

TURUNÇ HOTELS

TURUNÇ RESORT HOTEL

Reporting Period: 1 October 2025 – 31 August 2026

Marmaris – Turunç Bay

2026 SUSTAINABILITY REPORT

Marmaris Turunç Bay • AY-TUR Turizm San. ve Tic. A.Ş.

“With the conscious and responsible steps we take today, we are building a sustainable world for tomorrow, one that is at one with nature.”



Figure 1 — Our property and Turunç Bay

OUR SUSTAINABILITY MESSAGE

As Turunç Resort Hotel, we formally began our sustainability work in 2023. By sharing the progress achieved in this process with our management, our employees, our guests, our suppliers and all our stakeholders, we aim to raise environmental awareness and to turn it into lasting success in line with our shared goals.

The report in your hands describes our work in the period 1 October 2025 – 31 August 2026. This period holds a special meaning for us: for the first time, we calculated our electricity, water, natural gas and fuel consumption month by month, on the basis of documents and separately for our own property alone. This has made our consumption per guest comparable over three consecutive years.

The most encouraging result of this period is the following: even though our property increased its service capacity and carried out extensive fire safety works during the winter months, electricity, water and natural gas consumption per guest all fell below the previous year's level. At a time when global warming is felt more acutely in the Mediterranean with every passing year, we continue with determination to fulfil the responsibility that falls to us.

ROOM CAPACITY	ACCOMMODATION	ELECTRICITY / PERSON	WATER / PERSON	NATURAL GAS / PERSON	FUEL / PERSON	ELECTRIC VEHICLES
290 Rooms	90,759	14.37 kWh	0.471 m³	0.591 Sm³	0.224 L	20%
11-month period	Guest-nights	-6% Saving	-2.1% Saving	-25,8% Saving	Guest-night	3 of 15 vehicles are electric

Misafir gecesi başına kaynak tüketimi



Chart 1 — Three-year trend in electricity, water and natural gas consumption per guest

OUR GOALS

As TURUNÇ RESORT HOTEL, we have worked with determination on the following themes from the first day we began operating in the unique Turunç Bay of Marmaris:

- Protecting natural resources and using them efficiently,
- Supporting the Marmaris–Turunç region in which we operate, socially and economically,
- Promoting and keeping alive local culture and traditions,
- Ensuring a high level of guest satisfaction,
- Improving our employees' competencies and keeping staff turnover low.

We are aware that one of the most important elements of guest satisfaction is employee happiness; accordingly, we make it a principle to create a safe, supportive and inclusive working environment for all our employees. Our property is managed in line with the criteria of the Turkish Tourism Promotion and Development Agency (TGA) and the Global Sustainable Tourism Council (GSTC).

Our Core Corporate Commitments

- Natural Resources: To act on the principle of zero waste in water, energy and fuel consumption; to apply water-saving fittings and automation systems without interruption.
- Local Integration: To contribute directly to local prosperity by giving priority to the Marmaris and Turunç region in employment and procurement.
- Cultural Respect: To protect and promote the local architectural fabric, traditional Turkish cuisine and historical assets such as the Ancient City of Amos.
- Investing in People: To provide equal pay for equal work without discrimination, continuous vocational training, and safe staff accommodation and working areas.
- Zero Tolerance: To take an uncompromising stand against child labour, discrimination of any kind, mobbing and sexual abuse.

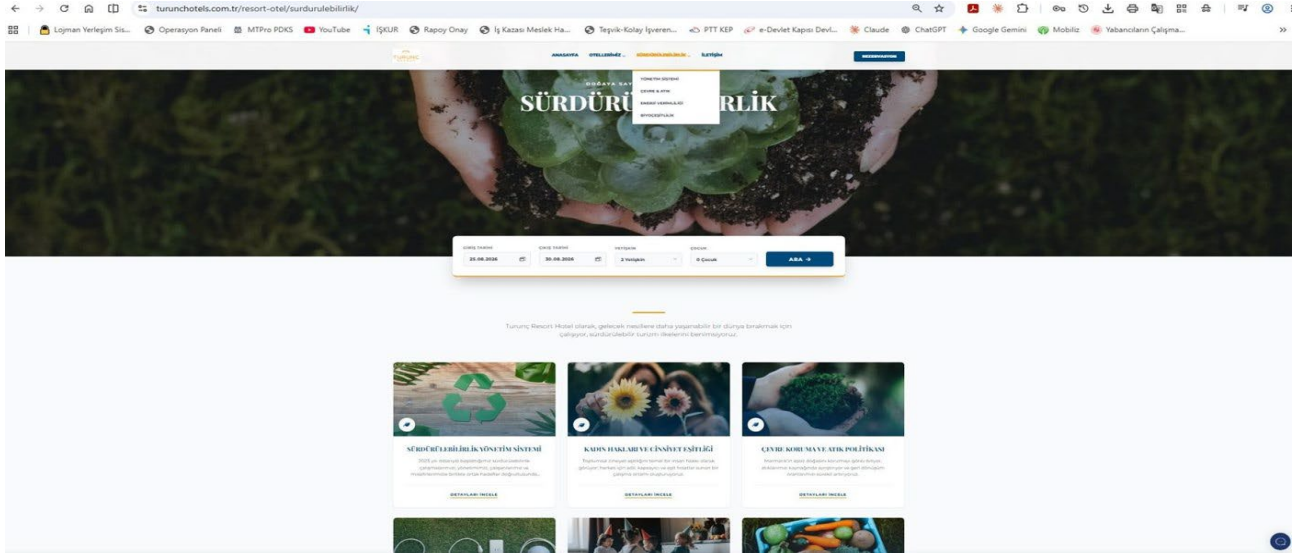


Figure 2 — Our sustainability work as published on our website

ABOUT THIS REPORT

This report covers the period 1 October 2025 – 31 August 2026 and describes the activities of Turunç Resort Hotel only.

