

# VAKKO | HOTEL & RESIDENCE



## SUSTAINABILITY REPORT 2026

SMALL  
LUXURY  
HOTELS  
OF THE WORLD™

**“We are aware of our responsibilities in sustainable tourism and development.**

**We are working for leaving a better world for future generations. Our corporate culture, values and ethical principles guide us in fulfilling these responsibilities.”**

As Vakko Hotel & Residence, it is of special importance for us to provide information about our sustainability activities in a transparent and effective manner. In this line, the sustainability reports that we aim to publish annually will be an important instrument that we will benefit in order to be a transparent and accountable organisation.

In this report, we intend to openly share our decisions and practices towards ensuring the sustainability of our business. The information in this report reflects our performance in 2025 and our targets for 2026. We consider this report, which we plan to prepare regularly, as an important communication instrument with which we will share the steps we will take to manage our impacts in the future.

## **The Sustainability Report for 2026 includes;**

- The evaluation of the environmental, social and economic performance of our hotel,
- The targets set in order to increase this performance,
- The strategy and process to be followed to achieve these goals,
- The possible risks that may be encountered,
- The solution suggestions for risks,
- The measured performance results.

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## OUR MESSAGE ON SUSTAINABILITY

Esteemed Guests, Business Partners and Employees; as Vakko Hotel & Residence, we continue to serve with high guest satisfaction, brand awareness and quality understanding from past to present.

Today, we are experiencing a period in which many new expectations and needs arise in the tourism sector around the world, from the environmental matters to business and social life. This process demonstrates the importance of responsible and sustainable tourism, which we, as Vakko Hotel & Residence, attach special importance and our corporate values also point out.

We focus on the effective management of sustainability risks and provision of sustainable growth with long-term strategies, and therefore, aiming to increase our success day by day.

## CORPORATE PROFILE

“Her ülkenin övünç  
duyduğu markaları vardır...”

“*Every country has brands  
that they are proud of...*”

## AN EXCLUSIVE TOUCH OF VAKKO TO CITY LIFE

Vakko, the most established fashion house and lifestyle brand of Turkey, following fashion and gastronomy, now brings a new approach to the accommodation experience with Vakko Hotel & Residence it has been designing for a long time. Opening the doors of a brand new Vakko World, Vakko Hotel & Residence brings together its privileged services under one roof in Nişantaşı, the fashion centre of İstanbul.

Vakko Hotel & Residence combines the dynamic atmosphere of Nişantaşı with its beyond-the-time Vakko vision, with its location that takes the pulse of the city, modern architecture and stylish design. A well as its residence apartments, every detail of which has been carefully considered, Vakko L'Atelier flavours that leave a mark on the palate, and a personalised Vakko store experience, with its concierge, butler service, fitness centre and Spa therapies, Vakko Hotel & Residence is a brand new and special destination for those who want to enjoy İstanbul.

For a more personal touch, as part of its unique hospitality approach, Vakko Hotel & Residence Butler team is available to assist all guests with pre-arrival requests, pick-up preparations, suitcase unpacking and collection, wake-up services, laundry services, turndown services, shopping delivery, special tips about the city and travel planning at no additional cost. Everything at Vakko Hotel & Residence has been thought of individually to make your stay personal and very special.

We have adopted it as an objective to prioritise our sustainability goals at all stages of our accommodation services. In this personal and special journey, as a part of our unique hospitality approach, we aim to realise our sustainability goals while providing you with the Vakko experience.

## MISSION OF VISION OF THE HUMAN RESOURCES

The human resources vision of Vakko Holding is to be an exemplary corporation in which a world-class human resources management approach is adopted in its sector and where everyone wants to work and is proud to work for.

The human resources mission of Vakko Holding is to provide a Human Resources perspective with a working environment that will enable our employees to have common values, work with high efficiency and create added value by keeping their loyalty at the highest level.

## TRAINING AND DEVELOPMENT

Vakko Holding allows employees to develop and progress together with Vakko by providing training programs for professional development and business excellence in line with its goals and principles. Vakko Holding creates well-educated, motivated human resources with the philosophy of "Our biggest capital is our employees".

## POLICY OF QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY

- Ensuring customer satisfaction by offering high quality and privileged products to our customers with an understanding of superior service.
- Being innovative and pioneer in the sector by constantly following the innovations.
- Ensuring the sensitivity of our employees to the environment, occupational health and safety and quality by increasing their level of awareness.
- Being result-oriented by using resources in a planned and effective manner.
- Complying with legal requirements by preventing occupational safety risks, accidents and environmental pollution.
- Monitoring and continuously improving the effectiveness of the system by complying with the requirements of Integrated Management Systems.

## CERTIFICATES

By Vakko Group companies; In order to contribute to the preservation of the environment, efficient use of natural resources, and leaving a habitable environment for future generations, we obtained the "ISO 14001 Environmental Management System" certificate and the 9001 Quality Management System in 2015. We received the ISO 45001 Occupational Health and Safety Management System certificate in 2018, and the ISO 27001 International Information Security Management certificate in 2022.

We provide Occupational Safety and Health (OSH) service to contribute to our efforts to create a safe working environment for our employees.

Within the framework of safe tourism, emphasizing our commitment to the environment and humanity, we have acquired the Safe Tourism Certificate and Sustainability Certificates in 2023, demonstrating our social responsibility.

We successfully renewed our sustainability certification following an audit of the 2025 report, demonstrating our ongoing commitment.

Additionally, our employees hold certificates related to occupational safety and health (OSH).

As of 2023, our establishment also holds Tourism Operation Certificate and TAPDK (The Tobacco and Alcohol Market Regulatory) documents.

## OUR BUSINESS PRINCIPLES

Vakko Hotel & Residence adopts a business policy that respects natural life and human rights, and supports its employees and suppliers.

## CORPORATE RESPONSIBILITY

While carrying out its activities, Vakko Hotel & Residence carries out activities to maintain positive relations between the surrounding society, organisations, natural habitats and the corporation, to make its social and economic effects as positive and beneficial for the environment and the people of the region as possible, and to reduce and eliminate its negative effects.

## OUR CORPORATE RESPONSIBILITIES;

### ➤ **Being Environmentally Friendly**

Carrying out activities for adding positive values in protecting the environment and cultural heritage and taking our environmental impacts under control in the territory where we operate and as possible as beyond are our priorities.

