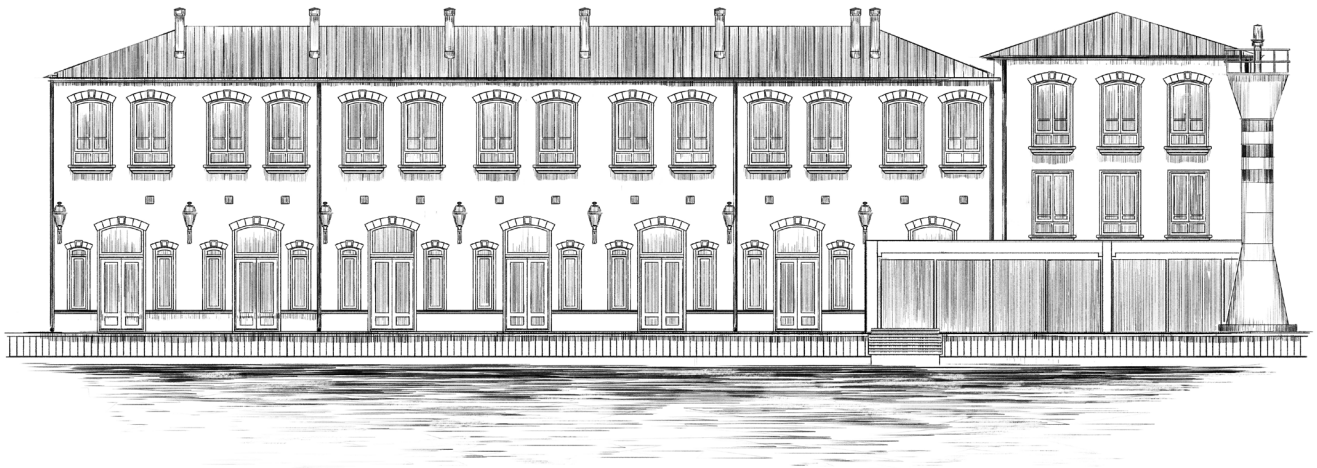


VAKKOHOTEL

SUMAHAN BOSPHORUS



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 Sumahan Bosphorus, 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 for the period between January 1, 2025 - December 31, 2025 and the rest of 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 Sumahan Bopshorus, 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 Sumahan Bopshorus, 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.

As a second hotel, set in a landmark waterfront property in the idyllic Çengelköy neighborhood on İstanbul's Asian side, Vakko Hotel & Residence Sumahan Bosphorus is an enchanting retreat for those looking for privacy, peace and quiet away from the hustle and bustle of the city. Each property has a different theme, designed to strongly reflect its location while redefining the art of accommodation where guests indulge in luxury facilities, memorable culinary journeys, and five-star exclusive services.

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

Within the framework of safe tourism, emphasizing our commitment to the environment and humanity, we have acquired the Certificate and Sustainability Certificates in 2025, demonstrating our social responsibility.

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

As of 2024, Vakko Hotel Sumahan Bosphorus also holds Tourism Operation Certificate and TAPDK (The Tobacco and Alcohol Market Regulatory) documents.

OUR BUSINESS PRINCIPLES

Vakko Hotel Sumahan Bosphorus 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 Sumahan Bosphorus 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. Training is planned to begin in January 2026.

Additionally, before the opening of Vakko Hotel Sumahan Bosphorus, all staff were trained on service excellence, the art of butler service, product management and environmental practices subjects by Vakko School of Hospitality VET by EHL.

Additionally, as of February 2026, interns have started to be accepted from students participating in the Vakko Academy programs.