All the figures in the report have been compiled from the following sources:

- Electricity, natural gas, water and fuel invoices,
- Meter reading records,
- Official payroll and insurance lists,
- Signed training and event records,
- Official delivery records of licensed waste companies.

How Did We Calculate the Consumption Data?

Aylık geceleme (pax-gece) — toplam 90.759 • sezon dışı dört ay tesis kapalı

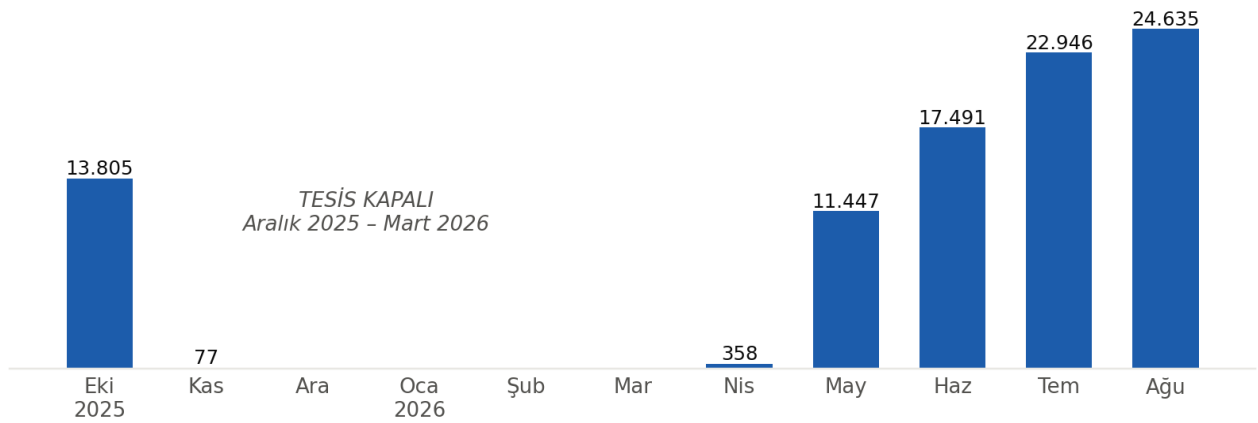


Chart 2 — Monthly accommodation figures and the off-season closure period

OUR SUSTAINABILITY TEAM

At our property, sustainability work is carried out by a team appointed by senior management and drawn from different departments.

Team Leader · Engin IŞIK · Human Resources Manager	Overall coordination of all sustainability work, compliance audits, the management review cycle and responsibility for local community liaison.
Environmental Representative · Burak BİLGİÇ · Assistant Human Resources Manager	The zero waste system, waste storage areas, biodiversity activities and monitoring of environmental records.
Energy Management Representative · Mustafa ŞAHİN · Technical Service Manager	Regular monitoring of electricity, water and natural gas consumption, mechanical infrastructure maintenance, building automation and energy-saving applications.
Employee and Customer Representative · Nuray İNCE · Sales and Marketing Manager	Guest and employee satisfaction surveys, suggestion and complaint boxes, staff welfare and monitoring of the whistleblowing mechanism.
Sustainable Procurement Representative · Sinan KARA · Warehouse and Purchasing Officer	Cooperation with local producers, supplier assessments, purchasing of products in recyclable packaging and logistics planning.

OUR POLICIES

Our corporate policies in force at the property are reviewed every year and their currency is confirmed. In the 2026 period, all of them remain fully in force.

Environmental Protection and Waste Policy

With the responsibility of operating in the unique natural setting of Marmaris, we undertake to reduce the use of single-use plastics, to separate waste at source into glass, paper, metal and plastic, not to pollute ground and surface waters, and to apply zero waste principles.

Children's Rights Policy

We take the United Nations Convention on the Rights of the Child as our basis. The employment of child labour is strictly prohibited at our property. All necessary measures have been taken to ensure children's safety and their protection against physical and psychological abuse.

Women's Rights and Gender Equality Policy

No gender discrimination is made in recruitment, remuneration or promotion processes. The principle of "equal pay for equal work" is applied without compromise; the representation of our female employees at management levels and in decision-making mechanisms is supported.

Sustainable Procurement Policy

We give priority to local producers in the Marmaris and Muğla region. We prefer products that avoid packaging waste and that are eco-labelled and energy efficient.

Energy Efficiency Policy

We continuously monitor and reduce energy consumption with LED lighting, motion sensors, key-card room units and balcony contacts.

Accessibility Policy

We provide guests with special requirements and disabilities with uninterrupted, independent and safe access to all common areas of the property, to the rooms, to the pool and to the beach.

Biodiversity Protection Policy

We have limited the use of chemical pesticides in our garden; we have taken the region's native species and endemic riches under protection.

Food Waste Reduction Policy

We prevent food waste at source through production planning, portion control and menu design; the remaining organic pulp is handed over to a licensed company.

Climate Change Adaptation Policy

We have incorporated climate-related risks into our emergency plan; we take precautions against fire, storm and water scarcity scenarios.

Wildlife Commitment

Game meat and protected species do not appear on our menus; no wildlife products are sold at our property.