### ➤ **Sustainable Tourism**

Meeting the needs of our guests and employees by thinking about the future generations, protecting natural resources and wildlife, saving energy and water, and increasing the quality of life constitute the basis of our sustainability activities.

### ➤ **Creating Opportunities**

We create internship opportunities for tourism students to gain working experience. We support our employees with trainings and career management program. By training our employees as much as possible, we aim to raise our own employees to higher positions and grow together.

In 2025, Vakko Academy has prepared a training program for all Vakko Hotel and Residence staff as part of the Apprenticeship program on service excellence, the art of butler service, product management and environmental practices.

Graduates of the 6-month, 1-year, and 1.5-year diploma programs of the Vakko School of Hospitality VET by EHL, which opened in 2025, will have the opportunity to intern at Vakko Hotel & Residence and Vakko L'Atelier.

We aim to create internship opportunities in 2026 for other high school and university students studying in the tourism and hospitality field to gain work experience.

In 2025, Vakko School of Hospitality VET by EHL has prepared a comprehensive training program for all Vakko Hotel and Residence employees. This apprenticeship program will focus on service excellence, the art of butler service, product management, and environmental practices. Training is scheduled to commence in January 2026.

## RESPONSIBLE PURCHASING PRACTICES

As Vakko Hotel & Residence, we carry out our purchasing operation in two processes: Procurement of raw materials and procurement of other goods and services.

As part of our responsible purchasing practices, within the scope of Supplier Management, the companies from which we procure raw materials are evaluated by our purchasing and quality departments.

Our purchasing agreements include our responsible procurement principles. We collaborate with suppliers that comply with all legal regulations. We encourage our suppliers to grow and develop with us within the scope of the Integrated Quality Management System requirements that we implement. It is our priority to have 14001 Environmental Management System certificate in supplier selections and ISO 22000 Food Safety Management System certificate for our food suppliers.

We make our purchases from the regions as close as possible. Thus, we aim to reduce the environmental impacts by minimising the CO2 emissions of the delivery vehicles of supplier companies, and we support the employees from the region.

Proportioning	Number of Companys	2025 Ratio of Local to foreign firms	2025 Target	2025 Actual Ratio	2026 Target Ratio
Foreign Companies	27	3%	3%	10%	10%
National Firms	31	2%	5%	11%	11%
Local Firms	216	95%	92%	79%	79%
Total	274	100%	100%	100%	100%

Proportioning	Number of Companys	2025 Ratio	2025 Target	2025 Actual Ratio	2026 Target Ratio
Purchase of Service	191	91%	91	70%	70%
Purchase of Goods	83	9%	9	30%	30%
Total	274	100%	100	100%	100%

Proportioning	Number of Companys	2025 Ratio	2025 Target	2025 Actual Ratio	2026 Target Ratio
Quality Certified Companies	149	55%	55%	93%	90%
CE Certified Companies	12	3%	5%	7%	10%
Total	161	58%	60%	100%	100%

\*Foreign companies: covers companies headquartered abroad.

\*National firms: covers companies headquartered in Turkey.

\*Local firms: covers companies headquartered in Üsküdar.

An additional 19 companies have been added to our contracted business partners. As a result, the proportion of foreign companies stands at 10%, local companies at 11%, and domestic companies at 79%. The percentage of companies holding quality certifications was 71% in 2025; this figure has increased to 93% in 2025. For 2026, this ratio is planned to be maintained at approximately 90%. The procurement ratios for goods and services have been revised as indicated in the attached tables. Within 2026, the new goods and services procurement ratios have been revised to 90% – 10%.

## OUR GUESTS

### VAKKO HOTEL & RESIDENCE APP

Vakko Hotel & Residence App is an application that guests can download from the Apple Store before or upon arrival at the hotel, and is an experience designed to communicate the needs of guest, including the contactless check-in.

With Vakko Hotel and Residence App, our guests can get detailed information about room types, give room service orders and make gym and spa reservations during their stays, visit Vakko store website and switch to Power App, make Vakko experience reservations, view the calendar of events with their locations meticulously prepared for our guests.

Our guests can easily submit their concierge services requests, laundry requests, tour and transfer requests, restaurant reservation requests and other needs to our teams via the app.

The services offered within the body of Vakko Hotel & Residence are based on the principle of "Customer Orientation". Within the scope of continuous improvement, survey forms are used within the Vakko Hotel&Residence App in order to receive feedback from our guests about the quality of the services we provide and to meet or even exceed the expectations of the guests. We focus on managing satisfaction instead of complaints, with our practices that create innovative values.

### CUSTOMER SATISFACTION MANAGEMENT

Due to the fact that production and consumption realises simultaneously in the service sector, failures are inevitable. However, the successful recovery of service failures will be possible by being aware of the existence of complaints, establishing processes that produce fast solutions for the management of these complaints and are based on the fact of justice, informing the personnel and guests about these processes and implementing these processes effectively.

Our guests can report their complaints via Vakko Hotel&Residence App during their stay at the hotel or after leaving the hotel. All reported complaints are handled by the Guest Relations or Front Office Department.

Proportioning	Number of Comments Received	2025 Points Ratio	2026 Target of Comments	2026 Target Ratio
Booking.com	182	9,6	225	9,7
Expedia	14	9,6	20	9,7
Google	217	9,7	300	9,7
Hotel App	33	10	50	10
Total	446	9,85	520	9,8

As of the end of 2025, the total number of reviews reached 446. Within these 446 reviews, an average score of 9.85 was achieved, thereby meeting the target. For 2025, it is aimed to reach a total of 520 reviews. As of 2026, the average guest rating is targeted to be maintained at approximately 9.8. In order to achieve this number of reviews, it is planned to direct guests to a QR-based application that they can easily access via the hotel app during check-in.

## OUR ENVIRONMENTAL APPROACH

Vakko Hotel & Residence is an organisation that adopts a quality-oriented management philosophy and has adopted the principle of responding to the expectations of our guests, employees, stakeholders and the law in the most effective way and rendering it permanent.

Adopting, implementing and developing the ISO 14001 Environmental Management System, which is an integral part of the Quality Management Systems we implement within the body of our organisation, is among our primary objectives.

## OUR ENVIRONMENTAL POLICY

- As the hotel management, we are committed to taking a proactive approach towards our future needs and obligations, in compliance with the relevant environmental legislation,
- Implementing energy consumption, waste management, reuse and recycling activities and monitoring our performance regarding these activities in order to protect natural resources, while constantly improving our service quality in line with the expectations of our guests,
- Providing environmental training to all employees from the top management to the lowest units, protecting natural life and playing an active role in environmentally sensitive studies, and encouraging these studies,
- Sharing our environmental policy with our employees, guests, suppliers and ensuring that it is accessible to the public,
- Working with local suppliers that adopt environmental policies and practices.