RESPONSIBLE PURCHASING PRACTICES

As Vakko Hotel Sumahan Bopshorus, 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 Companies	2025	2026 Target	2026 Target Ratio
Foreign Companies	8	3%	8	3%
National Firms	254	93%	254	92%
Local Firms	12	4%	12	5%
Total	274	100%	274	100%

Proportioning	Number of Companies	2025	2026 Target	2026 Target Ratio
Purchase of Service	251	92%	251	92%
Purchase of Goods	23	8%	23	8%
Total	274	100%	274	100%

Proportioning	Number of Companies	2025	2026 Target	2026 Target Ratio
Quality Certified Companies	133	49%	Quality Certified Companies	55%
CE Certified Companies	7	3%	Quality Certified Companies	5%

As of 2025, the total number of contracted companies is 274. Of these suppliers, 93% are national companies, 4% are local companies, and 3% are foreign companies. By the end of 2026, the objective is to maintain the total number of suppliers while increasing the share of local suppliers by 1%, reaching 5%. In line with this objective, the share of national suppliers is planned to be balanced from 93% to 92%, ensuring a more inclusive supplier distribution. Currently, 49% of suppliers hold quality certifications, while 3% hold CE certification. Within the scope of 2026 targets, the proportion of suppliers with quality certifications is planned to increase to 55%, and the proportion of CE-certified suppliers to 5%.

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 Average	2026 Target Number of Comments	2026 Target Point Average
Booking.com	27	9,6	50	9,7
Expedia	9	10	25	10
Google	189	8,1	300	9
Tripadvisor	13	8,4	30	9,6
Total	238	9,03	405	9,5

Throughout 2025, a total of 238 guest reviews were received across online platforms, with an average rating of 9.03 out of 10. For 2026, the total number of reviews is targeted to increase by 70% to 405. This increase is expected to raise the average guest rating to 9.58 out of 10. The defined targets aim to support sustainable operational practices through improving guest experience, standardizing service quality, strengthening complaint management processes, and enhancing employee training. In particular, the targeted increase in Google and Tripadvisor ratings aims to strengthen brand perception in digital channels.

OUR ENVIRONMENTAL APPROACH

Vakko Hotel Sumahan Bopshorus 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 Sumahan Bopshorus, 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 mini bars in our rooms are positioned away from the heat sources in order to save energy.
- Our energy consumption is recorded on a daily basis.
- Renewable energy was purchased for 5% of the total projected electricity consumption. As such, 5% of the electricity used by Vakko Hotel and Residence is supplied from renewable energy sources.

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 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Total Monthly Electricity Used (KW/H)	519.927	537.700	-3%	720.799	713.591	1%
Total number of guests staying per month*nights (calculation details)	2.414	5.365	-122%	4.422	4.422	-
Amount of Electricity used per guest (KWHelectricity/Guest.Night)	215	100	53%	163	161	1%
Number of Occupied Rooms	1.515	2.972	-96%	2.010	2.010	-
Daily Average Consumption	1.424	1.473	-3%	1.975	1.955	1%
Average Consumption According to Number of Occupied Rooms	343	181	47%	359	355	1%

Throughout 2025, electricity consumption was monitored, and total consumption amounted to 519,927 kWh. This figure remained 3% below the defined target, initially indicating a positive performance. However, significant decreases in guest nights and occupied room numbers during the same period suggest that the reduction in total consumption may be attributable to a contraction in operational volume rather than energy efficiency improvements. For 2026, electricity consumption is projected to increase to 720,799 kWh, while the target has been set at 713,591 kWh. Accordingly, despite operational growth, it is aimed to maintain total electricity consumption below the projected level through an approximately 1% controlled improvement.

➤ **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 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Monthly Natural Gas Consumption (m3)	29.476	39.793	35,00%	40.208	39.404	2%
Total Number of Guests*Night (monthly)	2.414	5.365	122,25%	4.422	4.422	-
Guest/Amount of Natural Gas Used Per Night (m3/Guest.Night)	12,21	7,42	-39,26%	9,09	8,91	2%
Number of Occupied Rooms	1.515	2.972	96,17%	2.010	2.010	0%
Daily Average Consumption	81	109	35,00%	110	108	2%
Average Consumption Adjusted for Occupied Rooms	19,46	13,39	-31,18%	20,00	19,60	2%

