



DELPHIN
HOTELS & RESORTS

DELPHIN HOTELS & RESORTS SUSTAINABILITY REPORT 2025



CONTENTS

Message From Board Chairman	5
Message From Vice Chairman of the Board of Directors	6
About Report	7
DELPHIN HOTELS & RESORTS HISTORY	8
OUR CORPORATE PROFILE	12
OUR VISION "The Hospitality Experience of the Future"	12
OUR MISSION "Excellence In Quality, alitede Mükemmellik, Misafirlerde Memnuniyet"	12
OUR VALUES	12
OUR APPROACH TO CORPORATE RESPONSIBILITY	13
OUR AWARDS AND CERTIFICATES	13
QUALITY CERTIFIED TO INTERNATIONAL STANDARDS	15
OUR POLICIES	16
Quality Policy	16
Environment Policy	16
Food Policy	16
İSG Policy	17
Guest Satisfaction	17
Energy Policy	17
Our Sustainability Policy	18
Local Community Policy	18
Child Protection Policy	18
Social Responsibility Policy	18
Human Rights and Equality Policy	18
OUR GUESTS	19
CONTACT	20
RISK MANAGEMENT AND A PREVENTIVE APPROACH	22
Our Risk Management Methodology	22
Our Key Risk Areas	22
Turning Risk into Opportunity	23
OUR JOURNEY TOWARD SUSTAINABILITY	23
BEYOND CERTIFICATES: LIVING SUSTAINABILITY	23
SUSTAINABILITY MANAGEMENT AND ORGANIZATIONAL STRUCTURE	24
OUR OPERATING PRINCIPLES AND STRATEGIC GOALS	25
Our Core Principles (Our Philosophy)	25
Our Strategic Goals (Our Roadmap)	25
SOCIO-ECONOMIC SUSTAINABILITY	26
OUR WORK LIFE	26
EMPLOYEE WELFARE AND BENEFITS	33
Social Life and Comfor	33
Health and Safety	34
Financial Support and Incentives	34
Motivation and Social Activities	34

CONTENTS

EMPLOYEE DEVELOPMENT	35
OUR TRAINING AND DEVELOPMENT PROGRAMS	36
Professional and Technical Development Training	36
Academy of Personal Development and Leadership	36
Corporate Standards and Management Systems (ISO)	37
DELPHIN ACADEMIA: OUR VOICE IN THE DIGITAL WORLD	38
SUPPORT FOR EDUCATION	39
MESEM PROJECT: TRAINING THE MASTERS OF THE FUTURE	39
Project Description and Scope	39
Main Objective: To Train “Highly Sought-After Professionals”	39
Added Value Provided to Students and the Industry	39
MINISTRY OF NATIONAL EDUCATION AND MINISTRY OF TOURISM COLLABORATION PROJECT	40
OCCUPATIONAL SAFETY AND HEALTH	41
Our 5 Core Security Strategies	41
SUSTAINABLE SUPPLY CHAIN MANAGEMENT	42
Our Green Procurement Criteria	42
Local Sourcing and Carbon Footprint	42
Supplier Code of Conduct and Ethics	43
ACCESSIBILITY	44
ENVIRONMENTAL SUSTAINABILITY	45
ENERGY MANAGEMENT AND EFFICIENCY	46
Energy Conservation and Technological Transformation	46
DELPHİN IMPERIAL	49
DELPHİN BE GRAND RESORT	49
DELPHİN PALACE	50
DELPHİN DIVA	50
DELPHİN DELUXE	51
BOTANİK PLATINUM	51
BOTANİK HOTEL & RESORT	52
GREEN ENERGY TRANSITION	53
OUR RENEWABLE ENERGY INVESTMENTS (GES)	53
ISPARTA GES: A Symbol of Our Energy Independence	53
GÖNEN GES (ISPARTA/GÖNEN)	54
AKSARAY GES	54
ELMALI GES (ANTALYA)	54
FUEL MANAGEMENT AND EMISSION REDUCTION	54
DELPHİN IMPERIAL	56
DELPHİN BE GRAND RESORT	56
DELPHİN PALACE	57
DELPHİN DIVA	57
DELPHİN DELUXE	58
BOTANİK PLATINUM	59