New Guides We Prepared in 2026

In this period we strengthened our management system with six new documents:

- Invasive Species Management Procedure
- Wildlife Interactions Procedure
- Animal Health and Welfare Procedure
- Guidance Manual for Visits to Natural Areas (10 Basic Rules)
- Complaint and Whistleblowing Mechanism Procedure
- Young Worker Employment and Parental Consent Record Table

WATER MANAGEMENT

Water is the most valuable resource for Turunç Bay. Our property's water is supplied entirely from the mains network. According to international water risk assessments, the Marmaris–Turunç region carries a high water risk. We have incorporated this into our risk analysis and planned our measures accordingly.

2024	2025	2026	PERIOD TOTAL
0.524 m³	0.481 m³	0.471 m³	44,709 m³
Per Guest / Night	-8.2% Improvement	-2.1% Improvement	11-Month Consumption

In the period 1 October 2025 – 31 August 2026, our property's water consumption was 44,709 m³. In the months when the property was open, consumption per guest was 0.32 m³ in May, 0.64 m³ in June, 0.36 m³ in July and 0.30 m³ in August. At 0.471 m³, the overall figure for the period fell below that of the previous year (0.481 m³).

Water Saving Measures We Apply on Site

- Aerators and pressure control: all 290 guest rooms, as well as every washbasin and shower tap in the public areas, have been fitted with aerators that reduce the water flow rate.
- Dual-flush cisterns: All guest and staff toilets have flush systems with a low and a high water option.
- Night-time drip irrigation: Garden irrigation is carried out only at night, with an automatic drip system, to prevent losses through evaporation.
- Native plant preference: The shrubs and trees in our garden have been selected from native species that are resistant to the region's arid climate and require little water.
- Linen and towel information: Environmental information cards are placed in our rooms; sheets and towels are changed only at the guest's request.
- Wastewater assurance: Our property's wastewater is connected directly to the sewerage network, and this is documented by an official permit.

ENERGY AND NATURAL GAS MANAGEMENT

We buy our electricity from the grid; part of our hot water requirement is met by the solar panels on our roofs. LED lighting and energy-saving automation have been made standard throughout the property.

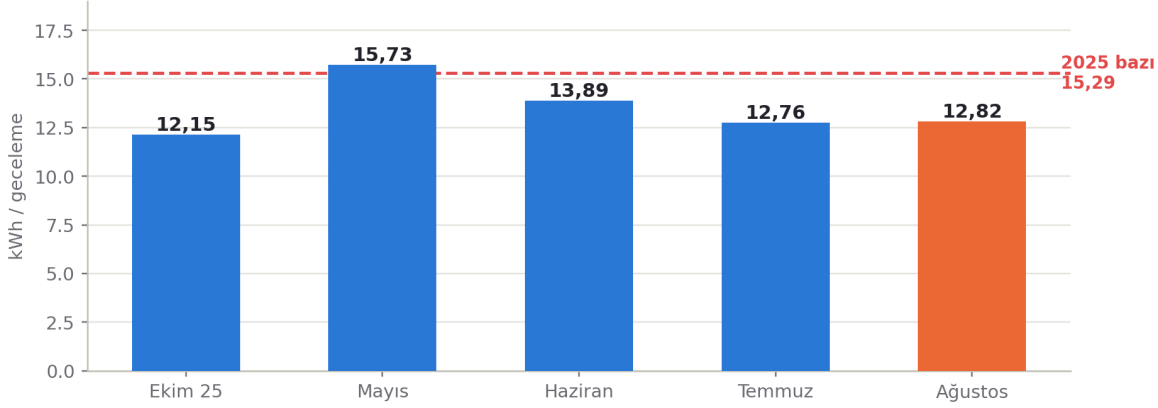
2024 ELECTRICITY	2025 ELECTRICITY	2026 ELECTRICITY	2026 NATURAL GAS
15.44 kWh	15.29 kWh	14.37 kWh	0.591 Sm³
Per Guest / Night	-1.0% Improvement	-2.3% Improvement	-28.4% Record Drop

Electricity

In the period from October 2025 to the end of August 2026, our property used 1,432,770 kilowatt-hours of electricity. For each night our guests stayed, this corresponds to 14.37 kilowatt-hours. Last year the same measurement was 15.29 kilowatt-hours; in other words, we used 6 per cent less electricity per guest night. The target we set ourselves was 3 per cent; we achieved twice that.

This improvement comes not from a single investment but from small decisions that complement one another: replacing every failed light fitting with LED, the key-card energy system in the rooms, contacts that cut off the air conditioning when the balcony door is opened, and the solar panels on the roof. The fact that consumption per person fell to 12.82 kilowatt-hours in August, the busiest month of the season — the lowest value of the period — shows that these systems work even more efficiently as occupancy rises.

Aylık elektrik yoğunluğu — dolu aylar (2026)



Natural Gas and the 28.4% Improvement

Liquefied natural gas is used in our kitchen ovens, stoves and hot water systems. Over the period, 56,978 Sm³ of natural gas was attributed to our property. Natural gas consumption per guest night was 0.591 Sm³. In 2025 this figure was 0.797 Sm³ — in other words, we achieved a reduction of more than a quarter, 25.8 per cent. Our target was 5 per cent. This 28.4% improvement is the strongest environmental result of the period.

Our Energy Efficiency Equipment

- Key-card energy system: all 290 rooms have a card slot; power is cut off automatically when the room is vacated.
- Magnetic balcony contacts: When the balcony door is opened, the air conditioning unit switches off automatically.
- LED and sensor lighting: High-efficiency LED fittings and motion sensors operate in the public areas, corridors and staff units.
- Solar energy collectors: Thanks to the panels on the roofs, part of our hot water requirement is met from a natural source.
- Thermal insulation: Double-glazed, thermally insulated façade joinery is used in the enclosed public areas.

