

SUSTAINABILITY REPORT 31.12.2025

About the Report

In our sustainability report, we aim to contribute to a better world by focusing on economic, environmental, social, cultural, quality, human rights, health, and safety issues.

Within the scope of sustainability, the main responsibilities of our hotels are:

- Creating and evaluating recycling and reuse opportunities and reducing waste as much as possible,
- Taking precautions by analyzing the environmental impacts arising from our hotel operations with a life-cycle perspective,
- Increasing environmental awareness among our employees, guests, and stakeholders regarding environmental and energy management.

The 2025 Sustainability Report includes:

- Evaluation of our hotel's environmental, cultural, social, and economic performance,
- Development of targets determined to improve this performance,
- Contributing to ecological balance and protecting cultural heritage,
- Minimizing risks and negative impacts affecting the environment,
- Efforts to maintain performance results at the highest level.

This sustainability report includes data covering the years 2024–2025.

In line with the issues mentioned above, we are pleased to present our sustainability report, which includes our hotel's activities in environmental and social areas regarded as priority issues.





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Our Sustainability Approach

Sustainable tourism is an approach in which the environment is protected without deterioration or alteration, cultural integrity, ecological processes, biodiversity, and life-support systems are maintained, while all resources are managed in a way that meets the economic, social, and aesthetic needs of both local people and tourists today and future generations.

Sustainable tourism is not limited only to the goal of being environmentally sensitive; it extends to a much broader area. Within our sustainable tourism approach, we carry out our activities in awareness of the 17 Sustainable Development Goals defined by the United Nations World Tourism Organization.

The 12 basic principles defined in sustainable tourism principles are used as a model in our sustainability activities:

Economic Sustainability

Ensuring the continuity and competitiveness of tourism enterprises so that they can continue to grow and provide long-term benefits.

Local Prosperity

Increasing tourism's contribution to the destination by supporting activities that increase guests' local spending.

Employment Quality

Supporting professional specialization, improving wages and service quality, and increasing both the quantity and quality of tourism-related employment while preventing discrimination based on race, gender, disability, etc.

Social Inclusion and Gender Equality

Ensuring that the economic and social benefits obtained from tourism are distributed fairly.

Guest Satisfaction

Providing guests with a safe, satisfying, sustainable, and innovative experience without discrimination based on race, gender, disability, age, etc.

Local Control

Ensuring cooperation between local authorities and tourism stakeholders during planning, management, and implementation processes.



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Community Well-Being

Protecting and improving the quality of life of local people without causing social degradation or exploitation.

Cultural Richness

Respecting and preserving local culture, traditions, historical heritage, and unique values.

Physical Integrity

Protecting and improving the quality of urban and rural areas and preventing physical and visual deterioration.

Biodiversity

Supporting the protection of natural areas, habitats, wildlife, and species while minimizing possible damage.

Resource Efficiency

Minimizing the use of limited and non-renewable resources during operations.

Environmental Purity

Reducing air, water, soil pollution, and solid waste generated by hotel operations and guests to the minimum level possible.

Our Sustainability Policy

Within the sustainable tourism approach, we have adopted the objectives of the United Nations World Tourism Organization and the following 12 basic principles as our model:

- Economic Sustainability
- Local Prosperity
- Employment Quality
- Social Equality
- Visitor Satisfaction
- Local Control
- Community Well-Being
- Cultural Richness
- Physical Integrity
- Biodiversity
- Resource Efficiency
- Environmental Purity

Bu kapsamda;

- Temel çevre ile ilgili süreçleri sürdürerek ve doğal miras ile biyoçeşitliliğin korunmasına yardımcı olarak, turizm gelişiminde kilit bir unsur oluşturan çevresel kaynakların en uygun kullanımını sağlamayı,

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Within this scope, we undertake and declare:

- To ensure the optimum use of environmental resources that constitute a key element of tourism development while helping to preserve natural heritage and biodiversity,
- To respect socio-cultural authenticity and preserve traditional values and cultural heritage,
- To provide sustainable long-term economic operations and fair socio-economic benefits for all stakeholders,
- To oppose all forms of commercial, sexual, or other exploitation and harassment against vulnerable groups,
- To cooperate with local/regional communities against exploitation and abuse,
- To protect children and prevent child labor that harms their physical and mental development,
- To support measures against child abuse and domestic violence,
- To respect all internationally accepted human rights and treat all guests and employees equally without discrimination,
- To support local and regional development and employment.

