



Sustainability Report

2025



Our vision

Our main principle is to meet the needs and expectations of all stakeholders, especially our guests and employees, within the framework of continuous improvement, and to be a strong and reliable organization. All our employees are responsible for ensuring guest satisfaction in terms of quality and service, and for continuously improving our quality. While moving forward in harmony with the universal conditions of our time, we aim to be a company that keeps all activities which may affect the environment and nature under control and minimizes their impact, protects historical and cultural heritage, contributes to the development and welfare of the society we live in, and is trusted, respected, and preferred by all individuals and organizations in the sector

Our mission

- ✓ In the sector in which we operate; to meet the expectations of our customers and employees at the highest level in a manner that respects individuals, society, and the law; adheres to economic and ethical principles; and is sensitive to the environment. To lay solid foundations for our future and to ensure customer satisfaction through the voluntary participation of our employees;
 - ✓ We must reduce service costs to maintain our competitive strength,
 - ✓ We must continuously improve our quality
 - ✓ We must enhance the quality of working life,
 - ✓ We must give importance to the training of our staff,
 - ✓ We must follow modern technology,
 - ✓ We must pay attention to the protection of the natural environment,
 - ✓ We must ensure that all personnel are sensitive to quality.

Our quality and sustainability policy

By prioritizing social, environmental, and cultural values, and providing the necessary resources to implement pioneering structures in the tourism sector within the framework of local and international laws and standards, we sustain and develop our Integrated Management System, which is established on the foundations of quality, food and water safety, occupational health and safety, information security, infectious disease management, and sustainable tourism, and has been formalized in writing, by applying it as follows:

LEGAL COMPLIANCE: To comply with all applicable legal regulations, national and international standards, and all other relevant compliance obligations related to our activities.

CONTINUOUS IMPROVEMENT AND ANALYSIS: To ensure continuous improvement by prioritizing the satisfaction of all stakeholders, evaluating our internal and external issues, assessing the needs and expectations of relevant parties, and proactively analyzing potential risks and opportunities arising from these risks.

STAKEHOLDER FOCUS: To determine objectives, risks, opportunities, and threats, establish mechanisms for our employees, guests, local communities, and all stakeholders to communicate their needs, requests, suggestions, and complaints, and to monitor and measure system performance and the effectiveness of implementations with a stakeholder-oriented approach.

OUR QUALITY AND SUSTAINABILITY POLICY

EMPLOYEE PARTICIPATION: To ensure the participation of our employees, including their suggestions, in all our activities by organizing necessary training to enhance the awareness and competencies of our employees, who are preferably selected from the local community, and by providing encouragement, motivation, and effective communication.

OCCUPATIONAL HEALTH AND SAFETY: To provide a safe and healthy working and living environment for our employees, guests, and all stakeholders; by planning to prevent accidents and occupational diseases, and establishing an organization capable of responding to emergencies in the shortest and most effective way, and implementing it efficiently.

FOOD AND WATER SAFETY: To provide a safe and healthy working and living environment for our employees, guests, and all stakeholders; by planning to prevent any illnesses arising from food, water, or infectious sources, and establishing an organization capable of responding to emergencies in the shortest and most effective way, and implementing it efficiently.

OUR QUALITY AND SUSTAINABILITY POLICY

INFORMATION SECURITY: To safeguard the **confidentiality, integrity, and availability of information**, and to ensure the personal data security of our employees, guests, and stakeholders.

PROTECTION OF CHILDREN AND WOMEN'S RIGHTS: Within our facilities, we provide opportunities that support the development of children, allowing them to freely express their thoughts, wishes, and emotions under parental supervision, ensuring they feel safe and comfortable. We oppose any actions that may cause **physical or psychological harm** or restrict the rights of children, women, and individuals with mobility limitations, and share this awareness with all employees and stakeholders, addressing such actions in accordance with applicable laws.

BARRIER-FREE ENVIRONMENT: We make the necessary arrangements so that employees and guests with mobility limitations can safely and comfortably access and fully benefit from all facilities and environments within our premises.

FAIR WORKING CONDITIONS AND GENDER EQUALITY: We promote the participation of women in the workforce without gender discrimination, ensuring equality, preventing any restriction of their rights, and providing a working and living environment that supports a healthy **work-life balance**.