In 2025, total natural gas consumption amounted to 29,476m³, remaining 35% below the defined target. However, this reduction is associated with a decrease in guest nights and occupied room numbers during the same period rather than an improvement in energy efficiency. Therefore, the decline in total consumption alone is not considered a sufficient indicator of sustainability performance. Natural gas consumption per guest night was recorded at 12.21m³ in 2025, exceeding the target level of 7.42m³ by 39%. Similarly, average consumption per occupied room reached 19.46m³, exceeding the target by 31%. These indicators highlight the need for improvements in heating systems and operational efficiency. For 2026, total natural gas consumption is expected to increase to 40,208m³, while the target has been set at 39,404m³, reflecting a controlled consumption approach despite operational growth. In addition, a gradual improvement of 2% is targeted for intensity-based consumption indicators.

DIESEL FUEL CONSUMPTION AND TARGETS TRACKING TABLE						
ENERGY TYPE	2025 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Yearly Fuel Consumption(Liter)	615	725	17,89%	849	841	1%
Total Number of Guests*Night (Yearly)	2.414	5.365	122,25%	4.422	4.422	-
Guest/Amount of Diesel Used Per Nigh (Liter/Guest.Night)	0,255	0,135	-46,96%	0,192	0,190	1%
Number of Occupied Rooms	1515	2972	96,17%	2.010	2.010	
Daily Average Consumption	1,7	2,0	17,89%	2	2	1%
Average Consumption Adjusted for Occupied Rooms	0,4	0,2	-39,91%	0,4	0,4	1%

Throughout 2025, diesel fuel consumption was monitored, and total consumption amounted to 615 liters. This figure is 17.89% below the target of 725 liters. However, this decrease is associated with reductions in guest numbers and occupancy rates during the same period and does not solely indicate an improvement in operational efficiency. For 2026, diesel consumption is projected to reach 849 liters; however, the target has been set at 841 liters, aiming for approximately a 1% efficiency improvement despite increased operational volume. In this context, diesel consumption is intended to be managed in a controlled manner, with a gradual reduction in fuel consumption per unit of service.

➤ **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 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Water Use Resources (m3)	6.777	13.481	98,92%	8.063	7902	2%
Total Number of Guests*Night (Yearly)	2.414	5.365	122,25%	4.422	4.422	-
Water Used Per Guest/Night (M3/ Guest.Night)	2,81	2,51	-10,49%	1,823	1,787	2%
Number of Occupied Rooms	1515	2972	96,17%	2.010	2.010	
Daily Average Consumption	18,6	36,9	98,92%	22,1	21,6	2%
Average Consumption Adjusted for Occupied Rooms	4,5	4,5	1,40%	4,0	3,9	2%

Throughout 2025, water consumption was monitored, and total consumption amounted to 6,777m³. This figure remained significantly below the defined target of 13,481m³. However, this reduction is associated with guest night and occupancy levels remaining below expectations and does not solely reflect an improvement in operational efficiency. For 2026, water consumption is projected to increase to 8,063m³, while the target has been set at 7,902m³. In this context, despite increased operational volume, an approximately 2% improvement in efficiency is targeted to keep total water consumption under control.

WASTE MANAGEMENT

As Vakko Hotel Sumahan Bosphorus, 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 TYPES (KG)	2025 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Paper waste	2.525	2.370	-6,14%	1.414	1400	1%
Plastic waste	1.935	2.060	6,43%	1.212	1200	1%
Glass waste	4.530	7.075	56,19%	5.252	5199	1%
Metal Waste	-	60	0,00%	101	99,99	-
Waste Battery	-	-	-	101	99,99	-
Hazardous waste (Chemical material packaging (detergent, empty spray cans, contaminated waste, chemical waste)	49	50	2,04%	221	219	1%
Waste Electronics	-	-		101	100	
Total Yearly Solid Waste (KG)	9.039	11.615	28,50%	16.558	16392	1%
Total yearly guest* nights (calculation details in the notes section)	2.414	5.365	122,25%	4.422	4.422	
Amount of waste generated per guest/night (kgWaste/ Guest.Night)	3,74	2,16	-42,18%	3,74	3,71	1%
Number of Occupied Rooms	1515	2972	96,17%	2.010	2.010	
Daily Average Waste Amount	25	32	28,50%	45,36	44,91	1%
Average Waste Amount According to Number of Occupied Rooms	5,97	3,91	-34,50%	8,24	8,16	1%