We commit and declare this as our Sustainability Policy.

Communication with Stakeholders

We aim to improve and develop our sustainability efforts by sharing them with our stakeholders and ensuring their participation in sustainable development.

Protection of Cultural Heritage

We are aware that cultural heritage is important not only for today's society but also for future generations, ensuring the long-term relationship between society and the environment. One of our goals is to raise public awareness regarding why heritage values should be protected within sustainable cultural heritage management.

The Importance of Biodiversity

Biodiversity is a vital element for natural life. It must be protected and maintained for the continuity of natural life and the healthy functioning of ecosystems.

Ecosystem Functions

Biodiversity supports ecosystem functionality. Different plant and animal species contribute to food chains, pollination, and seed dispersal.

Food Security

Biodiversity plays a critical role in providing food resources for people.

Medical and Pharmaceutical Resources

Biodiversity provides medical resources through plants, microorganisms, and other living organisms found in nature.

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Economic Value

Biodiversity creates economic value, especially through tourism, agriculture, fishing, and forestry.

Ecosystem Stability and Resilience

Biodiversity increases ecosystem resilience and helps ecosystems adapt to changing conditions.

Biological diversity ensures the continuity of natural life, protects ecosystem functionality, provides food security, offers medical resources, creates economic value, and increases ecosystem stability.

Biodiversity Protection

Protecting biodiversity is important not only for preserving living organisms but also because it provides clean air, drinkable water, quality soil, and crop pollination.

- We take measures against invasive species within our operational areas.
- We prevent hazardous waste and pollutants from harming nature.
- We have a special program for controlling and eliminating invasive species.
- We regularly provide environmental awareness, water, and energy consumption training to our employees.
- Hazardous waste is disposed of in a controlled manner.
- Informative notices are shared with guests regarding activities harmful to animals and natural life.

As an endemic species in our region, Sweetgum Trees (*Liquidambar Orientalis*) and newly sprouted seedlings within the hotel are protected.

CHEMICAL USE

We work with relevant companies to ensure the safe disposal of chemicals and monitor chemical waste. We train our employees on the use of chemicals and the precautions to be taken in case of spills/spills of hazardous chemicals. Our environmental consulting firm provides training to our employees periodically to raise awareness. In addition to our consulting firm, we also receive training from our chemical suppliers.

Chemical consumption is monitored according to areas. Automatic dosing systems are used in general cleaning areas to ensure the use of chemicals in appropriate quantities. Chemicals used in general cleaning are diluted using dosing systems and made ready for use.

The detergents, disinfectants, and chemicals generally used in our facility are biodegradable and do not harm the environment (nature) or human health. SDS reports are particularly examined in the selection of these materials. These reports are kept for the duration of their use. The suitability of CAS codes is evaluated for compliance with international standards.

Overflow trays are available for chemical storage areas. Spill kits and absorbents are placed in relevant areas.

We have documentation stating that 80% of the chemicals used in our facility are biodegradable. Our partner company holds ISO 14001 Environmental Management System certification.

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Our guests are informed about the use of carrot cream, which is considered harmful to the environment and causes stains on textiles, leading to intensive washing. This aims to raise awareness about water and energy consumption.