CONTENTS

BOTANİK HOTEL & RESORT	59
ALANYA REGION: CLEAN FUEL CONVERSION (LNG)	60
ENERGY MANAGEMENT & RENEWABLE ENERGY ASSESSMENT	61
WATER MANAGEMENT	62
DELPHİN IMPERIAL	64
DELPHİN BE GRAND RESORT	64
DELPHİN PALACE	65
DELPHİN DİVA	65
DELPHİN DELUXE	66
BOTANİK PLATİNUM	66
BOTANİK HOTEL & RESORT	67
WASTE MANAGEMENT	68
RECYCLABLE WASTE	69
HAZARDOUS WASTE	71
CHEMICAL MANAGEMENT	73
CARBON FOOTPRINT AND THE FIGHT AGAINST CLIMATE CHANGE	76
DELPHİN IMPERIAL	78
DELPHİN BE GRAND RESORT	79
DELPHİN PALACE	80
DELPHİN DİVA	81
DELPHİN DELUXE	83
BOTANİK PLATİNUM	84
BOTANİK HOTEL & RESORT	85
NATURE CONSERVATION	87
CONSERVATION OF BIODIVERSITY	87
THE NATURAL HERITAGE OF OUR GARDEN: ENDEMIC SPECIES	88
SUSTAINABLE LANDSCAPE MANAGEMENT	89
ENDANGERED SPECIES	92
OUR FURRY FRIENDS ARE IN OUR CARE	93
CULTURAL SUSTAINABILITY	93
OUR CULTURAL CONTRIBUTIONS	93
Promoting Natural, Cultural, and Historical Riches	93
SOME CULTURAL SITES NEARBY	96
An Introduction to Turkish Cuisine	97
REFLECTING REGIONAL CULTURE	98
OUR CONTRIBUTIONS TO SOCIETY	99
OUR RESPONSIBILITIES FOR THE FUTURE	101



“A FUTURE IN HARMONY WITH NATURE”

As **Delphin Hotels & Resorts**, we integrate our vision of luxury and comfort with principles of sustainability. Through our eco-friendly practices inspired by the Mediterranean and our support for social development, we are working to leave a greener world for future generations.



Message of Board Chairman

Dear Valued Stakeholders,

Today, sustainability is no longer merely an approach focused on the conservation of natural resources; it has become one of the key factors shaping organizations' outlook on the future, their sense of responsibility, and their capacity to generate long-term value. At Delphin Hotels & Resorts, we view sustainability as a core management philosophy that lies at the heart of all our operations.

The year 2025 marked a significant period during which we advanced our environmental, social, and economic sustainability goals and transformed our operational processes into a more efficient, more mindful, and stronger structure. We have made tangible progress toward our goal of reducing our environmental impact through our energy-efficiency initiatives,

our investments in renewable energy, our efforts to reduce the use of natural resources, and our waste management processes.

However, we do not view sustainability solely through an environmental lens; we also consider the development and well-being of our employees, occupational health and safety practices, guest satisfaction, and the strong partnerships we have built with local communities to be integral parts of this approach. By maintaining our people-centered approach, we remain committed to providing our employees with a safe, fair, and supportive work environment, and to continuing to create projects that add value to society.

We believe that sustainability in the tourism sector is a shared responsibility that shapes not only the present but also the future. In every step we take toward this goal, we are guided by the principles of transparency, continuous improvement, and responsible management, and we act with the aim of leaving a more livable world for future generations. We believe that sustainability in the tourism sector is a shared responsibility that shapes not only the present but also the future. In every step we take toward this goal, we are guided by the principles of transparency, continuous improvement, and responsible management, and we act with the aim of leaving a more livable world for future generations.

This report reflects the initiatives we have implemented throughout 2025, the achievements we have made, and our goals for the future. In the coming period, we will continue our efforts with the same determination to promote an environmentally conscious, socially beneficial, and sustainable approach to tourism.