Throughout 2025, solid waste generation was monitored, and total solid waste amounted to 9,039kg. This figure remained 28.50% below the defined target of 11,615kg. However, the reduction in total waste generation is associated with guest night and occupancy levels remaining below targets and does not solely indicate an improvement in operational efficiency. For 2026, total solid waste generation is projected to increase to 16,558kg; however, the target has been set at 16,392kg, reflecting an approximately 1% improvement despite increased operational volume. In addition, no waste batteries or electronic waste were recorded in 2025, and monitoring and reporting systems for these waste streams are planned to be implemented in 2026.

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	2025 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Mono Black & White	39.304	48.750	24%	49.000	35.000	5%
Color	24.527	31.870	30%	30.000	20.000	5%
Total	63.831	80.620	27%	79.000	55.000	5%

Throughout 2025, office paper consumption was monitored, and total consumption amounted to 63,831 sheets. This figure remained 27% below the defined target of 80,620 sheets, indicating significant savings. This performance has been supported by measures such as digital documentation practices, double-sided printing policies, and tighter controls on color printing. For 2026, based on operational requirements, paper consumption is expected to reach 79,000 sheets; however, within the scope of sustainability targets, total consumption is aimed to be reduced to 55,000 sheets. Accordingly, it is targeted to achieve approximately 5% additional savings compared to expected consumption through further measures.

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 Descriptions	2025 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Room Care R1 Plus	Wet Area Cleaner	17	18	1,0	6%	87	82
Colonet Extra w 41 Adet	Vitrified Cleaning Product	16	17	1,0	6%	75	71
Room Care R2 Plus 1.5 LT	Mui-Purpose Surface Disinfectant	6	6	0,0	0%	25	24
Room Care R1 Plus Pur Eco 1.5 LT	Eco Ecological Wet Area Cleaner	5	5	0,1	2%	31	30
Clax Star KG	Main Washing Detergent	34	34	0,0	0%	178	169
Jontec 300 LT	Perfumed Surface Cleaner	39	40	0,9	2%	219	208
Softcare Star LT	Hand Washing Liquid	25	26	1,0	4%	120	114
Taski Tapi Shampoo	Carpet Shampoo	29	31	2,0	7%	115	109
Room Care R5 Plus 1,5 LT	Air Conditioner	5	5	0,1	2%	29	27
Tapi 5 LT	Hand Soap	27	28	1,0	4%	144	137

Throughout 2025, chemical consumption was monitored, and assessments indicated that consumption across all product groups remained below targeted levels. The average deviation throughout the year was -61%, with the highest savings recorded in disinfectant and air freshener product groups. These results demonstrate the effective implementation of dosage control systems and the prevention of unnecessary chemical use. For 2026, chemical consumption targets have been revised based on actual 2025 consumption data, with the difference between expected consumption and target maintained at approximately 1%. In this context, the objectives include increasing resource efficiency, reducing chemical waste generation, and strengthening a sustainable resource management approach.

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 will be conducted by accredited organisation in 2025. We expect the total amount of carbon emissions to be low. Our hotel is exempted from CED report.