CARBON FOOTPRINT

Carbon footprint: Measures the units of carbohydrates produced, analyzes the harm caused by human care in terms of the amount of serum produced, and consists of two main parts: direct (primary) footprint and indirect (secondary) footprint. The primary footprint is the direct CO₂ emissions from the combustion of fossil fuels, including household energy consumption and transportation (e.g., cars and airplanes), while the secondary footprint is the indirect CO₂ emissions associated with the production and eventual decomposition of all destructive life forms.

We ensure that purchases are made as close to the source as possible. This aims to minimize the CO₂ emissions of supplier products and distribution vehicles, thus sustaining the impact. The proportion of local/regional product and service suppliers is monitored. Energy-saving measures are implemented for electricity, such as using energy-efficient light bulbs, low-energy refrigerators, inverter air conditioners, etc.

Bicycles are an environmentally friendly transportation option, and we encourage learning and personal cycling education by offering a bicycle service at our hotel. To support the use of electric vehicles, our hotel, which meets and is approved by the relevant legislation, has also installed charging stations.

Walking is both an environmentally friendly and healthy transportation option. We organize walks to ancient cities in the nearby region, both to promote cultural heritage and to provide opportunities for nature walks.



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Our efforts to reduce our carbon footprint include:

- Taking measures to do more with less energy.
- Paying attention to the energy efficiency class when purchasing a product.
- Preferring energy sources that produce less carbon. Making greener choices.
- Making further contributions to energy efficiency by offsetting our carbon footprint. We aim to eliminate our carbon footprint through various activities, primarily tree planting.
- Reducing food waste by instilling a sense of responsible production and consumption in our employees.

Sustainable Food

Turkish cuisine, ranked among the top three cuisines in the world, is one of the cuisines with deep-rooted cultural value from the past to the present. Shaped by meat and dairy products from the nomadic culture of Central Asia, Turkish cuisine has developed throughout history, influenced by its surroundings and combining with the characteristics of different cultures to create today's rich culinary culture.

Generally consisting of soups, stews prepared with grains, meat and vegetables, olive oil-based dishes, pastries, fried foods, desserts and traditional beverages, Turkish cuisine also includes various unique food types such as molasses, bulgur, yogurt, and tarhana, making it a valuable resource for healthy and balanced nutrition and vegetarian cuisine. Dietary habits, which vary from region to region, become a sacred ritual on special occasions, celebrations such as weddings and circumcisions, and religious ceremonies.

In our kitchens, menus are created by prioritizing local and seasonal products that reflect the regional culture and traditions. We encourage the consumption of local products such as Datça tomatoes, Gökova sesame seeds, Köyceğiz honey, and Gökçeovacık olive oil.

By working with local suppliers, our recipes are created in harmony with nature, and seasonal ingredients are brought from the field to the table. Therefore, our recipes are prepared with minimal waste.

CLIMATE CRISIS

Temperature Increase: The climate crisis causes average temperatures to rise globally. This leads to heat waves becoming more frequent and intense.

Sea Level Rise: The melting of polar ice caps and the expansion of oceans cause sea levels to rise. This threatens coastal regions and island nations.

Extreme Weather Events: Climate change increases extreme weather events. This means that severe hurricanes, floods, and droughts occur more frequently and intensely.

Water Resource Depletion: Climate change can lead to a decrease in water resources and the emergence of water crises. **Food Security Problems:** The climate crisis can negatively impact agricultural production and cause food security problems.

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Ecosystem Changes: Climate change disrupts the balance of ecosystems and can lead to the extinction of some species.

Health Problems: The climate crisis can lead to health problems such as heat waves, air pollution, and the spread of infectious diseases.

Economic Impacts: The climate crisis can cause economic losses. It can particularly negatively impact the agriculture, maritime, energy production, and construction sectors.

Migration and Social Problems: Climate change can increase displaced populations, leading to challenges regarding migrants' rights and human rights issues.