I would like to extend my gratitude to all our colleagues, business partners, and stakeholders who share our vision of a sustainable future. We believe that adding value to the future is only possible through a shared sense of purpose and strong collaboration; we remain committed to taking responsibility today for the future.

Best regards,

Ufuk Cömertoğlu

Chairman of the Board

Delphin Hotels & Resorts



A Message from the Vice Chairman of the Board

Dear Valued Stakeholders,
Sustainability is not merely a choice for Delphin Hotels & Resorts; it is an integral part of our long-term corporate responsibility and management philosophy. The year 2025 marked a period in which the strategic steps we took in previous years yielded tangible results, and we achieved a significant portion of the goals we had set.

Throughout this year, we have steadfastly continued our initiatives to improve energy efficiency, expand investments in renewable energy, and optimize the use of natural resources. Through our solar energy projects, clean fuel conversions, and waste management processes, we have made measurable progress toward our goal of reducing our environmental impact.

Within the scope of social sustainability, we further advanced our employee well-being, occupational health and safety, and training and development programs. While ensuring that our employees work in a safe, fair, and growth-oriented environment, we also made lasting contributions to the industry and local communities through vocational training initiatives and youth employment projects. This approach forms the foundation of the sustainability of our service quality as well.

The year 2025 marked a significant step forward in our approach to sustainability; no longer limited to standards and certifications, we now view it as a living system fully integrated into our daily operations. Guided by the principles of risk management, transparency, and continuous improvement, we have taken both our environmental and corporate performance to the next level.

This report not only reflects where Delphin Hotels & Resorts stands today but also highlights its commitments for the future. In the coming period, we will continue our work with determination, guided by an approach that is environmentally conscious, adds value to the community, and is grounded in economic sustainability.

I would like to thank all our colleagues, business partners, and stakeholders who share our goal of a sustainable future for their contributions to this process.

Best Regards,

Op. Dr. Yıldırım Cömertoğlu

Vice Chairman of the Board Delphin Hotels & Resorts

About Report

As **Delphin Hotels & Resorts**, sharing all our activities and their impacts with our stakeholders in a transparent manner is one of the cornerstones of our corporate management approach. Our sustainability reports are not merely informational documents; they are our most powerful communication tool for conveying our environmental, social, and economic performance to all our stakeholders, from our employees to our guests, and from our suppliers to the local community.

This report covers the operational period from **January 1, 2025, to December 31, 2025**. Unless otherwise noted, the data included in this report reflects our performance, progress, and the improvements we have implemented during this time frame.

Our sustainability strategy is built around the following three main pillars:

 **Environmental Responsibility:** Efficient use of natural resources, waste management and recycling, reducing the carbon footprint, and protecting biodiversity.

 **Social and Cultural Responsibility:** Collaboration with local communities, employee rights and fair working conditions, preservation of cultural heritage, social awareness projects.

 **Economic Responsibility:** Contributing to the local economy, sustainable supply chain management, and the development of innovative tourism experiences.

Our 2025 Sustainability Report, prepared with the goal of leaving a more livable world for future generations, includes the following:

- Environmental and social performance data for our facilities for 2025,
- Our achievement rates for previous-period targets and our success stories,
- The new strategic goals set for the coming period,
- Our policies on risk management and minimizing environmental impacts,
- Our processes for compliance with quality and sustainability standards.

This report was prepared by the Quality Control Department of Delphin Hotels & Resorts. We would like to thank all our colleagues who contributed to the reporting process, as well as all our stakeholders who have joined us on our journey to build a sustainable future. Your feedback is valuable to us as we work to improve our sustainability efforts. Please feel free to contact us with any requests, suggestions, or feedback.