T.C.
İSTANBUL VALİLİĞİ
Çevre, Şehircilik ve İklim Değişikliği İl Müdürlüğü



Sayı : E-71280893-220.03-10622179

Konu : CED/Görüş (Vakko Hotel And Residence
Sumahan Bosphorus Hotel)

HOTEL AND RESIDENCE ÇENGELKÖY OTELÇİLİK VE TURİZM İŞLETMELERİ A.Ş. VAKKO
HOTEL AND RESIDENCE SUMAHAN BOSPHORUS ŞUBESİ
Çengelköy Mah. Kuleli Cad. Sumahan Otel ve Restaurant No: 43 Üsküdar İSTANBUL

İlgi : a) 30.09.2024 tarihli ve 10658514 sayılı başvuru.
b) 03/10/2024 tarihli ve 204530 (E-20241581) Referans No'lu Başvuru.

İlgi (a) başvuru ile İstanbul İli, Üsküdar İlçesi, Çengelköy Mah. Kuleli Cad. Sumahan Otel ve Restaurant No: 43 adresinde Hotel And Residence Çengelköy Otelcilik ve Turizm İşletmeleri A.Ş. Vakko Hotel And Residence Sumahan Bosphorus Şubesi tarafından işletilen "12 odalı Vakko Hotel And Residence Sumahan Bosphorus Hotel" faaliyetinin Çevresel Etki Değerlendirmesi (CED) Yönetmeliği kapsamında olup olmadığı hususunda Valiliğimiz Çevre, Şehircilik ve İklim Değişikliği İl Müdürlüğü tarafından değerlendirilmesi istenmektedir.

Müdürlüğümüzce dosyasında yapılan incelemede, işletmenin 12 oda kapasiteli otel faaliyeti gerçekleştirildiği ve bu amaçla düzenlenmiş Turizm Yapıtrımı Belgesi bulunduğu hususları tespit edilmiştir.

Bu bağlamda; söz konusu faaliyet, 29/07/2022 tarih ve 31907 sayılı Resmî Gazete'de yayımlanarak yürürlüğe giren "Çevresel Etki Değerlendirmesi (CED) Yönetmeliği EK-II listesi Madde 29' un 50 oda ve üzeri oteller, tatil köyleri, turizm kompleksleri vb." kapsamında yer almakla birlikte 12 oda kapasitesine sahip olması ve yönetmelikte belirtilen eşik değerin altında olduğu için yönetmelik hükümlerinin uygulanmasına gerek bulunmamaktadır.

Ancak, bahse konu faaliyet ile ilgili olarak, 2872 sayılı Çevre Kanunu ile 5491 sayılı Çevre Kanununda Değişiklik Yapılmasına Dair Kanuna istinaden çıkarılan Yönetmeliklerin ilgili hükümlerine uyulması ve diğer mer' mevzuat çerçevesinde öngörülen gerekli izinlerin alınması, ekolojik dengenin bozulmamasına, çevrenin korunmasına ve geliştirilmesine yönelik tedbirlerle riayet edilmesi gerekmektedir. Aksi takdirde 2872 sayılı Çevre Kanunu ve Çevresel Etki Değerlendirmesi (CED) Yönetmeliği kapsamında gerekli idari yaptırımların uygulanacağı hususunda;

Bilgilerinizi ve gereğini rica ederim.

Mehmet Sabri KAPLAN
İl Müdürü a.
İl Müdür Yardımcısı

Duyurulara Kodu: 8984251C-81B1-4315-B20A-9699FD10792 Bu belge, güvenli elektronik imza ile imzalanmıştır. Doğrulama Adresi: <https://www.turkiye.gov.tr>
CED Şube Müdürlüğü Barbaros Mh. Beşinyalı Sk. No:9A 34736 Anadoluhisari/İSTANBUL Bilgi için: Fatih YILMAZ Çevre Mühendisi
Tel: 0216 687 4400 Faks: 0216 687 4406 Web: <http://istanbul.csb.gov.tr> e-posta: istanbul@csb.gov.tr KEP: istanbulcevrevesicilik@baf01.kep.tr



13.02.2026

VAKKO HOTEL
SUMAHAN BOSPHORUS

ECOPARTNER
ISO 14064-1 SERA GAZI
EMİSYONLARI
ENVANTER RAPORU

2025

Envanter Dönemi: 01/01/2025-31/12/2025
Rapor Tarihi: 13/02/2026

ECOPARTNER

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.