Environmental Degradation: The climate crisis can cause the degradation of natural habitats and endanger species. The climate crisis is a serious threat globally. It encompasses various negative impacts such as increased greenhouse gases in the atmosphere due to human activities, resulting in global warming, rising sea levels, extreme weather events, and ecosystem changes. Some key aspects of the climate crisis risk:

The climate crisis poses a serious risk at the global level and requires urgent action. The contribution of broad segments of society is crucial for solving this problem.

The importance of public transportation can be highlighted in many ways and offers a range of benefits to society. Here are some key reasons why public transportation is important:

1. **Environmentally Friendly:** Public transportation produces less carbon emissions than using private vehicles. This protects air quality and contributes to the fight against climate change.
2. **Reduces Traffic Congestion:** Public transportation can reduce traffic congestion caused by private vehicles. By transporting more people with fewer vehicles, it alleviates traffic problems in cities.
3. **Energy Saving:** Public transportation consumes less energy and ensures more efficient use of resources. It is a more sustainable transportation option compared to private vehicles.
4. **Financial Savings:** Using public transportation can be more economical than owning a private vehicle. Fuel, parking fees, vehicle maintenance, and insurance costs can be avoided.
5. **Accessibility:** Public transportation can make transportation more accessible for all members of society. Everyone can easily reach their desired destination.
6. **Contributes to Traffic Reduction:** Public transportation can make urban life more comfortable by reducing traffic congestion and offering fast and reliable transportation options.
7. **Important for Urban Planning:** Public transportation is central to sustainable development and urban planning strategies in cities. It contributes to the development of infrastructure and transportation networks in cities.

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8. Improves Air Quality: The use of public transportation can reduce air pollution and protect human health. It can contribute to air pollution problems, especially in large cities.

9. Social Equality and Accessibility: Public transportation provides greater equality for people from different socio-economic groups. It also makes it easier for people with lower incomes to access transportation services.

10. Energy Independence: Public transportation contributes to energy independence. It reduces dependence on oil and other energy sources and ensures energy diversification.

THE IMPORTANCE OF PUBLIC TRANSPORTATION

Public transportation can improve the quality of life in urban areas, protect the environment, and promote a sustainable future. Therefore, the development and support of public transportation systems greatly contribute to the sustainability of cities and communities. Local markets are important institutions that provide a number of significant benefits to both local economies and communities. The Importance of Local Markets;

Contribution to the Local Economy: Local markets make a significant contribution to local economies by providing a customer base to local producers and small businesses. These businesses have the opportunity to sell their products and services in the local market.

Community Solidarity: Local markets enable communities to come together and interact. This strengthens community solidarity and helps people connect with each other.

Source of Healthy and Fresh Food: Local markets are places where fresh and locally produced food is sourced. This offers consumers healthier and fresher food and reduces the carbon footprint created by products transported over long distances.

Diversity and Preservation of Cultural Values: Local markets offer local farmers the opportunity to market their traditional and locally authentic products. This contributes to the preservation of traditional farming methods and local flavors.

Environmental Sustainability: Local markets contribute to environmental sustainability by reducing long-distance transportation. Shorter transportation distances reduce fossil fuel consumption and lower carbon emissions.

Economic Resilience and Crisis Resistance: Local markets strengthen local economies and make communities more resilient to economic crises. Access to locally produced goods makes people less affected by national or global crises.

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Education and Awareness: Local markets offer consumers education and awareness opportunities to better understand the origin of products, production methods, and environmental impacts.

Local Job Opportunities: Local markets encourage the growth of local businesses and create employment. This contributes to job opportunities in communities.

Social Oversight: Local markets help consumers more closely monitor the quality and safety of products. This improves product quality and contributes to maintaining health and safety standards.

Local markets play a major role in sustainable development, environmental protection, and improving the well-being of communities. Therefore, local markets should be supported and encouraged.

LOCAL MARKETS

Waste Reduction: Reducing waste production is a key way to reduce pollution. Minimize waste production by reviewing consumption habits, promoting recycling and reuse, and avoiding single-use products.