Contact:

 kalite@delphingrouphotels.com

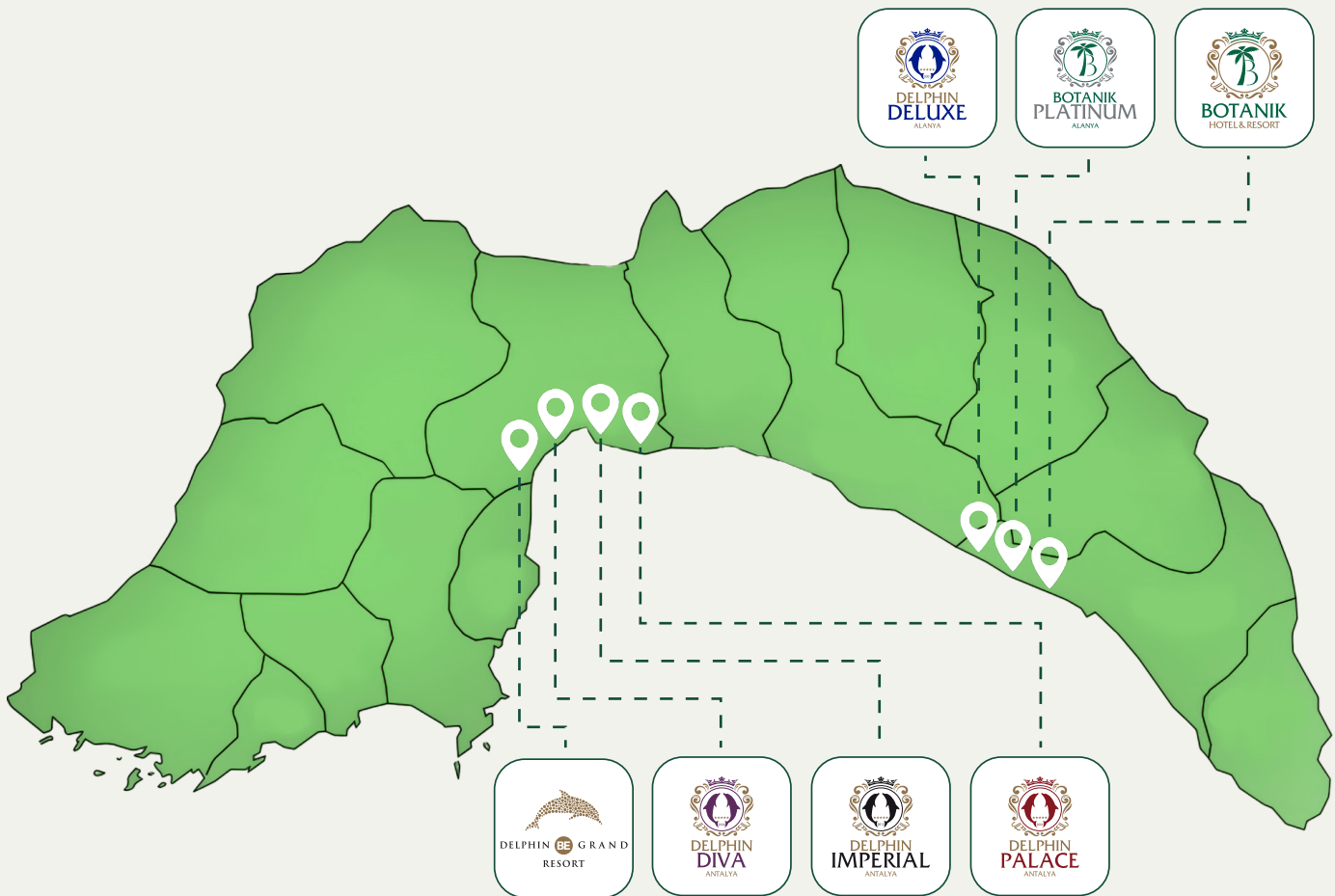
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DELPHIN HOTELS & RESORTS HISTORY

Delphin Hotels & Resorts has been serving the tourism industry for 42 years, with a unique journey that began in Alanya-Okurcalar and extends all the way to Antalya-Lara. In addition to our seven 5-star hotels, we also operate our Botanik Laundry and Et Entegre facilities. Our journey began in 1982 with the Camping Tourism, and our first hotel, the Botanik Hotel & Resort, opened its doors to guests in 1988. Over the years, with the aim of contributing to tourism and becoming the premier destination for the perfect vacation, the Delphin Deluxe opened in 2001, the Delphin Palace in 2005, the Delphin Diva in 2008, the Delphin Imperial in 2012, the Botanik Platinum in 2014, and the Delphin Be Grand Resort in 2015.