OUR QUALITY AND SUSTAINABILITY POLICY

ENVIRONMENTAL AND WILDLIFE PROTECTION: When planning our investments and activities, we consider their impacts on **protected sensitive areas, historical heritage, and the integrity of the natural and cultural environment.** We ensure the efficient and sustainable use of natural resources and, in landscaping activities, prefer plants, practices, and materials suitable for the local/regional ecosystem.

We adhere to a “**produce only as much as we consume**” philosophy, aiming to reduce our carbon footprint from energy and natural resource use that contributes to climate change. We implement energy- and resource-efficient devices and methods suitable to current conditions, plan and invest to reduce consumption in our operations, and monitor usage for analysis.

OUR QUALITY AND SUSTAINABILITY POLICY

PROTECTION OF SOCIAL AND CULTURAL VALUES: We contribute to the preservation, development, and recognition of local and regional foods, sites, and traditions of historical, archaeological, cultural, and spiritual significance in our country and region.

PROCUREMENT: In the acquisition of all products and materials, we evaluate their quality and suitability with users, analyze their appropriateness within our operations, and audit our suppliers. We ensure that any **negative impacts on the environment, wildlife, ecosystems, and human and animal health** are minimized, favor products with reduced packaging and lower carbon footprints, and prioritize sourcing from local producers or fair-trade suppliers within the legal framework.

ZERO WASTE: Within our facilities, under the “**Zero Waste**” initiative, we provide guidance and raise awareness to ensure proper segregation of waste. We prioritize recyclable materials, ensure efficient separation of waste, and arrange for the disposal of non-recyclable materials by authorized institutions. We also minimize the use of single-use items to reduce the total amount of waste generated.

We **commit** to implementing these principles.

OUR QUALITY AND SUSTAINABILITY OBJECTIVES

OUR 2025 OBJETIVES	2025 OBJECTIVES
OVERALL GUEST SATISFACTION	91%
SUFFICIENCY OF THE SUSTAINABILITY POLICY	91%
WATER CONSUMPTION (M ³ PER PERSON)	0,13
ELECTRICITY CONSUMPTION (KW PER PERSON)	15
LNG CONSUMPTION (KG PER PERSON)	0,24
LPG CONSUMPTION (KG PER PERSON)	0,005
COAL CONSUMPTION (KG PER PERSON)	0,001
FUEL CONSUMPTION (LITERS PER PERSON)	0,14
CHEMICAL CONSUMPTION (KG PER PERSON)	1
CARBON FOOTPRINT (KG CO ₂ e PER PERSON)	5
LOCAL PROCUREMENT RATE	80%
LOCAL EMPLOYEE RATE	45%
WOMAN EMPLOYEE AND MANAGER RATE	40%
NUMBER OF EMPLOYEES WITH MOBILTY LIMITATIONS	5
REDUCE OF NON RECYCABLE WASTE	20%
EMPLOYEE STISFACTION RATE	82%

OUR QUALITY AND SUSTAINABILITY OBJECTIVES

LEGAL COMPLIANCE

EOS BEACH HOTELIt operates in compliance with all laws and regulations of the Republic of Turkey, including, but not limited to, those of the Ministries of Culture and Tourism, Environment, Urbanization and Climate Change, Agriculture and Forestry, Labor and Social Security, Energy and Natural Resources, Interior, Trade, and Transport and Infrastructure, as well as with applicable international legislation, within the scope of its activities.



ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

CONTINUOUS IMPROVEMENT AND ANALYSIS

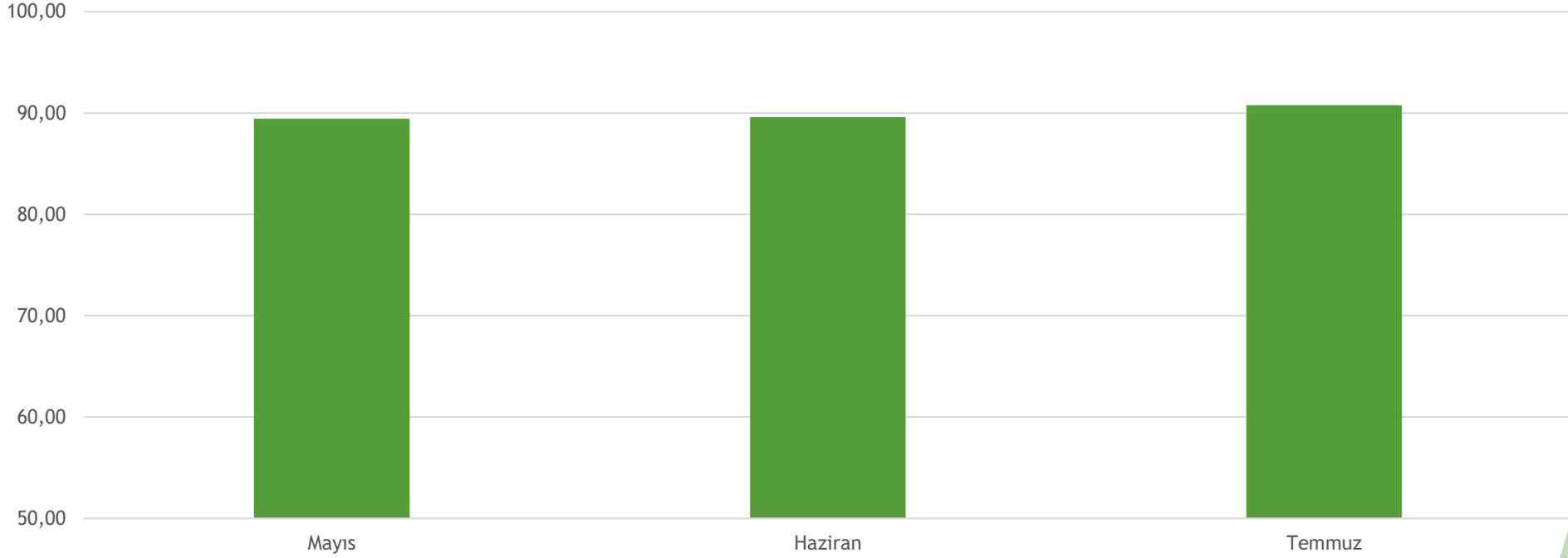
Over the years, we implement our **continuous improvement policy** by increasing facility capacities, meeting the expectations of all stakeholders—especially our guests and employees—and incorporating **environmentally and nature-friendly practices and technologies** in our investments.

Additionally, we periodically measure **guest and employee satisfaction** and strive to achieve the targets we have set. We identify risks that may hinder the achievement of our objectives and review these risks in our **weekly management meetings**, taking corrective actions to transform potential risks into opportunities.



CONTINUOUS IMPROVEMENT AND ANALYSIS

GUEST SATISFACTION



BARRIER-FREE LIVING

In accordance with the regulations of the Ministry of Culture and Tourism, our facility provides rooms for guests with mobility limitations. The facility is fully accessible for guests with physical, visual, and hearing impairments. There are no obstacles or difficulties from the entrance to the rooms. All ramps and slopes are designed according to the limits defined in the applicable legislation. Work to further accommodate guests with visual impairments is ongoing