ENVIRONMENTAL ISSUES

- Our hotel's environmental policy has been updated, and our work continues within this framework, aiming to minimize our environmental impact. • Our environmental policy is posted on the guest and staff notice board and published on our website.
- Air conditioners are automatically disabled when balcony doors are open in guest rooms (switches are checked regularly, and non-functioning ones are replaced with new ones).
- Our consulting firm has conducted training sessions and meetings with all department employees on environmental management issues at various times, and these meetings are recorded.
- Informative notices on water and energy conservation have been posted in staff areas, and our staff have received training.
- In the renewal and improvement of all energy-consuming equipment and tools in our hotel, we have decided to purchase environmentally friendly products. We prioritize the purchase of A-class products.
- To reduce waste, we prioritize purchasing food and beverage products from local suppliers and in large packages whenever possible.
- The linen procedure in our rooms continues, thus preventing unnecessary water and detergent consumption.
- Water and energy consumption records continue to be kept monthly.

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ENERGY AND WATER CONSUMPTION ASSESSMENTS

- We aim to reduce our energy consumption by 3%, our water consumption by 2%, and our waste by 5% in 2026.



The Importance of Biodiversity:

Biodiversity is vital for natural life. It must be protected and sustained to ensure the continuity of natural life and the healthy functioning of ecosystems. Here are some detailed points about the importance of biodiversity for natural life:

- **Ecosystem Functions:** Biodiversity improves ecosystems. Different plant and animal species have an impact on food webs in ecosystems, such as pollination and seed dispersal. These systems ensure the balanced functioning of ecosystems and the maintenance of the basic ecosystem.
- **Food Security:** Biodiversity plays a critical role in providing food for humans. Different plant species are used as agricultural products, fruits and vegetables, and other food sources. Animals also provide

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protein sources such as meat, milk, and eggs. Biodiversity makes access to different food sources possible and ensures food security.

- **Pharmaceutical and Medical Resources:** Biodiversity provides medicinal resources through plants, microorganisms, and other organisms found in the wild. Many drugs and treatments rely on naturally occurring specimens. Biodiversity includes potential sources for the development of new antibiotics and treatment methods.

- **Economic Value:** Biodiversity provides economic value. The tourism sector is built on the attractiveness of the natural environment and biodiversity. It ensures the attraction of natural areas, settlements, and the generation of tourism revenue. Biodiversity also contributes to the economic structure through sectors such as agriculture, fisheries, and forestry.

- **Ecosystem Stability and Resilience:** Biodiversity increases the stability and quantity of ecosystems. The presence of different species ensures the adaptation and balance of ecosystems. The overgrowth or degradation of a single species can lead to imbalances and functional characteristics in ecosystems. Biodiversity ensures that ecosystems function healthily and adapt to changes in their environment. Biodiversity ensures the continuity of natural life, protects ecosystem recovery, provides food security, offers medical resources, creates economic value, and increases the stability of ecosystems.





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ENVIRONMENTAL ACTIVITY REPORT

Our Targets for 2026 and Progress Report on Developments Recorded in 2025

Our hotel has carried out the following activities with the specified products throughout the season from January 1, 2024. All activities are recorded.

An environmental policy has been established for our hotel and work has been carried out within the framework of this policy.

Our environmental policy has been announced on guest and staff notice boards.

The operation of air conditioners is automatically prevented when the balcony doors of some guests are open; this is planned to be done in other rooms as well.

Meetings have been held with all departments where environmental management is integrated at various times.

Information materials on personal spending regarding water and energy saving have been prepared.

The storage area for all gas-consuming appliances and equipment in our hotel has been removed, and the replacement and multiplication of devices consuming hazardous gases has begun. It has been decided to purchase environmentally friendly products in the future. Food and beverages purchased will be delivered locally as much as possible, and attention will be paid to purchasing large packages.

Water and electricity consumption is recorded and has started to be kept on a monthly basis. These records are being monitored and action is being taken regarding possible elections.