## OUR ENVIRONMENTAL GOAL

Carrying out activities for adding positive values in protecting the environment and cultural heritage and taking our environmental impacts under control in the territory where we operate and as possible as beyond are our priorities.

### ➤ Environment-Friendly

- We identify and control our impacts on the environment.
- We are prepared for pollution risks and emergencies, and we comply with environmental regulations.
- We continuously improve our environmental performance through activities such as waste sorting and reduction of waste amounts, efficient use of natural resources, etc.
- With the support of both our employees and our guests, we decompose hazardous/non-hazardous wastes as paper, plastic, metal and glass, and recover them back for nature.
- With the support of both our employees and our guests, we decompose hazardous/non-hazardous wastes as paper, plastic, metal and glass, and recover them back for nature.
- We use energy and water saving systems in our hotels and train our employees on these matters.
- We train our employees on the precautions to be taken in case of spillage of hazardous chemicals.
- In order to minimise the damage we cause to the environment, we try to reduce the systems that will cause the formation of hazardous waste, and try to reduce our solid waste production by using large packaging.

### ➤ Engagement of Everyone

- We encourage our employees and guests to be sensitive to the environment.
- Our booklet materials are prepared in aluminium boxes.
- We use toilet papers soluble in water.
- We evaluate the satisfaction, requests and suggestions of our employees and guests regarding our environmental awareness activities and we constantly improve ourselves.
- We try to increase the environmental awareness of our employees, local people and guests by organising various environmental events.

## SUSTAINABLE LIFE

Sustainable development refers to a holistic approach that aims to establish a balance between the needs of human life and the sustainability of natural resources, and to make a planning compatible with its economic, environmental and social aspects from the present to the future.

The concept of "sustainability", which emerged with the combination of environmental, economic and social factors for the benefit of people and the environment for a better world, is increasingly taking place in tourism of Turkey.

Climate conditions demonstrating changes on a global scale are increasingly felt in Turkey as well as in the world. We have come to a point that we experience droughts, floods and very cold winters. These all indicate that something is changing in our world. In this context, protecting the environment is of key importance for the future of humanity. Measures to be taken by a single business or by even an individual to protect the environment, and therefore the world, will contribute to this process and enable the sustainability of a liveable planet.

As Vakko Hotel & Residence, we are aware that we have great responsibilities in this process. Sustainability, which has turned into the responsibility of companies to their stakeholder groups today, is considered as one of the most important elements of the economic, environmental and social dimensions of our activities, far beyond being an approach for us.

Sustainability in economic sense includes all of the strategies and practices that our companies have created for the continuity of their economic activities. Economic sustainability aims to develop risk management practices, to implement a strong corporate structure and to display the highest possible performance in order to realise the commitment to create added value for our companies.

Another issue that our businesses have focused on the most in recent years is the environmental sense of sustainability. Within the scope of environmental sustainability, which aims to minimise the negative effects of business activities on the environment, our businesses spend increasing efforts for a cleaner world and positioning the environment at the centre of their business.

With the concept of sustainability, the scope of corporate social responsibility has also expanded. Sustainability in social terms guides our businesses in the process of developing projects that will improve and contribute to the lives of all people in the society in which we operate, our employees being in the first place.

In a nutshell, sustainability is defined as "Working for a better world by focusing on economic, environmental and social activities".

Within the scope of sustainability, the main responsibilities of our businesses are;

- Creating and evaluating opportunities of recycle and reuse,
- Continuously improving energy efficiency, and minimising the negative impact of carbon emissions,
- Reducing all kinds of environmental impacts,
- Increasing efficiency in production processes and activities is shaped by its basic points.

The liability of economic actors is not limited to these Social and economic factors that form the basis of sustainability are at least as important as the environment. Sustainability has a wide scope from providing the most suitable conditions for the employees to sharing the added value created with the society.

## RELATIONS WITH OUR STAKEHOLDERS AND SUSTAINABILITY

With the Sustainability Report, which we have published this year for the first time, we expect to present the added value we generate in line with the economic, environmental and social strategies of our company to our stakeholders in the most transparent way.

## RESOURCE CONSUMPTION

With the efforts to reduce the consumption of natural resources, the rate of reaching the targets is followed numerically, and studies are made on decreases or increases in electricity, water and natural gas consumptions.

### ➤ Electricity Consumption

We aim to ensure that all electronic products we purchase are energy efficient and that all our employees receive training on energy saving.

We carry out the following studies regarding energy saving out in our hotels and ensure their continuity.

- Energy-saving bulbs or LED lights are used in our hotels.
- Sensors are used for lighting in common areas, toilets, corridors, personnel areas and ground floors.
- Our rooms also have contactless check-in feature.
- There are presence sensors in our rooms, ensuring that the systems are automatically turned off as soon as the guest leaves the room in order to save energy.
- A+ class TVs with low energy consumption are used in our rooms.
- Our maxi bars in our rooms are positioned away from the heat sources in order to save energy.
- There is also a floor heating system in our rooms in order to save energy.
- Our energy consumption is recorded on a daily basis.
- Renewable energy was purchased for 15% of the total projected electricity consumption. As such, 15% of the electricity used by Vakko Hotel and Residence is supplied from renewable energy sources. Although the legal obligation for 2026 is 5%, VHR has made an environmental contribution of 15%.
- Additional note: In order to increase savings in electricity consumption, a decision has been made to switch to a motion sensor LED lighting system for fire escapes and common areas, while fully complying with legal obligations. This is planned to be implemented as of May.
- In addition, during the last quarter of 2024, we installed an electric vehicle charging station at the hotel.

ELECTRICITY CONSUMPTION AND GOALS TRACKING TABLE						
Electricity Consumption Areas (KWH) (Electricity usage amounts can be obtained from invoices and meters)	2025 Actual	2025 Target	2025 Deficit	2026 Expected	2026 Target	2025 Deficit
Total Monthly Electricity Used (KW/H)	655.942	687.900	-5%	662.100	655.479	1%
Total number of guests staying per Month*Nights (calculation details)	19.129	21.966	14,83%	22.850	22.850	0
Amount of Electricity used per guest (KWH/electricity/Guest.Night)	34	31	9%	29	29	1%
Number of Occupied Rooms	7.043	8.186	16,23%	10.996	10.996	0
Daily Average Consumption	1.797	1.885	-5%	1.814	1.796	1%
Average Consumption According to Number of Occupied Rooms	93	84	10%	60	60	1%

Electricity consumption has been monitored and recorded since the opening of the hotel. In line with this approach, a 5% saving in total electricity consumption was achieved in 2025 against the established targets. Based on this trend, total electricity consumption for 2026 is forecasted at 662,100 kWh. By achieving an additional 1% saving, it is aimed to reduce total consumption to 655,479 kWh.