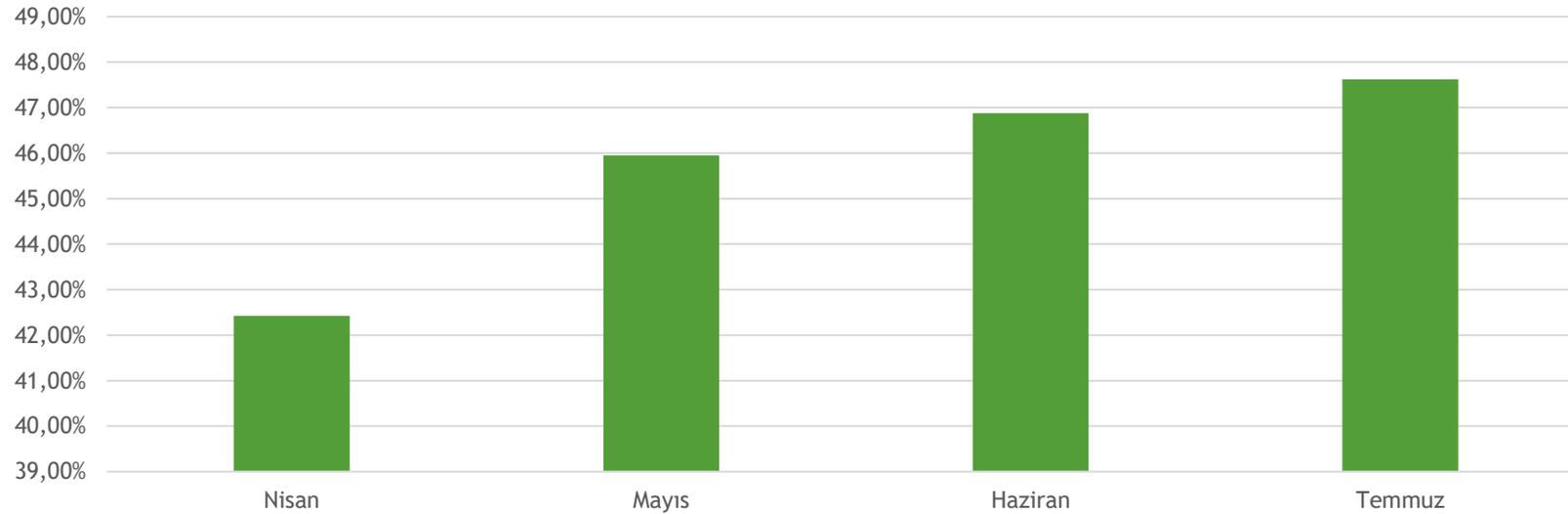


ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

SUPPORT FOR THE LOCAL COMMUNITY

We aim to maintain the local employee rate at over 45% of our total workforce over the years

LOCAL EMPLOYEE RATE

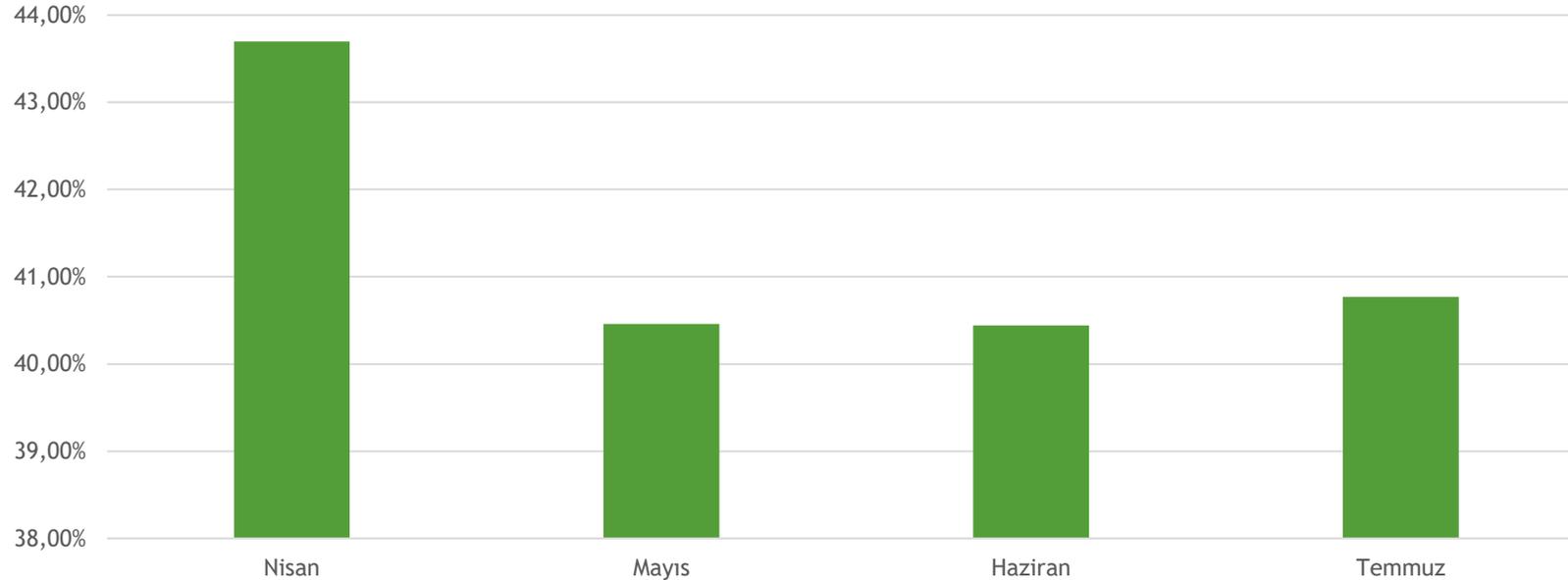


ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

FAIR WORKING CONDITIONS AND GENDER EQUALITY

We aim to maintain the proportion of female employees at over 40% of our total workforce over the years.