WASTE MANAGEMENT

Waste management at our property is carried out with a Zero Waste approach. In all our departments, including housekeeping, the kitchen, the bars, technical service and the administrative offices, waste is separated at source and stored under appropriate conditions. Our property holds a Basic Level Zero Waste Certificate; we have two separate temporary storage areas for hazardous and non-hazardous waste, with insulated floors, locks and warning signs.

Waste Vegetable Oil

Cooking oil used in our kitchens is never poured down the drain. Once it has reached the end of its useful life, the oil is collected in sealed drums at the kitchen exit and handed over to a licensed recovery contractor. During the 2026 season, 940 kilograms of waste vegetable oil were returned to the economy this way across nine separate consignments, and converted into biodiesel.

This is roughly a fifth less than the same period last season: 1,145 kilograms between May and August 2025, against 940 kilograms over the same months in 2026. Per guest night, waste oil fell from 15.1 grams to 12.3 grams. The decrease does not mean less oil is being collected — it means less waste oil is generated in the first place, thanks to filtering frying oil so it lasts longer and tighter management of our fryers.

Alongside waste vegetable oil, kitchen pulp waste is also collected separately; 1,030 kilograms were handed over to the licensed contractor in five consignments during the 2026 season. Delivery documents are issued for both waste streams and recorded through the national Integrated Environmental Information System.

Bitkisel atık yağ — lisanslı firmaya teslim edilen miktar

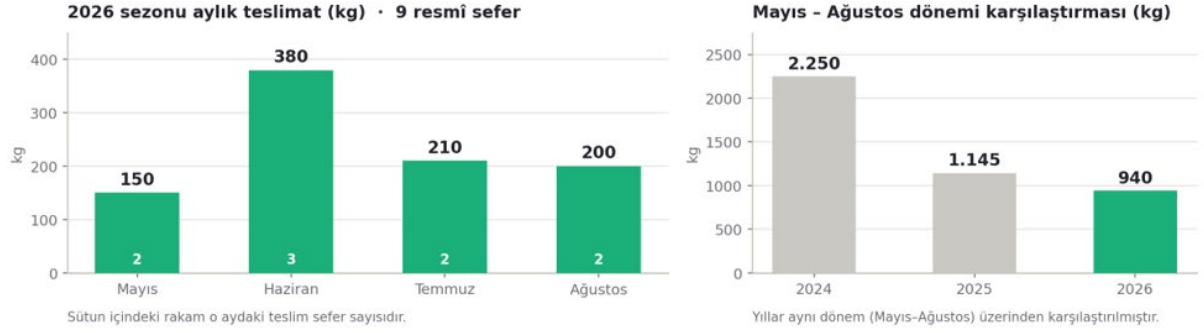


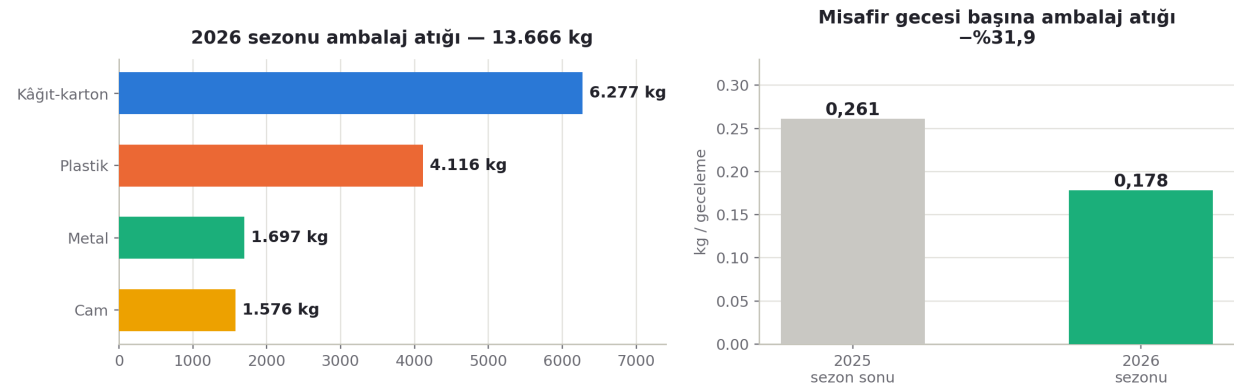
Chart 3 — Waste vegetable oil deliveries — monthly distribution and year-on-year comparison

What We Sent for Recycling

In the 2026 season, 13,666 kilograms of packaging waste from our property was collected by a licensed recycling company and sent for recovery. Of this, 6,277 kilograms was paper and cardboard, 4,116 kilograms plastic, 1,697 kilograms metal and 1,576 kilograms glass. Every delivery has been documented.

Rather than reading this figure on its own, it becomes meaningful when we convert it to a per-guest-night basis: 178 grams of packaging waste for each guest night. In the closing months of last season this figure was 261 grams. In other words, we reduced packaging waste per guest by roughly one third. The switch to products in bulk packaging, refillable liquid soap units and working with suppliers that use returnable packaging were decisive in this.

In addition to packaging waste, 1,105 kilograms of waste vegetable oil was handed over to a licensed company in nine separate consignments in the 2026 season, while hazardous waste such as fluorescent lamps, waste electronic equipment and contaminated packaging was recorded and disposed of through the Integrated Environmental Information System.



Other Waste Types

The following types of waste are collected separately at our property and handed over only to licensed companies:

- Waste vegetable oil — sent for biodiesel production.
- Waste electrical and electronic equipment — 50 kg of electronic waste was delivered to a licensed organisation in 2026.
- Fluorescent lamps
- Contaminated packaging such as chemical drums

- Empty pressurised containers
- Glass, paper, metal and plastic packaging waste — collected in four separate banks.