## ➤ Fuel Consumption

Our natural gas consumption is recorded on a daily basis and adjusted automatically according to seasonal conditions. In order to save energy, there is thermal insulation in all our rooms, and our choices for joinery and glass have been in this line.

NATURAL GAS CONSUMPTION AND TARGETS TRACKING TABLE						
ENERGY TYPE	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Monthly Natural Gas Consumption (m <sup>3</sup> )	21.135	21.633	2,35%	21.604	21.172	2%
Total Number of Guests*Night (yearly)	19.129	22.850	19,45%	22.850	22.850	
Guest/Amount of Natural Gas Used Per Night (m <sup>3</sup> /Guest.Night)	15,64	11,94	-23,65%	0,95	0,93	2%
Number of Occupied Rooms	7.033	7.663	8,96%	10.996	10.776	2%
Daily Average Consumption	682	698	2,35%	59	58	2%
Average Consumption Adjusted for Occupied Rooms	42,12	36,14	-14,21%	1,96	1,93	2%

Natural gas consumption has been monitored and recorded since the opening of the hotel. In line with the established targets, a 2.35% saving in total natural gas consumption was achieved in 2025. For 2026, natural gas consumption is expected to reach 21,604 m<sup>3</sup>. By achieving an additional 2% saving, it is aimed to reduce total consumption to 21,172 m<sup>3</sup>.

DIESEL FUEL CONSUMPTION AND TARGETS TRACKING TABLE						
ENERGY TYPE	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Monthly Fuel Consumption (Liter)	840	900	7,14%	950	941	1%
Total Number of Guests*Night (monthly)	19.129	22.850	19,45%	22.850	22.850	
Guest/Amount of Diesel Used Per Night (Liter/Guest.Night)	0,044	0,039	-10,30%	0,042	0,041	1%
Number of Occupied Rooms	7043	7663	8,80%	10.996	10.776	
Daily Average Consumption	2,3	2,5	7,14%	2,5	2,58	-3%
Average Consumption Adjusted for Occupied Rooms	0,1	0,1	-1,53%	0,1	0,1	-1%

Diesel fuel consumption has been monitored and recorded since the opening of the hotel. In line with the established targets, a 7.14% saving in total diesel consumption was achieved in 2025. For the remaining period of 2026, total diesel consumption is forecasted at 950 litres. By achieving an additional 1% saving, it is aimed to reduce total consumption to 941 litres.

## ➤ Water Consumption

Our natural gas consumption is recorded on a daily basis and adjusted automatically according to seasonal conditions. In order to save energy, there is thermal insulation in all our rooms, and our choices for joinery and glass have been in this line.

We carry out the following studies regarding water saving out in our hotels and ensure their continuity:

- Water flow limiting equipment is used in taps and showers.
- Water-saving and/or double flush systems are used in the toilets.
- Water consumption is reported on a daily basis.

WATER CONSUMPTION AND TARGETS TRACKING TABLE						
ENERGY TYPE	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Water Use Resources (m <sup>3</sup> )	6.604	7.603	15,13%	6.750	6650	1%
Total Number of Guests*Night (Monthly)	19.129	22.850	19,45%	22.850	22.850	
Water Used Per Guest/Night (m <sup>3</sup> /Guest.Night)	0,35	0,33	-3,62%	0,295	0,291	1%
Number of Occupied Rooms	6.727	7.663	13,91%	10.996	10.776	
Daily Average Consumption	18,1	20,8	15,13%	18,49	18,22	1%
Average Consumption Adjusted for Occupied Rooms	0,98	0,99	1,07%	0,614	0,617	-1%

Water consumption has been monitored and recorded since the opening of the hotel. In line with the established targets and based on the number of occupied rooms, a 1.07% saving in total water consumption was achieved in 2025. For 2026, total water consumption is forecasted at 6,750 m<sup>3</sup>. By achieving an additional 1% saving, it is aimed to reduce total consumption to 6,650 m<sup>3</sup>.

## WASTE MANAGEMENT

As Vakko Hotel & Residence, our primary objective in our Waste Management System we implement is to reduce the amount of waste, to manage our wastes well and to ensure that they are disposed of with the least damage to the environment, and to recover the recyclable ones.

### RECOVERABLE AND HAZARDOUS WASTES

We engage in various efforts to reduce our waste production, and encourage our guests and employees to participate in the recycling program. We have waste sorting containers in various departments for recycling glass, paper, oil, plastic, metal, plant-based, battery and food waste, as well as in office areas and all guest rooms. We also have waste sorting bins in guest areas. We work with the relevant companies for the recycling of the sorted waste.

We have established a Hazardous Waste Procedure in order to dispose of hazardous waste generated in our hotel without harming the environment, as part of which we collect the hazardous waste generated in our departments in hazardous waste rooms under appropriate conditions, label them, and deliver them to licensed companies for disposal or reuse in accordance with the law.

Our target for 2026 is to ensure that all hazardous waste generated in our hotel is properly stored in the intermediate hazardous waste storage area without mixing with other waste, and delivered to licensed companies, as well as carrying out activities to minimize the amount of hazardous waste.

We constantly monitor our hazardous waste quantities. We take care to ensure that the materials we use do not contain hazardous substances, and that those that do are disposed of properly, to the greatest extent possible. We have identified the hazardous materials we use, and more strictly monitor them.