EMPLOYEE TRAININGS

VAKKO HOTEL SUMAHAN TEAM TRAINING PLAN					
VAKKO CORPORATE TRAININGS					
	TRAINING NAME	DURATION (HOURS)	TRAINER	PARTICIPANTS	PLACE
WORLD OF VAKKO	VAKKO CORPORATE ORIENTATION	1	VAKKO TRAINING TEAM	ALL EMPLOYEES	ONLINE
	PERSONAL IMAGE AT VAKKO	2	VAKKO TRAINING TEAM	ALL EMPLOYEES	ONLINE
	CUSTOMER RELATIONS MANAGEMENT	2	VAKKO TRAINING TEAM	ALL EMPLOYEES	ONLINE
	PERSONAL AND CORPORATE COMMUNICATION IN LUXURY LIVING	1	VAKKO TRAINING TEAM	ALL EMPLOYEES	ONLINE
	BEING A TEAM	2	VAKKO TRAINING TEAM	ALL EMPLOYEES	ONLINE
VHR ORIENTATION TRAINING					
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	PLACE
VHR ORIENTATION TRAININGS	HOTEL ORIENTATION	1	HUMAN RESOURCES MANAGER	ALL EMPLOYEES	VAKKO HOTEL
	SERVICE CULTURE	1	FRONT OFFICE MANAGER	ALL EMPLOYEES	VAKKO HOTEL
	SUSTAINABILITY TRAINING	1	CONSULTING FIRM	ALL EMPLOYEES	VAKKO HOTEL
	"SILVER TRAY" SERVICE TRAINING	1	GUEST EXPERIENCE DIRECTOR	FOOD & BEVERAGE	VAKKO HOTEL
	MENU TASTINGS	3	EXECUTIVE CHEF	FOOD & BEVERAGE	VAKKO HOTEL
	COFFEE, WINE, HIGH ALCOHOL, AND COCKTAIL TRAININGS	1	SUPPLIER COMPANIES	FOOD & BEVERAGE	VAKKO HOTEL
SYSTEM TRAINING					
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	PLACE
SYSTEM TRAININGS	OPERA TRAINING	2	PROTEL TRAINERS	FRONT OFFICE, RESERVATION, SALES, ACCOUNTING, F&B	VAKKO HOTEL
	SAP TRAINING	2	VAKKO HEADQUARTERS	FINANCE	VAKKO HEADQUARTERS
	MOBILE APP TRAINING	2	WEEBE TRAINERS	FRONT OFFICE	ONLINE
	RESTAURANT RESERVATION SYSTEM	1	PROTEL TRAINERS	FOOD & BEVERAGE	VAKKO HOTEL
	TRAVELCLICK TRAINING	1	TRAVELCLICK TRAINERS	REVENUES	ONLINE
	SLH TRAINING	3	SLH ASSIGNED TRAINER	ALL EMPLOYEES	VAKKO HOTEL
	ASSA ABLOY LOCK SYSTEMS TRAINING	1	SLH ASSIGNED TRAINER	FRONT OFFICE	ONLINE
	PERSONNEL ATTENDANCE CONTROL SYSTEM (PDKS)	1	PASSGAGE TRAINERS	HUMAN RESOURCES & DEPARTMENT MANAGERS	VAKKO HOTEL
MANDATORY TRAININGS					
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	PLACE
MANDATORY TRAININGS	OCCUPATIONAL HEALTH AND SAFETY TRAINING	1	OHS SPECIALIST	ALL EMPLOYEES	VAKKO HOTEL
	FIRE DRILL	1	OHS SPECIALIST	ALL EMPLOYEES	VAKKO HOTEL
	HYGIENE TRAINING	1	DIVERSITY	ALL EMPLOYEES	ONLINE
	ENVIRONMENTAL AND ZERO WASTE MANAGEMENT	1	CONSULTING FIRM	ALL EMPLOYEES	ONLINE
VAKKO SCHOOL OF HOSPITALITY BY EHL TRAININGS					
	TRAINING NAME	DURATION (DAY)	TRAINER	PARTICIPANTS	PLACE
EHL TRAINING	Hotel Value Chain-Delivering Memorable Experience	1	EHL Training Consultants	ALL EMPLOYEES	TBD
	Service Excellence	1		ALL EMPLOYEES	