Organic Waste and Chemical Safety

Fresh citrus pressed in our bars and kitchen, together with fruit pulp, is collected in separate containers and handed over regularly to an authorised company. Our cleaning and pool chemicals are kept on shelves in a dedicated locked store. Our main cleaning supplier holds international quality and environmental management certificates. Pest control is carried out safely by an authorised company, with a report issued for each application.

TRANSPORT, EMISSIONS AND BIODIVERSITY

2026 was the year in which we separated our fuel consumption by purpose of use for the first time. By separating the fuel consumed by our generators from the fuel consumed by our vehicles, we produced a more accurate picture.

TOTAL FUEL	GENERATOR	VEHICLES	ELECTRIC VEHICLE SHARE
20,306 L	8,820 L	11,485 L	20%
Period Total	43.4% of the total	56.6% of the total	3 of 15 Vehicles

Akaryakıt tüketiminin ayrıştırılması — toplam 20.305,80 LT

JENERATÖR (sabit yakma) 8.820,37 LT · %43,4	ARAÇ FİLOSU (hareketli yakma) 11.485,43 LT · %56,6
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Jeneratör yakıtının %60'ı tesisin kapalı olduğu Aralık-Mart döneminde, bölgesel elektrik kesintileri nedeniyle tüketilmiştir.

Chart 4 — Breakdown of fuel consumption into generator and vehicle use

60% of the generator fuel was consumed in the December–March period, when the property was closed. During the severe storms and long power cuts experienced in our region in the winter months, the basic electricity for the property and for the winter maintenance staff was supplied by generator. In the seven months when the property was open, generator consumption was only 0.04 litres per guest.

Low-Carbon Transport

- Guest and material transport within the property is carried out entirely with electric buggies.
- An electric vehicle charging station is available for our guests.
- 3 of the 15 vehicles in our fleet are electric; our electric vehicle share is 20%.
- A staff shuttle service is provided for our 14 employees who commute from home.

Protecting Biodiversity

Our property is located within the reference area of the Muğla Biological Diversity Inventory. We protect native plant species in our garden and apply drip irrigation. We have set up a feeding point away from the kitchen for the stray animals around the property, where we regularly provide dry food and clean water. Game meat and protected marine species never appear on our menus.

Field Activities We Carried Out in the 2026 Period

- 9 March 2026 — Afforestation and sapling planting event in the Turunç district.
- 13–14 June 2026 — Environmental clean-up along the Turunç–Amos road.
- 17 June 2026 — Guided nature walk to the Ancient City of Amos (8 participants, 3.5 km).
- 11–12 July 2026 — Environmental clean-up on the Turunç–Amos road and clearing of the forest fire protection line.
- 15–16 August 2026 — Second fire line and environmental clean-up work on the Turunç–Amos road.
- 21 August 2026 — Second guided nature walk to the Ancient City of Amos (8 participants, 3.5 km).
- 5 September 2026 — Seabed and beach clean-up in the bay in front of Turunç Resort.



Figure 26 — Our afforestation event — 9 March 2026



Figure 27 — Sapling planting



Figure 28 — Environmental clean-up on the Turunç-Amos road



Figure 29 — Clearing of the forest fire protection line



Figure 30 — The Ancient City of Amos and Turunç Bay — our nature walk route



Figure 31 — Seabed and beach clean-up — 5 September 2026

CARBON FOOTPRINT

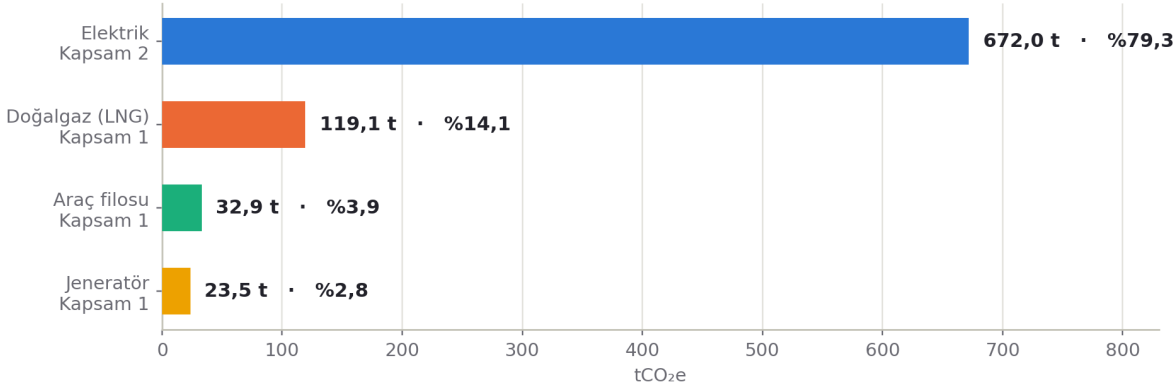
In the October 2025 – August 2026 period, our property's carbon footprint was calculated as 847.45 tonnes of CO₂ equivalent. For each night our guests stayed, this corresponds to 9.34 kilograms of CO₂ equivalent. Looking only at the months in which the property hosted guests, the figure falls to 8.32 kilograms.

More than three quarters of the total comes from electricity: 671.97 tonnes. The natural gas we use for the kitchen and hot water accounts for 119.12 tonnes, our vehicle fleet for 32.88 tonnes and our generators for 23.48 tonnes. This breakdown clearly shows that electricity is the area where the greatest difference can be made in reducing our carbon footprint — which is why we give priority to our energy efficiency work.