WASTE CONSUMPTION AND TARGETS TRACKING TABLE						
WASTE TYPE (Kg)	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Paper waste	2.760	2.850	3,26%	3.297	3264	1%
Plastic waste	1.560	1.749	12,12%	1.863	1845	1%
Glass waste	15.810	17.800	12,59%	18.885	18697	1%
Metal Waste	40	55	37,50%	-	-	-
Waste Battery	-	-	-	-	-	-
Hazardous waste (Chemical material packaging (detergent, empty spray cans, contaminated waste, chemical waste)	275	272	-1,09%	328	325	1%
Waste Electronics	-	-	-	-	0	-
Total Monthly Solid Waste (KG)	20.445	22.726	11,16%	24.422	24178	1%
Total Monthly Guest*Nights (calculation details in the notes section)	19.129	22.850	19,45%	22.850	22.850	-
Amount of waste generated per guest/night (kgWaste/Guest. Night)	1,07	0,99	-6,94%	1,07	1,06	1%
Number of Occupied Rooms	6.727	7.663	-	10.996	10.776	-
Daily Average Waste Amount	56	62	11,16%	66,91	66,24	1%
Average Waste Amount According to Number of Occupied Rooms	3,04	2,97	-2,42%	2,22	2,24	-1%

Solid waste generation has been monitored and recorded since the opening of the hotel. In line with the established targets, a 3.26% reduction in total solid waste generation was achieved in 2025, exceeding expectations. For 2026, total solid waste generation is forecasted at 24,422 kg. By achieving an additional 1% reduction, it is aimed to reduce total generation to 24,178 kg.

## PAPER CONSUMPTION

In order to reduce our paper consumption, we use e-mail for our correspondence and announcements to the greatest extent possible. Our primary goal for 2025 is to take measures to reduce the amount of paper used, and to recycle the resulting waste after sorting it correctly.

By informing our guests about the Waste Management System we implement in our hotel, we also encourage them towards waste reduction and sorting their waste.

PAPER CONSUMPTION						
PAPER CONSUMPTION	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Mono Black & White	47.932	48.750	2%	49.000	46.550	5%
Color	29.911	31.870	7%	30.000	28.500	5%
Total	77.843	80.620	4%	79.000	75.050	5%

Paper consumption has been monitored and recorded since the opening of the hotel. In line with the established targets, a 4% reduction in total paper consumption was achieved in 2025. For the remaining period of 2026, total paper consumption is forecasted at 79,000 units. By achieving an additional 5% reduction, it is aimed to reduce total consumption to 75,050 units.

## USE OF CHEMICALS

We work with the relevant companies to ensure the safe disposal of chemicals, and monitor our chemical waste.

We train our employees on the use of chemicals and the precautions to be taken in the case of spillage or scattering of hazardous chemicals.

In order to consume less chemicals, we have implemented a dosing system for our cleaning agents. This helps us prevent the use of excess or inadequate cleaning materials.

We control our chemical usage amounts, and provide personnel training to prevent excessive and incorrect chemical use.

CHEMICAL CONSUMPTION (LT)	PRODUCT EXPLANATION	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Room Care R1 Plus	Wet Area Cleaner	85,46	88,00	3%	89	88,15	1%
Room Care R2 Plus	Multi-Purpose Surface Disinfectant	56,21	60,00	7%	59	57,98	1%
Clax Magic Rust	Rust and Metal Stain Remover	1,00	1,00	0%	1	1,03	1%
Clax Magic Protein	Protein-Based Stain Remover	1,00	1,00	0%	1	1,03	1%
Clax Magic Multi	Multi-Purpose Stain Remover	1,00	1,00	0%	1	1,03	1%
Orion Softcare Alcoplus	Hand Disinfectant	11,00	12,00	9%	11	11,35	1%
Clax Star	Main Wash Detergent	70,00	75,00	7%	73	72,20	1%
Soft Care Gentle Shower Gel	Shower Gel	21,66	22,00	2%	23	22,34	1%
Soft Care Gentle Shampoo	Shampoo	21,66	23,00	6%	23	22,34	1%
Taski Harmony Flower	Perfumed Surface Cleaner	21,03	20,00	-5%	22	21,69	1%
Orion Soft Care Velvet	Hand Washing Liquid	85,79	90,00	5%	89	88,49	1%
Room Care R3 Plus	Concentrated Glass Cleaner	49,98	50,00	0%	52	51,55	1%
Softcare Star	Hand Washing Liquid	90,00	92,00	2%	94	92,83	1%
Taski Jontec Resitol	Concentrated Glass Cleaner	21,66	25,00	15%	23	22,34	1%
Taski Tapi Shampoo	Hand Washing Liquid	43,31	45,00	4%	45	44,68	1%
Suma Special	Hard Floor Cleaner	1,19	2,00	68%	1	1,22	1%
Room Care R5 Plus 1,5	Carpet Shampoo	35,00	37,00	6%	36	36,10	1%
TASKI Jontec Resitol	Taski Metal Polish	86,63	90,00	4%	90	89,35	1%
TASKI Jontec Terranova	Air Freshener	22,91	25,00	9%	24	23,63	1%
TASKI Clonet Extra Plus	Hard Floor Cleaner	32,80	35,00	7%	34	33,83	1%
Multi Cream	Liquid Crystallization Cleaner	16,00	18,00	13%	17	16,50	1%
CLAX HYPO	Limescale Remover and Bathroom Cleaner	16,00	17,00	6%	17	16,50	1%
Toplam		791,27	829,00	6%	824	816,18	1%

Chemical consumption has been monitored and recorded since the opening of the hotel. In line with the established targets, a 6% reduction in total chemical consumption was achieved in 2025. For the remaining period of 2026, total chemical consumption is forecasted at 824 litres. By achieving an additional 1% reduction, it is aimed to reduce total consumption to 816.18 litres.

## CARBON

We procure from the closest regions to the greatest extent possible, in an effort to reduce the impact on the environment by minimizing the CO2 emissions of the delivery vehicles of our supplier companies.

- We use energy efficiently, by choosing products produced with low-carbon, climate-friendly methods. In our vehicle route and transportation plans, we prefer public transport whenever possible.
- We give priority to recycling by taking measures to reduce our consumption.
- We prioritize suppliers who support recycling.
- We take appropriate measures to do more with less energy.
- We pay attention to the energy efficiency class of the products we purchase.
- We prefer forms of energy that produce less carbon emissions. As part of our targets for 2026, we will be creating a driving force for the growth of renewable energy supplies. We will be making greener choices.
- Flue gas measurements have been conducted by accredited organizations. Since the total amount of carbon emissions is low, our business has been exempted from flue gas emission measurement, and the assessment was reported with an Environmental Impact Assessment (ÇED) report.



