboration, Amsterdam Manor Beach Resort is committed to delivering exceptional guest experiences, protecting Aruba's environment, and supporting the local community for generations to come.



Achievements, Milestones & Future Goals



Training, Education & Certification

Amsterdam Manor Beach Resort continued to invest heavily in employee development, sustainability education, and community engagement throughout 2024 and 2025. Team members participated in a wide range of educational programs, presentations, and hands-on experiences designed to strengthen environmental awareness, personal well-being, and knowledge of operational sustainability.

These initiatives included presentations and collaborations with respected local organizations such as Turtuga Aruba, Stichting ABo, Fundación Parke Nacional Aruba, and mental health awareness programs. Staff members also participated in excursions to the Ecotech Freezone to gain deeper insight into Aruba's waste processing systems and recycling infrastructure.



Additional sustainability-focused training sessions covered topics such as:

- Waste management and recycling
- Ocean acidification and marine conservation
- Healthy eating and sustainable food choices
- Environmental impacts of food production and consumption
- Workplace wellness and health awareness

In partnership with IBISA Aruba, health checks and wellness initiatives were also organized to support employee well-being and promote a healthy work environment.

Amsterdam Manor proudly maintained both its EarthCheck and Travelife certifications throughout this period, further reinforcing its position as one of Aruba's leading sustainable hospitality properties. In 2024, the resort celebrated an extraordinary milestone: 25 years of EarthCheck Master Certification.

EarthCheck and Travelife are internationally recognized sustainability certification programs within the tourism industry, and maintaining these certifications for more than two decades reflects Amsterdam Manor's long-standing commitment to environmental stewardship, operational excellence, and responsible tourism leadership in the Caribbean.





Challenges & Opportunities

As a continuously evolving resort committed to sustainability leadership, Amsterdam Manor recognizes that innovation and improvement also come with challenges.

Waste management remains one of the resort's highest environmental priorities. While major progress was made in both 2024 and 2025, continuous improvement remains essential as the resort works toward even more ambitious waste-reduction targets.

Several enhancement initiatives are planned for 2026, including:

- Additional recycling stations at Passions on the Beach
- Expanded employee sustainability training programs
- Enhanced internal waste audits
- Increased guest and staff awareness campaigns
- Improved waste tracking and reporting systems

These initiatives will help identify further opportunities to reduce overall waste generation and maximize landfill diversion.

At the same time, ongoing renovation and construction projects naturally generate additional waste streams. Amsterdam Manor continues to prioritize responsible material recovery wherever possible, including the recycling and repurposing of concrete, iron, and other construction materials. Sustainability considerations remain fully integrated into all future renovation and development planning.

As an island destination, Aruba also faces unique logistical challenges that can affect the implementation timeline of sustainability initiatives. Global supply chain disruptions, shipping delays, and economic conditions can impact the availability and delivery of sustainable technologies and materials. Despite these challenges, Amsterdam Manor remains committed to maintaining momentum and continuing its long-term sustainability investments.



Future Sustainability Goals

Amsterdam Manor continues to set ambitious environmental and operational goals to position the resort among the Caribbean's leading sustainable hospitality destinations.

One of the resort's key objectives is to further reduce waste sent to landfill by identifying alternative processing solutions for glass waste and expanding material recovery initiatives. Through these efforts, Amsterdam Manor aims to reduce landfill waste generation to just 0.3 kg per guest night.

The resort is also working toward meeting the regional benchmark of 3.2 liters of waste per guest night, reinforcing its commitment to industry-leading waste-reduction performance.

In collaboration with AHATA, Amsterdam Manor is helping develop a composting initiative to create long-term, sustainable solutions for food waste management. This initiative will complement the resort's existing food waste diversion program, which already includes donations of food waste to a local pig farmer for agricultural reuse.

Climate action also remains a major focus area moving forward. Amsterdam Manor plans to significantly expand its carbon footprint tracking and emissions monitoring capabilities, supporting the long-term development of a carbon-neutral strategy and the establishment of a local carbon sink initiative within Aruba.

In addition, the resort aims to fully optimize its photovoltaic (PV) solar installation and maximize the effectiveness of its energy storage systems as the renewable energy infrastructure becomes fully operational.

Looking ahead, Amsterdam Manor is also exploring the implementation of hydroponic growing systems to produce a portion of its own fresh produce on-site by 2026. This initiative would further reduce transportation-related emissions while enhancing the resort's commitment to locally sourced and sustainable food production.

Through continued innovation, investment, and collaboration, Amsterdam Manor Beach Resort remains dedicated to setting new standards in sustainable hospitality while creating meaningful environmental and social impact for Aruba and the future generations.