The emission factors used in the calculation: 0.469 kgCO₂e/kWh for electricity, as published by the Republic of Türkiye Ministry of Energy and Natural Resources; 2.6616 kgCO₂e/litre for diesel and 2.0263 kgCO₂e/Sm³ for natural gas (DEFRA/DESNZ 2026). The

calculation covers our direct fuel use (Scope 1) and the electricity we purchase (Scope 2). Indirect emissions arising from the supply chain (Scope 3) have not been calculated for this period; establishing the data infrastructure required for this is among our 2027 goals.

Karbon ayak izi bileşenleri — 01.10.2025 - 31.08.2026 TOPLAM 847,45 tCO₂e • 9,34 kgCO₂e / misafir gecesi



EMPLOYEES AND SOCIAL SUSTAINABILITY

At Turunç Resort Hotel, the welfare, occupational health and career development of our employees are the cornerstone of our understanding of sustainability. All the figures in this section are totals and ratios compiled from our official insurance and payroll records; no personal information is shared.

ACTIVE HEADCOUNT	FEMALE EMPLOYEES	INTERNS	LOCAL EMPLOYEES
327 People	139 People	53 Students	104 People
442 People Over the Season	42.5% (2025: 35.9%)	Target of 50 Exceeded	31.8% from Muğla

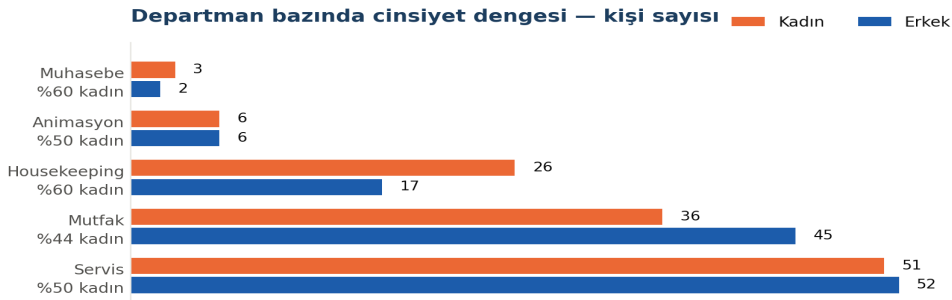
Our Workforce

The total number of people who worked at our property for at least one day during the 2026 season is 442. As at 31 August 2026, the middle of the season, our active headcount was 327 employees. Of our workforce, 139 are women (42.5%) and 188 are men. Compared with the 35.9% female share in 2025, we achieved a marked increase and came close to our 45% target. The average age of our employees is 30. The largest group is the 18–24 age range, with a 33% share. 8% of our workforce (26 people) are retired employees, which is a clear indication that no age discrimination is practised in our business.

The number of our employees resident in the province of Muğla is 104, a share of 31.8%. Of these, 78 are from the district of Marmaris, where the property is located. The reason this ratio fell from 40.3% in 2025 is not a decrease in the number of local employees, but the increase in seasonal staff from outside the province as our capacity grew.

Gender Balance Across Departments

Female employment in our departments is as follows: Service 51 women / 52 men, Kitchen 36 women / 45 men, Housekeeping 26 women / 17 men, Entertainment 6 women / 6 men, Accounting 3 women / 2 men. By contrast, female representation is low in our Front Office, Technical Service and Store departments. We see this clearly and undertake to raise our overall female share above 45% by giving priority to female candidates in these three departments in our recruitment for the 2027 season.



Ön Büro, Teknik Servis ve Ambar departmanlarında kadın temsili düşüktür; 2027 işe alımlarında bu üç departmana öncelik verilecektir.

Working Conditions and Social Areas

80% of our employees have a fully insured employment contract, 13% are on a school internship programme and 8% have retired status. No one at our property works below the minimum wage. All our interns are paid a net monthly internship fee of TRY 20,000.

Kadro yapısı ve ücretlendirme



Chart 6 — Distribution of headcount and pay band by contract type

88% of our staff (325 people) are accommodated in our staff quarters, equipped with air conditioning, 24-hour hot water, bathrooms and internet. A shuttle service is provided for those who commute from home. There are separate changing rooms, lockers, rest areas and a spacious staff canteen for our female and male employees. Under our open-door policy, our employees can convey their views and requests directly to management; regular surveys are conducted to measure their satisfaction.

Zero Tolerance for Child Labour

- No one under the age of 15 may be employed at our property in any status whatsoever.
- The 31 students in the 15–17 age group receive vocational training solely within the scope of Ministry of National Education school internship protocols.
- Notarised parental consent has been obtained for all 4 of our young workers aged 17 who are employed under an employment contract.
- For our young workers, the ban on night work, the limit of a maximum of 7 hours a day and 35 hours a week, and the rule that they may not be employed in heavy work are applied without compromise.

From Internship to a Permanent Position

We see our intern students not as temporary labour but as the managers of the future. Since 2017, a total of 118 people have moved into permanent positions after completing an internship at our property. Of the staff still working in the 2026 season, 18 are former interns trained at our property (10 women, 8 men). For 10 of these colleagues, the move to a permanent position took place during the 2026 season itself. The departmental breakdown is Kitchen 8, Service 6, Security 2, Front Office 1 and Entertainment 1.

TRAINING AND AWARENESS ACTIVITIES

Our 2026 training plan included 28 training topics, of which we completed 18. During the period we held a total of 46 training sessions. The 34 sessions for which records were kept drew 1,201 person-sessions of attendance; in addition, we delivered four core sustainability trainings in three rounds, over 12 sessions.

