

*Working at*
COLUMBIA RESTAURANTS

*Together, we create memorable experiences,*
*for our guests and for each other.*

January - June 2026

Dear Team,

We are pleased to introduce the first edition of **Working at Columbia Restaurants**, covering January to June 2026.

This publication has been created to celebrate our people, recognise our achievements, and highlight the moments that define our culture and success. Everything we have accomplished during the first half of the year is the result of your hard work, dedication, and commitment to excellence.

At Columbia Restaurants, we believe our people are our greatest strength. This initiative reflects that belief and a way to share pride in what we build together every day.

**Thank you for your continued contribution and for making a difference across all our restaurants.**

With appreciation,

The Management Team

COLUMBIA
RESTAURANTS

# Company Highlights Overview

**600+**
employees across Columbia Restaurants

**20+**
employees have been part of the Columbia family for more than **20 years**

**30+**
training programmes delivered to support **learning and development**

**287**
employee training participations

**15+**
**internal promotions**, reflecting our commitment to career growth



## *Learning & Development*

During the first half of 2026, our teams actively participated in 30+ training programmes, supporting continuous learning and professional growth across Columbia Restaurants. In total, there were 287 employee participations across more than 20 subject areas, including marketing, cuisine, customer service, technology, wine, and leadership development.

### WSET Wine Certification Programme

Team members successfully completed the WSET Level 1 & Level 2 Award in Wines at Columbia Hotel Academy, enhancing their knowledge of grape cultivation, winemaking, wine styles, tasting techniques, storage, and professional wine service. This internationally recognised programme further supports our commitment to continuous learning and delivering exceptional guest experiences.



**Culinary Excellence & Innovation**
Our chefs participated in specialised culinary seminars hosted by Columbia Hotel Academy, exploring modern Greek gastronomy, creative techniques, and contemporary cuisine approaches led by internationally recognised chefs. These sessions reinforced our commitment to continuous culinary development and innovation.

**Health & Safety Training**
Our teams participated in a series of Health & Safety training programmes, reinforcing a safe and responsible working environment across all Columbia Restaurants venues. Training covered key areas including Health & Safety Officer Certification (ESYPP), Working Safely at Height, Allergen Awareness & Special Diets, Food & Beverage Hygiene, First Aid, and Automated External Defibrillator (AED) Training, equipping employees with essential knowledge and practical skills to support both colleagues and guests.

**F&B Management Development Programme**
Managers from across our venues completed an F&B Management Training Programme, covering service quality, cost control, hygiene standards, and team leadership over 35+ hours of training. The programme strengthened operational knowledge and leadership capabilities across our teams.

**DOERS Summit Limassol 2026**
Team members from across Columbia Restaurants attended DOERS Summit Limassol 2026, one of the region's leading innovation and entrepreneurship events. Through inspiring talks and interactive sessions, they explored the latest trends in leadership, technology, innovation, and the future of business, bringing back valuable knowledge and fresh ideas to our organisation.

**Azul Global Masterclass**
Team members from across our restaurants participated in an exclusive masterclass led by the Azul Global Ambassadors at Columbia Beach. The session provided hands-on learning, industry insights, and valuable inspiration to further enhance guest experiences.

# *Life at Columbia Restaurants*

Life at Columbia Restaurants is shaped by people, connection, and shared experiences that go beyond the workplace. From team bonding activities and employee celebrations to CSR initiatives and community engagement, our culture comes to life through the moments we create together. These experiences strengthen our teams, build lasting relationships, and reflect the values that define who we are as an organisation.












## A Sparkling Start to the Year

On 13 January 2026, approximately 400 colleagues from all venues, head office, and production units gathered at Columbia Beach to celebrate the beginning of the year under the theme “A Sparkling Start to 2026.”
The evening featured food, music, entertainment, and a raffle with prizes, creating a memorable celebration of unity and appreciation. The event also included a message from the Directors, recognising the team’s hard work and setting a positive tone for the year ahead.
The night reflected teamwork, gratitude, and togetherness, bringing the entire organisation together in celebration.








*Limassol Marathon 2026*




## From Colleagues to Teammates

Columbia Restaurants took part in the XM Limassol Marathon 2026 Corporate 5KM Race as part of the wider Columbia Hospitality Group.
The event brought teams together outside the workplace, strengthening relationships, teamwork, and group spirit. It was a meaningful opportunity to connect, participate in a major city event, and celebrate shared energy and collaboration.






# *Signature Cocktail Competition*

## Creativity Behind the Bar

The Summer 2026 Cocktail Competition at 7seas, Columbia Plaza, brought together teams from across Columbia Restaurants to showcase creativity, storytelling, and mixology skills.
Teams presented original cocktails, with “Sun Born” from Henry’s by Columbia winning first place and earning a trip to the Athens Bar Show. The competition highlighted collaboration, innovation, and the strong talent within our bar teams.







# *International Women’s Day Campaign*

## Respect, Equality & Representation

Columbia Restaurants marked International Women’s Day with a campaign celebrating the role of women across the organisation.

Women represent **46% of our workforce and 33% of leadership roles**, reflecting their contribution across operations, service, and management. The campaign highlighted respect, equality, and opportunity as core values of our organisation.
Through video storytelling, team members shared their voices and experiences, reinforcing inclusion and recognition across all levels.