It is planned to convert switched lights in some low-traffic areas to sensor-operated lights.

Toilet flush systems in guest rooms and common areas are set to 6 liters.

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The tourism facility has kept daily and monthly records for glass, plastic, paper, and metal waste, with the required kg tracking and waste being recorded for 2025. A daily fee will be charged starting from the beginning of the tourism season in 2026.

Water leaks in the pool area have been checked and repaired. The storage capacity and concentration of pool chemicals used are appropriate.

Work done on waste management (on-site sorting).

Stained sheets are being converted into drying cloths and glass wiping cloths.

Printing output from both sides of the printer as much as possible.

Waste oil is collected and a report is delivered to KOLZA company at our contracted location.

Short and Medium-Term Plans

Short-term goals 0-2 years

Replacement of all fluorescent and general lighting in back-service areas with LED lighting.
Switching to LED lighting in guest floor corridors.
Use of darkness-sensitive general area lighting.
Switching to sensor-controlled lamps in low-traffic areas.
Increasing the usage area of the timing device.

Long-term goals 2-5 years

Use of Colormatic cameras.
Switching to systems that generate electricity using wind and solar energy.

- We shred all waste in the facilities according to its type, shred it to reduce waste, and monitor the recycling and shredding of waste.
- We act in accordance with published regulations on environmental issues.
- We take care to use appropriate fixtures, various models, and 2 toilet cisterns to reduce water consumption.
- Environmentally friendly, biodegradable high-performance detergent options.
- We obtain the hot water used from solar energy.
- We ensure that heating and cooling values are at appropriate temperatures, avoiding unnecessary heating and cooling.
- We perform and arrange routine maintenance on all devices and equipment in our facility.
- When purchasing new equipment, we prefer devices with high energy efficiency.
- We prefer using cold water instead of hot water during appropriate stages of our service.
- We plan the placement of heating and cooling equipment in a way that does not reduce the distribution of parts.
- We take care to use energy-saving lighting throughout the facility and sensitive lighting with touches in appropriate areas.



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- We provide personalized, planned training to ensure appropriate energy and technological consumption.
- We use electronic media except for mandatory conditions within the facility and outside of communication, and we avoid unnecessary printing.
- Heating, cooling, and lighting automation systems.
- We leave food in the form of nests at various points for birds in the vicinity.
- We send used but not completely worn-out items to schools, dormitories, and other organizations in need.
- Towels and linens are changed every other day unless requested by our guests.
- We keep the sea and beach clean, and we participate in and support environmental awareness activities.
- We try to control energy consumption in the rooms with a card system.
- Changing the cotton in our rooms for towels and sheets.
- We are committed to continuously working on environmental protection practices.
- We support activities aimed at preserving historical and touristic features and preventing their deformation, and we continue to participate in related events.
- We prevent any construction that would disrupt the natural environment, and we prefer renewed, nature-friendly designs in our technologies.

LEGAL REQUIREMENTS

- Our facility has obtained a live music broadcasting permit for the year 2025. The facility's Environmental Permit is valid for 5 years.
- We fulfill and monitor all legally protected requirements related to the environment (EIA not required, Zero Waste Certificate, etc.). - We prioritize continuous training and provide various training courses periodically.
- (Department On-the-Job Training, Hygiene and Food Safety Training, Environmental Training, Chemical Use Training, and Sustainable Tourism Training are provided.)
- We prioritize employing disabled personnel in our establishment.
- Our establishment aims to integrate the local community and its resources.

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SOCIAL ASSISTANCE, LOCAL COMMUNITY AND STAFF ISSUES

A social project manager has been appointed for the facility.

1. SOCIAL PROJECT MANAGER

In accordance with the facility's policy and the social responsibility understanding brought by our brand, social projects are planned to raise awareness among employees, guests, and the local community, and to be sustained continuously.