Our Sustainability Trainings — Three Rounds, 12 Sessions

- Sustainable Tourism (Basic)
- Water and Energy Saving
- Efficient Procurement and Fair Trade
- Promoting Natural and Cultural Heritage

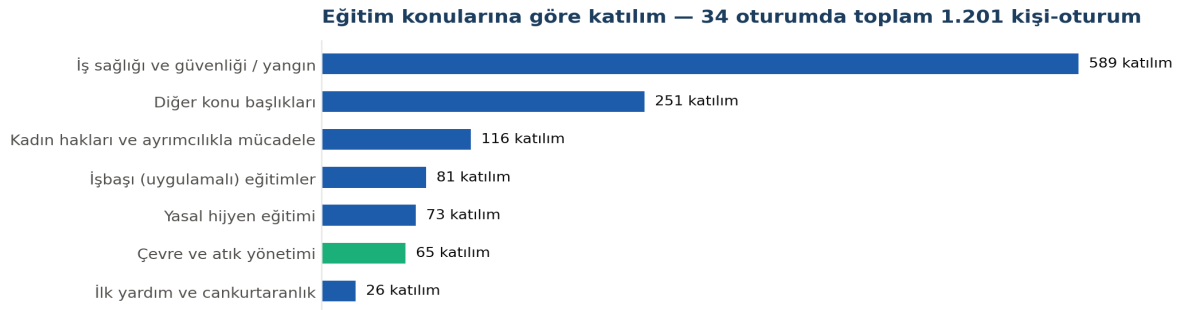
Taking seasonal staff turnover into account, we repeated these four trainings three times during the year:

- Round 1 (9 May 2026) — Delivered to the opening staff at the start of the season.
- Round 2 (4 June 2026) — Repeated for staff who joined during the season.
- Round 3 (2 September 2026) — Held as an end-of-season refresher with updated content.

Our Other Training Topics

- Occupational health and safety and fire training — 14 sessions, 589 attendances
- Women's rights and combating discrimination — 4 sessions, 116 attendances
- On-the-job (practical) equipment training — 8 sessions, 81 attendances
- Statutory hygiene training — 4 sessions, 73 attendances
- Environment and waste management — 65 attendances
- First aid and lifeguarding — 3 sessions, 26 attendances

Three specialists certified in Legionnaires' disease and approved by the Provincial Health Directorate serve on our staff; refresher training is planned for 2027. We have openly carried over to the 2027 calendar the 9 trainings we were unable to complete because of the workload.



Buna ilave olarak dört temel sürdürülebilirlik eğitimi üç tur hâlinde 12 oturumda verilmiştir; katılımcı sayıları imzalı tutanaklarla kayıt altındadır.

GUEST PARTICIPATION AND ENVIRONMENTALLY RESPECTFUL ACCOMMODATION

We see sustainable tourism not merely as a business objective but as a shared journey we make together with our guests. We encourage our guests' participation so that the accommodation experience is shaped by choices that are environmentally sensitive and respectful of local values.

- We provide information on water and energy saving through in-room information cards and digital guidance.
- The aerators on the taps and shower heads save water without compromising comfort.
- Thanks to the dual-flush system on the toilets, less water is used with every flush.
- Towels and sheets are changed only at the guest's request.
- Only low-energy LED lighting is used in our rooms.
- The drip irrigation system in our garden preserves the moisture of the soil and prevents water waste.

Respectful Accommodation

- Avoiding dangerous activities such as roller skating and skateboarding,
- Choosing clothing that is respectful of social values,
- Refraining from behaviour that would disturb the environment,
- No pets are accepted at our property.

These rules have been set both for the safety and comfort of our guests and for the protection of our environment. By observing these sensitivities together, we can create a more enjoyable and respectful accommodation environment.

CULTURAL ACTIVITIES AND STAKEHOLDER COOPERATION

Turunç Resort Hotel is aware of the rich cultural heritage of its region and of Türkiye, and works with care to keep this heritage alive for its guests.

- We have supported the excavation works at the Ancient City of Amos, very close to our property, by providing the daily meals of all the staff working on the excavation since 2022.
- Turkish dishes are displayed in a separate area of our open buffet, and one evening a week a Turkish Night is held at which an entirely Turkish menu is served.
- Ornamental gourds and handmade products made by local women are displayed at our property.
- Our Turkish bath is specially introduced to our guests, with a verbal briefing.
- Our website features the cultural and natural activities that can be enjoyed around Marmaris and Turunç.
- Our employees who are in direct contact with guests receive regular training on the culture of the region.

Education and Public Sector Cooperation

- A vocational training protocol has been signed with Tunceli Atatürk Vocational and Technical Anatolian High School.
- Career days were held at the İzmir Gaziemir, Tire and Marmaris H. Narin vocational high schools, and 53 interns joined our property.
- Three official courses were opened in the fields of Service, Cookery and Hotel Management under the İŞKUR On-the-Job Training Programme.
- Regular meetings are held with our neighbourhood headman's office (muhtarlık) to assess the needs of the region.
- A donation has been made to the ÇEKÜL Foundation.

Our Support for Parent–Teacher Associations

We do not limit our relationship with the vocational high schools from which we take intern students to the internship period alone. In order to contribute directly to improving the students' learning environment, we provide regular financial support to the parent–teacher associations of the schools we work with.

- Atatürk Vocational and Technical Anatolian High School
- Yüksekum Vocational and Technical Anatolian High School Parent–Teacher Association
- Gaziemir Borsa İstanbul Vocational and Technical Anatolian High School Parent–Teacher Association

This support aims to raise the quality of vocational training and to ensure that young people being trained for the tourism sector study in better conditions. In the coming periods we will continue to follow the needs of the schools we cooperate with and to contribute to them.