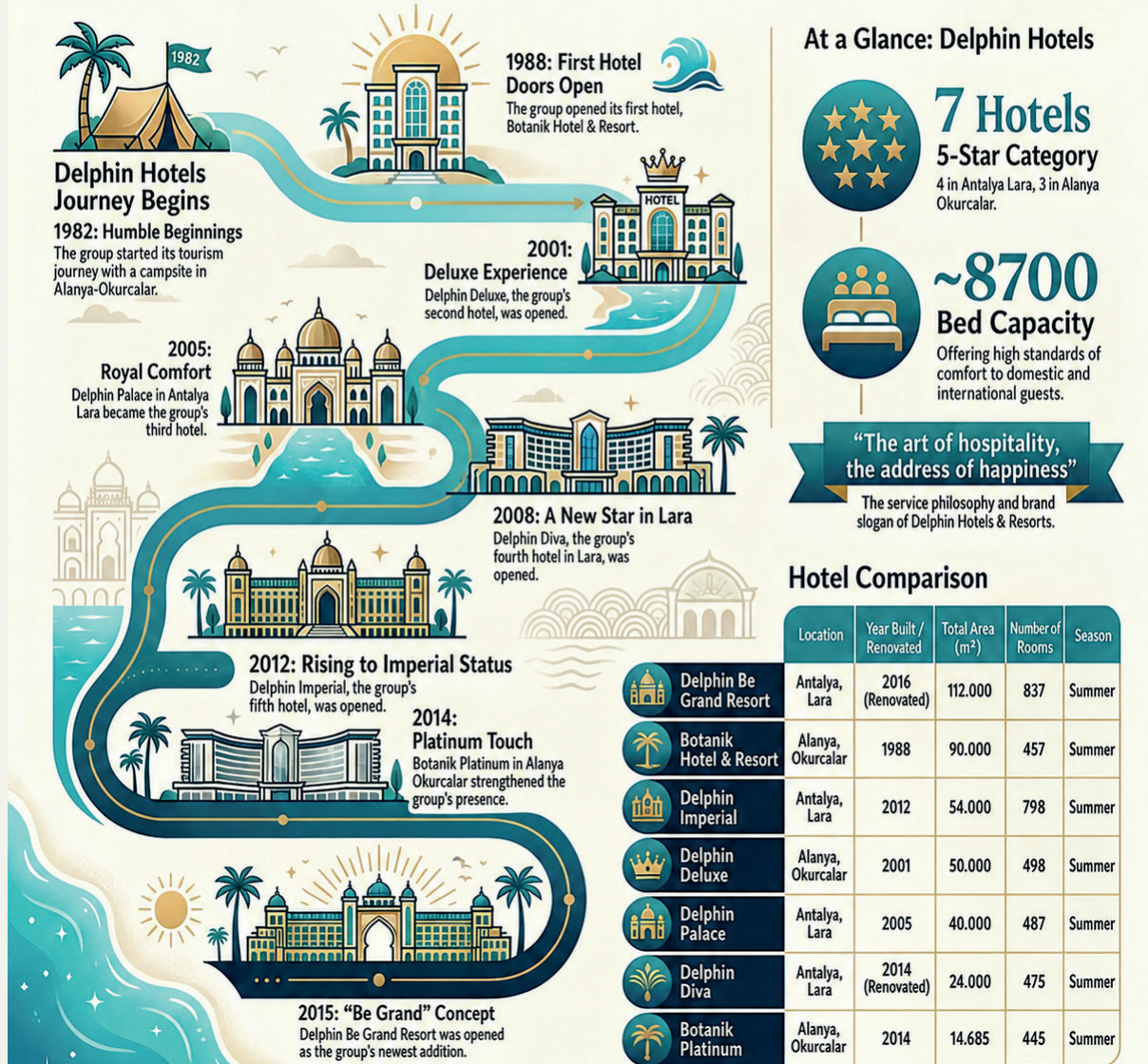


Delphin Hotels & Resorts operates a total of seven hotels—four in Lara, Antalya, and three in Alanya Okurcalar—with a total capacity of approximately 8,700 beds, providing services that meet national and international standards.