As soon as Vakko Hotel Sumahan Bosphorus 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 Sumahan Bosphorus 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, 2025 and 2026, our employees received Occupational Health and Safety trainings, emergency teams were trained, and fire drills were organized.

In 2026, with the opening of Vakko Academy in collaboration with EHL, trainings on different subjects will be organized for our employees as part of the “vocational trainings” series.

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						
ORGANIC FOOD AND VEGETABLE OIL WASTE (KG)	2025 Actual	2025 Target	2025 Percentage Deficit	2026 Expected	2026 Target	2026 Percentage Deficit
Realized Organic (Food) Waste	1.750	1.663	-5,00%	1.780	1691	5%
Realized Vegetable Waste Oil	2.200	2.090	-5,00%	1.240	1178	5%
Total Waste (KG)	3.950	3.753	-5,00%	3.020	2869	5%
Total Number of Guests*Night (Yearly)	2.414	5.365	122,25%	4.422	4.422	
Waste Used Per Guest/Night (kg/ Guest.Night)	1,64	0,70	-57,25%	0,68	0,65	5%
Number of Occupied Rooms	1515	2972		2.010	2.010	
Daily Average Consumption	11	10	-5,00%	8,27	7,86	5%
Average Consumption Adjusted for Occupied Rooms	2,61	1,26	-51,57%	1,50	1,43	5%

Throughout 2025, solid waste generation was monitored, and total solid waste amounted to 9,039 kg. This figure remained 28.50% below the defined target of 11,615 kg. However, the reduction in total waste generation is associated with guest night and occupancy levels remaining below targets and does not solely indicate an improvement in operational efficiency. For 2026, total solid waste generation is projected to increase to 16,558 kg; however, the target has been set at 16,392 kg, reflecting an approximately 1% improvement despite increased operational volume. In addition, no waste batteries or electronic waste were recorded in 2025, and monitoring and reporting systems for these waste streams are planned to be implemented in 2026.

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.

➤ 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.

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 January 2026, eight of our employees were 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 2026, 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 organised visits with our employees to the Vitali Hakko Creative Industries Library, which is the most up-to-date and comprehensive art library in Turkey, hosting 15,000 books including special editions from the world's most prestigious publishers and library-exclusive signed publications. In 2026, we will continue to organise visits to the Vitali Hakko Creative Industries Library.

In 2025, we will become 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 will enable our employees to participate in the fair. 2026 yılında da işbirliğimiz devam edecektir.

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 Sumahan Bosphorus, 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 2024, 2025 and 2026 we made food donations to animal shelters operated by various associations.

In 2025 and 2026, we donated textile products to the Şişli Municipality Veterinary Directorate and Rehabilitation Center.

➤ **Collaborations With Non-Governmental Organizations**

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

Saplings were donated to the Tema, Çekül, Darüşşafaka Foundation on behalf of our employees.

We participated in the TIF 2026 and International Conference on Tourism, Sustainability and Climate Change 2026 conferences.

We also hosted a three-day tasting experience focused on sustainable cuisine with two-Michelin-starred chef Manu Buffara, raising awareness around sustainability in gastronomy.

In support of the Make A Wish Foundation, we illuminated our building in blue as part of an awareness campaign dedicated to the fight against cancer.

➤ **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.

VAKKOHOTEL
SUMAHAN BOSPHORUS

SMALL
LUXURY
HOTELS
OF THE WORLD™

Please contact us on
info.sumahan@vakkohotel.com
for all inquiries regarding sustainability.