# *Blood Donation Drive*



## Giving Back to the Community

Columbia Restaurants hosted a successful blood donation drive at Columbia Venue Centre, bringing together employees, partners, and the public in support of local healthcare needs. The initiative demonstrated the power of collective action and compassion, contributing to strengthening blood supplies in Cyprus. Due to its success, a second blood donation drive is planned for December 2026.

*At Columbia Restaurants, giving back remains a core part of our culture.*

# *CSR & Community Impact Initiatives*

## Supporting Meaningful Causes

Columbia Confectionery supported the Agios Stefanos Foundation following the strong public response to its Christmas collection “Nutcracker Christmas”, transforming its success into a meaningful social contribution that supports children with developmental disabilities.
In addition, Columbia Hospitality supported One Dream One Wish, with contributions from Christmas initiatives helping children in need.

A portion of proceeds from the Columbia Confectionery, Easter Collection was also donated to the Cyprus Anti-Cancer Society, further reinforcing our commitment to social responsibility and community support.

**These initiatives reflect our belief in creating a positive and lasting impact beyond our restaurants.**



## *Growth & Expansion*

COLUMBIA
SECRET VALLEY
GOLF CLUBHOUSE RESTAURANT



### Columbia Secret Valley Golf Club House Restaurant

We are proud to welcome the Columbia Secret Valley Golf Club House Restaurant into the Columbia Restaurants family.

Located within the prestigious Secret Valley Golf Resort, the venue is set in a unique natural landscape surrounded by mature trees and rock formations, offering a relaxed and elevated dining experience. Open daily from 08:00 to 18:00, it provides an ideal setting for breakfast, lunch, or a leisurely visit at the golf club.

To support this new addition, we are pleased to introduce the leadership team: **Operations Manager Polis Michael, Restaurant Manager Ady Gyfton, and Executive Chef Alexandros Makarides,** who bring experience, professionalism, and passion for hospitality.

## *Employee Recognition*






At the heart of Columbia Restaurants is a culture of recognition, where we celebrate the achievements, dedication, and growth of our people.

### Awards & External Recognition:

**Global Recognition | PizzaExpress Cyprus**
Pizzaiolo Maciej Gawon represented PizzaExpress Cyprus at the Pizza World Championship Finals in Parma, Italy, achieving an outstanding result among top international competitors. His participation reflects skill, passion, and the spirit of continuous development within our teams.

**Bartending Excellence | Cyprus Bartenders Association Cocktail Competition**
Congratulations to our Head Bartender, Xenios Ioannou of Columbia Beach, on winning 1st place at the Cyprus Bartenders Association Cocktail Competition. His outstanding achievement reflects his creativity, technical expertise, and passion for mixology, while showcasing the high standards of excellence that define Columbia Restaurants.

## *Culinary Achievement*




### *Sushi Certification*

Head Sushi Chef Tsanko Kosev achieved dual certification from the All Japan Sushi Association (AJSA) and the World Sushi Skills Institute (WSSI). This recognition confirms his mastery of traditional Japanese techniques and reinforces Columbia Restaurants' commitment to authenticity and culinary excellence.



### *Pizza World Championship*

PizzaExpress Cyprus achieved **2nd place worldwide** for record-breaking Dough Balls sales during the October–November campaign, standing out among all PizzaExpress franchises globally. This achievement reflects the strength of our teams, customer loyalty, and long-standing commitment to quality and consistency.

# COLUMBIA RESTAURANTS

Long Service Recognition

This section recognises the long-serving members of our team who have contributed to **Columbia Restaurants**' success for more than 10 years.

## Our People, Our Legacy:

The following team members celebrated their service anniversaries between January and June 2026. Each milestone reflects years of passion, professionalism, and contribution to the Columbia Restaurants family.

**Yiannis Mortis** 20 Years | Health & Safety Manager

*"Twenty years have passed quickly because every day has been an opportunity to contribute, learn, and work alongside exceptional people."*

**George Kliri** 10 Years | Assistant Restaurant Manager | Columbia Steak House

*"The people I work with are what make this journey special. Every day brings new challenges and new opportunities to grow."*

**Panayiotis Spyrou** 10 Years | Pizzaiolo | Central Kitchen

*"Working at Columbia Restaurants has allowed me to grow both professionally and personally. I am proud to be part of such a dedicated team."*

**Katarina Wilson** 10 Years | Restaurant Manager | La Boca

*"For me, Columbia Restaurants is more than a workplace—it's a place where I've built lasting relationships and developed my career."*




## PizzaExpress Limassol

Proudly Part of Our Journey Since 1998

For more than **28 years**, Mrs. Anastasia has been a familiar and valued member of the PizzaExpress Limassol family. Joining the team in **1998** as the very first employee of Columbia Restaurants, she has witnessed the company's journey from a single restaurant to one of Cyprus' leading restaurant groups.

Known for her kindness, dedication, and unwavering commitment, Mrs. Anastasia has always taken pride in her work and in the people around her. To her, PizzaExpress has never been just a workplace—it has been a second home and an extended family.

Her story is a reminder that every role matters and that the strength of Columbia Restaurants is built on the people who contribute every day with care, passion, and loyalty.

***"PizzaExpress has always been my second home. As the oldest member of the team, I feel like everyone here is part of my family, I look after them like my own children, and they always show me love and respect in return. I am truly grateful to the management for their trust and support throughout all these years. It makes me proud to have been part of this journey since the very beginning."***

COLUMBIA RESTAURANTS

January - June 2026