RATE OF FEMALE EMPLOYEES

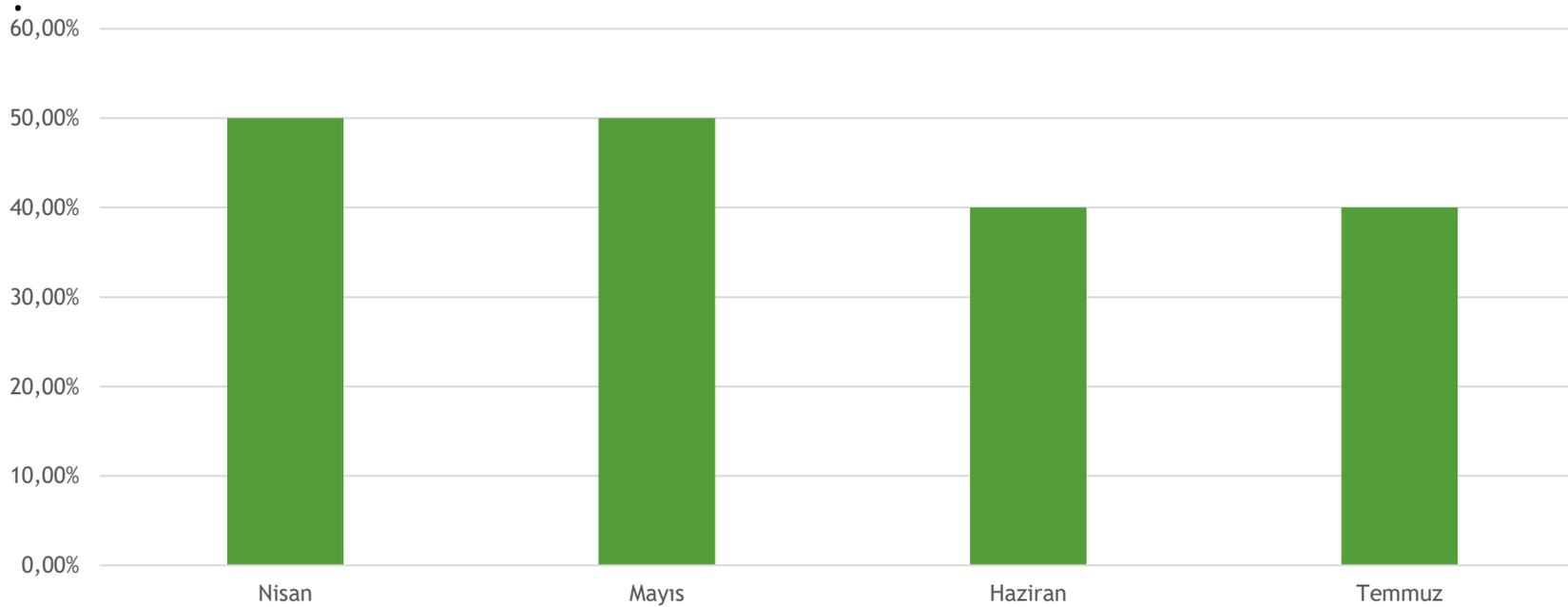


ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

FAIR WORKING CONDITIONS AND GENDER EQUALITY

We aim to maintain the proportion of female managers at over 40% of our total management team over the years.

RATE OF FEMALE MANAGERS



ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

ENVIRONMENTAL AND WILDLIFE PROTECTION

We do not use endangered or legally protected terrestrial and marine species in any of our operations.