Figure 44 — Turkish cuisine at our open buffet



Figure 45 — Turkish desserts buffet



Figure 46 — Local decor and live cooking in our main restaurant



Figure 47 — Our career presentation at Tire Vocational and Technical Anatolian High School



Figure 48 — Our presentation at Marmaris H. Narin Tourism Vocational High School



Figure 49 — Marmaris Atatürk Primary School 23 April event



Figure 50 — Marmaris Atatürk Primary School 23 April event

ACCESSIBILITY AND BARRIER-FREE LIVING

At our 290-room property, our physical arrangements are in place so that all our guests can enjoy an equal and comfortable holiday:

- An accessibility ramp running from the lobby to the beach, and wooden beach walkways,
- Accessible toilets in the common areas,
- A pool lift for guests with disabilities in the outdoor pool (150 kg lifting capacity),
- A special shaded platform and a wheelchair beach chair on the beach,
- 2 accessible rooms built to standard (with visual and audible fire alarm systems),
- Braille embossed buttons in the lift cabins,
- An ambulance parking area kept permanently clear.

All our employees are trained in accessibility and special needs. Our guests can reach reception from their rooms by internal telephone and request support at any time.

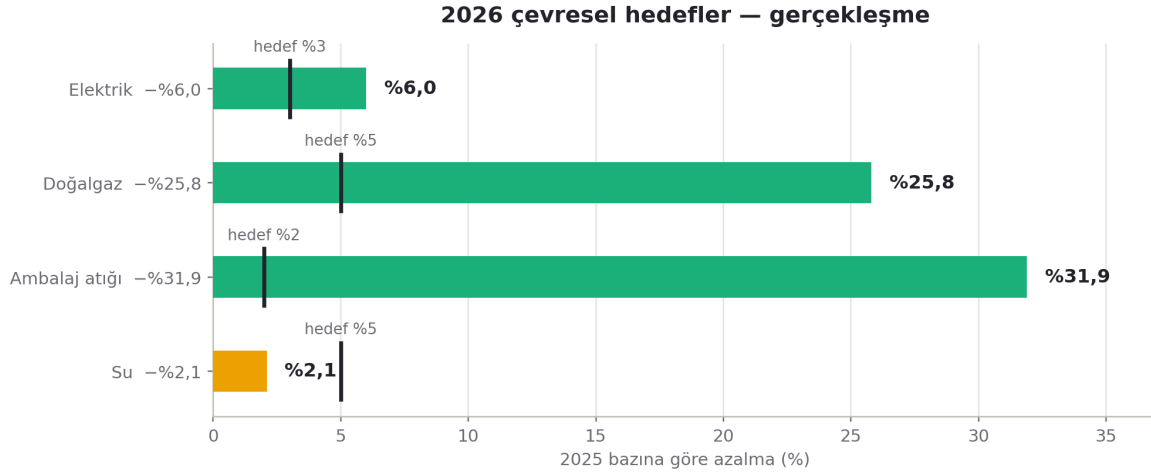
LOCAL COMMUNITY LIAISON

Mr Engin IŞIK serves as Local Community Liaison Officer in our business. Recording the requests and suggestions conveyed by the local community, passing them on to the relevant departments, coordination with the neighbourhood headman's office and the permanent resolution of complaints are all carried out through this mechanism. Contact details Tel: 0252 476 70 25, email: resort@turunchotels.com.tr

STATUS OF OUR 2026 GOALS

Among the goals we set for the 2026 period, we are proud of our achievements in the environmental and energy fields. In the 2026 season we exceeded all three of our electricity, natural gas and packaging waste targets. We achieved a 2.1 per cent reduction in water consumption; since our target was 5 per cent, we did not fully reach where we wanted to be here, and we have made this a priority area of work for 2027.

Some of our goals could not be scored this year. We calculated our carbon footprint on this scope for the first time; since we do not have data for the previous year calculated by the same method, we cannot say that it “decreased” or “did not increase”. The same applies to diesel consumption: this year we measured generator and vehicle fuel separately for the first time, so it would not be correct to compare this with last year's combined figure. For both indicators, the 2027 season will be our first year of genuine comparison.



Goals We Achieved

- Increasing the number of interns to 50 — target exceeded with 53 students.
- Reducing natural gas consumption by 5% — a 28.4% drop was achieved.
- Female employee share: 42.5% achieved (target 45%).
- Water consumption: 0.471 m³ achieved (target 0.457 m³).
- Electricity consumption: 14.37 kWh achieved (target 14.83 kWh).
- Environmental activity: 7 field activities were held.

OUR 2027 GOALS

1. Keeping per-guest consumption of electricity, water and natural gas below the previous year's level.
2. Raising the share of female employees to 45%; starting female employment in the Front Office, Technical Service and Store departments.
3. Bringing the local employment rate back above the 40% level.
4. Reducing the use of single-serve cup water to a minimum throughout the property.
5. Carrying out at least 12 environmental activities a year (at least one field activity a month).
6. Completing the 9 training modules postponed in 2026.
7. Measuring our local supplier ratio and raising it to 60%.
8. Raising the share of electric vehicles in our fleet above 20% and reducing fuel consumption by combining staff shuttle routes.

PREPARED BY

Burak BİLGİÇ

Assistant Human Resources Manager / Environmental Representative

Signature / Date:

APPROVED BY

Engin IŞIK

Workplace Officer / Sustainability Team Leader

Signature / Date: