2025
CORPORATE SUSTAINABILITY REPORT

KiRMAN PREMIUM

CONTENTS

MANAGEMENT'S Message

Dear Stakeholders,

The year 2025 has been a period in which sustainability has become a strategic priority for organizations more than ever in line with climate change, resource efficiency, economic fluctuations and social expectations. In this process, we continued to consider our sustainability approach not only as a requirement of our environmental and social responsibilities, but also as a fundamental element of our long-term corporate resilience and value creation approach.

Throughout the year, we resolutely continued our efforts to increase energy efficiency, improve our waste management practices, and manage the use of natural resources more effectively and responsibly. While improving our processes for measuring, monitoring and reducing our carbon footprint; We are based on transparency, accountability and data-based management approach. In addition, we have made significant progress in the field of social sustainability thanks to our practices that support the development, satisfaction and participation of our employees.

The practices we implemented throughout 2025 contributed to further strengthening our sustainability performance and making concrete progress in line with our corporate goals. This approach we put forward in the fields of environmental, social and governance; It has been a strong reflection of our long-term strategic perspective in line with national and international standards.

As we enter 2026, we aim to take our sustainability journey to a higher level. In the coming period, we see it as our priorities to further deepen our efforts to reduce our carbon emissions, increase the use of renewable energy, strengthen our sustainable supply chain practices and develop our inclusiveness-oriented human resources policies. At the same time, we will continue to create long-term and permanent value for our stakeholders with the sustainability approach we have integrated into all our business processes.

Our understanding of corporate sustainability; It is shaped not only by fulfilling today's responsibilities, but also by the goal of leaving a more resilient, fairer and more livable world for the future. We believe that with every step we take in this direction, we are building a common future together with our stakeholders.

We would like to thank all our colleagues, business partners and stakeholders who have contributed to this journey; I would like to emphasize once again my belief that we will build a more sustainable future together.

Chairman of the Board of Directors of Kirman Premium Hotels

2.CORPORATE IDENTITY and REPORTING APPROACH

2.1 OUR CORPORATE *Journey*

Kirman Premium stepped into the tourism sector in 2005 by focusing on guest satisfaction and high quality standards. By constantly improving its service understanding over the years, it has become one of the strong brands of Turkish tourism with its five hotels operating in the Antalya region today.

These facilities, each with a unique concept, make a difference in the sector with their operational structures shaped in line with sustainability principles, environmentally friendly investments and innovative service approaches. In the growth process of the Kirman Premium brand, environmental awareness, respect for employee rights and commitment to cultural values have formed the basic building blocks.

Adopting sustainability as a corporate principle, Kirman Premium resolutely maintains its vision for the future with its service structure that is renewed every season, digitalization steps and guest-oriented strategies.

Kirman Premium serves a wide range of guests, especially in the domestic markets of Germany, Russia, Poland, England and Turkey. The facilities operate seasonally from April to November and are in a stable position in the market with high occupancy rates.

Service, communication and sales strategies developed in accordance with the dynamics of each market; It aims to increase guest satisfaction sustainably and strengthen brand loyalty. Thanks to its digital marketing, agency relations and harmonious approach to sustainable travel trends, Kirman Hotels continues its steady growth in the markets in which it operates.

2.2 OUR CORPORATE VALUES *and* ORIENTATION

Mission

As Kirman Premium, we offer a luxurious and comprehensive holiday program that suits the personal preferences and expectations of our guests. From services for families and suitable for children, to our special concepts that create romantic memories for honeymoon couples; We aim for perfection in every detail, from the modern facilities we offer for healthy living and sports enthusiasts to the quality of life that makes our guests feel special. With our environmentally friendly policies and sustainability approach, we make vacation not just a relaxation period but a meaningful and wonderful experience.

Vision

As one of the leading holiday hotel chains in Turkey and the world, to be a brand that pioneers innovations in the sector and prioritizes guest satisfaction and social benefit. With our egalitarian service approach, we follow a roadmap that embraces cultural diversity, respects nature and supports environmental sustainability. Based on the happiness of our guests, employees and the society we live in, we aim to create a holiday brand that is taken as an example worldwide.

Our Values

1. Guest Satisfaction: To always see the needs and expectations of our guests as our priority.
2. Social Sensitivity: Adopting an egalitarian, inclusive and respectful approach to all segments of society.
3. Respect for Nature: Protecting natural resources with environmentally friendly practices and acting with a sustainable tourism approach.
4. Innovation: Aiming for continuous development and leading innovations in the industry.
5. Quality: To offer high standards and professional approach in all service processes.
6. People Focus: Prioritizing the happiness and well-being of both our guests and employees.
7. Equality and Justice: To treat everyone equally without discrimination in our understanding of service.

Our Principles

1.Sustainability: To lead environmentally friendly projects in the tourism sector by acting with the awareness of protecting natural resources and the environment.
2. Transparency: Demonstrating an open and honest approach to all processes.
3. Inclusivity: Creating an environment that supports cultural diversity and where everyone feels valued.
4. Social Benefit: To lead social responsibility projects that will contribute to the regions we are in.
5. Team Spirit: Creating a culture that encourages teamwork in strong collaboration with our employees.
6. High Ethical Standards: To act in accordance with ethical values in all our business processes.
7. Continuous Improvement: Producing innovative solutions to continuously improve both our service quality and business processes

2.3 REPORTING SCOPE *and* LIMITS

This Corporate Sustainability Report, prepared by Kirman Premium, covers the operating period between January 01 and December 31, 2025.
The report has been prepared to include all affiliated hotels at the group level and aims to provide a transparent assessment of our environmental, social and governance performance.

In this section, we explain the scope and limits of our sustainability report, the international standards it complies with, and the data collection and verification processes.

A. Compliance with International Reporting Standards
B. Data Collection and Verification Methods

2.3.A COMPLIANCE WITH INTERNATIONAL REPORTING STANDARDS

Our sustainability reporting process is structured in line with the following international standards and frameworks:

GSTC (Global Sustainable Tourism Council) Criteria:

In accordance with the GSTC framework, which determines the sustainability criteria specific to the tourism sector; measurable targets were set in the fields of environmental performance, protection of cultural heritage, participation of the local community and corporate governance, and the results obtained were reported.

GRI (Global Reporting Initiative):

This report has been prepared in accordance with the GRI 2021 Universal Standards.

In addition to GRI 1 'Basic Principles', GRI 2 'General Information' and GRI 3 'Identification and Management of Important Issues' sections, environmental, social and economic indicators specific to the hotel industry were also discussed in detail during the reporting process.

Due to the nature of our hotel operations; energy and water use, waste management, employment structure, occupational health and safety, training practices, local economic impact and human resources policies based on the principle of equality were evaluated as our priority sustainability topics; The content of the report has been shaped accordingly.

The pages corresponding to the GRI indicators are detailed in the "GRI Content Index" section presented at the end of the report.

TCFD (Task Force on Climate-related Financial Disclosures):

Created by the Financial Stability Board (FSB), supported by the G20 to promote more transparent disclosure of climate-related financial risks, the TCFD recommends that organizations report on how they manage their risks and opportunities related to climate change and how they assess the impacts of these elements on financial performance.

The TCFD framework is structured around four key pillars: Governance, Strategy, Risk Management, and Metrics & Objectives. As Kirman Premium, we integrate climate risks and the strategies we have developed against these risks into our sustainability management system in line with TCFD recommendations and adopt transparent reporting principles.

SDGs (Sustainable Development Goals):

While creating our sustainability strategy, we are based on the Sustainable Development Goals (SDGs) determined by the United Nations; We take care to carry out our environmental, social and governance practices in line with these global goals. In this way, we strategically link our sustainability performance with international principles and goals.

ISO Standards (International Organization for Standardization):

As Kirman Premium, we apply the following ISO management systems in our fields of activity:

- **14001:** Environmental Management System
- **50001:** Energy Management System
- **45001:** Occupational Health and Safety Management System
- **10002:** Guest Satisfaction Management System
- **9001:** Quality Management System
- **27001:** Information Security Management System
- **22000:** Food Safety management system
- **31000:** Risk Management System
- **46001:** Water Efficiency Management System
- **20400:** Sustainable Purchasing
- **14064:** Verification of Greenhouse Gas Emissions
- **26000:** Guide to Social Responsibility

In line with these standards, our environmental and operational performance is regularly measured, monitored, and continuous improvement processes are implemented.

2.3.B DATA COLLECTION *and* VERIFICATION METHODS

We meticulously structure our data collection and verification processes to ensure that our sustainability performance is presented in a transparent, reliable and comparable manner. In this context, all indicators in our corporate sustainability report are obtained within a certain systematic framework and supported by independent expert opinion when necessary.

Data Collection

All data is systematically compiled from digital infrastructures such as internal control systems, business intelligence, data analysis and guest feedback platforms.

Scope Definition

The data scope is defined to include all facilities and operational areas operating during the reporting year.
The activities within the scope of the report are determined by considering stakeholder expectations, corporate risk analysis, adherence to ethical principles and legal obligations.
For each indicator, the organizational controls (control approach) and the time interval are clearly defined.

Analysis

It is supported by numerical indicators, annual comparative graphs, person/per night analysis and performance indicator tables.
This approach enables performance monitoring, evaluation of compliance with targets and periodic development analysis.

Verification

The Data Verification process is carried out by internal control mechanisms and, where necessary, independent third-party verification organizations. The verification process focuses on ensuring the integrity, reliability, and source consistency of the data.

DATA COLLECTION *and* VERIFICATION TABLE

Data Source	Indicators **/ Monitored Data**	Verification **Tool / Method**
Internal Control Systems	Energy consumption, water use, amount of waste, carbon emissions	ISO 14001, ISO 50001 certificates, internal audit reports
Human Resources Information Systems	Female/male employee ratio, local employment rate, training hours	Annual HR reports, comparative HR data
Guest Feedback Platforms	Guest satisfaction, suggestion/complaint types and rates	Survey analysis, independent analysis
Supplier Tracking Records / Purchasing system	Local product usage rate, sustainable certified product rate	Invoice checks, supplier evaluation reports
Environmental Monitoring Systems (generator, meter)	Electricity, water, natural gas consumption	Automatic meter records, environmental engineering. Evaluation Forms
Stakeholder Surveys and Feedback Meetings	Stakeholder satisfaction, priority issues	Survey analysis reports, minutes, management review

3. SUSTAINABILITY STRATEGY *and* GOVERNANCE

3.1. MANAGEMENT APPROACH and CORPORATE POLICIES

INTEGRATED MANAGEMENT POLICY

In all our activities in the hotel industry, we prioritize establishing strong and sustainable relationships with all stakeholders we cooperate with, while keeping the quality of service we offer to our guests at the highest level.

Our management approach; It is built on basic elements such as quality, food safety, guest satisfaction, health, safety, risk and crisis management, energy efficiency, effective use of resources and protection of personal data and full compliance with legal regulations, covering our environmental, social, cultural and economic responsibilities. Our integrated management system, based on continuous improvement, is the cornerstone of our long-term success.

As an organization, our vision is to be a touristic accommodation service chain that creates value, provides benefits for all its stakeholders and is shown as an example in the sector within the framework of the principle of sustainable growth.

In line with this goal, goals have been established that determine and support our strategic direction, we fully fulfill the requirements of our integrated management system in accordance with national and international standards, we work to constantly move forward with a structure open to development, and we adopt adhering to our commitments as our priority in the process of achieving the determined goals.

This policy text contains the basic principles of the Integrated Management System of Kirman Premium hotels and has been created in accordance with all our other corporate policies. Our system is operated and executed with a transparent management approach, making it accessible to all interested parties.

Detailed Integrated Management Policy is available on the www.kirmanpremium.com page.

CORPORATE SUSTAINABILITY POLICY

At Kirman Premium, we place the principle of corporate sustainability at the center of our business processes, aiming to reinforce our leadership in the sector while fulfilling our economic, environmental, and social responsibilities.

We aim to comply with national and international standards, exhibit an environmentally friendly approach and fulfill our social responsibilities in all our activities. These principles, which form the basis of the corporate sustainability policy, are constantly reviewed to ensure transparency and accessibility to all our stakeholders.

Kirman Premium attaches importance to the fact that the achievements made in its sustainability journey are crowned with awards and certificates in environmental and social areas.

Detailed Corporate Sustainability Policy is available on the www.kirmanpremium.com page.

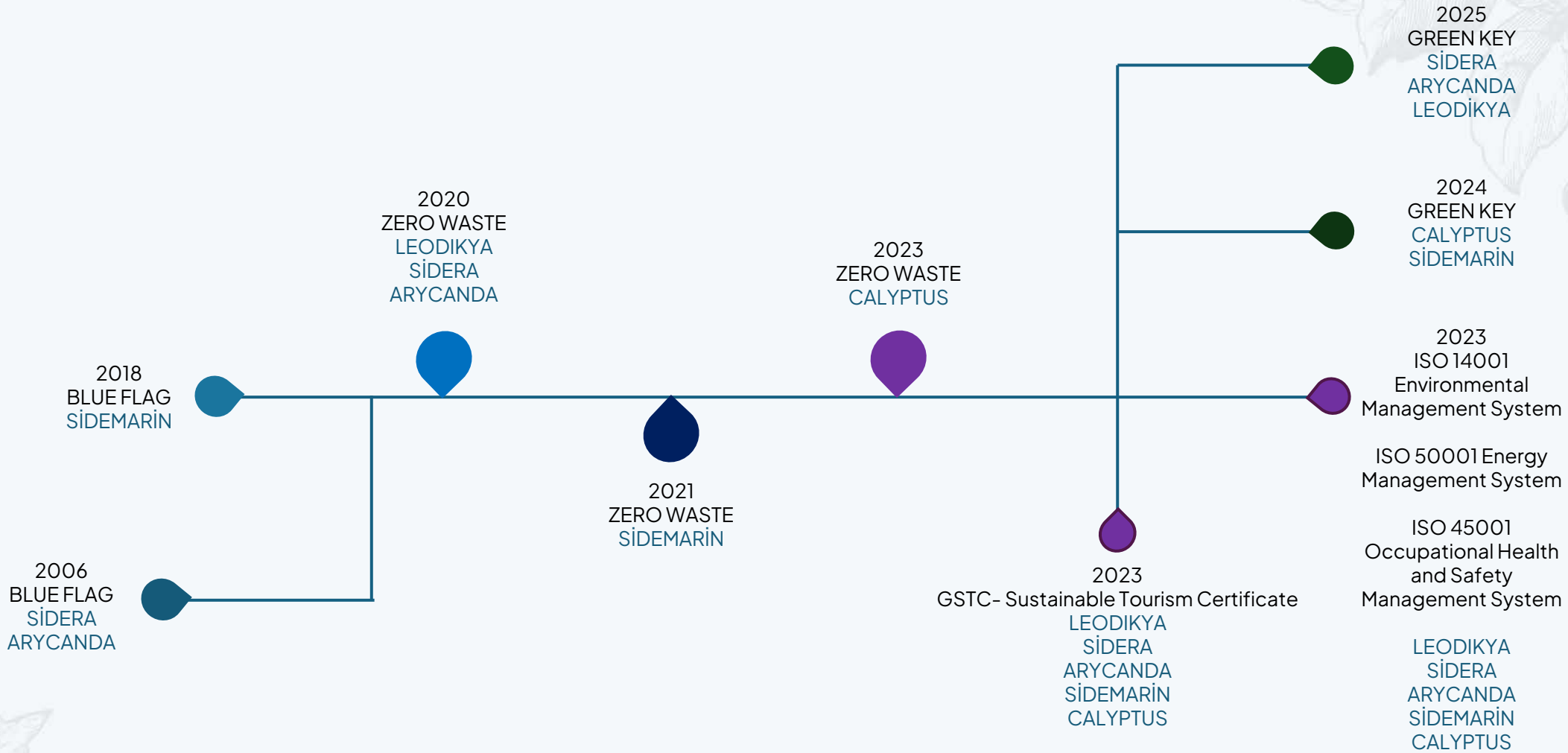
PROCUREMENT *and* SUPPLY CHAIN POLICY

At Kirman Premium, we are committed to managing all our purchasing processes ethically, transparently, sustainably, and in accordance with high-quality standards, in line with our understanding of luxury tourism and our goal of "excellence in guest satisfaction."

Our corporate values, local development awareness and a strong supply chain management that will support the experience we offer to our guests are our strategic priorities.

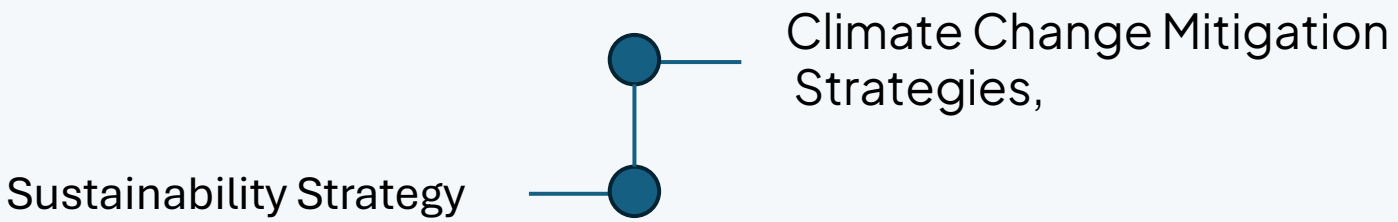
Detailed Purchasing and Supply Chain Policy is available on the www.kirmanpremium.com page.

OUR MILESTONES IN THE SUSTAINABILITY JOURNEY



3.3. OUR CORPORATE STRATEGY FRAMEWORK

The strategies adopted by our company to achieve its long-term environmental, social and economic goals are presented under two main headings. The first one, the Sustainability Strategy, reflects our holistic approach in areas such as resource efficiency, social contribution, employee well-being and governance; The second heading, Strategies to Combat Climate Change, focuses on our priority environmental goals such as reducing carbon footprint, energy management, controlling greenhouse gas emissions and increasing resilience against climate risks.



3.3.1. SUSTAINABILITY STRATEGY

We place environmental, social and governance responsibilities at the center of our business model; We aim to create long-term value for all stakeholders and society, especially our guests.

We transparently manage our environmental, social and governance impacts in accordance with GRI standards; With the TCFD approach, we place climate-related risks and opportunities at the center of our strategy.

By structuring this approach under three main dimensions; We embody our sustainability strategy by integrating it into both our corporate culture and stakeholder expectations.

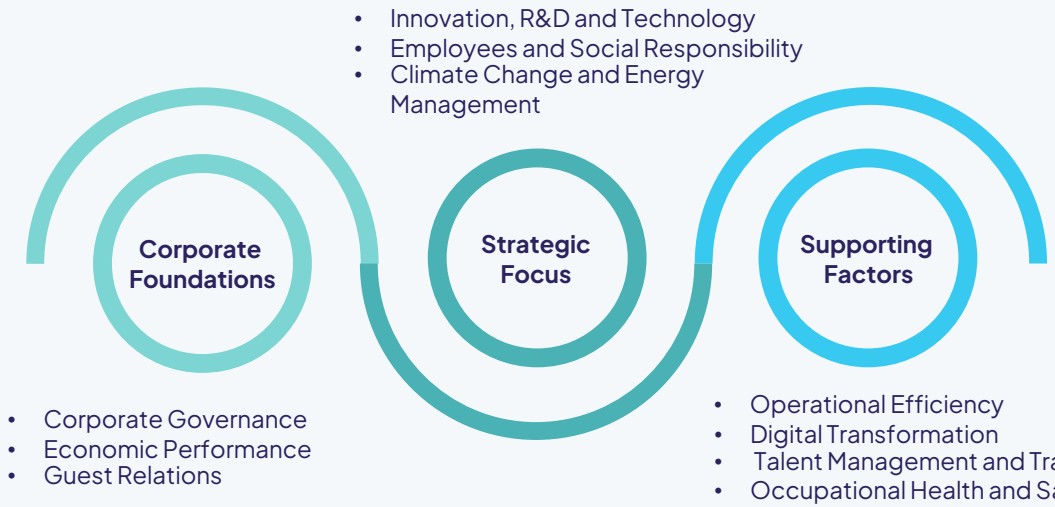
As a leading sustainability practitioner in the tourism sector, our goal is to optimize our operations in line with ESG goals and leave value for the future by protecting natural, social, and economic resources.

Our Sustainability Vision

Our sustainability vision aims to secure long-term success by addressing our environmental, social, and economic responsibilities with a holistic approach.

This vision emphasizes sustainability not only as an environmental imperative; It accepts it as an integral and guiding element of all our business processes.

This vision is fueled by three main elements:



3.3.2. STRATEGIES *to* COMBAT CLIMATE CHANGE

Climate change is a crisis that threatens natural systems, social structures, and economic balances on a global scale. At Kirman Premium, we position the fight against climate change among our strategic priorities in order to mitigate the effects of this global problem and be prepared for possible future effects.

Within the scope of sustainability efforts carried out in all our hotels, concrete steps are taken to reduce the effects of climate change, strengthen adaptation and reduce our carbon footprint. In this context, the management of environmental impacts, efficiency in resource use, renewable energy investments and stakeholder awareness are prioritized.

1. Carbon Emission Reduction and Monitoring Policies

Kirman Premium periodically calculates and analyzes greenhouse gas emissions in all its facilities. Our carbon emissions, which consist of sources such as energy consumption, outsourcing and refrigerant gas use, are regularly reported; Reduction targets are achieved with the measures taken.

2. Renewable Energy and Energy Efficiency

As Kirman Premium, renewable energy sources are actively used in our hotels in line with the goal of reducing energy-related carbon emissions. With the use of renewable energy, reducing environmental impacts in all processes and strengthening the sustainable business model.

3. Water Management and Climate Resilience

Against the increasing water stress and drought risks associated with climate change, sustainable water management principles are adopted in our hotels. Facility infrastructures are strengthened against extreme weather events caused by climate change; Risk analyzes are made against events such as floods, heat waves and sudden rainfall and adaptation plans are developed.

4. Waste Management and Circular Economy Approach

Effective management of waste plays an important role in the fight against climate change. It is based on the principle of "reduce, reuse, recycle". In this way, both greenhouse gas emissions are reduced and resource efficiency is supported.

5. Education, Awareness, and Stakeholder Engagement

We are aware that the climate crisis is not only a technical issue but also a social issue. For this reason, we encourage our employees, guests and suppliers to participate in the process.

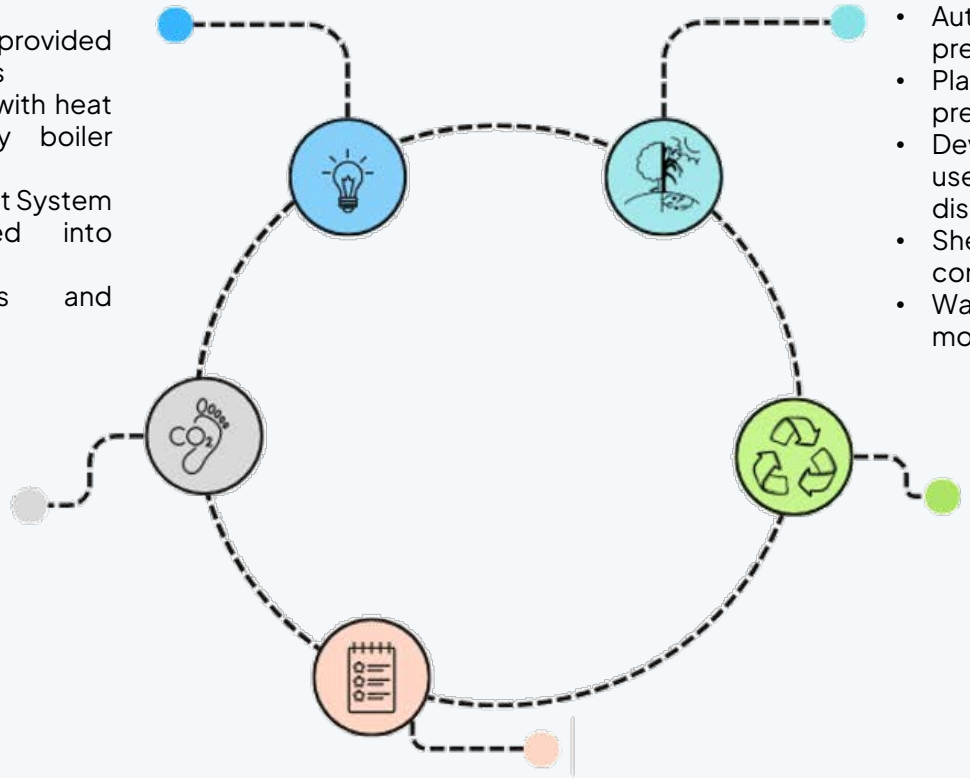
Carbon Emission Reduction

Renewable Energy and Energy Efficiency Applications

- All electricity consumption is provided from renewable energy sources
- Energy efficiency is achieved with heat pumps and high efficiency boiler systems
- ISO 50001 Energy Management System applications are integrated into operational processes
- Energy-efficient appliances and equipment are preferred.

Water Management and Climate Resilience

- Low flow armatures are used,
- Automatic irrigation systems are preferred,
- Plants suitable for arid climates are preferred,
- Devices with high water efficiency are used in washing machines and dishwashers,
- Sheet and towel change policies are complied with,
- Water consumption is regularly monitored and reported.



Carbon Emission Reduction and Monitoring Policies

- Energy, refrigerant gas, transportation, service procurement and waste-related emissions are calculated regularly,
- Control of refrigerant gases and the use of environmentally friendly alternatives are ensured,
- Low-emission and electric vehicles are promoted in guest transfers,
- Water and energy saving laundry and kitchen equipment are used,
- Emulsiton reduction targets are set and annual monitoring is carried out.

Waste Management and Circular Economy Approach

- Single-use plastics are reduced, recyclable packaging such as kraft is preferred,
- Cooperation is made with suppliers to reduce plastic and packaging waste,
- Waste awareness is increased with informative visuals in guest areas,
- It is separated as organic, hazardous and recyclable and delivered to licensed companies.

Education, Awareness, and Stakeholder Engagement

- Environmental activities and volunteering projects,
- Eco-friendly informational content
- Climate change, awareness trainings, events,
- Sustainable living workshops

3.3.3 OUR STRATEGIC APPROACH

Maintaining environmental, social and economic balance in tourism is one of the basic elements of our activities. We are aware of our responsibilities to ensure this balance and meticulously fulfill all the obligations required by sustainable tourism.

While increasing our service quality and brand value; We integrate quality and comfort with our environmental and social responsibilities. We assess sustainability risks at every step and aim for long-term sustainable growth beyond short-term gains.

By constantly analyzing risks and opportunities at the global and local levels, we make sustainability an integral part of our corporate culture.

This strategic approach aims to ensure the continuity of our operations while enhancing stakeholder trust and ensuring full compliance with corporate processes.
While this approach is powered by our sustainability vision; It is shaped by the basic building blocks of our strategy. Thus, we fulfill both our environmental and social responsibilities and at the same time ensure our economic sustainability.

This strategy, which we have shaped in line with our sustainability vision; while representing a holistic understanding with its environmental, social and economic dimensions, it also secures the future of our company.

With this understanding, Kirman Premium aims to shape not only today's but also the future tourism understanding.

3.4. CLIMATE-RELATED GOVERNANCE STRUCTURE

As Kirman Premium, we handle the strategic management of risks and opportunities arising from climate change with a high-level governance approach.
In this context, our Board of Directors addresses climate-related risks and opportunities at annual management review meetings; These evaluations are used as a basic input in shaping the corporate strategy. Climate-related impacts are evaluated from a strategic perspective in line with the long-term goals and sustainability priorities of the business.

Our Corporate Sustainability Committee is responsible for coordinating projects aimed at combating climate change and plays an active role in monitoring greenhouse gas emissions, developing carbon reduction strategies and practices for climate resilience.

Decisions taken at coordination meetings with the Sustainability Committee and Senior Management are integrated into investment plans and operational risk maps.

Thus, our climate-related governance structure is directly integrated into not only environmental but also strategic and operational decision-making processes.

****The Role of Senior Management**

The management of climate-related strategic risks and opportunities is carried out by the Corporate Sustainability Committee, Technical Directorate, Energy Management and Environmental Management Committee under the coordination of the General Directorate. These units determine the practices for energy efficiency, emission reduction and compliance activities, monitor them with performance indicators and present the developments to the management.

3.4.1. CORPORATE SUSTAINABILITY COMMITTEE

Kirman Premium assigns a central role to the sustainability committee in order to effectively fulfill its environmental, social and economic responsibilities. The Committee takes the lead in the planning, implementation and evaluation of projects for sustainability goals; Through its work, it contributes to reducing environmental impacts, building strong relationships with local communities and increasing the competitiveness of the brand.

Committee; It directs the hotel's operations in areas such as supply chain management, energy efficiency and waste reduction, is responsible for overseeing compliance with the corporate sustainability policy and preventing risks that may have negative environmental or social consequences.

Committee members are appointed after being approved by the senior management and have the authority to request the necessary budget for sustainability projects. The job descriptions of the committee members are clearly communicated to them after the appointment and all members are informed about their areas of responsibility.

The Committee holds regular meetings at least twice a year; if necessary, it evaluates the issues on the agenda with extraordinary meetings. The results of the activities carried out and the sustainability performance are presented to the Board of Directors within the scope of the Management Review Meeting held every year.

3.5. SETTING STRATEGIC SUSTAINABILITY PRIORITIES

At Kirman Premium, we identify priority issues that take into account stakeholder expectations and align with our corporate strategy in order to effectively guide our sustainability efforts.

The main purpose of this process; to manage our environmental, social and economic impacts correctly and to focus our resources on the most critical areas.
Our process of determining the priority issues was carried out within the framework of the following steps:

Stakeholder Analysis: Based on feedback from key stakeholders such as employees, guests, suppliers, and the local community, expectations regarding sustainability issues were evaluated.

Review of Global Standards: Sectoral priorities were analyzed in line with international frameworks such as GRI, TCFD, GSTC criteria and the United Nations Sustainable Development Goals (SDGs).

Internal Evaluation: With the contributions of company executives and the sustainability committee; the effects of our activities, the risks and opportunities encountered were evaluated.

Prioritization: The identified issues were evaluated in terms of "importance to stakeholders" and "impact on our business"; Strategic priorities have been determined in this direction.

3.5.1. STAKEHOLDER ANALYSIS

In Kirman Premium's sustainability strategy, establishing relationships with all stakeholders based on strong cooperation and mutual trust is a fundamental priority. In line with the feedback received from our stakeholders, their expectations on sustainability issues, the way they contribute and their impact on the sustainability strategy were evaluated.

SOCIETY: Social sustainability is at the heart of our approach. Supporting local employment, social responsibility projects with the local people and practices for the protection of cultural heritage enable us to keep our relations with the society strong.

EMPLOYEES AND SUPPLIERS: It is the direct executor and supporter of our company's sustainability practices. Effective and continuous communication with these stakeholders is critical for both operational success and the realization of long-term goals.

GUESTS: It provides an indirect effect on strategies, especially through environmental awareness and consumption behaviors. Analyzing guest feedback and making improvements to this feedback helps us provide an experience that aligns with our environmental and social responsibilities.

Employees
- Ethical and Fair Working Conditions
- Engagement and Communication
- Training and Mindfulness
- Compliance with Corporate Values

Community
- Supporting Cultural Heritage
- Local Employment
- Contribution to Local Economy
- Social Responsibility Contribution

Guests
- Sustainable Service
- Demand
- Environmental Awareness
- Conscious Consumption Habits
- Contribution with Feedback

Suppliers
- Ethics and Fair Trade
- Local Supply
- Quality and Hygiene
- Long-Term Collaborations

3.5.2. EXAMINING GLOBAL STANDARDS

While determining the sustainability priorities in our sector, an analysis was made in line with the following global frameworks and strategic goals were developed in the light of these frameworks:

GRI (Global Reporting Initiative): GRI standards, which are widely used worldwide in sustainability reporting, are based on determining environmental, social and economic indicators.

TCFD (Task Force on Climate-related Financial Disclosures): The TCFD framework, which aims to explain the management of financial risks related to climate change and the effects of these risks on financial performance, has been integrated into our reporting process.

ISO Standards: Processes compatible with environmental and energy management systems such as ISO 14001 and ISO 50001 have formed the cornerstones of our sustainability priorities.

GSTC (Global Sustainable Tourism Council) Criteria: GSTC, which sets sustainability criteria for the tourism sector, has been a guide in environmental and cultural sustainability issues.

United Nations Sustainable Development Goals (SKA): These global goals set by the United Nations have formed the basis of our sustainability strategy and have shaped the direction of our operations.

ALIGNMENT WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

By placing the United Nations Sustainable Development Goals (SKA) at the core of our strategies, we have determined our environmental, social and economic sustainability goals in line with global goals.

Occupational health and safety practices, hygiene protocols, providing healthy living activities

Personnel training programs, environmental and social awareness trainings, internal communication boards

Women's employment promotion, positive discrimination, equal opportunities principle, fair remuneration

Water saving systems, regular water analysis, wastewater management

Use of renewable energy, energy efficiency systems, ISO 50001 certificate

Local employment, fair wage policy, social support for seasonal workers

Accessible spaces for persons with disabilities, principle of equal opportunity, anti-discrimination policy

Promotion of local culture, use of local supply chain, respect for cultural heritage

Waste separation and reduction, combating food waste, sustainable purchasing policy

Carbon footprint tracking, energy consumption reduction, environmental impact monitoring

Sea and coastal cleaning, wastewater control, sustainable seafood use

Local flora-fauna conservation projects, use of native plant species in landscaping

Open door principle, feedback management, adoption of ethical rules

Collaborations with local NGOs and institutions, membership in sustainability networks

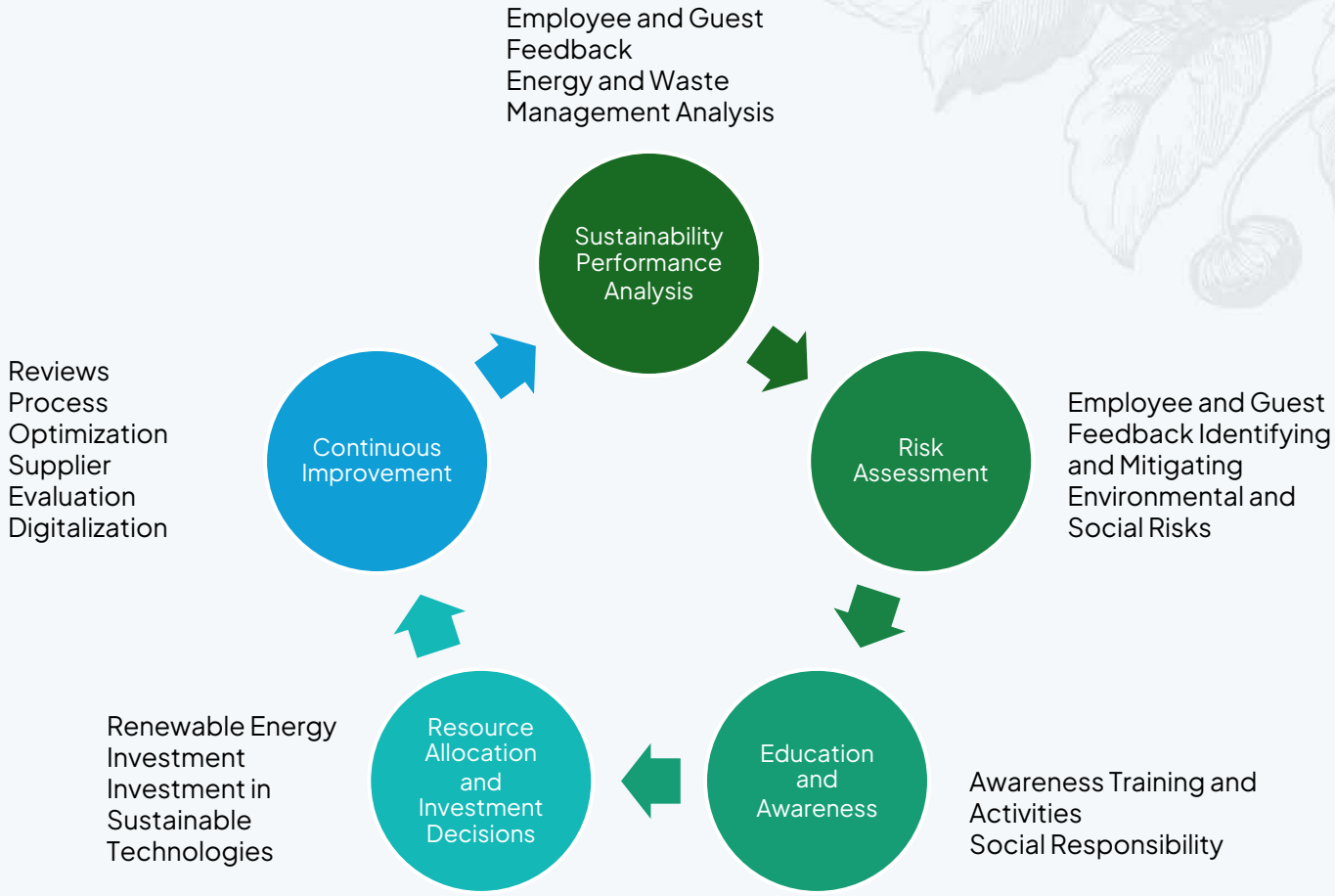
3.5.3. INTERNAL EVALUATION

Together with the internal managers and the corporate sustainability committee, the impacts and risks on our operations were evaluated.

This assessment aims to review existing processes within the organization from a sustainability perspective and identify potential risks and opportunities.

This internal evaluation process is not only an analysis of the current situation; it also aims to guide strategic decisions, use resources effectively and strengthen the culture of continuous improvement throughout the organization.

The findings obtained during this internal evaluation process have served as a key reference point in shaping our sustainability practices, risk analyses, and strategic priorities, which are detailed in the following sections.



3.5.4 PRIORITIZATION MAP OF SUSTAINABILITY ACTIVITIES

People-Oriented Corporate Approach
- Employee Satisfaction and Engagement
- Talent and Performance Management
- Ethical and Fair Working Conditions
- Education and Awareness
- Equality, Inclusion and Diversity
- Feedback and the Open Door Principle

Environmental Management and Resource Efficiency
- Water and Waste Management
- Efficient Energy Management
- Chemical Management

Sustainable Economic Development and Ethical Trade
- Local Economy Support
- Ethics and Fair Trade
- Sustainable Economic Growth

Risk Management and Sustainable Security Approaches
- Climate Change Impacts
- Risk Management
- Occupational Health and Safety
- Food Safety, Product Quality

Cultural Heritage and Social Responsibility
- Preserving Cultural Heritage
- Social Social Interaction

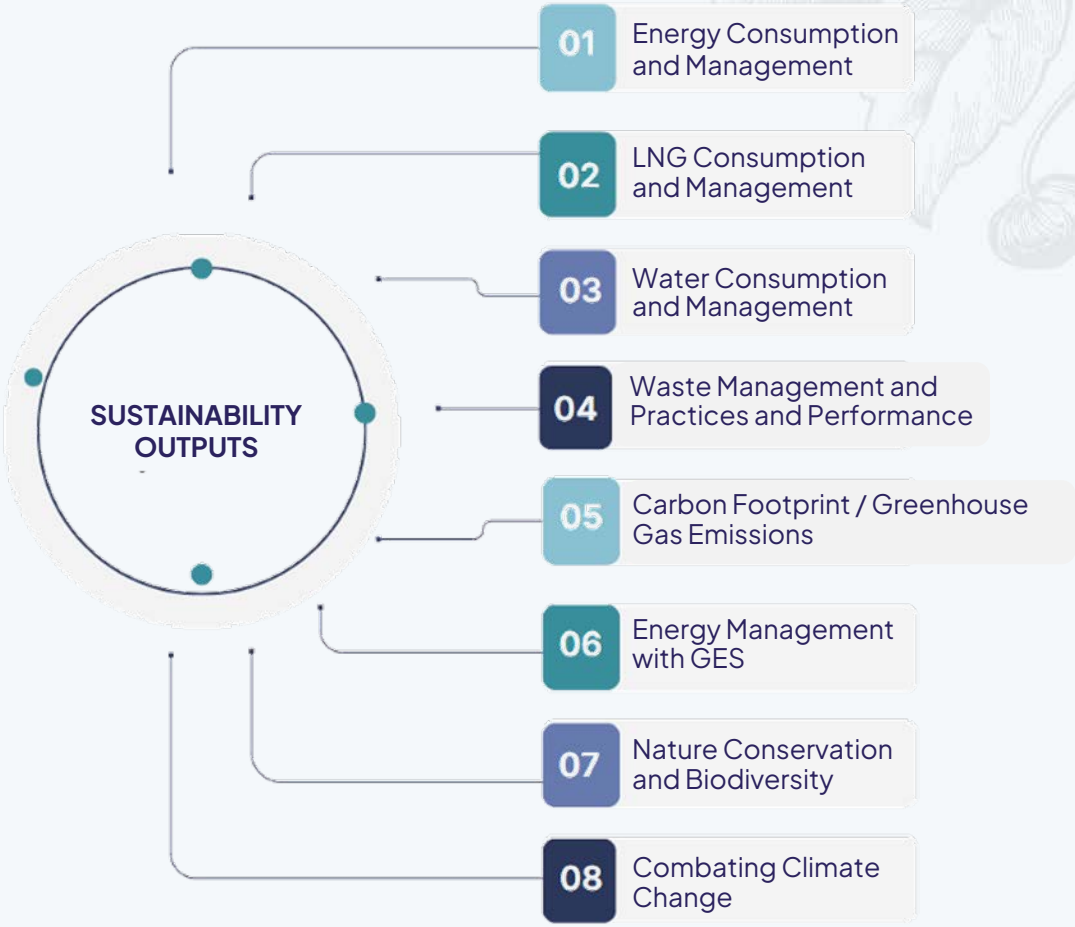
Business Process Excellence

3.6 OUR SUSTAINABILITY OUTPUTS

Driven by our responsibility for the future of our planet, we have made environmental sustainability not just a goal but an integral part of all our operations.

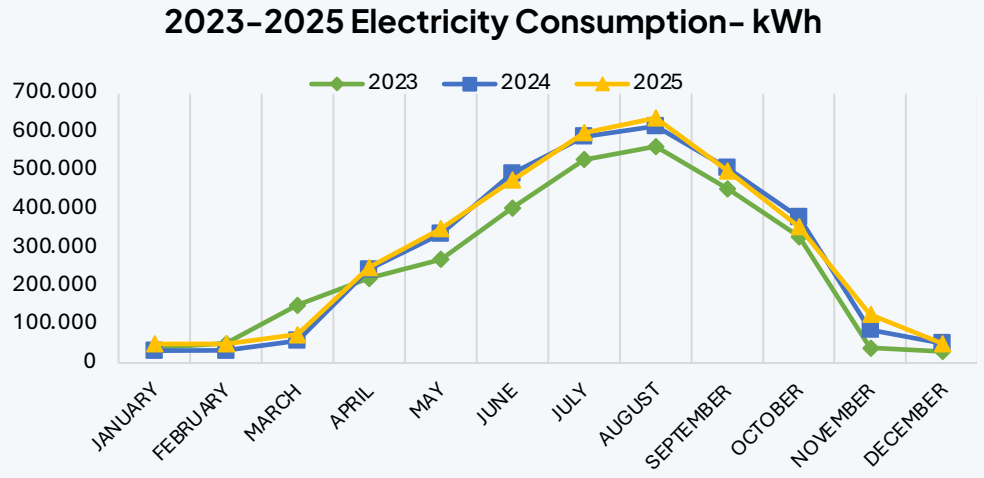
In this direction; Our work, ranging from conscious management of energy and water resources to waste reduction, from our renewable energy investments to the protection of biodiversity, is shaped by concrete sustainability outputs.

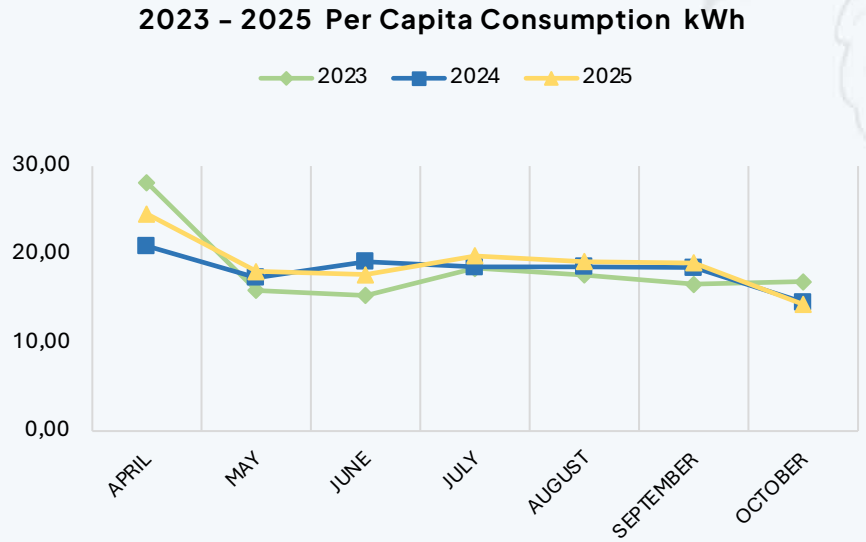
In this section, our environmental performance indicators, which form the basic building blocks of our transformation journey in harmony with nature, are included.



4. ENVIRONMENTAL PERFORMANCE

4.1 ENERGY CONSUMPTION *and* MANAGEMENT





Electricity Consumption Comparative Evaluation(2024–2025)
Total electricity consumption was 3,422,444 in 2024 and 3,513,243 in 2025.
The year 2025 showed an increase of approximately 2.7% compared to 2024.
The highest consumption was realized in the July-August period in all 2 years.
August consumption increased by approximately 3.5% from 2024 to 2025.
In 2025, July consumption increased by approximately 1.7% compared to 2024, while September consumption decreased by approximately 1.4%.
In 2025, June consumption decreased by approximately 3.5% compared to 2024, while October consumption decreased by approximately 6.7%.

The main reasons are:
Increased occupancy rate in the summer season
Rising need for air conditioning due to cooling systems
Increased operational use in common areas, kitchens, laundry and technical areas
Seasonal transitions, partial usage changes and decrease in operation intensity in some months

Monthly Consumption vs. Per Capita Electricity Consumption (2025)

- In 2025, electricity consumption reached a year-high of 636,900 in August, up from 49,726 in January.
- The total increase from January to August is approximately 1,181%.
- Consumption increased by approximately 236% from March to April. This increase is related to season preparations and the introduction of operations.
- There was an increase of approximately 40.4% from April to May, an increase of approximately 36.2% from May to June, and an increase of approximately 25.8% from June to July.
- There was a decrease of approximately 21.5% from August to September, a decrease of 29.2% from September to October, and a decrease of 64.3% from October to November.
- In November and December, consumption fell to the lowest levels due to the low season.

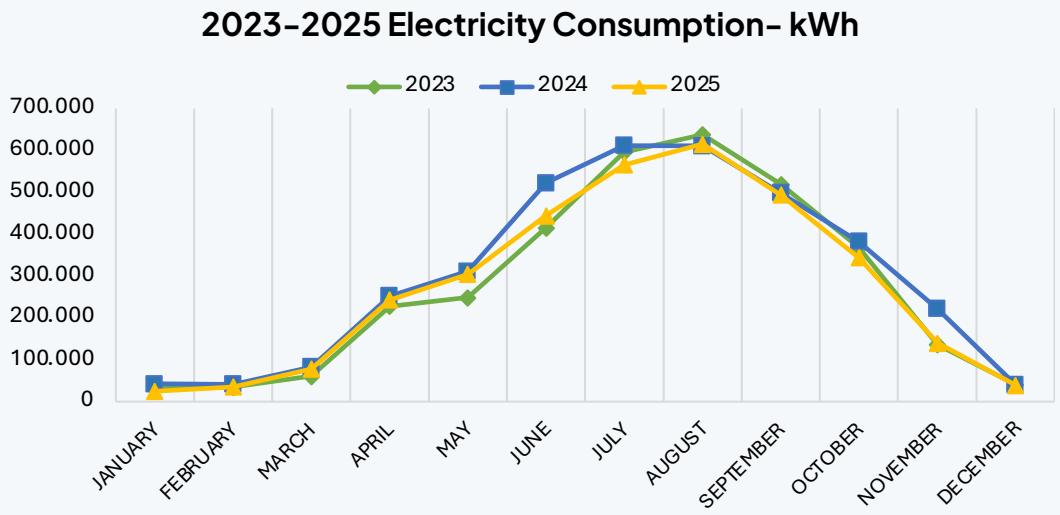
The main reasons are:

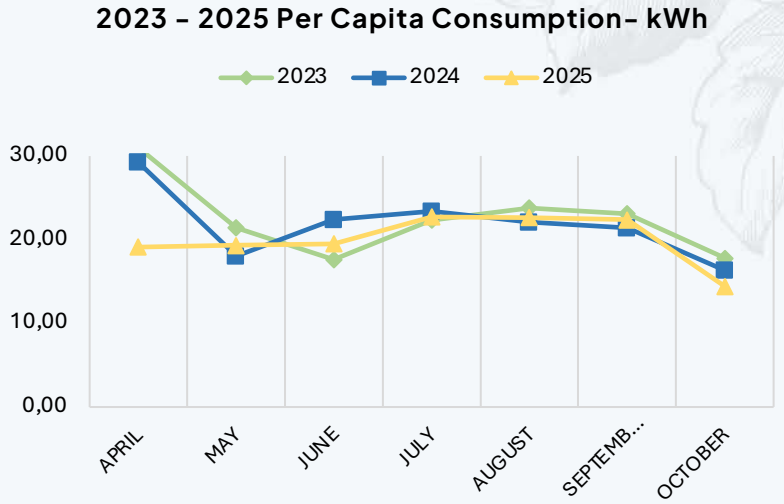
- Facilities approaching full capacity in the spring
- The number of guests and service intensity reached the highest level in the summer months
- Decrease in occupancy and usage intensity with autumn
- The per capita consumption indicator is important to assess whether the increase in total consumption is due only to the number of guests or to the loss of productivity

Result Evaluation

- Data for 2023–2025 shows significant seasonal fluctuation in electricity consumption.
- The most critical increase period is April-August, and the most significant decrease period is September-November.
- Total consumption growth continued in 2025, but the rate of increase slowed down compared to 2024. This shows that the increase in consumption is progressing in a more controlled structure.
- The primary focus area in electricity management is during the high season months, when consumption reaches its highest.

4.1 ENERGY CONSUMPTION *and* MANAGEMENT





Electricity Consumption Comparative Evaluation (2024-2025)

Total electricity consumption was 3,614,375 in 2024 and 3,324,423 in 2025.

Total consumption in 2025 decreased by approximately 8.0% compared to 2024.

The highest consumption was realized in the July-August period in both years.

The main reasons are:

The overall decline in consumption in 2025 can be attributed to more controlled energy use and efficiency practices.

The high consumption in the summer season is due to the occupancy rate, the need for air conditioning and the intensity of operational services.

The limited increase in August indicates that the peak usage period of the high season continues.

The decreases in the winter and season transition months can be explained by low occupancy, reduced space utilization and a decline in the pace of operations.

Monthly Consumption vs. Per Capita Electricity Consumption (2025)

- In 2025, consumption was 24,536 in January, the highest value of the year was 615,082 in August.
- From January to August, the total increase was approximately 2,406%.

The main reasons are:

The increase in spring and summer is due to the fact that the plants gradually reach high capacity.

The July-August period is the period when the density of guests and the need for cooling are highest.

The post-autumn decline is associated with reduced seasonal impact and contraction of operational space utilization.

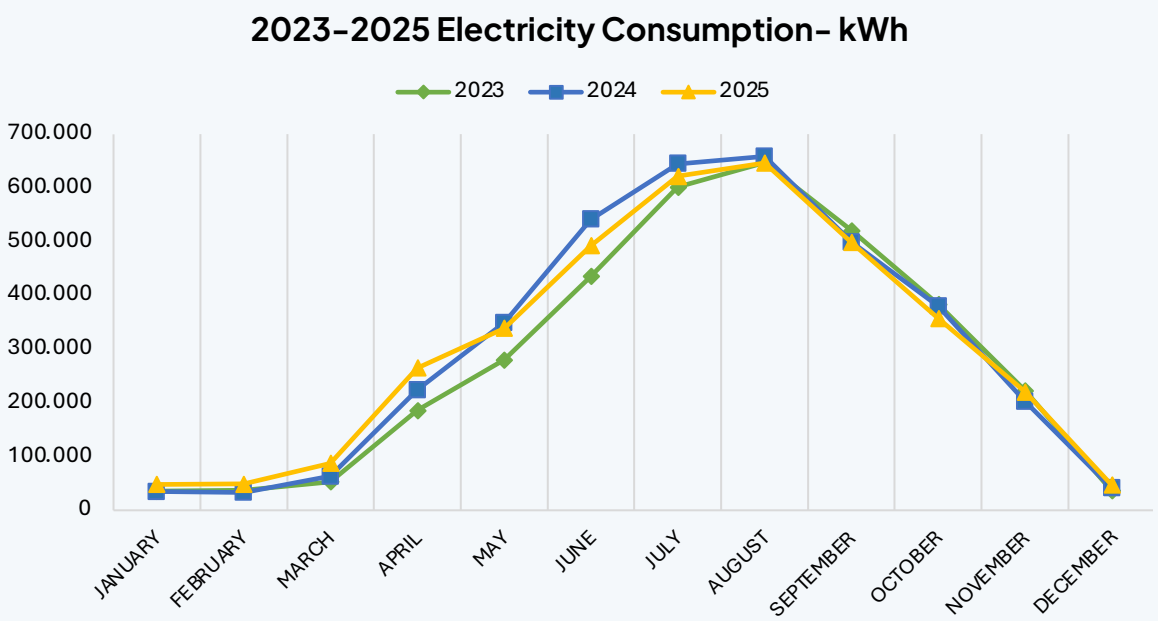
The per capita consumption indicator is important to assess whether the change in total consumption is due solely to the volume of guests or the level of productivity.

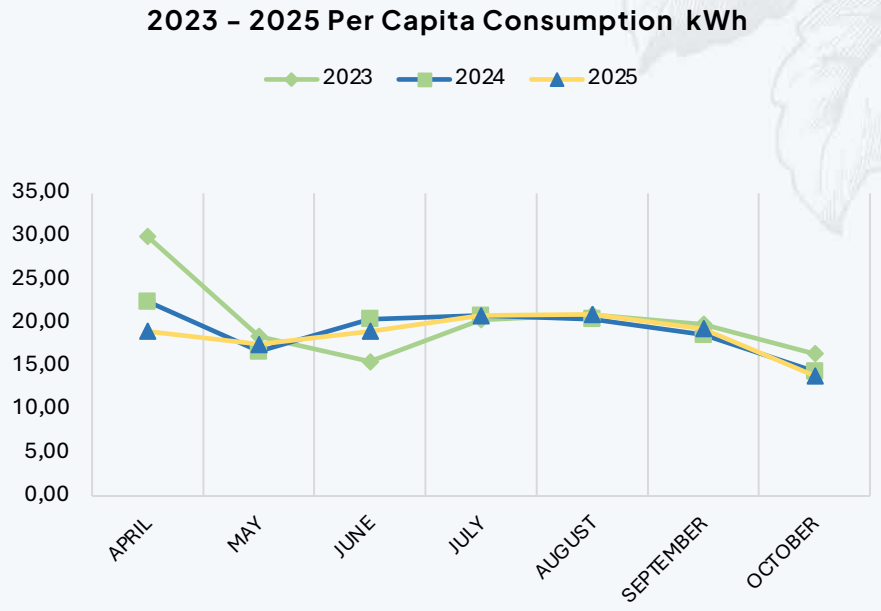
Result Evaluation

- Electricity consumption in 2025 decreased by 8.0% in total compared to 2024, demonstrating a more controlled structure in energy use.
- In particular, the downward trend spread throughout the year shows that energy consumption is managed more evenly in line with operational needs.
- Although the trend of increasing total consumption in high season is maintained, the balance in the per capita consumption indicator indicates that energy use efficiency is supported.
- Despite the increase in total consumption, the balance achieved in per capita consumption reveals that the steps taken towards energy efficiency are effective.
- This outlook suggests that energy management practices contribute not only to monitoring consumption but also to making resource utilization more efficient.
- In conclusion, data for 2025 reveals that energy performance is managed in a traceable, controlled manner and in line with sustainability goals.

4.1 ENERGY CONSUMPTION *and* MANAGEMENT

KİRMAN ARYCANDA





Electricity Consumption Comparative Evaluation (2024-2025)

Total electricity consumption was 3,668,838 in 2024 and 3,669,035 in 2025.

Total consumption in 2025 increased by only about 0.01% compared to 2024. This situation reveals that there is an almost flat course in total consumption.

The main reasons are:

The increase in the first four months of the year can be attributed to early operational intensity, climatic conditions and increased facility utilization.

The decreases in the May-October period can be explained by energy efficiency practices, more balanced equipment use and more controlled management of consumption in high season.

The increase in November and December can be attributed to the end-of-season usage structure, air conditioning needs and operational differences.

Monthly Consumption vs. Per Capita Electricity Consumption (2025)

In 2025, electricity consumption was 48,288 in January, the highest value of the year was 646,320.15 in August.

From January to August, the total increase is approximately 1,238%.

The main reasons are:

The increase in spring and summer is due to the fact that the plants are gradually approaching full capacity.

The July-August period is the period with the highest guest density, cooling needs and common area usage.

The decline seen with autumn is associated with a decrease in occupancy rates and a contraction in operational use.

The per capita electricity consumption indicator is important to assess whether the total consumption is parallel to the guest volume or whether there is a deviation due to efficiency.

Result Evaluation

Total electricity consumption in 2025 remained almost the same compared to 2024, with a limited increase of only 0.01%.

Although there is an increase in the first months of the year, it is seen that consumption stabilizes in many months after the high season and decreases in some periods.

This outlook suggests that despite the increasing operational needs, electricity consumption is generally managed in a controlled manner.

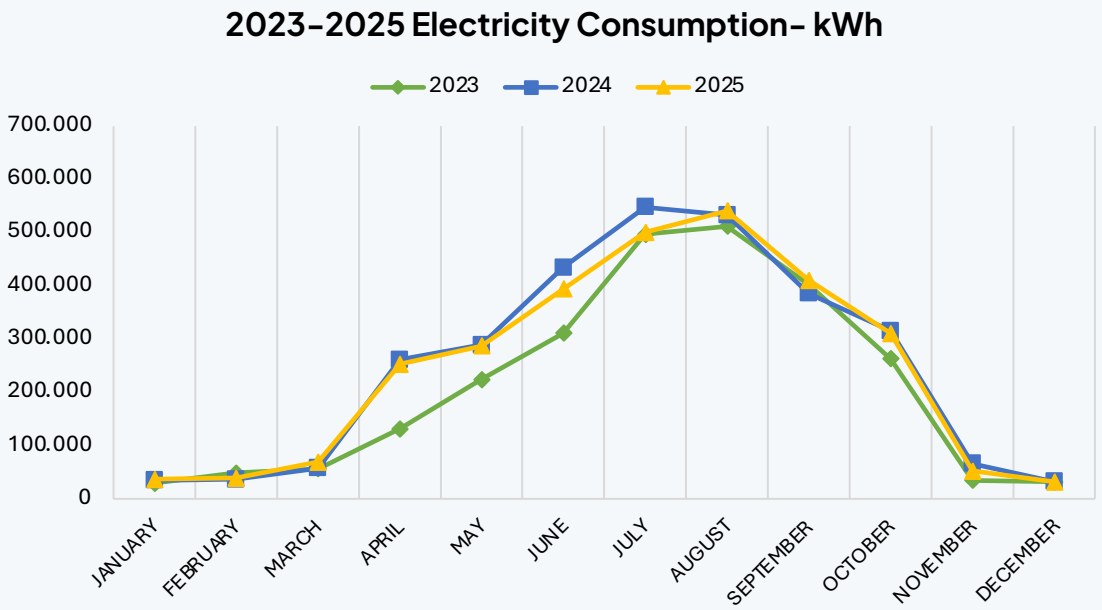
The fact that total usage has been balanced, especially during periods of high consumption, indicates that energy management practices are maintained effectively.

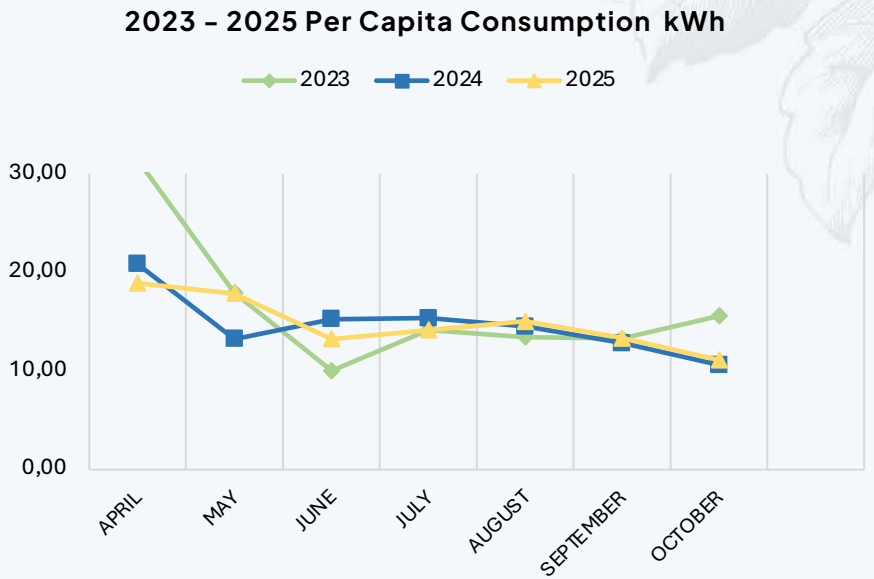
Maintaining total consumption at almost the same level as in 2024 and supporting a balance in per capita consumption reveal that the steps taken towards energy efficiency are effective.

In conclusion, data for 2025 indicates that electricity performance is managed in a traceable, balanced and aligned manner with sustainability goals.

4.1 ENERGY CONSUMPTION *and* MANAGEMENT

KİRMAN CALYPTUS





Electricity Consumption Comparative Evaluation(2024-2025)

•Total electricity consumption was 2,992,350 in 2024 and 2,923,491 in 2025.

•Total consumption in 2025 decreased by approximately 2.3% compared to 2024.

The main reasons are:

The increase in the first quarter can be attributed to the early usage intensity, climatic conditions and more active start of operations.

The decline in the April-July period can be explained by energy efficiency practices, equipment usage optimization, and more controlled management of consumption during the high season.

The limited increase in August and September shows that the high season effect continues.

The significant decrease in November can be attributed to the decrease in end-of-season operations and the decline in space utilization.

Monthly Consumption vs. Per Capita Electricity Consumption (2025)

- In 2025, electricity consumption was 36,331 in January, the highest value of the year was 540,629 in August.
- From January to August, the total increase is approximately 1,388%.

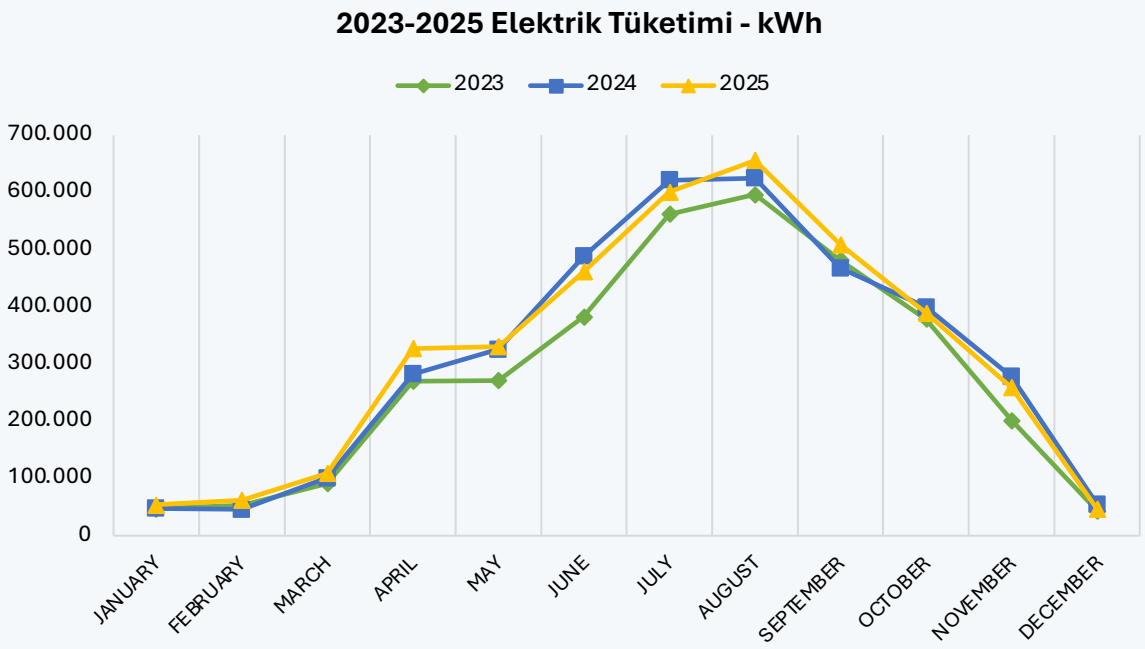
The main reasons are:

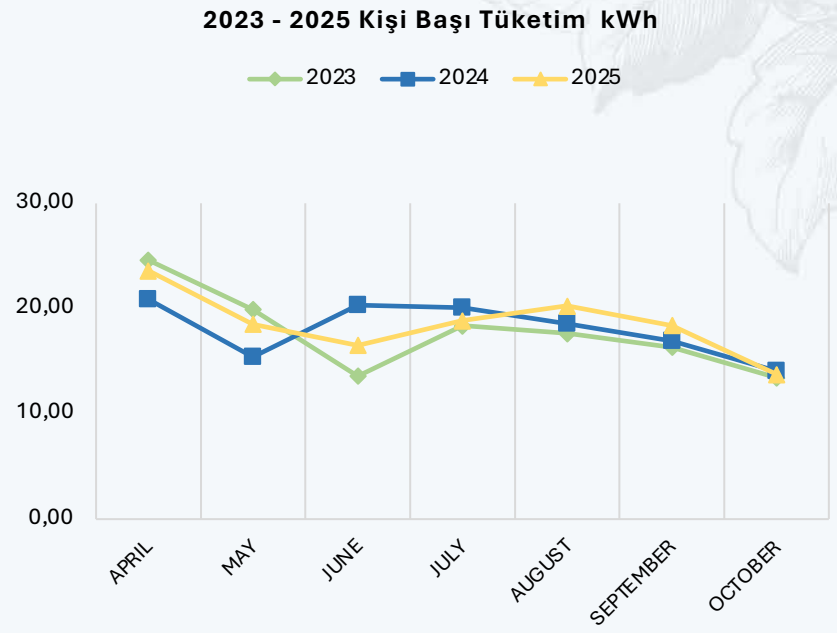
- The increase in spring and summer is due to the fact that the plants gradually reach high capacity.
- The July-August period stands out as the period when guest density, air conditioning needs and common area usage increase.
- The decline that started with autumn is associated with the decrease in occupancy rates, the gradual narrowing of service areas and the weakening of the seasonal effect.
- The per capita electricity consumption indicator is important in terms of evaluating the harmony of the change in total consumption with the operational size.

Evaluation

- Total electricity consumption in 2025 decreased by approximately 2.3% compared to 2024, demonstrating a more balanced usage profile.
- Although there is an increase in some months of the year, it is seen that consumption is kept under control in general, especially during periods of high consumption.
- The declines in June, July, October and especially November show the effect of an efficiency-oriented approach to energy use.
- Although there were limited increases in August and September due to the high season effect, the decline in the annual total reveals a positive picture.
- The decrease in total consumption and the maintenance of balance in per capita consumption show that energy efficiency practices are effective.
- In conclusion, data for 2025 reveals that electricity consumption is managed in a way that is traceable, controlled, and aligned with sustainability goals.

4.1 ENERGY CONSUMPTION *and* MANAGEMENT





Electricity Consumption Comparative Evaluation

•Total electricity consumption was 3,737,524 in 2024 and 3,804,772 in 2025.

•Total consumption in 2025 increased by approximately 1.8% compared to 2024.

The main reasons are:

- The increase seen in the first months of the year can be attributed to the early operation intensity, the need for air conditioning and the more active activation of usage areas.
- The decline in June and July suggests that energy use is being managed more controlled, despite the high season.
- The increase in August and September can be explained by high occupancy, intensive service usage and an increase in common area consumption.
- The decline in the last quarter of the year is related to the decrease in the seasonal effect and the decline in operational use.

Monthly Consumption and Per Capita Electricity Consumption Comparison (2025)

- In 2025, electricity consumption was 53,474 in January, the highest value of the year was 655,797 in August.
- From January to August, the total increase is approximately 1,126%.

The main reasons are:

- The increase in spring and summer is due to the fact that the plants gradually reach high capacity.
- The July-August period is the period when guest density, cooling needs and operational service level are highest.
- The decline that started with autumn is associated with the decrease in occupancy rates, the narrowing of service areas and the weakening of the seasonal effect.
- The per capita electricity consumption indicator is important in terms of evaluating the harmony of the increase in total consumption with the operational size.

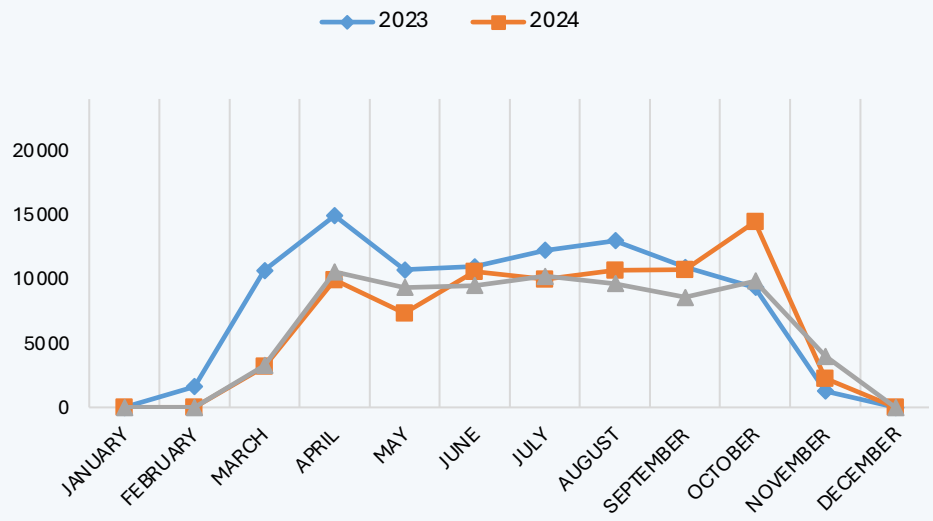
Result Evaluation

- Total electricity consumption in 2025 increased by approximately 1.8% compared to 2024.
- Despite the increase, the fact that consumption has stabilized in some critical months of the year shows that a controlled structure is maintained in energy management.
- The decline in June, July, October, November and December, in particular, reveals that consumption is not only dependent on the seasonal effect but also managed with efficiency-oriented practices.
- Although there is an increase in August and September due to the high season, the limited annual total increase presents a positive picture.
- Despite the limited increase in total consumption, maintaining the balance in per capita consumption shows that the steps taken towards energy efficiency are effective.
- In conclusion, data for 2025 reveals that electricity consumption is managed in a way that is traceable, controlled, and aligned with sustainability goals.

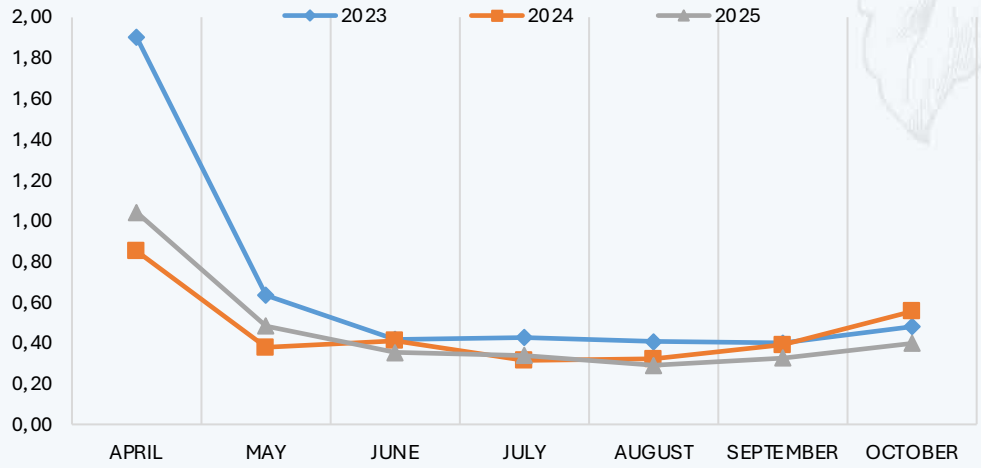
4.2 LNG CONSUMPTION *and* MANAGEMENT

KİRMAN SIDERA

2023-2025 LNG Consumption – m³



2023 – 2025 Per Capita Consumption – m³



LNG Consumption Comparative Evaluation

- Total LNG consumption was 78,905 in 2024 and 74,821 in 2025.
- Total LNG consumption in 2025 decreased by approximately 5.2% compared to 2024.

The main reasons are:

- The increases in the spring period can be attributed to the gradual commissioning of the facilities and the increase in the intensity of use.
- The decline in some months after June can be explained by more balanced consumption planning and efficiency practices in LNG use.
- The significant decrease in September and October can be attributed to the weakening of the seasonal effect and the decrease in need in related usage areas.
- The increase in November may have been due to the low base effect, periodic operational differences, or increased fuel needs in certain areas.

Monthly Consumption and Per Capita LNG Consumption Comparison(2025)

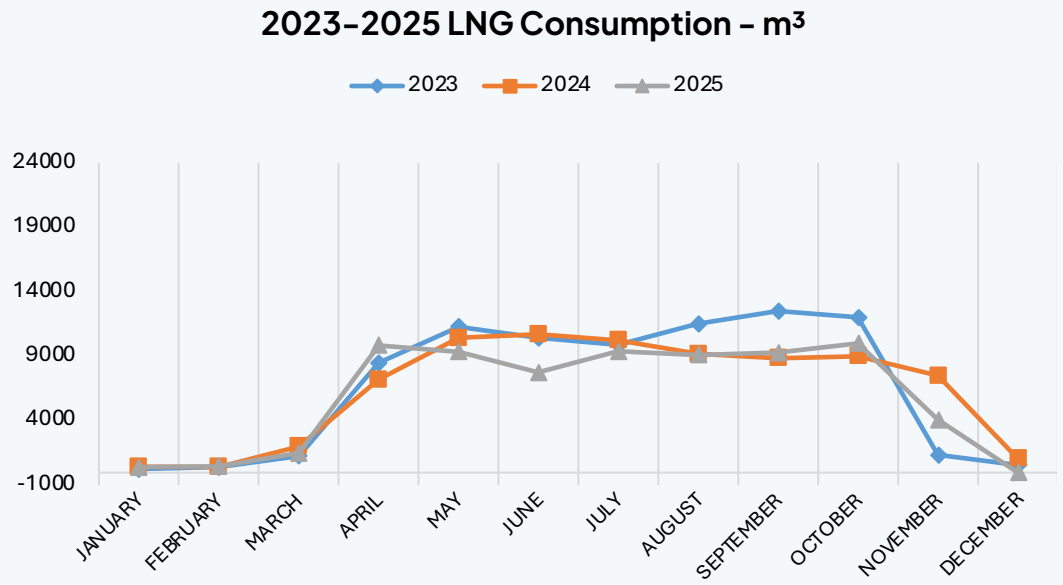
- LNG consumption in 2025 started at 3,246 in March, rose to 10,545 in April, and reached its highest value during the year, not 9,336 in May, but actually 10,545 in April and then 10,199 in July.
- The absence of consumption in January, February and December shows that LNG use is not spread throughout the year, but rather intensifies during certain operating periods.

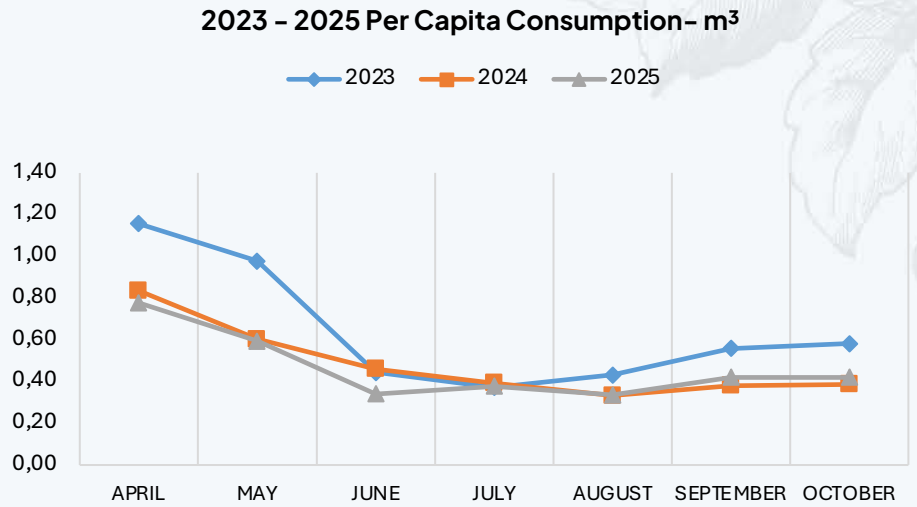
- **The main reasons are:**
- LNG consumption is especially concentrated during the periods when the operation is active.
- The rise in the spring and summer period is associated with the commissioning of usage areas and the increase in service intensity.
- The decrease seen in autumn can be explained by the slowdown in the pace of operations and the decrease in need.
- The per capita LNG consumption indicator contributes to efficiency analysis by allowing the total consumption to be evaluated together with the guest and usage intensity.

Result Evaluation

- Total LNG consumption in 2025 decreased by approximately 5.2% compared to 2024.
- Although there is an increase in some months of the year, the decline in total consumption shows that LNG use is managed in a more controlled structure.
- The decreases recorded especially in August, September and October indicate that consumption has stabilized as the season progresses.
- Although there was an increase in November, the decrease in the annual total presents a positive picture in terms of overall performance.
- The decrease in total LNG consumption and the maintenance of balance in per capita consumption show that the efficiency-oriented approach is effective in resource use.
- In conclusion, data for 2025 reveals that LNG consumption is being handled in a way that is traceable, controlled, and aligned with sustainable resource management goals

4.2 LNG CONSUMPTION *and* MANAGEMENT





LNG Comparative Evaluation of Consumption (2024-2025)

•Total LNG consumption was 77,232 in 2024 and 71,284 in 2025.

•Total LNG consumption in 2025 decreased by approximately 7.7% compared to 2024.

The main reasons are:

- The decrease in total consumption indicates a more controlled consumption structure in LNG use.
- The increase in April can be attributed to the increase in plant usage intensity and the more active operations.
- The significant decreases in June, July and November can be explained by efficiency-oriented use, needs-based planning and changes in seasonal effects.
- The lack of consumption in December indicates that LNG use remained quite limited as of the end of the year.

Monthly Consumption and Per Capita LNG Consumption Comparison(2025)

- In 2025, LNG consumption started at 412 in January and rose to 9,853 in April, reaching one of the highest levels during the year.
- The highest consumption of the year was 10,012 in October.
- The total increase from January to October is approximately 2,330%

The main reasons are:

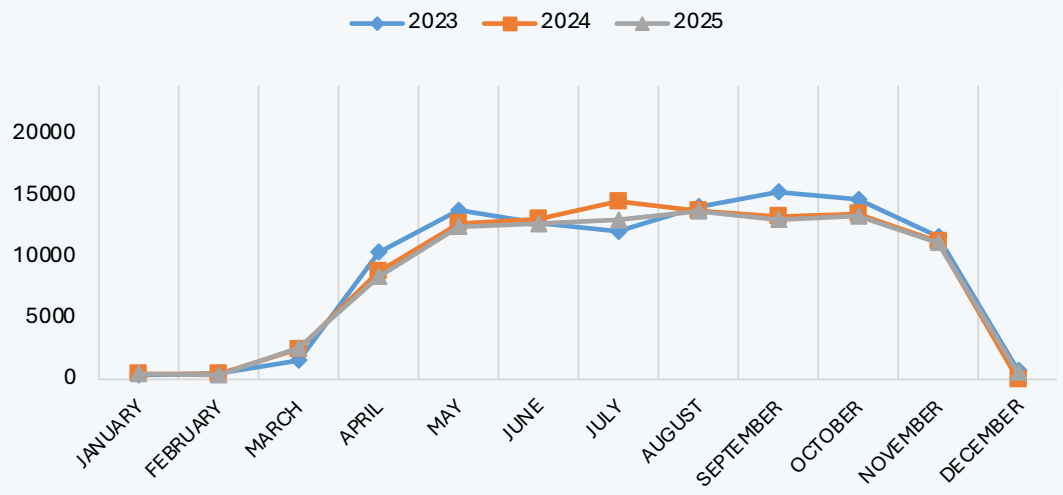
- The rapid rise in the spring period is associated with the commissioning of LNG-using areas and the increase in the intensity of operations.
- The relatively stable course of consumption in the May-October period indicates that the use is maintained within a certain operational standard.
- The sharp decline in November and December can be explained by the end-of-season effect and the decrease in the need for use.
- The per capita LNG consumption indicator is important in terms of evaluating the harmony of the change in total consumption with the intensity of use.

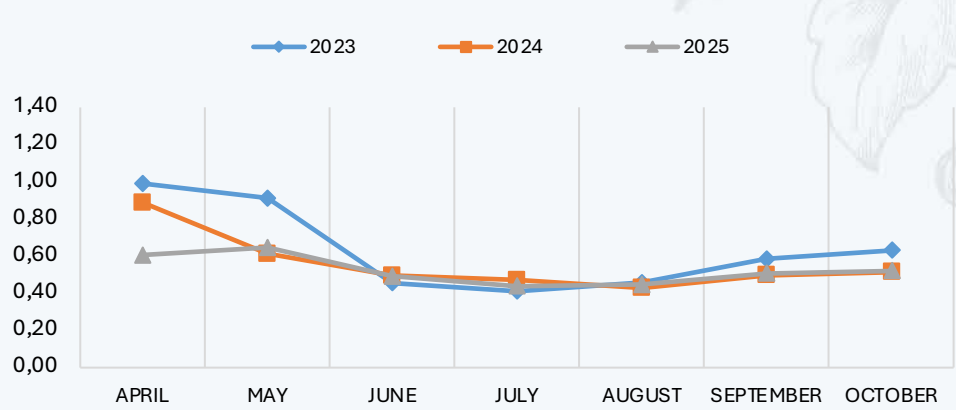
Result Evaluation

- Total LNG consumption in 2025 decreased by approximately 7.7% compared to 2024.
- Although there is an increase in some months of the year, the decrease in the grand total shows that LNG use is managed more evenly and controlled.
- The decline seen especially in June, July, November and December reveals the effect of the efficiency-oriented approach in consumption management.
- Although there was an increase in April and October, the decline in the annual total shows that the overall performance in resource use was maintained positively.
- The decrease in total LNG consumption and the support of the balance in per capita consumption show that energy efficiency practices are effective.
- In conclusion, data for 2025 reveals that LNG consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

4.2 LNG CONSUMPTION *and* MANAGEMENT

KİRMAN ARYCANDA





LNG Consumption Comparative Evaluation (2024-2025)

•Total LNG consumption was 104,466 in 2024 and 101,844 in 2025.

•Total LNG consumption in 2025 decreased by approximately 2.5% compared to 2024.

The main reasons are:

- The decline in total consumption points to a more balanced and controlled structure in LNG use.
- The limited decreases seen in the spring and summer months indicate that consumption is managed more efficiently despite the continuation of operations.
- The significant decrease in July shows that usage optimization can be effective even during the high season.
- The occurrence of re-consumption in December may be associated with the need for periodic use or year-end operational differences.

Monthly Consumption vs. Per Capita LNG Consumption (2025)

- In 2025, LNG consumption started at 458 in January and reached 13,735 in August, one of the values close to the highest level of the year.
- The highest consumption of the year was 13,735 in August.
- From January to August, the total increase is approximately 2,899%.

The main reasons are:

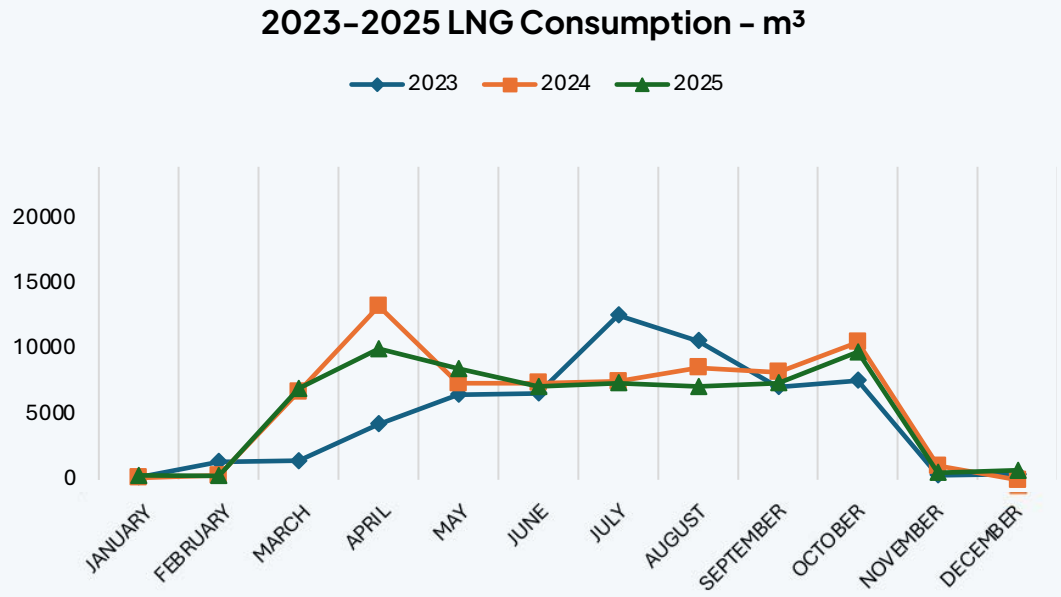
- The rapid increase seen since the first quarter is associated with the commissioning of LNG-using areas and the increase in operational intensity.
- The fact that consumption remained at similar levels in the May-October period indicates that usage progressed more evenly in the active period of the year.
- The sharp decline in November and especially in December can be explained by the end-of-season effect and the decrease in the need for use.
- The per capita LNG consumption indicator is important in terms of evaluating the harmony of the change in total consumption with operational intensity.

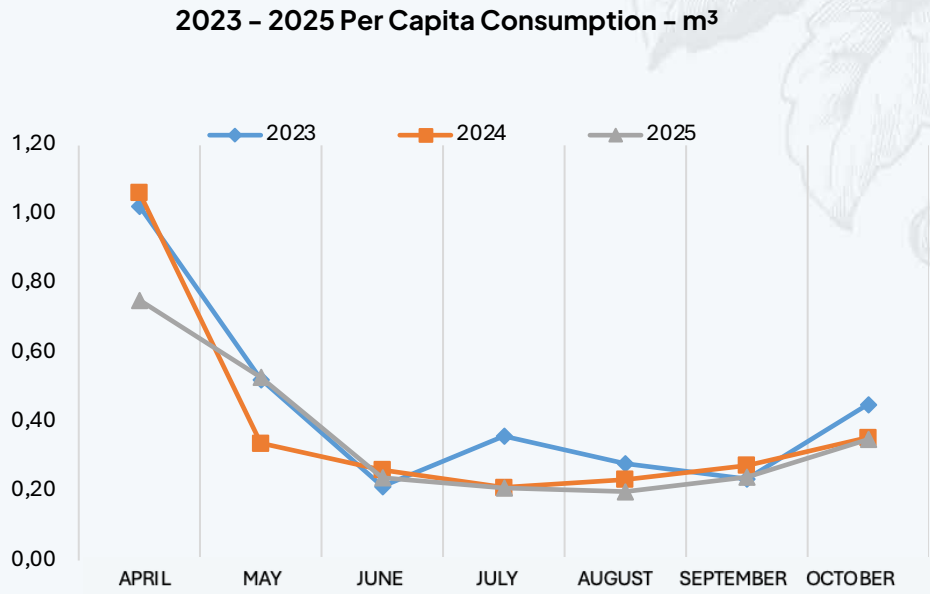
Result Evaluation

- Total LNG consumption in 2025 decreased by approximately 2.5% compared to 2024.
- Although there were limited increases in some months of the year, the decrease in the general total indicates that LNG use is managed in a more controlled manner.
- The fact that consumption remained largely balanced, especially in the April-November period, reveals that usage was maintained in line with operational needs.
- The significant decline in July and the limited decline throughout the year are among the positive indicators supporting the impact of efficiency-oriented practices.
- The decrease in total LNG consumption and the maintenance of the balance in per capita consumption show that energy efficiency practices are effective.
- In conclusion, data for 2025 reveals that LNG consumption is managed in a way that is traceable, balanced, and aligned with sustainable resource management goals.

4.2 LNG CONSUMPTION *and* MANAGEMENT

KİRMAN CALYPTUS





LNG Consumption Comparative Evaluation(2024-2025)

•Total LNG consumption was 71,393 in 2024 and 66,412 in 2025.

•Total LNG consumption in 2025 decreased by approximately 7.0% compared to 2024.

Major causes:

- The decrease in total consumption indicates that LNG use is managed more controllably throughout the year.
- The weighted downward trend seen after April can be attributed to usage planning and efficiency-oriented approach.
- The increase in May can be explained by the increase in operational intensity and the introduction of related use cases.
- The significant decline in November can be attributed to the end-of-season effect and the decrease in LNG needs.

Monthly Consumption and Per Capita LNG Consumption Comparison (2025)

- In 2025, LNG consumption started at 328 in January, rose to 10,055 in April, and approached its highest level during the year in the active periods before October.
- The highest consumption of the year was 10,055 in April.
- The total increase from January to April is approximately 2,965%.

The main reasons are:

- The rapid increase in the spring period is associated with the commissioning of LNG-using areas and the increase in the intensity of operations.
- The fact that consumption remained in a certain band in the May-October period indicates that the usage was maintained in a balanced manner according to operational needs.
- The sharp decline in November can be explained by the end of the season and the decrease in the need for use.
- The per capita LNG consumption indicator is important in terms of evaluating the harmony of total consumption with operational size.

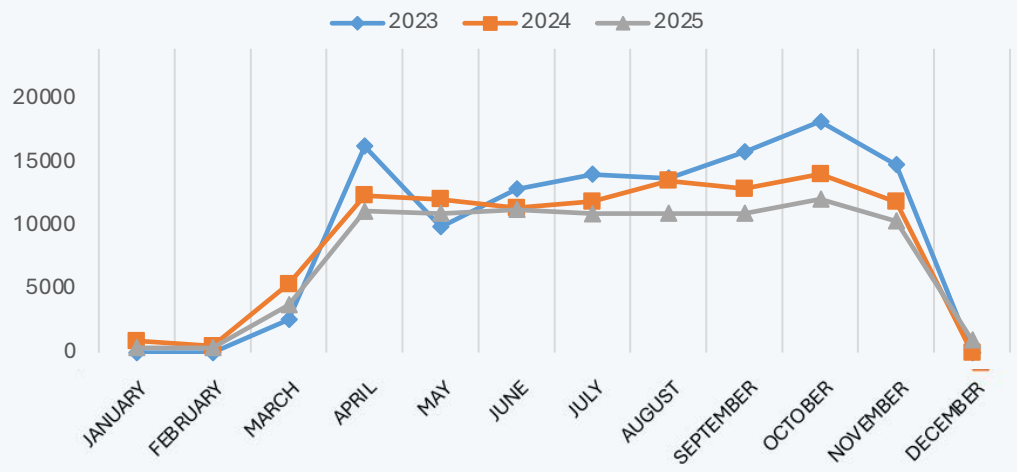
Result Evaluation

- Total LNG consumption in 2025 decreased by approximately 7.0% compared to 2024.
- Although there is an increase in some months during the year, the decline in the general total shows that LNG use is managed more balanced and controlled.
- The decline recorded in many months, especially in the post-April period, supports the effect of efficiency-oriented practices in resource use.
- The significant decline in November and the decrease in annual total consumption reveal a positive picture in terms of overall performance.
- The decrease in total LNG consumption and the maintenance of the balance in per capita consumption show that energy efficiency practices are effective.
- In conclusion, data for 2025 reveals that LNG consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

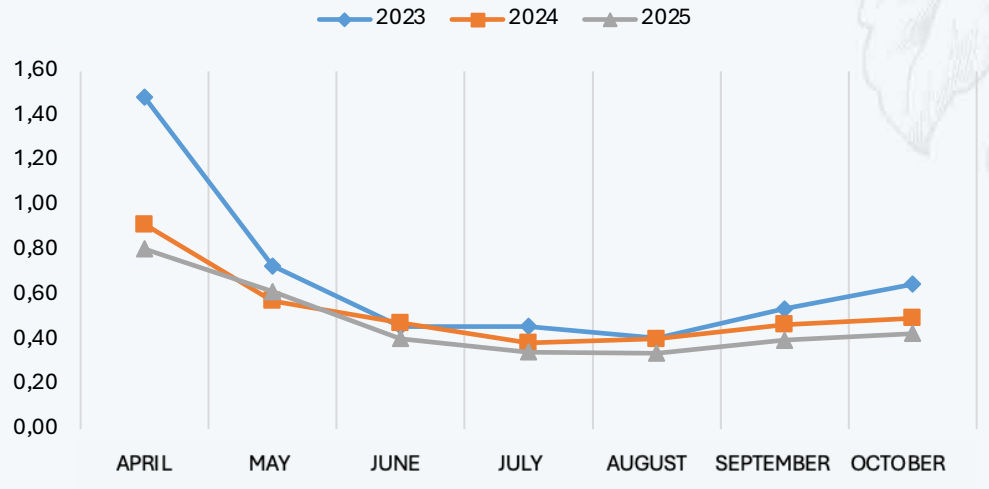
4.2 LNG CONSUMPTION *and* MANAGEMENT

KİRMAN SIDEMARIN

2023-2025 LNG Consumption- m³



2023 - 2025 Per Capita Consumption- m³



LNG Consumption Comparative Evaluation(2024-2025)

•Total LNG consumption was 107,248 in 2024 and 94,481 in 2025.

•Total LNG consumption in 2025 decreased by approximately 11.9% compared to 2024.

The main reasons are:

- The year-wide decline shows that LNG use is managed more in a controlled and efficiency-oriented manner.
- The significant decrease in the first quarter can be attributed to the low season effect and the decline in usage needs.
- The continuation of the decline in the summer and autumn months shows that consumption is planned more evenly while the operation continues.
- Limited consumption in December may have been due to the need for periodic operations or year-end usage differences.

Monthly Consumption and Per Capita LNG Consumption Comparison(2025)

- In 2025, LNG consumption started at 380 in January, rose to 11,168 in April, and moved to the high utilization band during the year.
- The highest consumption of the year was 12,125 in October.
- The total increase from January to October is approximately 3,091%.

The main reasons are:

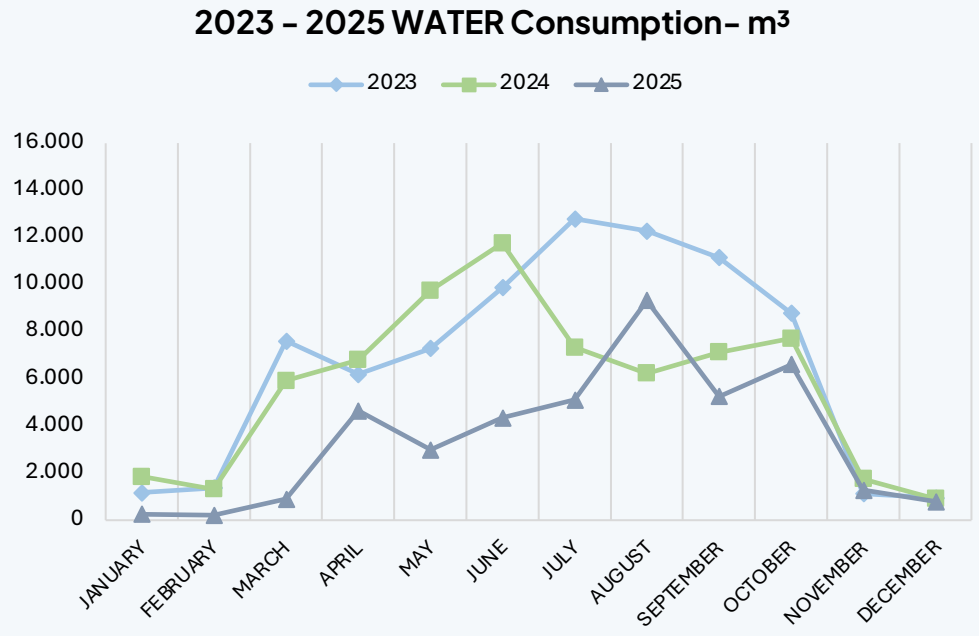
- The rapid rise in the spring period is associated with the commissioning of LNG-using areas and the increase in the intensity of operations.
- The fact that consumption remained in a certain band in the April-November period indicates that usage was maintained in a balanced manner in line with operational needs.
- The decline in November and especially in December can be explained by the end-of-season effect and the decrease in the need for use.
- The per capita LNG consumption indicator contributes to the evaluation of the change in total consumption together with operational intensity.

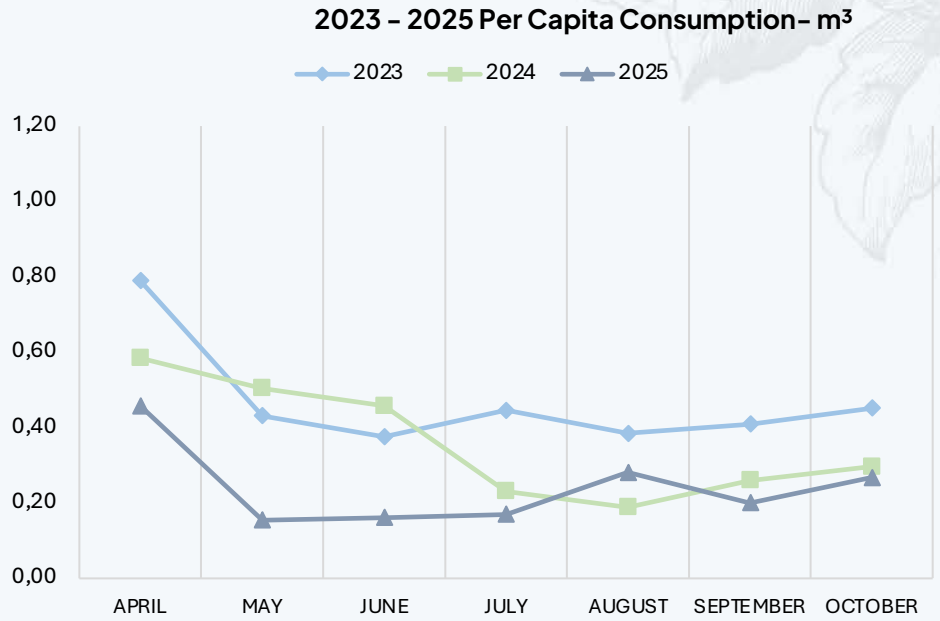
Result Evaluation

- Total LNG consumption in 2025 decreased by approximately 11.9% compared to 2024.
- The spread of the decline throughout the year indicates a more stable and controlled management approach to LNG use.
- The downward trend, which started especially in the first quarter and continued in the summer-autumn period, supports the effect of efficiency-oriented practices.
- Although consumption remained high in October, the decline in the annual total reveals a positive picture in terms of overall performance.
- The decrease in total LNG consumption and the maintenance of balance in per capita consumption show that energy efficiency practices are effective.
- In conclusion, data for 2025 reveals that LNG consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

4.3 WATER CONSUMPTION *and* MANAGEMENT

KİRMAN SIDERA





Water Consumption Comparative Evaluation(2024-2025)

•Total water consumption was 68,390 in 2024 and 41,643 in 2025.

•Total water consumption in 2025 decreased by approximately 39.1% compared to 2024.

The main reasons are:

- The strong decline in total consumption indicates a more controlled and efficiency-oriented management approach to water use.
- The significant decrease, especially in the first half of the year, can be attributed to more balanced planning of operational needs and savings practices.
- The increase in August can be explained by the high season effect, increased guest density and seasonal needs when water use is most intense.
- The maintenance of the downward trend in the rest of the year indicates a more effective monitoring and management structure in resource use.

Comparison of Monthly Consumption and Water Consumption Per Capita(2025)

- In 2025, water consumption started at 251 in January and reached the highest level of the year with 9,317 in August.
- The total increase from January to August is approximately 3,612%.

The main reasons are:

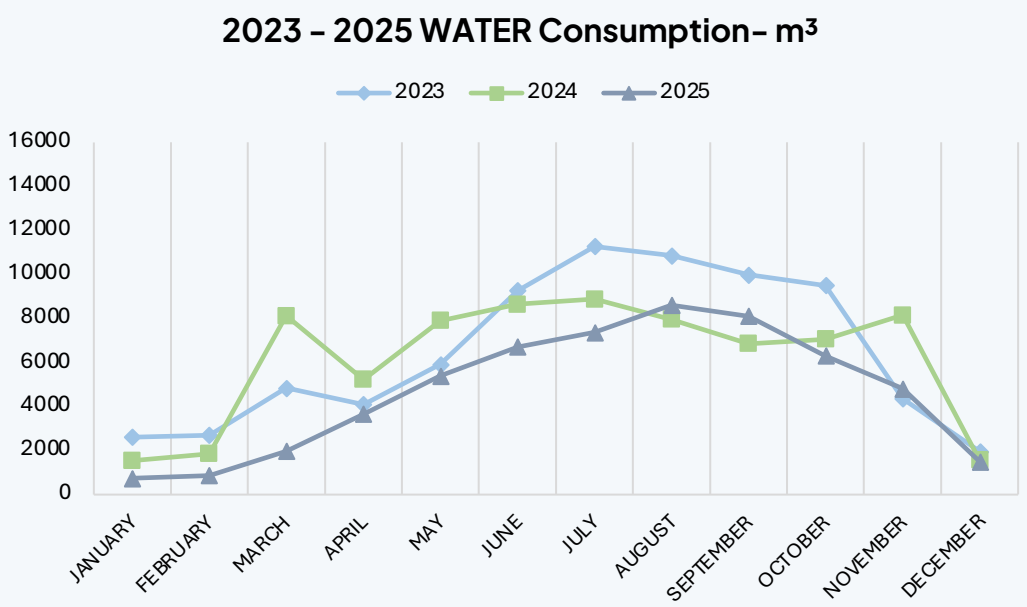
- The increase in the spring and summer period is associated with the increase in plant usage intensity and the increase in water-related operational needs.
- The peak in August clearly reflects the increase in usage due to the high season.
- The declining consumption after September can be explained by the decrease in occupancy rates and the decrease in the effect of the season.
- The per capita water consumption indicator is an important monitoring tool to evaluate the compatibility of the change in total consumption with the density of guests.

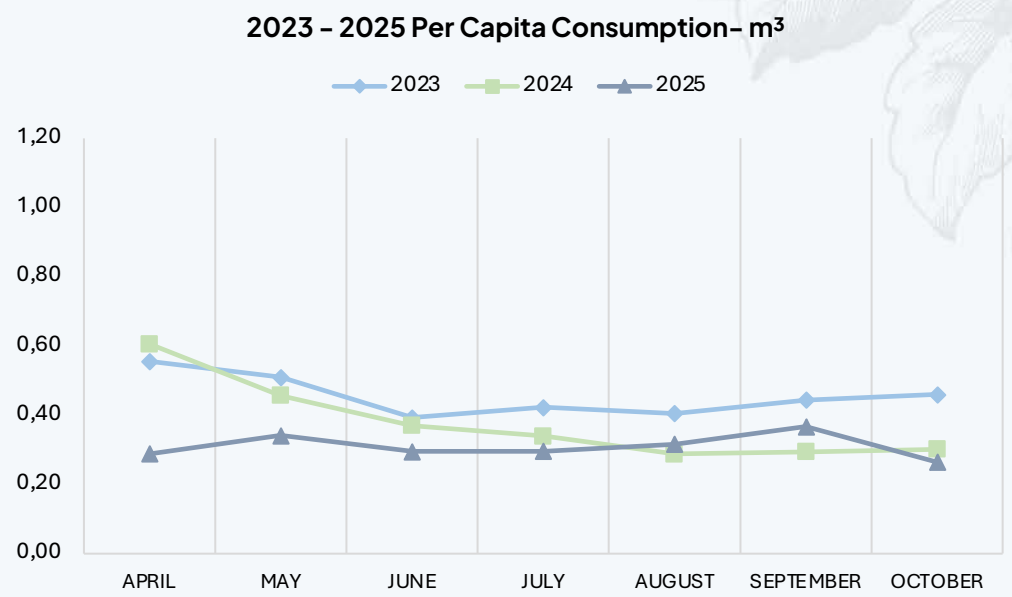
Result Evaluation

- Total water consumption in 2025 decreased by approximately 39.1% compared to 2024.
- This decrease indicates that water resources are used more efficiently and consumption is managed more controllably throughout the year.
- Although there was an increase in August during the high season, the significant decline in annual total consumption presents a positive picture in terms of overall performance.
- The strong downward trend, especially in the first half, and the low level of consumption throughout the year support the impact of water efficiency practices.
- The decrease in total water consumption and the maintenance of balance in per capita consumption show that the steps taken towards water efficiency are effective.
- In conclusion, data for 2025 reveals that water consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

4.3 WATER CONSUMPTION *and* MANAGEMENT

KİRMAN LEODIKYA





Water Consumption Comparative Evaluation(2024-2025)

•Total water consumption was 73,744.5 in 2024 and 55,994 in 2025.

•Total water consumption in 2025 decreased by approximately 24.1% compared to 2024.

The main reasons are:

- The decline in total consumption indicates a more controlled and efficiency-oriented management approach to water use.
- The significant decrease, especially in the first half of the year, can be attributed to more balanced planning of operational needs and savings practices.
- The limited increase in August and September can be explained by the high season effect and the increase in usage due to guest density.
- The decline seen again in the last quarter can be attributed to the decrease in the seasonal effect and the decline in usage intensity.

Comparison of Monthly Consumption and Water Consumption Per Capita(2025)

- In 2025, water consumption started at 740 in January and reached the highest level of the year with 8,604 in August.
- The total increase from January to August is approximately 1,063%.

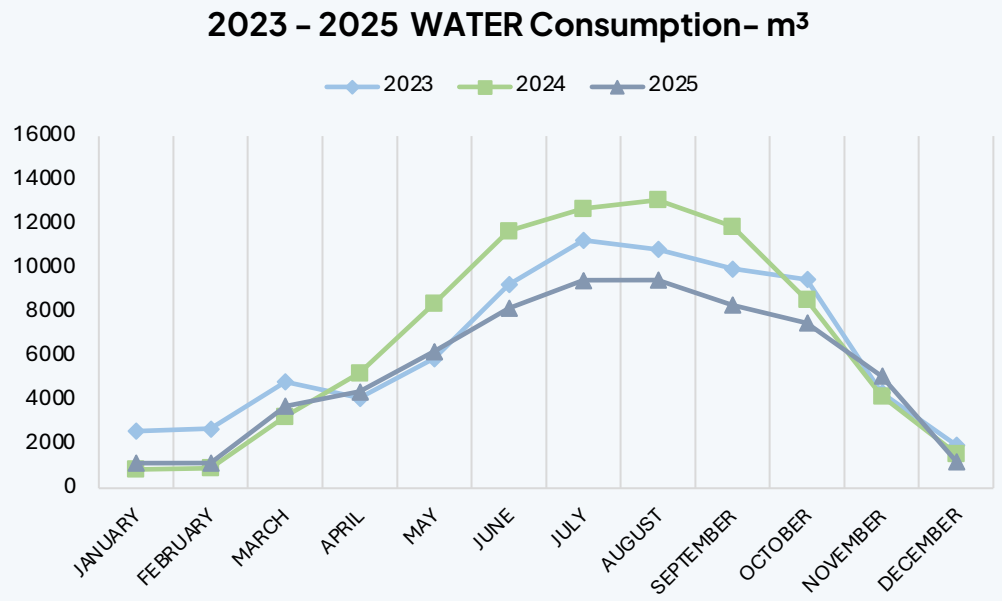
The main reasons are:

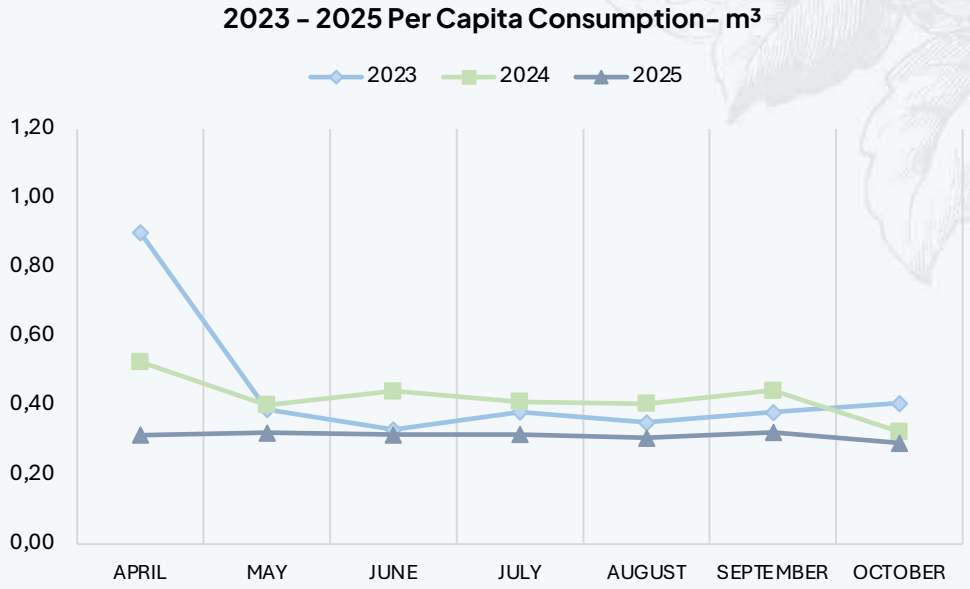
- The increase in the spring and summer period is associated with the increase in plant usage intensity and the increase in water-related operational needs.
- The peak reached in August clearly shows the increase in usage due to the high season.
- The declining consumption after September can be explained by the decrease in occupancy rates and the weakening of the seasonal effect.
- The per capita water consumption indicator is an important monitoring tool to evaluate the compatibility of the change in total consumption with the density of guests.

Result Evaluation

- Total water consumption in 2025 decreased by approximately 24.1% compared to 2024.
- This decrease indicates that water resources are used more efficiently and consumption is managed more controllably throughout the year.
- Although there was a limited increase in August and September during the high season, the significant decline in annual total consumption presents a positive picture in terms of overall performance.
- The strong downward trend, especially in the first half of the year, and the renewed decrease in the last quarter support the impact of water efficiency practices.
- The decrease in total water consumption and the maintenance of balance in per capita consumption show that the steps taken towards water efficiency are effective.
- In conclusion, data for 2025 reveals that water consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

4.3 WATER CONSUMPTION *and* MANAGEMENT





Water Consumption Comparative Evaluation (2024-2025)

•Total water consumption was 82,311 in 2024 and 65,842 in 2025.

•Total water consumption in 2025 decreased by approximately 20.0% compared to 2024.

The main reasons are:

- The decline in total consumption indicates a more controlled and efficiency-oriented management approach to water use.
- The increase seen in the first quarter can be attributed to the need for periodic use and the intensity of the beginning of the operation.
- Significant decreases in the April-October period support improvements in conservation practices, usage optimization and water management.
- The increase in November can be explained by the periodic operation difference or the base effect.

Comparison of Monthly Consumption and Water Consumption Per Capita(2025)

- In 2025, water consumption started at 1,147 in January and reached the highest level of the year with 9,458 in August.
- The total increase from January to August is approximately 724.4%.

The main reasons are:

- The increase in spring and summer is associated with higher plant usage intensity and increased water-related operational needs.
- Consumption, which remained at a high level in the July-August period, reflects the high season effect.
- The decline that started after September can be explained by the decrease in occupancy rates and the weakening of the seasonal effect.
- The per capita water consumption indicator is an important monitoring tool to evaluate the compatibility of the change in total consumption with the density of guests.

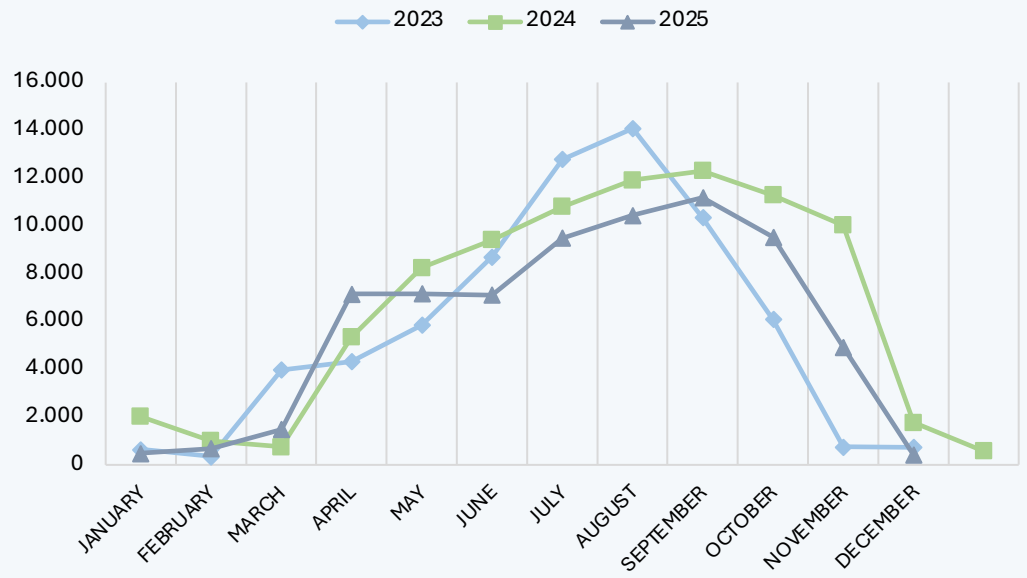
Result Evaluation

- Total water consumption in 2025 decreased by approximately 20.0% compared to 2024.
- The decreases, especially in the April-October period, show that water use is managed more evenly and controlled.
- Despite the limited increases at the beginning of the year, the decline in consumption during the main operating period presents a positive picture in terms of overall performance.
- Although usage continues at a high level in the summer season, the significant decrease in the annual total supports the effect of water efficiency practices.
- The decrease in total water consumption and the maintenance of balance in per capita consumption show that the steps taken towards water efficiency are effective.
- In conclusion, data for 2025 reveals that water consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

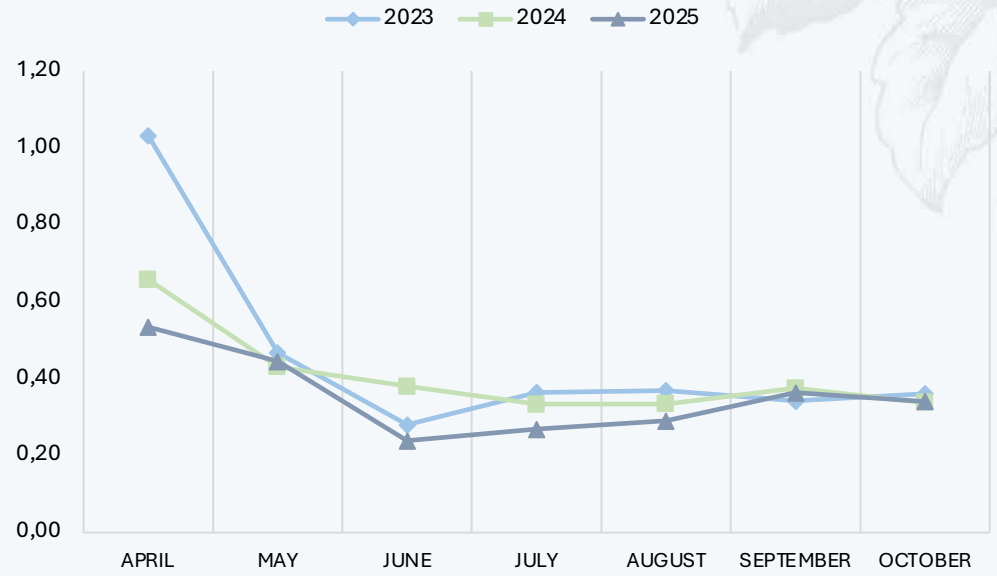
4.3 WATER CONSUMPTION *and* MANAGEMENT

KİRMAN CALYPTUS

2023 – 2025 WATER Consumption– m³



2023 – 2025 Per Capita Consumption– m³



Water Consumption Comparative Evaluation (2024-2025)

•Total water consumption was 83,389 in 2024 and 70,026 in 2025.

•Total water consumption in 2025 decreased by approximately 16.0% compared to 2024.

The main reasons are:

- The decline in total consumption indicates a more controlled and efficiency-oriented management approach to water use.
- The significant decreases, especially in the first half, can be attributed to savings practices, usage optimization and more balanced planning of operational needs.
- Although consumption remains high in the summer months, it is lower than in 2024, indicating a positive performance.
- The increase in November can be explained by the low base effect, periodic changes in operations or additional needs due to water use.

KİRMAN CALYPTUS

Comparison of Monthly Consumption and Water Consumption Per Capita (2025)

- In 2025, water consumption started at 482 in January and reached the highest level of the year with 11,182 in September.
- The total increase from January to September is approximately 2,220%.

The main reasons are:

- The increase in the spring and summer period is associated with the increase in plant usage intensity and the increase in water-related operational needs.
- Consumption, which remained at a high level in the July-September period, clearly reflects the high season effect.
- The decline seen after October can be explained by the decrease in occupancy rates and the weakening of the seasonal effect.
- The per capita water consumption indicator is an important monitoring tool to evaluate the compatibility of the change in total consumption with the density of guests.

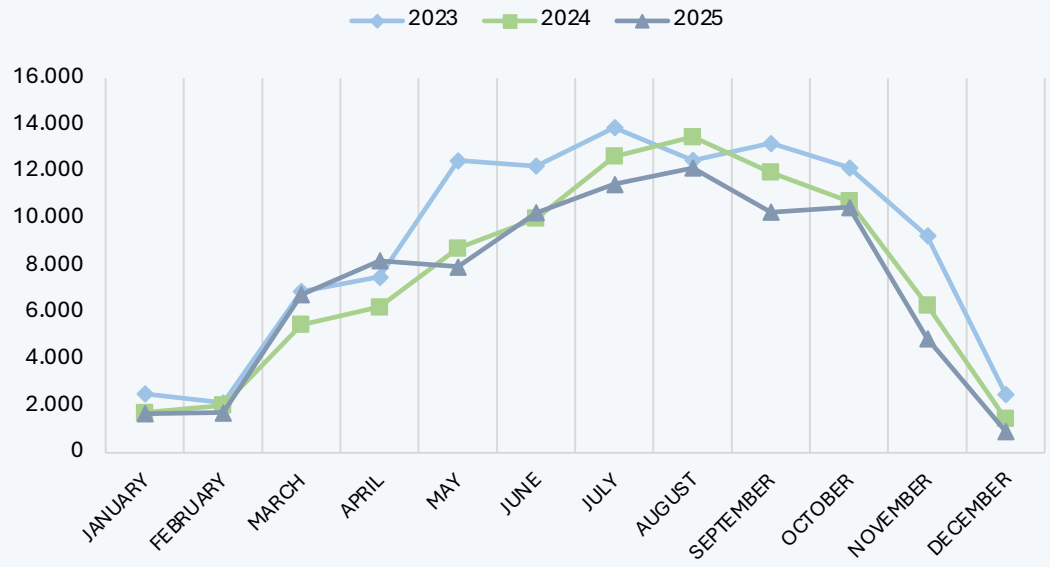
Result Evaluation

- Total water consumption in 2025 decreased by approximately 16.0% compared to 2024.
- In particular, consumption remained below the 2024 level for most of the year, indicating that water use is being managed more evenly and controllably.
- Although consumption remains high in the summer season, the decrease in total annual consumption presents a positive picture in terms of overall performance.
- Despite the increase in November, the annual total declined, supporting the overall impact of water efficiency practices.
- The decrease in total water consumption and the maintenance of balance in per capita consumption show that the steps taken towards water efficiency are effective.
- In conclusion, data for 2025 reveals that water consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

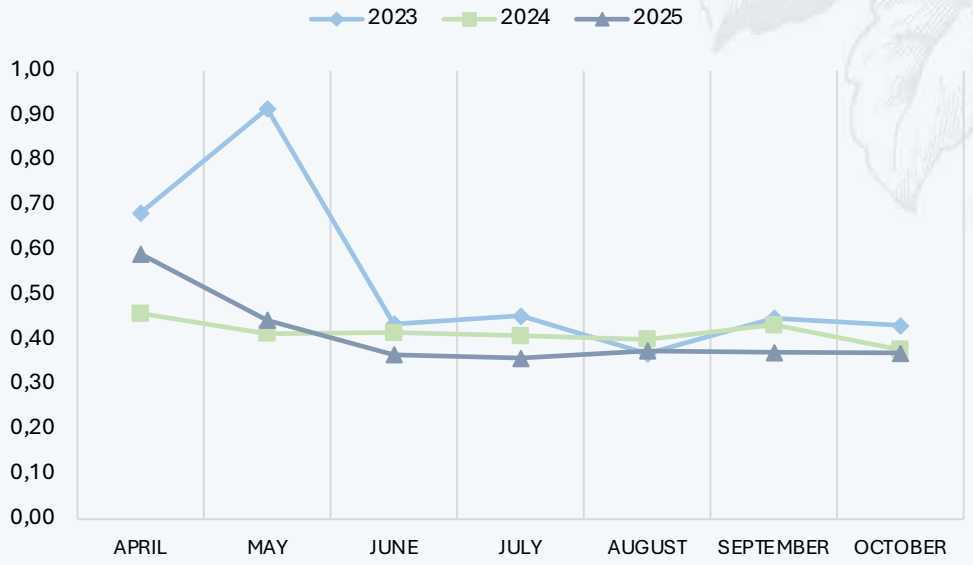
4.3 WATER CONSUMPTION *and* MANAGEMENT

KİRMAN SIDEMARIN

2023 – 2025 WATER Consumption – m³



2023 – 2025 Per Capita Consumption – m³



Water Consumption Comparative Evaluation (2024-2025)

•Total water consumption was 90,787 in 2024 and 86,724 in 2025.

•Total water consumption in 2025 decreased by approximately 4.5% compared to 2024.

The main reasons are:

- The decline in total consumption indicates a more controlled and efficiency-oriented management approach to water use.
- The increase in March and April can be attributed to the gradual increase in preparations for the season and operational use.
- The decline seen in many months in the post-May period can be explained by savings practices, usage optimization and efficiency increase in operational processes.
- The decline seen especially in the last quarter is compatible with the decrease in the seasonal effect and the decrease in water use intensity.

Comparison of Monthly Consumption and Water Consumption Per Capita (2025)

- In 2025, water consumption started at 1,671 in January and reached the highest level of the year with 11,464 in July.

The main reasons are:

- The increase in the spring and summer period is associated with the increase in plant usage intensity and the introduction of water-related operational needs.
- Consumption, which remained at a high level in the July-August period, reflects the high season effect.
- The post-September decline can be explained by the decrease in occupancy rates and the weakening of the seasonal effect.
- The per capita water consumption indicator is an important monitoring tool to evaluate the compatibility of the change in total consumption with the density of guests.

Result Evaluation

- Total water consumption in 2025 decreased by approximately 4.5% compared to 2024.
- Although there was an increase in some months of the year, the decrease in the general total shows that water use is managed more evenly and controlled.
- The decreases, especially after the summer season and in the last quarter, support the impact of water efficiency practices.
- Although consumption naturally increases during the high season, the decline in the annual total presents a positive picture in terms of overall performance.
- The decrease in total water consumption and the maintenance of balance in per capita consumption show that the steps taken towards water efficiency are effective.
- In conclusion, data for 2025 reveals that water consumption is managed in a way that is traceable, controlled, and in line with sustainable resource management goals.

4.4 WASTE MANAGEMENT PRACTICES AND PERFORMANCE

As Kirman Premium, we carry out waste management in all our hotels with the aim of minimizing environmental impact. Throughout 2025, the separation, temporary storage, recovery, and disposal of waste generated in our hotels were carried out in line with the principles of Environmental Legislation, Zero Waste Regulation, and ISO 14001 environmental management system.

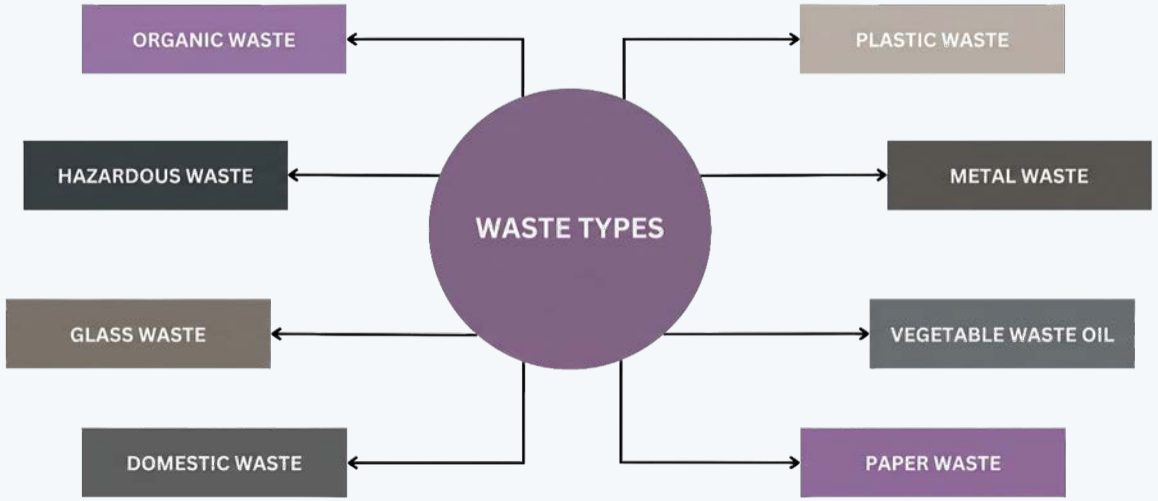
In all our hotels:

- The Zero Waste System is implemented and separate collection bins are used for each type of waste.
- Disposal and recovery are provided through authorized licensed companies, and traceability is provided with official documents.

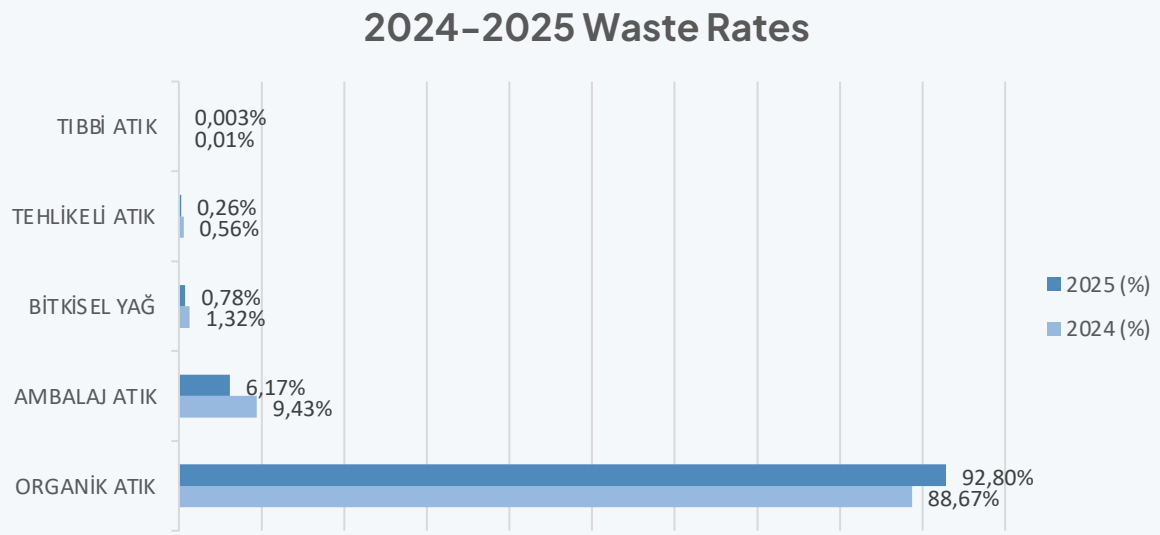
Strategies implemented within the scope of waste management practices in our facilities;

- Separation of wastes at the source,
- Personnel trainings and awareness-raising activities,
- Increasing recycling points,
- Separate collection of organic waste

In this context, further targets have been set for 2025 in order to reduce waste generation and increase reuse and recycling rates. Our group hotels work in line with common waste management policies and progress in a coordinated manner to reduce the environmental burden.



4.4 WASTE MANAGEMENT PRACTICES *and* PERFORMANCE



- When the 2024-2025 waste distribution is evaluated, it is seen that the largest part of the waste generated in our facilities consists of organic waste in both years.
- The organic waste rate, which accounted for 88.67% of total waste in 2024, increased to 92.80% in 2025. On the other hand, packaging waste decreased from 9.43% to 6.17%, vegetable waste oil from 1.32% to 0.78%, hazardous waste from 0.56% to 0.26% and medical waste from 0.01% to 0.003%.
- This change shows that waste separation, reduction and management practices in accordance with the legislation are maintained more effectively. Vegetable waste oils were collected through licensed companies and disposed of properly, and hazardous and medical wastes were collected separately in accordance with legal regulations and delivered to authorized institutions. Appropriate food waste was directed to animal shelters in order to prevent waste and provide social benefit.
- In general, the improvement in waste distribution in 2025; especially with the decrease in waste groups with higher environmental impact, it reveals that our sustainable waste management approach has strengthened and resources are used more efficiently.

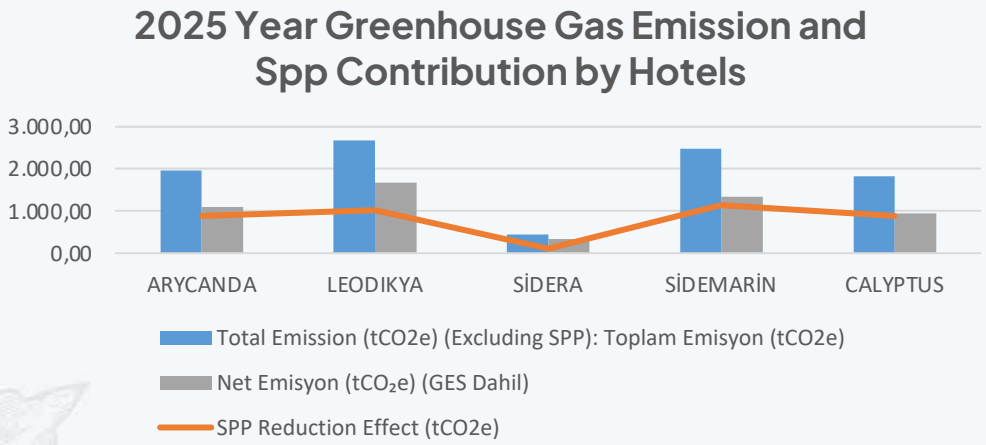
4.5 CARBON FOOTPRINT / GREENHOUSE GAS EMISSIONS

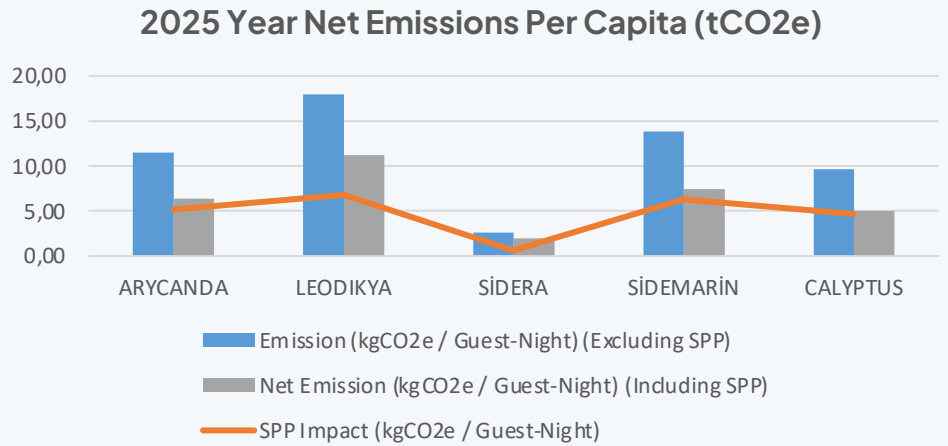
As of 2025, our carbon footprint calculations have been evaluated in comparison with the reference year data generated in 2024, making the impact of our emission management practices more visible.

In the calculations made in accordance with the HCMI methodology for our five hotels, total emissions, net emissions including SPP and emission intensity per guest-night were analyzed together. The results obtained show that solar power plant applications make a positive contribution to carbon reduction in all facilities.

The difference between total emissions and net emissions, including SPP, reveals that the use of renewable energy has a tangible impact on reducing greenhouse gas emissions. When the emission indicators per guest-night are evaluated, it is seen that not only total emissions but also carbon intensity are managed more balanced. It is understood that the SPP effect is more pronounced especially in the Leodikya, Sidemarin and Arycanda facilities, and net emissions are supported downwards in other facilities.

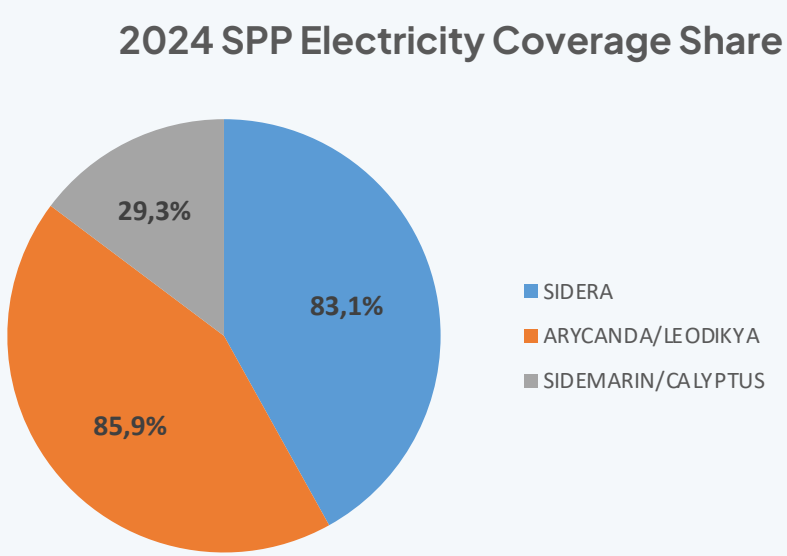
In general, the results for 2025; It shows that positive progress has been made in carbon management thanks to renewable energy investments, energy efficiency practices and the strengthening of emission monitoring systematics. This development provides a strong foundation for efforts to further reduce carbon intensity and manage scope 3 emissions more systematically in the coming period.

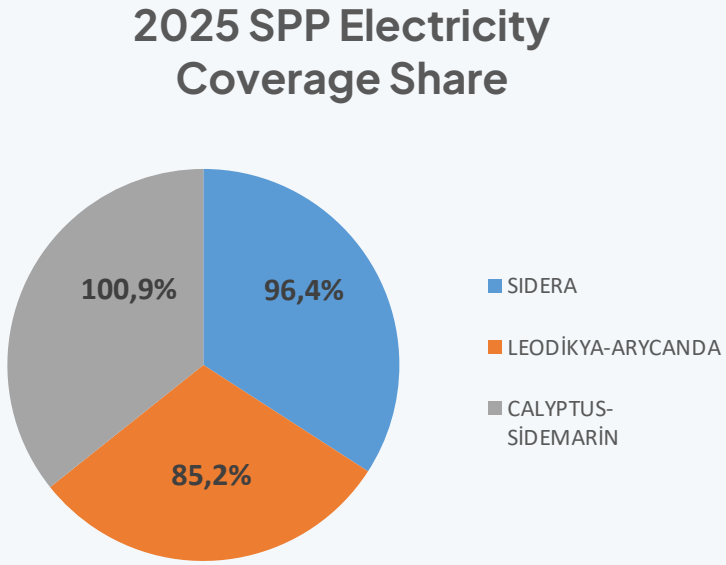




4.6 SUSTAINABILITY FROM THE SUN: OUR ENERGY MANAGEMENT WITH SPP

In order to reduce the effects of the climate crisis and strengthen environmental sustainability, the measurement and management of greenhouse gas emissions in our facilities are carried out with a systematic approach. In this context, increasing the use of renewable energy sources is among our priority strategies to reduce our carbon footprint. As of 2025, the electricity consumption ratio of our solar power plant (SPP) applications has reached 96.4% in Sidera, 85.2% in Leodicea-Arycanda, and 100.9% in Calyptus-Sidemarin. These results show that the use of renewable energy at our facilities is strengthened and makes a significant contribution to reducing Scope 2 emissions. The energy supplied is procured through an I-REC certified energy provider and is backed by environmental transparency certificates. Electricity generation through solar panels refers directly to the use of renewable energy and is also a tangible and effective part of our transition to green energy.





4.6 SUSTAINABILITY FROM THE SUN: OUR ENERGY MANAGEMENT WITH SPP

Our SPP system;

Reduces dependence on fossil fuels,

Reducing our carbon footprint,

Switching to 100% renewable energy to zero emissions from Scope 2

Starting the carbon footprint verification process in line with ISO 14064

And it serves our sustainable energy management goals.

In line with our energy management approach, we are determined to increase our renewable energy capacity and continue our investments in this field.

Our SPPs are installed in Antalya and Isparta regions and meet some of the electricity needs of our five hotels in total.

-Our Sidemarin and Calyptus hotels are from SPPs in Isparta / Kılıçlı and Keçiborlu regions,

-Our Arycanda and Leodikya hotels are located in Antalya / Cevizli and Gazipaşa SPP locations,

-Our Sidera hotel provides electricity directly from the Antalya / Gazipaşa SPP system.

ANNUAL PERFORMANCE EVALUATION OF OUR SOLAR POWER PLANTS

SİDERA OTEL

When the data for 2025 is examined, it is seen that SPP production exceeded consumption in March, April and November, and it is possible to feed back to the grid during these periods. In the May-October period, consumption exceeded production, and this difference became evident due to the increasing need for occupancy and air conditioning, especially in the summer season.

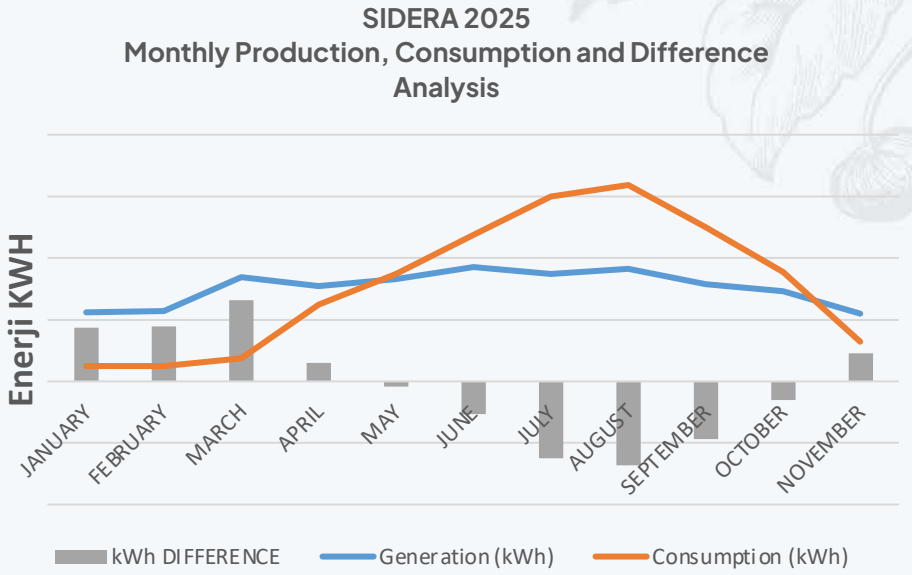
In 2025, approximately 96.4% of Sidera Hotel's electricity needs were met by SPP. This rate shows that the use of renewable energy is getting stronger and that our Sidera Hotel exhibits a high performance in energy management. Increasing energy efficiency practices and supporting renewable energy capacity are among the main priorities in the coming period.

Contributions of SPP systems:

- A large part of the electricity need was met by renewable energy.
- The need for energy drawn from the grid has decreased, contributing to the reduction of carbon emissions.
- Energy supply security and sustainable energy management were supported throughout the year.

Our development goals:

- Increasing SPP capacity
- Strengthening energy efficiency practices in summer
- Improving energy management systems
- Increasing system flexibility with hybrid solutions



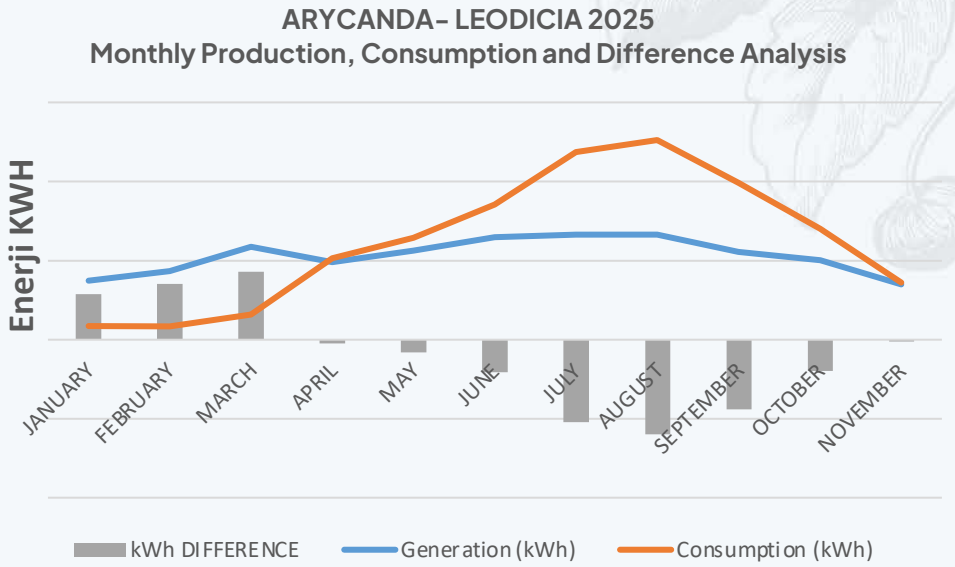
106.53 tons of CO_2 per year oscillation has been prevented.

ANNUAL PERFORMANCE EVALUATION OF OUR SOLAR POWER PLANTS

ARYCANDA – LEODIKYA OTEL

When the data for 2025 is examined, it is seen that SPP production exceeded consumption in January, February and March, while production and consumption were very close to each other in April and November. In the May-October period, consumption exceeded production, and this difference became more evident in July and August, especially in the summer season, due to the increasing need for occupancy and air conditioning.

In 2025, approximately 85.2% of the electricity needs of our Arycanda and Leodikya hotels were met by SPP. This rate shows that the use of renewable energy makes a strong contribution to the energy management of our facilities and supports our carbon reduction goals.



Contributions of SPP systems:

- Most of the electricity needs were met by renewable energy.
- The need for energy drawn from the grid has been reduced.
- Contribution was made to the reduction of carbon emissions.

Our development goals:

- Increasing SPP capacity
- Strengthening energy efficiency practices in summer
- Improving energy management systems
- Increasing system flexibility with hybrid solutions

Annual CO_2 emissions of 1,893 tons were prevented.

ANNUAL PERFORMANCE EVALUATION OF OUR SOLAR POWER PLANTS

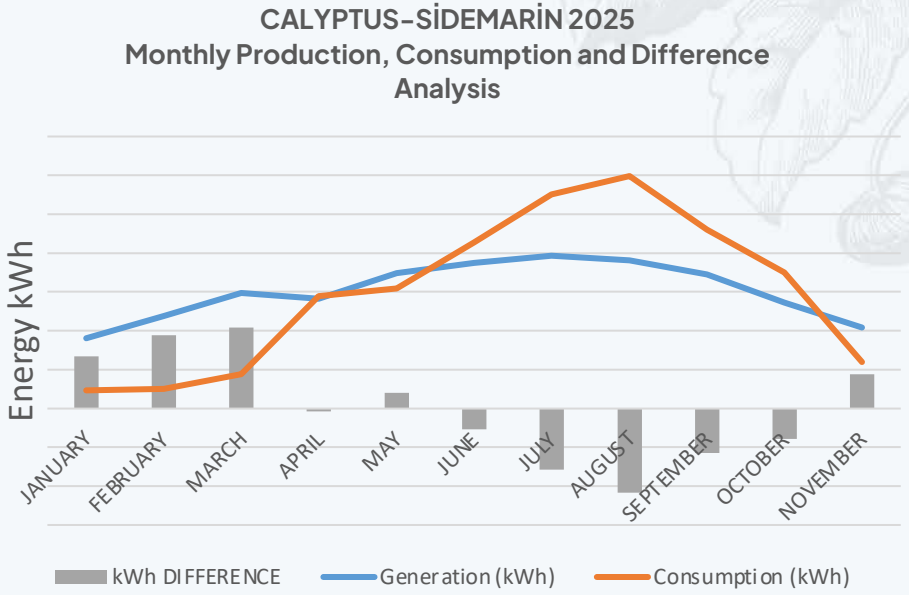
SIDEMARIN – CALYPTUS OTEL

When the data for 2025 is examined, it is seen that SPP production was above consumption in January, February, March, May and November, while production and consumption were very close to each other in April. In the June-October period, consumption exceeded production, and this difference became more evident in July and August, especially in the summer season, due to the increasing need for occupancy and air conditioning.

In 2025, approximately 100.9% of the electricity needs of our Calyptus and Sidemarin hotels were met by SPP. This rate shows that renewable energy production has reached a level that can meet total consumption and that our facilities exhibit a very strong performance in energy management.

Contributions of SPP systems:

- Almost all of the electricity needs were met by renewable energy.
- The need for energy drawn from the grid has been significantly reduced.
- A strong contribution has been made to reducing carbon emissions.



Our development goals:

- Sustainable optimization of SPP capacity
- Strengthening energy efficiency practices in summer
- Improving energy management systems
- Increasing system flexibility with hybrid solutions

2,020 tonnes of CO_2 per year oscillation has been prevented.

LONG-TERM OPPORTUNITIES OF OUR SPP (SOLAR ENERGY SYSTEM) INVESTMENTS

- ✓ Our SPP investments made significant contributions to reducing energy costs, supporting energy supply security, and reducing our environmental impacts in 2025.
- ✓ The ratio of electricity generated by solar energy in our facilities to total consumption has reached 96.4% in Sidera, 85.2% in Arycanda-Leodicea and 100.9% in Calyptus-Sidemarin. These results demonstrate that the use of renewable energy strengthens operational efficiency and directly contributes to reducing Scope 2 emissions.
- ✓ At the same time, the introduction of excess energy into the grid during certain periods supports the potential to create additional economic benefits.
- ✓ In 2025, around 4,020 tons of CO_2 emissions were prevented. This contribution constitutes an important gain in terms of reducing our carbon footprint and strengthening our low-carbon business structure. These benefits of our SPP investments are; It is of strategic importance in terms of strengthening our sustainable tourism approach and supporting a more efficient, resilient and less environmentally effective operational structure in the long term.

4.7 NATURE CONSERVATION AND BIODIVERSITY

By adopting an understanding of environmental sustainability, our facility continues its activities in a way that respects the natural environment and is ecosystem-friendly. Preserving biodiversity is one of our primary goals, not only in terms of environmental sustainability but also in terms of the continuity of natural habitats.

Our Ecosystem Approach

Various studies are carried out to protect the local flora and fauna species in the regions where we operate, to protect the habitats of threatened creatures and to contribute to the sustainability of the ecological balance. In this direction:

Site planning is made by taking into account local and regional biodiversity inventories.

Landscaping, area planning and lighting systems are designed in an environmentally friendly way to prevent damage to natural habitats.

In order to protect endemic species and support rare species, natural vegetation is preserved and landscaping works are carried out with native plants.

By avoiding the use of chemicals, biological and natural methods are preferred in the fight against pests.

Ecological habitats have been established for creatures such as beneficial insects and birds.

Local Flora Promotion and Information

In order to raise awareness about biodiversity for our guests, QR codes are used throughout the hotel to promote local plants. These QR codes provide guests with detailed information about the characteristics of plants, their role in the ecosystem, and their conservation priorities. Thus, guests have a holiday experience in harmony with nature while also contributing to environmental sustainability.

Compliance with Sustainability Standards

All activities related to nature conservation and biodiversity are carried out in accordance with GRI (Global Reporting Initiative) and ISO 14001 environmental management standards. In these processes, environmental impacts are monitored, reported, and improvements are made continuously. In accordance with GRI standards, our biodiversity-related activities are combined with emission monitoring and water use reporting processes.

Staff and Guest Awareness

In order to raise awareness about biodiversity, trainings and information are organized for all our employees and guests in our facility. In addition, with nature-friendly guidance and directions, guests are provided with the opportunity to explore the surroundings without harming the natural areas. In order to contribute to the conservation of biodiversity in the surrounding area, guidance support is also provided to local bird observatories.

Trainings for Employees

In line with our sustainability approach, various training programs have been organized throughout the year to increase our employees' environmental awareness and develop a more conscious attitude towards nature. The training titles provided in this context are as follows:

- ✓ Green Key Program Training
- ✓ Zero Waste and Waste Management Training
- ✓ Blue Flag Criteria Training
- ✓ Climate Change and Its Impacts Education
- ✓ Energy and Water Conservation Awareness Training
- ✓ Natural Resources Conservation and Biodiversity Education
- ✓ Environmental Emergency and Recycling Practices Training

Collaborations and Projects

Nature conservation projects are supported in cooperation with local environmental organizations, municipalities and non-governmental organizations.

In addition, coordinated projects are carried out with national parks, protected areas and habitat studies.

Our goals;

- ✓ Increasing support projects for the conservation of native species
- ✓ Development and monitoring of species monitoring projects
- ✓ Supporting sustainable tourism through local nature guide practices
- ✓ Initiation of new projects at least 5% each year to monitor and report biodiversity.

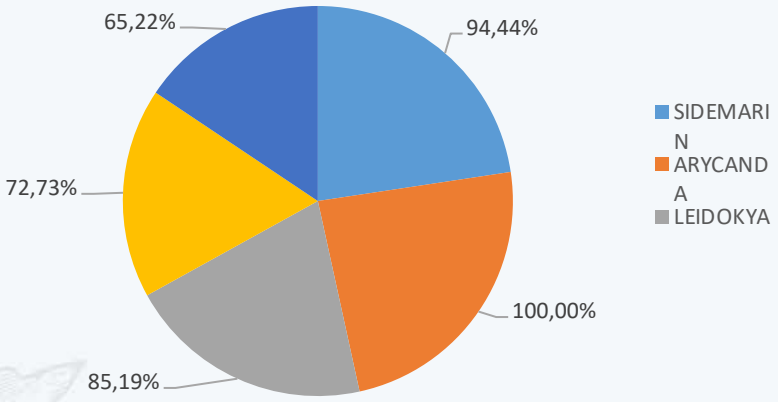
4.8 PARTICIPATORY MEASUREMENT OF SUSTAINABILITY EXPERIENCE

Employee Feedback:
In order to increase the effectiveness of our sustainability practices and ensure continuous improvement, we receive regular feedback from both our employees and guests.
With QR codes implemented in all our hotels in 2025, feedback is received from our employees on sustainability practices.
These survey results are analyzed monthly and referenced in our improvement plans.

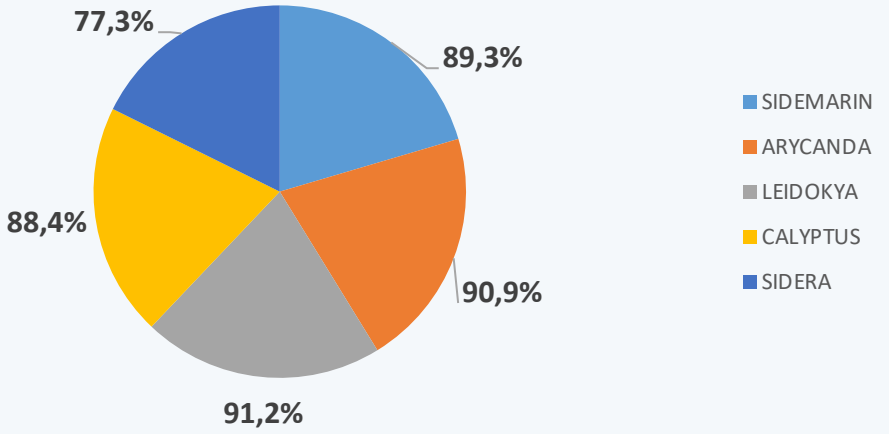
Guest Feedback:
Guest feedback is collected through sustainability-focused questions integrated into hotel satisfaction surveys. These evaluations contribute to measuring our sustainability awareness and better understanding guest expectations from a sustainability perspective. The collected data is periodically reported through measurable indicators and used to shape our strategic sustainability goals.

For 2025, it is aimed to reach 80% in the guest response rate that evaluates our "Sustainability Performance as Very Good" in all our hotels. At the end of the year, this target was exceeded and the rate was 87%. This result shows that our sustainability practices are perceived positively by our guests and that our work in this area is effective. Our goal for 2026 is to increase this rate to 90%.

Employee Sustainability Survey Rate- 2025



'VERY GOOD' RESPONSE RATE-2025



5. SOCIAL PERFORMANCE

5.1 RESPECT FOR HUMAN RIGHTS AND OUR ETHICAL RESPONSIBILITIES

As Kirman Premium, we continued to consider providing a work environment based on high standards for the health, safety, and well-being of our employees among our primary responsibilities in 2025.

Our occupational health and safety practices have been carried out systematically in all our facilities in line with national legislation and international standards. Regular risk assessments, hazard analyses, preventive activities, occupational health and safety trainings and emergency drills were carried out throughout the year. health checks and periodic examinations were implemented in a planned manner for new recruits. Area-based occupational health and safety controls, ergonomic risk assessments and psychosocial risk analyses were carried out; technical improvements have been implemented in the areas where they are needed. Inspection processes were intensified, especially during seasonal employment periods, and employee safety was supported uninterruptedly.

Legal compliance has been observed regarding working hours, shift patterns, rest and leave rights; Overtime practices were monitored to maintain balanced working conditions. Taking into account the effects of climate change on occupational health and safety, protective measures and shift flexibilities continued to be implemented for outdoor workers against hot weather conditions. These practices aim to prevent occupational accidents, strengthen a healthy and efficient work culture, and continuously improve employee well-being.

The data is based on consolidated results for the 5 hotels within Kirman Premium;

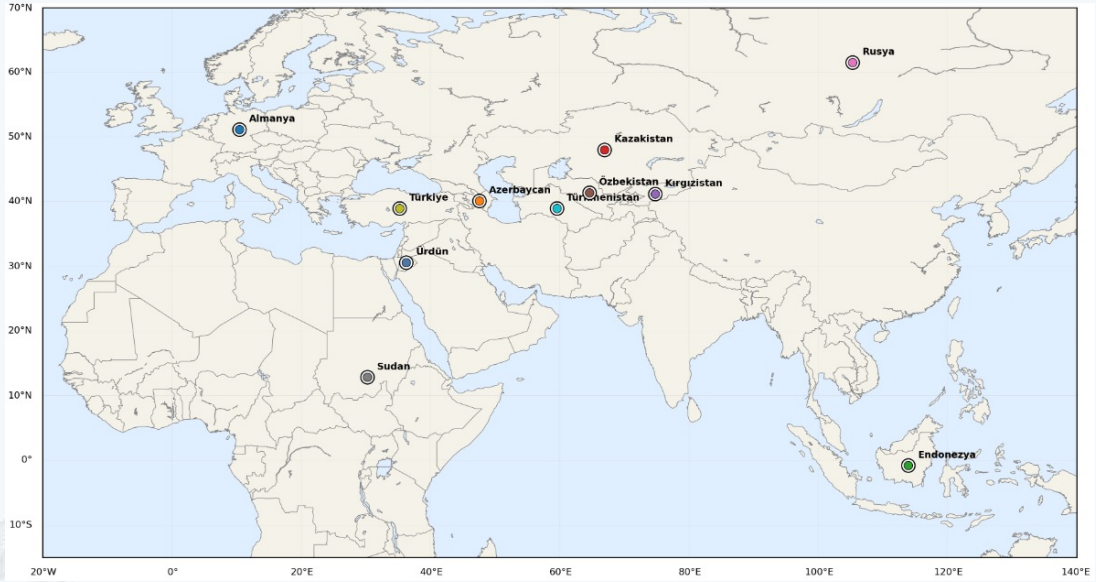
** As Kirman Premium, we consider the health, safety, psychological well-being and protection of fundamental human rights of our employees among our primary values. We maintain occupational health and safety practices, ethical working conditions and psychological support services in all our facilities in accordance with national legislation and international standards.

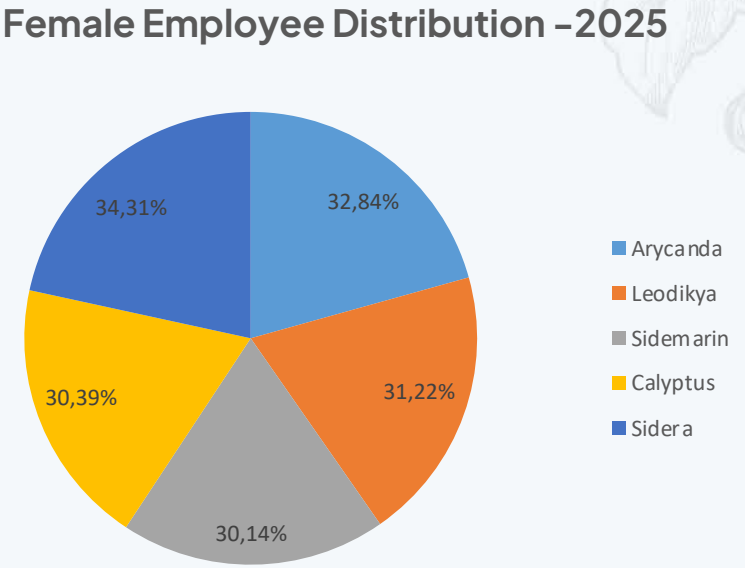
Field of Activaity	2025 Value (Group Average)	2026 Target (Group Average)
Occupational Accident Rate (OIR)	2,1 / 200.000 hours	%10 azalma (2,16 / 200.000 saat)
OHS Training Hours (Per Person/Year)	8 hours	8 saatlik yasal eğitim süresinin korunması
Proportion of Employees Who Underwent Ergonomic Risk Assessment (%)	%81	%85
Proportion of Employees Screened (%)	%100	%100
Measures Taken Against Climate-Related Events (outdoor workers)	Full application at all sites	Tüm tesislerde tam uygulama
Proportion of Employees Providing Psychological Support (%)	Provision of 100% psychological support and employment of psychologists in all facilities	Continuity of providing 100% psychological support
Proportion of Employees with Special Needs (%) (Compliance with legal regulations)	%1,0 (100% of legal compliance)	1.0% (100% of legal compliance)
Fair Compensation Compliance Rate	100% (co-pricing)	100% (co-pricing)
Compliance with Legal Regulations	%100	%100

5.2 DIVERSITY AND INCLUSION

At Kirman Premium, we care about creating a work environment where every employee has equal opportunities and where differences are valued. We adopt the principle of providing an inclusive, respectful and fair work environment to all our employees, regardless of age, gender, cultural background or physical disability.

We develop various practices to increase women's employment, support the participation of people with disabilities in the workforce and provide a culturally respectful environment for our employees from different nationalities.





5.3 CODE OF ETHICS *and* COMPLIANCE POLICIES

As Kirman Premium, in all our activities; We are based on the principles of honesty, equality, respect for human rights, transparency and accountability. Our Code of Ethics, which we have created in line with these values, is a reference not only for our employees but also for our suppliers, business partners and all our stakeholders.

All our employees are informed about ethical rules and compliance policies within the scope of orientation training during the onboarding process. The training ensures that employees gain the necessary awareness to create a working environment that is compatible with ethical standards and corporate values. It is clearly stated how employees will act when faced with ethical dilemmas, who they will consult, and what means of reporting they can use.

Our code of ethics; It is based on the following basic principles:

- ✓ All employees carry out their duties within the framework of honesty, impartiality and professionalism.
- ✓ It is essential to avoid any kind of conflict of interest.
- ✓ Nepotism and unethical behavior are not tolerated at all.
- ✓ Respect for human rights, equality and non-discrimination are among our basic principles.
- ✓ Environmental awareness and social responsibility are part of our business ethics.

Within the scope of our Compliance Policy, our employees are offered ways of consultation and notification (such as ethics notification, open door principle, right to apply directly to senior management); it's backed by privacy-preserving and anti-retaliation systems.

- ✓ Our corporate compliance policy aims to guarantee full compliance with national legislation and international regulations (e.g.: ILO conventions, UN Global Compact):
- ✓ Legal compliance is regularly assessed through internal and external audits.
- ✓ A confidential and non-retaliatory reporting mechanism is carried out against unethical behavior
- ✓ The Human Resources Department undertakes the task of informing and guiding employees by coordinating ethics and compliance processes.

Education, Awareness and Continuity

Ethical rules and compliance principles are conveyed to all employees during the orientation process, updated and reminded at least once a year.

Ethics Hotline (Entry into force: 2025)

As of 2025, the "Ethics Reporting Line", where employees can safely report unethical practices and consult on ethical issues, will be operational in all our hotels.

This mechanism is:

- ✓ Protects the identity confidentiality of the notifiers,
- ✓ Protects against retaliation,
- ✓ It makes the resolution process of ethical violations transparent and traceable.

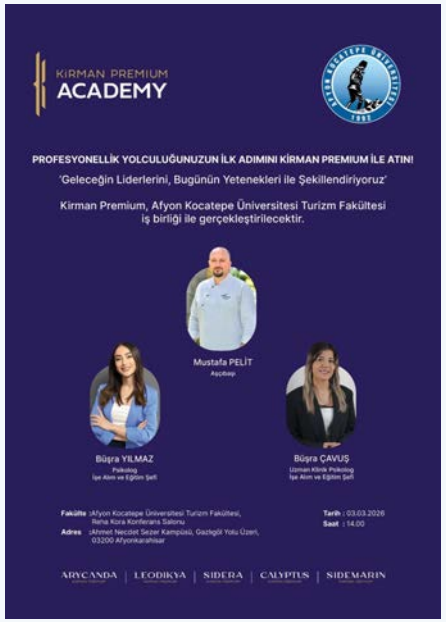
5.4 TRAINING, DEVELOPMENT *and* CAREER PLANNING

At Kirman Premium, we consider supporting the continuous development of our employees as one of the fundamental elements of sustainable success. In this direction, under the umbrella of "Kirman Academy", we offer professional, technical and personal development trainings that contribute to sectoral development. We constantly review our processes with training needs analyses and performance evaluations and provide individual development opportunities to our employees. These training programs not only enhance the competencies of our employees but also contribute to the training of leaders with a high awareness of environmental and social responsibility who can produce solutions to industry challenges.

While supporting the career development processes of our employees, we also aim to contribute to bringing qualified human resources to the sector. By participating in the career days events we organize every year, we come together with university students and promote our sustainability goals in the sector. At these events, we highlight development opportunities to reduce environmental impacts and guide young talents on how to follow a sustainable path in their careers. In addition, we carry out promotional activities in different countries within the scope of foreign personnel recruitment and bring a global perspective to the sector through intercultural cooperation.

By developing a sustainable workforce strategy, we aim to increase not only the careers of our employees but also their awareness of environmental and social responsibility. The trainings and career days events offered through Kirman Academy are an important part of our strategy to train the leaders of the future. We aim to make a sustainable difference in the sector with a team structure that learns, develops and prepares for the future.

CAREER DAYS


KIRMAN PREMIUM
ACADEMY
PROFESYONELLİK YOLCULUĞUNUZUN İLK ADIMINI KİRMAN PREMIUM İLE ATIN!
'Geleceğin Liderlerini, Bugünün Yetenekleri ile Şekillendiriyoruz'
Kirman Premium, Afyon Kocatepe Üniversitesi Turizm Fakültesi
iş birliği ile gerçekleştirilecektir.
Mustafa PELİT
Büşra YILMAZ
Büşra ÇAVUŞ
ARYCANDA | LEODIKYA | SIDERA | CALYPTUS | SIDEMARIN

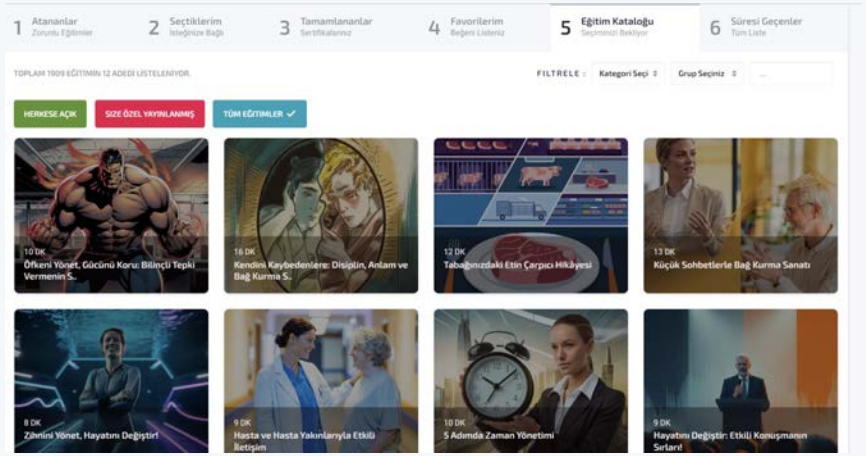

KIRMAN PREMIUM
ACADEMY
PROFESYONELLİK YOLCULUĞUNUZUN İLK ADIMINI KİRMAN PREMIUM İLE ATIN!
'Geleceğin Liderlerini, Bugünün Yetenekleri ile Şekillendiriyoruz'
Kirman Premium, Bitlis Eren Üniversitesi Kanık Uygulamalı
Bilimler Yüksekokulu iş birliği ile gerçekleştirilecektir.
Memet Nuri ÖZSOY
Öğr. Gör. Osman KESKİN
Emin POLAT
Kübra Uysal ŞİMŞEK
ARYCANDA | LEODIKYA | SIDERA | CALYPTUS | SIDEMARIN

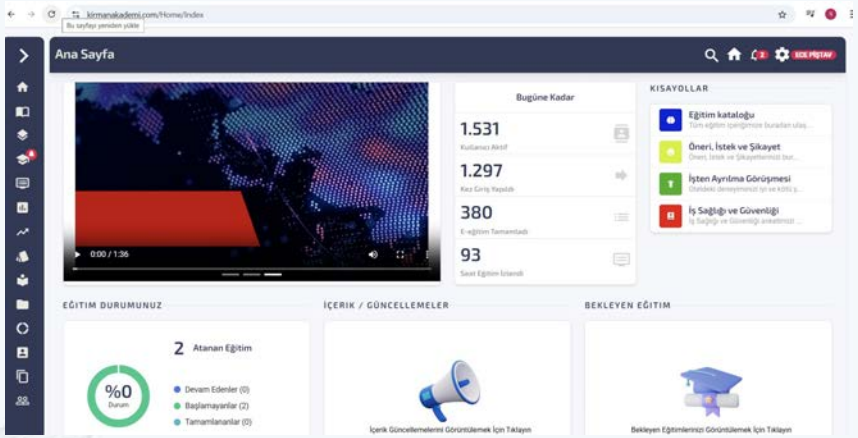

KIRMAN PREMIUM
ACADEMY
PROFESYONELLİK
YOLCULUĞUNUZUN İLK ADIMINI
KİRMAN PREMIUM İLE ATIN!
Geleceğin Liderlerini, Bugünün Yetenekleri ile Şekillendiriyoruz.
Kirman Akademi ile Hayallerini Kariyere Dönüştür.
Kirman Premium
Kariyer & Yetenek
Yönetimi Programı
• Eğitim Desteği
• Staj ve Kariyer Planlama
• Burs imkanı
• K-Star & KİA Sistemi
• Kirman Akademi Sertifikası
• Premium Otelcilik Deneyimi
Toplantı: 17.02.2026
Saat: 18:00
Kirmanpremium.com
+90 533 252 40 46
careers@kirmanpremium.com
ARYCANDA | LEODIKYA | SIDERA | CALYPTUS | SIDEMARIN


KIRMAN PREMIUM
ACADEMY
PROFESYONELLİK YOLCULUĞUNUZUN İLK ADIMINI KİRMAN PREMIUM İLE ATIN!
'Geleceğin Liderlerini, Bugünün Yetenekleri ile Şekillendiriyoruz'
Kirman Premium, Mersin Üniversitesi Turizm Fakültesi
iş birliği ile gerçekleştirilecektir.
Erdem TOKGÖZ
Uzm. Pdr. Ayyüce SENEM
Psk. Sueda YÜREKLİ
ARYCANDA | LEODIKYA | SIDERA | CALYPTUS | SIDEMARIN


KIRMAN PREMIUM
ACADEMY
PROFESYONELLİK YOLCULUĞUNUZUN İLK ADIMINI KİRMAN PREMIUM İLE ATIN!
'Geleceğin Liderlerini, Bugünün Yetenekleri ile Şekillendiriyoruz'
Kirman Premium, Çanakkale Onsekiz Mart Üniversitesi
iş birliği ile gerçekleştirilecektir.
Memet Nuri ÖZSOY
Büşra ÇAVUŞ
Lütfi ÇİÇEK
ARYCANDA | LEODIKYA | SIDERA | CALYPTUS | SIDEMARIN

EMPLOYEE DEVELOPMENT *and* FOLLOW-UP PROCESSES WITH KİRMAN ACADEMY





In order to support the continuous development of our employees and increase corporate knowledge, we systematically carry out training, surveys and feedback processes within the scope of the Kirman Academy Program.

Through this platform;

- ✓ Training plans are made on the basis of personnel,
- ✓ Participation and success status is monitored,
- ✓ Awareness-raising surveys are implemented,
- ✓ Exit interviews are held with the resigned personnel and areas of improvement are analyzed.
- ✓ Thanks to Kirman Academy, the development journeys of our employees are monitored with a holistic approach and structured in a way that contributes to corporate sustainability.

5.5 SOCIAL CONTRIBUTION AND SOCIAL RESPONSIBILITY PROJECTS

At Kirman Premium, we embrace social responsibility as a fundamental principle to achieve our sustainability goals. We carry out a wide range of social responsibility projects, from reducing our environmental impacts to supporting social development.

These projects are; It is designed to strengthen local communities, ensure environmental sustainability and support social equality, and is regularly reported in line with GRI and TCFD criteria.

These contributions are not limited to reducing environmental impacts but also serve the goals of social welfare, cultural heritage conservation, and social justice. In line with the principle of continuous improvement, we continue our efforts with determination to leave a fairer and more sustainable world to future generations.

Nu.	Social Responsibility Contribution Areas
1	Sustaining Natural Life
2	Local Food Security and Nutrition Support
3	Supporting Equal Opportunities in Education
4	Supporting Education and Training Institutions
5	Local Governance and Cooperation with Public Institutions
6	Support for Community Health
7	Sustainable Production and Supply Chain
8	Climate Action and Reforestation Efforts
9	Disaster Relief and Social Solidarity
10	Local Education Support
11	Preservation and Promotion of Cultural Heritage
12	Corporate Social Responsibility Practices
13	Protecting the Environment and Ecosystems
14	Employee Welfare and Social Rights
15	Supporting Sports and Athletes

UNICEF Piggy Bank

Our hotels have UNICEF donation banks to allow our guests to donate to the education and welfare of children with voluntary contributions. These piggy banks collect donations made with social responsibility awareness and help children live a better life.

Blue Cap Collection Campaign

In our hotels, a blue cap collection campaign is carried out to raise awareness of sustainability and contribute to social responsibility projects. The collected blue caps are donated to individuals in need of wheelchairs. This practice increases environmental awareness while also contributing to social solidarity.

5.6 PRESERVING AND SUPPORTING CULTURAL HERITAGE

While carrying out its activities in a sustainable manner, our facility respects the local cultural heritage and develops various practices to contribute to its preservation. The preservation of cultural heritage is of great importance not only for environmental sustainability but also for social sustainability. In this context, it is our priority to keep cultural values alive and promote them in cooperation with the local people and to support sustainable tourism activities. The preservation of cultural heritage also contributes to the development of tourism infrastructures that are resilient to the effects of climate change.

Supporting Local Culture

Various efforts are being made to preserve and promote local traditions and crafts. Our guests are offered experiences related to local handmade products and traditional arts, as well as support for regional festivals and cultural events. Such activities contribute to keeping the local culture alive and offer our guests the opportunity to promote cultural diversity.

Preservation of Historical and Cultural Assets

The preservation of historical and cultural assets in our region not only preserves the heritage of the past, but also allows guests to understand the local history. In this context, in cooperation with local authorities, factors that threaten cultural heritage are combated and various measures are taken to protect historical sites. We raise awareness by informing our guests about the rules to be considered in historical and cultural places, and we ensure that they approach these areas respectfully. Such projects are also integrated with sustainable infrastructure works aimed at minimizing climate change risks in the region.

Education and Awareness

Through the training and information programs we organize for our employees and guests, awareness is raised about the protection and importance of cultural heritage. In addition, our guests are ensured to approach cultural sites respectfully through nature-friendly guidance and directions.

Cultural Projects and Collaborations

For the preservation of cultural heritage, we aim to collaborate with local environmental organizations, municipalities, and non-governmental organizations. These collaborations enable the development of joint projects for the preservation of cultural values and coordinated work with the local people. In addition, we continue to contribute to various projects related to national parks and protected areas in the region.

Sustainable Cultural Tourism

In order to promote the preservation of cultural heritage, our guests are provided with opportunities to experience the local culture. Cultural events include traditional music, dance performances, and local gastronomy to promote cultural heritage. In addition, our guests are informed about the historical and cultural background of the region through guided tours.

6. SUPPLY CHAIN SUSTAINABILITY

Supply chain sustainability is of great importance in terms of minimizing environmental impacts, strengthening collaborations with suppliers and fulfilling social responsibilities.

At Kirman Premium, we adopt sustainability principles at every stage of the supply chain and regularly monitor these processes.

At Kirman Premium, we evaluate our suppliers not only based on cost and quality criteria but also on environmental, social, and ethical perspectives.

When determining sustainability criteria, we expect not only our hotel group but also all our suppliers to act in accordance with these principles. This includes supporting the local economy, using natural resources efficiently, and protecting employee rights.

Collaboration with Suppliers
Establishing collaborative, long-term relationships and strategic approaches that support development together with suppliers

Digitalization and Innovative Solutions
Adoption of digital tools and innovative approaches for efficiency, traceability and sustainability in supply chain processes

Sustainable Product and Service Procurement
Preferring products and services that have undergone sustainable production processes and have reduced environmental impacts

Social and Ethical Responsibilities
Commitment to basic ethical principles such as respect for human rights, fair working conditions, prevention of child labor and anti-discrimination

Supplier Evaluation and Monitoring
Regular monitoring of suppliers' environmental and social performance and implementation of risk-based assessment processes

Sustainable Supplier Selection Criteria
Prioritise suppliers with strong environmental, social and governance (ESG) performance

Continuous Monitoring and Feedback Processes
Maintaining performance monitoring and mutual feedback mechanisms to ensure transparency in the supply chain

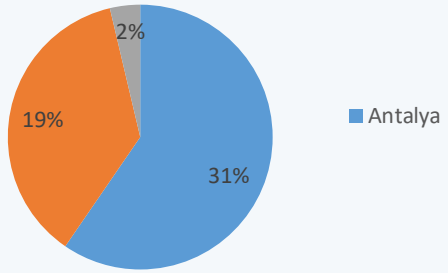
6.1 SUPPLIER RELATIONS AND COLLABORATION;

As Kirman Premium, we establish trust-based, long-term collaborations with our suppliers. In this process, we care about practices that benefit the environment and society, and we act together on issues such as reducing carbon footprint, waste management and water conservation.

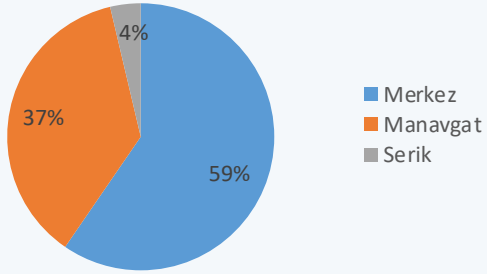
We inform our suppliers about sustainability and raise awareness to improve their environmental and social impacts.

In order to support local development, we work with producers in the region, especially in food supply, and contribute to the local economy while offering fresh and natural products to our guests.
This approach is part of our strategy to combat climate change and our goal of reducing supply chain risks.

Local Supplier Distribution – 2025



Antalya Supplier Distribution – 2025



****It shows the regional distribution of our supplier portfolio and reflects the priority given to local suppliers.**

6.2 SOCIAL *and* ETHICAL RESPONSIBILITIES;

As Kirman Premium, we expect our suppliers to fully comply with human rights, safe and fair working conditions and the principle of equality.
In this direction; We have clear policies on preventing child labor, eliminating discrimination and protecting workers' rights.
We clearly demonstrate our principle of social compliance in all business relationships with our suppliers and aim to adopt this approach throughout our supply chain. We believe that a business environment based on ethical values, human rights, and equality principles is in harmony with our sustainability goals. In particular, the principle of not employing child labor is one of the main criteria of our supplier selection processes.

Application **Area**	Description
Principle **of Social Cohesion**	To all suppliers; Our stance against child labor, our expectations regarding the promotion of fair working conditions and compliance with the principles of equality are clearly communicated.
Audit **and Monitoring Process**	In line with the annual plan, field audits are carried out for social compliance criteria.
Breach **Risk Assessment**	High-risk suppliers are identified and improvement plans are created when necessary.
Prevention **of Child Labour**	In the selection of suppliers, full compliance with the principle of no child labor is sought.
Education **and Awareness**	Suppliers are informed about human rights, occupational health and safety and ethics.

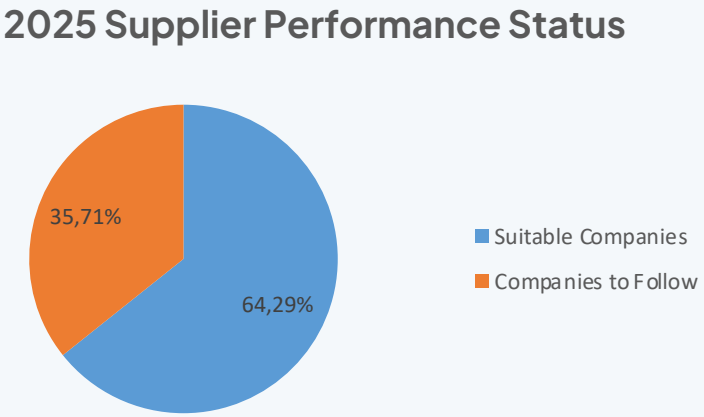
6.3 SUPPLIER EVALUATION *and* SUSTAINABLE SUPPLIER SELECTION

Our suppliers are regularly evaluated in line with environmental, social, ethical and operational criteria and their performance is monitored annually. This process aims to increase compliance with sustainability principles, maintain quality standards in the supply chain, and identify risks at an early stage.

According to the results of the 2025 supplier performance evaluation, 64.29% of our suppliers were classified as eligible suppliers and 35.71% as monitored suppliers. This distribution shows that the majority of our supplier portfolio meets the established evaluation criteria.

The sustainable supplier assessment approach, which was launched in 2024, was continued in 2025; While the continuity of cooperation with suppliers with strong performance was supported, monitoring and improvement processes were implemented for suppliers that were open to development. For suppliers considered risky, necessary action plans were created to evaluate alternatives and closely monitor the process. In this direction, it is aimed to strengthen our sustainable supply chain structure and to promote higher standards in supplier selection processes.

Criteria Title	Application Description
Environmental Management	Environmental management systems such as ISO 14001 and energy management systems such as ISO 50001 are preferred.
Social Responsibility	They are expected to have social responsibility standards such as ISO 26000.
Ethical Principles and Labor Rights	Ethical rules such as prohibition of child labor, equality, and safe working conditions are sought.
Sustainability Reporting	Compliance with international reporting standards such as GRI and TCFD is considered.
Performance Monitoring	Suppliers are evaluated in line with these criteria every year.
Encouragement and Improvement	Incentives are provided to those who are successful; plan is applied for underperformers.



6.4 SUSTAINABLE PRODUCTS *and* SERVICES

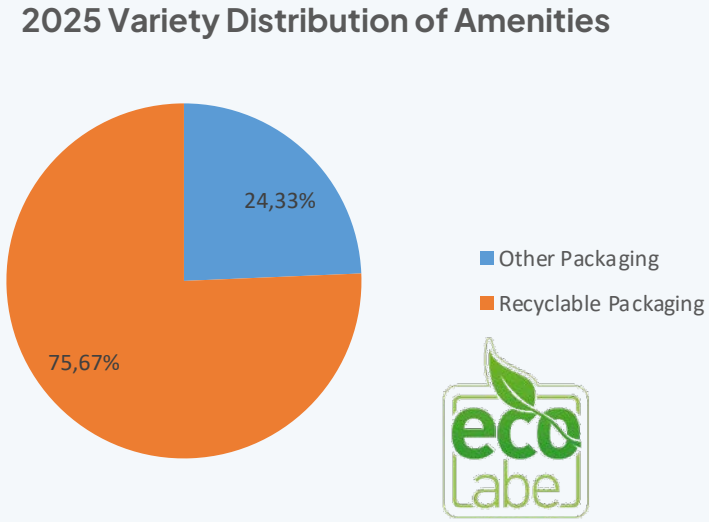
In our supply chain, we prefer environmentally friendly products obtained from natural sources. In this context:

- ✓ Energy-Efficient Technologies:Energy efficient technologies and products are preferred in the materials supplied to different departments of our hotel. In this way, we aim to reduce our energy consumption and carbon footprint.
- ✓ Organic, Recycled, and Recyclable Products:We aim to reduce environmental impacts by using organic products in food supply. At the same time, as Kirman Premium, we prefer EU Ecolabel certified (logo) products in the shower products we offer to our guests. This label certifies that the products are produced with ingredients that are sensitive to the environment and human health and comply with sustainability criteria.

Boutique Material Consumption and Environmental Packaging Transformation

The amenities used in our facilities constitute an important item in terms of both guest satisfaction and hygiene standards. However, in order to reduce the environmental impact of these products, we have turned to more sustainable practices in recent years.

In line with our sustainability vision, eco-friendly kraft material has been preferred for boucle product packaging in all our hotels in 2025. The number of kraft packaged amenities used within the scope of this application corresponds to approximately **75.67%** of the total consumption in 2025.



6.5 CONTINUOUS MONITORING *and* FEEDBACK PROCESSES

We regularly monitor and report supplier performance every year. This reporting process comprehensively evaluates the performance of our suppliers in the following areas. Our suppliers are provided with the necessary feedback to achieve our sustainability goals and joint strategies are determined to improve this process.

Criteria	Description
Supplier **Performance Monitoring**	The performance of suppliers in terms of environmental impact, social responsibility and ethical standards is regularly monitored and reported every year.
Social **and Ethical Compliance**	Suppliers' compliance with social responsibility and ethical standards is regularly reviewed.
Environmental **Impact**	Environmental impacts are monitored, and feedback is provided to suppliers to achieve sustainability goals.
Feedback **and Strategies**	Suppliers are provided with the necessary feedback to achieve our sustainability goals and joint strategies are determined.

6.6 SUPPLY CHAIN IMPROVEMENT GOALS

At Kirman Premium, we continue to integrate our sustainability strategies into every stage of our supply chain. Every year, we set concrete and measurable goals to make our supply chain more sustainable. These goals are comprehensively designed to reduce environmental impact and strengthen our social responsibilities.
These goals include reducing carbon emissions, saving water, minimizing waste, and improving ethical working conditions in our supply chain. Additionally, by strengthening our collaborations with our suppliers, we support their sustainability practices and produce joint solutions in these processes.
By tracking these targets every year, we improve our environmental and social performance in the supply chain and continue to progress towards sustainability.

Objectives	Description
Reducing Carbon Emissions	Sustainable energy sources and efficient logistics solutions are used to reduce carbon emissions in the supply chain.
Saving Water	Technological solutions are implemented to optimize water usage and improve wastewater management.
Reducing Waste	Sustainable products and solutions are preferred to minimize waste production and increase recycling.
Improving Ethical Working Conditions	Audits are conducted with suppliers to ensure an environment that respects fair working conditions and human rights.

AWARDS *and* CERTIFICATIONS