## OUR ENVIRONMENTAL PRIORITIES

- In order to reduce the amount of waste, larger packaged products are prioritized during the purchasing process, and the use of small-weight products is not preferred except where absolutely required. Reusable products are our first choice whenever possible.
- In order to reduce hazardous waste, longer-lasting LED lighting is used in many applicable areas in place of shorter-life fluorescent lighting which contains mercury. Energy-saving lighting is preferred in areas where LED use is not possible. Sensor lighting systems have been installed in all applicable common areas for guests, and most of the staff areas in our hotels.
- Materials such as textiles that wear out over time will be donated to those in need, or cut down and used for different purposes instead of being treated as waste.
- Through increasing the number of battery disposal boxes in our facilities, both our employees and our guests will be able to contribute to the disposal of hazardous waste before it can come in contact with nature.
- In order to reduce energy consumption, care is taken to purchase energy efficient devices when replacing them. Class A dishwashers have been preferred in place of devices with high water and electricity consumption. Water savings were achieved by installing taps with aerators.
- Constant effort is made to increase the environmental awareness of our guests. Environmental information cards are present in guest rooms, to help raise their awareness about what our facility does in terms of protecting the environment.

# ORGANIC FOOD AND VEGETABLE OIL CONSUMPTION

We aim to ensure that all our food&beverage services in our outlets are sustainable and that all our employees will try to minimize the use of organic food and vegetable oil waste during the operation through several relevant improvements taken into account through previous actions:

## ➤ Reducing Food Waste

- In our kitchens, leftover food is sorted and placed into designated food waste bins.
- Food production is based on recipes, ensuring precise portioning to prevent overproduction and food waste. Our staff has been trained accordingly.
- Executive chefs monitor portion sizes and quantities daily.
- The deep fryer oil is measured daily to ensure efficiency.
- Used cooking oil is stored in designated waste oil containers. We collaborate with a MOTAT-registered and licensed company for proper disposal.
- To prevent environmental pollution, grease traps are used in our kitchens to ensure that waste oils do not flow into the drainage system.
- Peels from citrus fruits such as lemon, orange, and lime are repurposed for marination or sauce preparation instead of being discarded.
- Leftover bread that does not meet service standards is dehydrated and ground into powder for coating ingredients.
- Unused parts of daily vegetables (peels, stems) are boiled to make vegetable stock.
- Egg yolks and whites are separated and used in different recipes to minimize waste.
- Bones from fish and meat supplied by vendors are boiled to create flavor-enhancing sauces for meals.
- Unused stems of fresh herbs are dehydrated and ground into powder, which is then used as a natural flavor enhancer in our dishes. This initiative significantly contributes to our zero-waste policy.

## ➤ Recycling Programs

- To improve efficiency and support sustainability, our kitchens are equipped with separate recycling bins for plastic, glass, metal, paper, and batteries.

## ➤ Using Energy-Efficient Equipment

- To optimize energy efficiency, the use of three-phase electrical systems has been minimized. Kitchen equipment has been carefully selected for energy-saving performance.

### ➤ **Using Cooking Methods with Lower Energy Consumption**

- Advanced cooking techniques are implemented in our kitchens. Infrared cookers and other high-energy-consuming equipment are avoided where possible. Training programs have been established to ensure that staff minimizes their use. Steam cooking techniques are encouraged.

### ➤ **Using LED Lighting**

- LED lighting systems have been installed to maximize efficiency and minimize energy consumption, contributing to the overall energy savings of the facility.

### ➤ **Using Low-Flow Faucets and Sensor Systems**

- Low-flow faucet heads have been installed in our kitchens to reduce water consumption. Additionally, two push-and-release sink faucets have been implemented to further support water conservation.

### ➤ **Placing Dishes in the Dishwasher Without Pre-Rinsing**

- Staff has been trained to carefully scrape food scraps into designated waste bins before washing, eliminating the need for pre-rinsing. This initiative aims to prevent unnecessary water waste and increase efficiency.

### ➤ **Choosing Local and Seasonal Products**

- Our menu planning prioritizes local and seasonal ingredients. Staff has been trained to use local products which contribute to reduce the carbon footprint associated with transportation. Additionally, Cengelkoy cucumber, Beylerbeyi almond and Cengelkoy breads used in the restaurants to support local culture and local vendors around the property.

### ➤ **Using Organic and Sustainable Agricultural Products**

- As a principle, we prefer heirloom-certified and organically certified products in our kitchen.

### ➤ **Avoiding Single-Use Plastics**

- A review has been conducted to identify single-use products in our kitchen, and a targeted reduction plan has been implemented. Wherever possible, recyclable products are prioritized.

### ➤ **Choosing Sustainable Sources for Meat and Seafood**

- We prioritize sustainable sources for meat, poultry, and seafood. We avoid using endangered species or proteins that are produced in limited quantities.

### ➤ **Increasing Plant-Based Menu Options**

- To reduce our carbon footprint, plant-based dishes are prioritized in our menus instead of over animal-based products.

## ➤ Reducing Energy Consumption in Food Transportation and Storage

- We have worked closely with suppliers to optimize daily deliveries, significantly reducing the use of frozen products in favor of fresh, seasonal ingredients. This initiative has resulted in significant cost and energy savings.

ORGANIC FOOD AND VEGETABLE OIL WASTE						
WASTE TYPE (KG)	2025 Total Actual	2025 Total Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Realized Organic (Food) Waste	6.720	7.300	8,63%	7.002	6932	1%
Realized Vegetable Waste Oil	1.435	1.550	8,01%	1.495	1480	1%
Total Waste ( KG)	8.155	8.850	8,52%	8.497	8412	1%
Number Of Total Monthly Restaurant Guests	21.931	21.946	0,07%	22.850	22.850	-
Amount of waste per guest (kgWaste/Guest)	0,37	0,40	8,45%	0,37	0,37	1%
Total Rooms Occupied	7.821	8.186	-	10.996	10.776	
Daily Avarage Consumption	22	24	8,52%	23,28	23,05	1%
Daily Avarage Consumption as per Occupied Rooms	1,04	1,08	3,68%	0,77	0,78	-1%

Organic food waste and vegetable waste oil generation have been monitored and recorded since the opening of the hotel. In line with the established targets, a 8.45% reduction in total organic food waste was achieved in 2025, exceeding expectations. In addition, a 8.52% reduction was achieved in vegetable waste oil generation in 2025. Accordingly, for the remaining period of 2025, total organic food waste and vegetable waste oil generation is forecasted at 8,497 kg. By achieving an additional 1% reduction, it is aimed to reduce total generation to 6,932 kg.