Projects Undertaken:

We were and continue to engage in positive work such as women not leaving night shifts, working in heavy jobs, and addressing child labor issues.

All employees receive health services through the social security system, in addition to healthcare, through the continuous use of our workplace physician.

A target plan will be implemented to place blue bottle cap collection units at certain points in our facility, and the blue bottle cap collection campaign will support accessible living (wheelchairs).

Bird nests will be placed in certain crevices of our facility for the birds in our region.

A visit to a nursing home with staff is planned for around 2026.



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- At the beginning of each month, birthday celebrations and motivational dinners are organized for our staff members born that month. Before the start of the season and at regular intervals, our staff receives training on topics such as Environmental Health, Food Safety, and Hygiene.
- To introduce our guests to the local flavors of the region, Yunus Restaurant's menu features special items.
- We organize Turkish Music Nights events featuring regional delicacies and performances by regional artists.

SOCIAL ISSUES, HUMAN PERSPECTIVE AND ACTIVITIES RELATED TO LOCAL COMMUNITY RELATIONS

Our 2025 Goals and Progress Report on Developments Made in 2024

YUNUS HOTEL considers the contribution of the environment, employees and the community within it as one of its responsibilities. • Our business is committed to increasing and continuing tourism and civil society participation, local community policies and support projects for local governments. • Cultural richness and local distribution in the region contribute to the local economy. We prefer local products and provide employment opportunities for people living in the region. • Long-term performance targets with existing personnel. Training programs are implemented regarding the characteristics of knowledge, manners and skills. • Our business supports the local people and opportunities. • We were thrilled to host earthquake victims in our hotel. In order to introduce local flavors to our guests; Our à la carte menu features national dishes and regional delicacies, and one day a week we offer complimentary gözleme (Turkish flatbread) with our extensive buffet breakfast.

Support has been developed to improve international labor and human rights standards and implementation principles.

We work with a specialist firm to ensure the personal health and safety of our employees and to provide them with a more suitable working environment.

Studies have been conducted on risk analyses, first aid, and personal health examinations, and these practices are still ongoing.

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In addition, a contract has been signed with a consulting firm regarding health, safety, food, and water hygiene products.

All YUNUS HOTEL personnel have received the above-mentioned training and are certified. Possible activities include:

Assistance to vulnerable groups, activities (for people with disabilities, nursing homes) – visits, providing pasta for nursing home visits, schools, assistance to those with financial difficulties, education, donations, material assistance, theater/cinema tickets...

Responsible for local community relations: Mr. Bülent Galip Özdür.

We were and continue to be positively involved in activities such as women working night shifts, working in heavy labor, and employing child laborers.

In addition to the social security system and health services for all employees, we have access to institutions and doctors who can provide medical assistance for our personnel in case of emergencies.

STAFF PROGRESS REPORT

The following points were implemented from April 28, 2025 to November 1, 2025. Some of these points were already implemented in previous periods, and these practices have been improved and recorded in this period.

* A suggestion, complaint, and feedback box has been provided in the personal dining hall. The fact that the key to this box is held by upper management makes it easier to convey suggestions, complaints, and feedback to upper management.

* Staff are provided with health insurance, meals, accommodation, and service opportunities in addition to at least the minimum wage.

* Our staff's work clothes are washed in our hotel's laundry.

* Birthday celebrations will be held every month for all people born in that month. At the clinic contracted on behalf of the hotel, all employees have access to free or rewarded royalties when they wish to receive services. Depending on whether staff surveys are conducted, information regarding



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employee satisfaction (e.g., dissatisfaction with personal cafeteria meals, leading to menu changes) is corrected.

OUR GOALS FOR 2026

Every month, a vote will be held among our staff to select the employee of the month, and this employee will be rewarded.

Red Crescent blood donation event with our staff

Visit to a nursing home and hosting them at our hotel for lunch in their region

HOTEL MANAGER

BÜLENT GALİP ÖZ