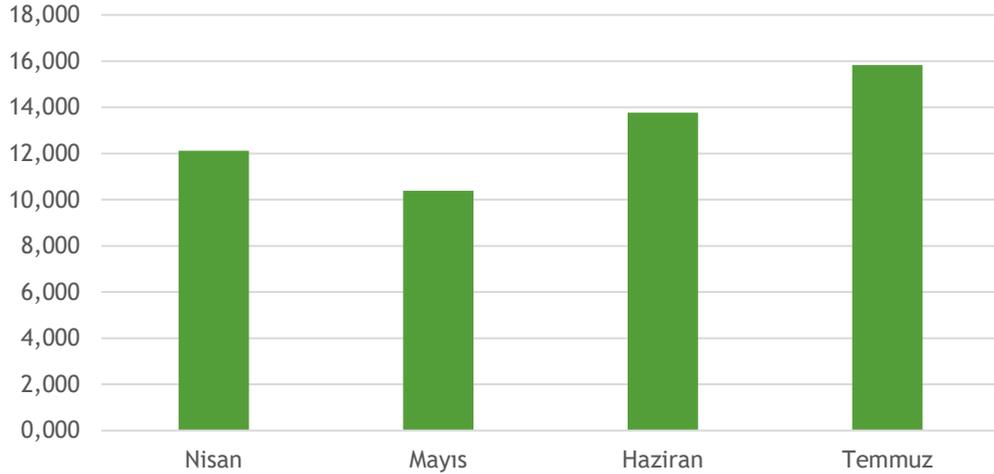


ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

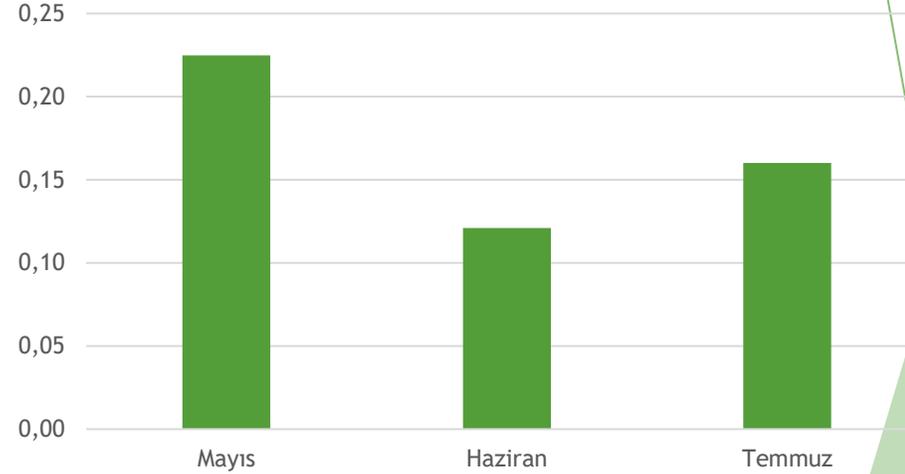
ENVIRONMENTAL AND WILDLIFE PROTECTION

We do not use endangered or legally protected terrestrial and marine species in any of our operations.

ELECTRICITY CONSUMPTION PER PERSON KW



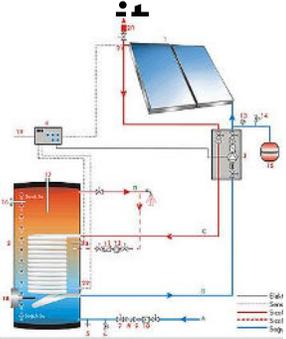
LNG CONSUMPTION PER PERSON KG



ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

ENVIRONMENTAL AND WILDLIFE PROTECTION

We monitor our energy consumption and make investments to reduce



With the heat panels installed in our facility, we save approximately 1,000 kW of energy per day



We use electricity generated from clean energy sources.



We reduce our energy consumption by using new technology and energy-efficient lighting, heating, and cooling systems in our facility.



ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

ENVIRONMENTAL AND WILDLIFE PROTECTION

We monitor our energy consumption and make investments to reduce



As of **September 2023**, we generate nearly all of the electricity consumed by our facilities at our company-owned Solar Power Plant.



ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

ENVIRONMENTAL AND WILDLIFE PROTECTION

We measure our carbon footprint and support tree planting initiatives to achieve carbon neutrality



We contribute to nature by donating saplings each year through foundations that plant trees equivalent to our carbon footprint



ACTIONS WE TAKE TO ENSURE SUSTAINABILITY

SUSTAINABLE AND LOCAL PROCUREMENT

We source 96% of our external services and product purchases from local suppliers.

We prefer 60% of our products to be those produced in the Antalya region.

We procure 75% of the products we purchase in bulk packaging.

Each year, we audit at least 10 of our raw material suppliers according to quality, safety, and sustainability principles.