# EMPLOYEE TRAININGS

VAKKO HOTEL & RESIDENCE TRAINING PLAN						
VAKKO CORPORATE TRAININGS & VHR ORIENTATION TRAININGS						
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	DATE	PLACE
VHR ORIENTATION TRAININGS	VAKKO CORPORATE ORIENTATION	1	VAKKO TRAINING TEAM	ALL EMPLOYEES	IN THE FIRST MONTH OF EMPLOYMENT	ONLINE
	HOTEL ORIENTATION	1	HUMAN RESOURCES MANAGER	ALL EMPLOYEES	IN THE FIRST MONTH OF EMPLOYMENT	VAKKO HOTEL
	SERVICE CULTURE	1	FRONT OFFICE MANAGER	ALL EMPLOYEES	IN THE FIRST MONTH OF EMPLOYMENT	VAKKO HOTEL
	MENU TASTINGS	3	KITCHEN AND FOOD & BEVERAGE MANAGERS	FOOD & BEVERAGE	ONCE EVERY THREE MONTHS	VAKKO HOTEL
SYSTEM TRAINING						
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	DATE	PLACE
SYSTEM TRAININGS	OPERA TRAINING	2	PROTEL TRAINERS	FRONT OFFICE, RESERVATIONS, SALES, ACCOUNTING, F&B	ONCE A YEAR	VAKKO HOTEL
	SAP TRAINING	2	VAKKO HEADQUARTERS	FINANCE	ONCE A YEAR	VAKKO HEADQUARTERS
	MOBILE APP TRAINING	2	WEEBE TRAINERS	FRONT OFFICE	ONCE A YEAR	ONLINE
	TRAVELCLICK TRAINING	1	TRAVELCLICK TRAINERS	REVENUE	ONCE A YEAR	ONLINE
	SLH TRAINING	3	SLH ASSIGNED TRAINER	ALL EMPLOYEES	ONCE A YEAR	VAKKO HOTEL
	ASSA ABLOY LOCK SYSTEMS TRAINING	1	ASSA ABLOY TRAINERS	FRONT OFFICE	ONCE A YEAR	ONLINE
	PERSONNEL ATTENDANCE CONTROL SYSTEM (PDKS)	1	PASSGAGE TRAINERS	DEPARTMENT MANAGERS	ONCE A YEAR	VAKKO HOTEL
MANDATORY TRAININGS						
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	DATE	PLACE
MANDATORY TRAININGS	OCCUPATIONAL HEALTH AND SAFETY TRAINING	1	OHS SPECIALIST	ALL EMPLOYEES	IN THE FIRST MONTH OF EMPLOYMENT	VAKKO HOTEL
	FIRE DRILL	1	OHS SPECIALIST	ALL EMPLOYEES	ONCE A YEAR	VAKKO HOTEL
	SUSTAINABILITY TRAINING	1	CONSULTING FIRM	ALL EMPLOYEES	IN THE FIRST MONTH OF EMPLOYMENT	ONLINE
	ENVIRONMENTAL AND ZERO WASTE MANAGEMENT	1	CONSULTING FIRM	ALL EMPLOYEES	IN THE FIRST MONTH OF EMPLOYMENT	ONLINE
VAKKO SCHOOL OF HOSPITALITY BY EHL TRAININGS						
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	DATE	PLACE
EHL TRAININGS	HOTEL MANAGEMENT / FOOD & BEVERAGE SERVICES / CUISINE CERTIFICATION PROGRAMS	2	EHL TRAINERS	ALL EMPLOYEES	JUNE 2025	VAKKO VET BY EHL

As soon as Vakko Hotel & Residence employees begin their employment, they are introduced into the Vakko Training and Hotel Orientation Training program, and are informed about our brand; in these trainings, the rules that the employees must follow and the expectations from the employees are shared. After the general orientation training, each employee receives more detailed on-the-job training according to their relevant department and tasks. Compulsory trainings such as Occupational Health and Safety, Emergency Drills, Hygiene Training etc. are organized periodically. Our employees have also participated in the in Mastership Training Programs organized by the Ministry of National Education. Vakko Hotel & Residence employees go through a series of training processes as part of a plan renewed every year according to requirements, in order to ensure that they are ready for their duties and equipped to provide excellent service.

In addition to orientation training, our employees are also provided with Sustainability, Environment and Zero Waste training in line with our annual training programs. The trainings include the definition and scope of sustainability, the purpose and principles of sustainable tourism, our sustainability policies, reducing the consumption of natural resources, reducing and correctly sorting waste, handling of hazardous waste, saving water and energy, etc.

Trainings are carried out in-house and at partnering institutions. We strive to enhance the environmental awareness of all our employees through periodical trainings provided by our Environmental Consultant. In addition, chemical trainings have been procured from our supplier companies to raise the awareness of our employees who use chemicals in order to ensure the standardization of chemical consumption.

In 2024 and 2025, our employees received Occupational Health and Safety trainings, emergency teams were trained, and fire drills were organized.

In 2025, with the opening of Vakko Academy, trainings on different subjects will be organized for our employees as part of the "vocational trainings" series.

## OCCUPATIONAL HEALTH AND SAFETY RULES

1. It is essential to comply with hygiene and cleanliness rules, so as not to cause epidemics.
2. It is forbidden to spit on the floor, to blow, to store things that may contaminate the air and harm health indiscriminately, or to dispose of them in the hotel.
3. It is forbidden to smoke, use matches and similar things in violation of the warning signs in places where flammable, explosive and flammable materials are present.
4. It is forbidden to use dangerous tools such as weapons, or to carry them in the workplace.
5. Employees are obliged to properly use and protect the tools, devices and protective equipment that are given to them to ensure occupational safety. They must not use materials, machines or services belonging to the hotel without authorization and without a licence.
6. Employees must use the necessary safety equipment issued to them such as boots, boots, aprons, aprons, gloves, goggles, face masks, safety belts, helmets, protective vests, masks, etc., which must be used according to occupational safety and HACCP norms according to the nature of their work.
7. Every employee is obliged to take the necessary precautions against accidents, to protect themselves, their surroundings and other employees around them, and to comply with the safety measures, documents, warning signs and methods established to prevent accidents,
8. Employees must immediately stop tools or machines that malfunction during the performance of their work, and notify the nearest supervisor. In the event that they fail to use the tool or machine issued to them as required, fail to stop it immediately at the time of malfunction, and therefore cause the malfunction of the tool, device or machine to escalate, an occupational accident to occur, or harm to or the death of the person or other employees as a result of the accident, they are personally and directly responsible for the consequences arising from such situations.
9. Employees are obliged to immediately notify the department manager or the nearest supervisor in the event of an accident, sudden illness, etc. of one of their fellow employees or hotel guests while on the job.
10. Changing rooms, toilets, washbasins and showers are provided to meet the personal hygiene needs of employees. All employees are required to assist those concerned in maintaining a high standard of cleanliness in these areas.
11. All employees must pay attention to body, hand, face, mouth, hair, nails, etc. cleanliness and hygiene rules.
12. Personal parcels, bags, suitcases, etc. are not allowed inside the hotel in any way. Such items must be handed over to the security guards at the entrance to the hotel. They can be taken from the same place again at the end of working hours. No bags, suitcases, etc. may be taken out of the hotel in any way. In cases where this is absolutely required, the relevant department manager must issue a written permit. The hotel management reserves the authority to search such items at any time. Personnel may also need to be searched at the entrance and exit in accordance with the regulations. Full cooperation with the staff is required in such cases.

## BENEFITS TO THE EMPLOYEES

### ➤ Fringe Benefits

Private health insurance, meal card, travel fare support, dry cleaning credits

Office workers are provided with the opportunity to work from home/mobile on certain days of the week

Employee discounts for in-company purchases

### ➤ Personnel Dining Hall

All our employees can eat the meals of their choice in our dining hall with the monthly meal cards allocated to them, and spend their rest time in this area. There are refrigerators, microwave ovens, tea and coffee makers, dishwashers and TVs allocated for staff use in our dining hall. Sustainable eating and drinking utensils such as glass, etc. are used in the dining hall and kitchen section allocated for staff use, and the use of disposable products is not encouraged. We have waste sorting bins in our staff dining hall, and our coffee capsules are made of recyclable material.

### ➤ Employee Library

Our employee library contains books on literature, history, general culture, foreign language, culture, travel, personal development, etc. All our employees can read or borrow the books in our library during their rest time.

### ➤ Personnel Motivation Meetings

In our monthly team meetings, we inform our hotel personnel about the activities that have been held and are planned to be held in the relevant month. We select the "Employee of the Month" by voting for the outstanding performances of our personnel, and reward our selected personnel. In the monthly meetings, we celebrate the birthdays of all our personnel who were born in that month. We celebrate our achievements with our personnel at our personnel events organized throughout the year.

In 2024, to mark the opening of our new hotel, we provided all employees with complimentary dining and accommodation at the property.

We meet with our personnel before special occasions such as religious and official holidays and New Year's Eve, and present their gifts, such as chocolate, shopping vouchers, etc.

## CAREER MANAGEMENT

We continue to support the development of our employees through in-house and external trainings and new career opportunities in our company. We aim to grow together by training our current employees for higher positions.

In 2023, two of our employees participated in the Mastery Compensation Program as master instructors, and eight of our employees participated in the Mastery Compensation Program as students. The Mastery Compensation Program, is provided by the Ministry of National Education for individuals who want to turn to a different career field outside their fields of education or professional fields, as a planned incentive program that provides a master's certificate to individuals who successfully complete the 6.5-month Vocational Education Center Compensation Framework Education Program.

In July, additional 3 employees has been promoted as a result of their excellent work performance and sense of responsibility.

Prior to the opening of our hotel, all our employees were trained by Ecole hôtelière de Lausanne (EHL) Hospitality Business School, the world's top tourism school, and were presented their certificates.

In 2025, with the opening of Vakko Academy in collaboration with Ecole hôtelière de Lausanne, we aim to increase the number of certificate programs tailored for our employees, and to train qualified personnel for the tourism industry through industry-specific trainings. Some of our hotel managers will also be serving as trainers as part of this program.

To help tourism students to gain work experience, we aim to recruit interns from relevant schools and departments in the summer and winter semesters of 2026.

## CULTURE, ARTS, SCIENCE AND SPORTS ACTIVITIES FOR EMPLOYEES

In 2025, we organized trips with our employees to the Vitali Hakko Creative Industries Library, Türkiye's most up-to-date and comprehensive art library which hosts 15,000 books, including special editions from the world's most prestigious publishing houses and signed publications exclusive to the library, as well as a continuously updated printed, digital and visual archive.



In 2025, we became the accommodation sponsor for Contemporary Istanbul, a contemporary art fair that brings together the leading art galleries, collections and artists of our country and the world, and enabled our employees to participate in the fair. Continuing our partnership, we have reached an agreement with Contemporary Istanbul for 2025, allowing our employees to enjoy the same privileges.

In addition to the books in our staff dining hall, our employees have access to the Vakko Hotel & Residence Istanbul City Guide, which aims to introduce Istanbul historically, culturally and socially, and magazines covering disciplines such as contemporary art, theater, music, literature, cinema, design, fashion and architecture.

Our employees can use the hotel's gym with a discount.

In 2026, we aim to participate in historical and cultural trips, as well as various art, science and sports activities with our employees.

## OUR SOCIAL CONTRIBUTIONS

As Vakko Hotel & Residence, we are aware of our social responsibilities, and we organize our voluntary social activities throughout the year with the participation of our employees.

### ➤ Animal Shelter / Care Home Visit and Donation

In 2025, we made donations to animal shelters and some other various associations, also.

In 2024, we donated textile products to the Şişli Municipality Veterinary Directorate and Rehabilitation Center.

### ➤ Collaborations With Non-Governmental Organizations

In 2023, our employees participated in Earthquake Awareness Training organized in cooperation with the Akut Foundation.

In 2024 and 2025, we aim to engage in a variety of collaborations with NGOs working on Education, Health, Environment, etc.

Saplings were donated to the Tema Foundation on behalf of our employees. For 2026, we are targetting make new donations

### ➤ Natural Disaster Aid

In natural disasters, we cooperated with official institutions and provided aid to those in need.

### ➤ Education

Adding to our education initiatives that we started with Vakko ESMOD Fashion Academy, we are pleased to have opened our second school under the name of Vakko Academy with the Swiss EHL Group, an established training and consultancy center with a 130-year history. With this new school, we will be promoting Vakko culture and service quality in the field of hospitality, and our training programs that will set the standards of excellence for vocational education and training in the tourism and hospitality industry will begin in January 2026.

# VAKKO | HOTEL & RESIDENCE

SMALL  
LUXURY  
HOTELS  
OF THE WORLD<sup>SM</sup>

Please contact us on  
[info@vakkohotel.com](mailto:info@vakkohotel.com)  
for all inquiries regarding sustainability.