Delphin Hotels & Resorts:

42 Years of Comfort and Hospitality on the Mediterranean



"The elegance of comfort, the art of taste, the home of serenity"

Delphin Hotels & Resorts



Delphin Imperial

Hotel Overview: Our property, comprising a single nine-story main building with 798 rooms, has been designed to provide our guests with the highest level of comfort for an exceptional holiday experience. The resort features 10 panoramic elevators, a variety of bars, and 10 à la carte restaurants, offering a wide range of facilities and services to meet diverse guest preferences.

Location: It is located 15 km from downtown Antalya and 10 km from Antalya Airport. It is very easy to get to shopping centers and other places you might want to visit in the city from our property. There is a bus stop and a taxi stand right in front of the hotel.

Total Hotel Area: 54.000 m²

Category: 5 Stars

Date of establishment: 2012

Season: Summer-Winter



Delphin Be Grand Resort

Hotel Overview: Our 837-room resort, consisting of four 9-story buildings, is designed to provide you with the most comfortable vacation possible. The resort features 19 elevators—7 of which offer panoramic views—and 9 à la carte restaurants.

Location: Located 15 km from downtown Antalya and 10 km from Antalya Airport, our hotel offers an unforgettable vacation thanks to its architecture, amenities, and the stunning natural surroundings.

Total Hotel Area: 112.000 m²

Category: 5 Stars

Renovation: 2016 (The facility has been completely renovated)

Season: Summer–Winter

Delphin Diva

Hotel Overview: Our 475-room facility, consisting of a single 6-story building, is designed to provide you with a comfortable, relaxing stay that meets all your needs and is filled with peace, happiness, and enjoyment.

Location: Our hotel, located on the beaches of Lara, is 15 km from downtown Antalya and 10 km from Antalya Airport. There is a minibus and taxi stop right in front of the hotel. It's very easy to get to shopping centers and other places you might want to visit in the city.

Total Hotel Area: 24.000 m²

Category: 5 Stars

Renovation: 2014

Season: Summer



Delphin Diva



Delphin Palace

Hotel Overview: Our 487-room resort, consisting of a single 8-story building, is designed to provide you with the most comfortable vacation possible. The resort features a variety of amenities, including 5 panoramic elevators and 7 à la carte restaurants.

Location: Located 15 km from downtown Antalya and 10 km from Antalya Airport, our hotel—which offers palace-like comfort and sparkles amidst the palm trees—provides a vacation that exceeds your expectations.

Total Hotel Area: 40.000 m²

Category: 5 Stars

Opening Year: 2005

Season: Summer



Delphin Deluxe

Hotel Review: Our hotel, which offers you a wonderful vacation experience, features 498 rooms across its 6- and 7-story buildings. The property, which offers a variety of amenities, is equipped with 4 panoramic elevators in one building and 3 guest elevators in the other.

Location: Our hotel is located by the sea, surrounded by palm trees and colorful flowers. It is 90 km from Antalya Airport and 32 km from Alanya and Side. Okurcalar / Alanya / Antalya

Total Hotel Area: 50.000 m²

Category: 5 Stars

Renovation: 2001

Season: Summer

Botanik Platinum

Hotel Overview: The property consists of a single 6-story building with 445 rooms and features various amenities, including 4 panoramic elevators and 6 guest elevators.

Location: Our hotel is located right on the beach, surrounded by palm trees and colorful flowers. It is 90 km from Antalya Airport and 32 km from Alanya and Side. Okurcalar / Alanya / Antalya

Total Hotel Area: 14.684,57 m²

Category: 5 Stars

Opening Year: 2014

Season: Summer



Botanik Platinum



Botanik Hotel & Resort

Botanik Hotel & Resort

Hotel Overview: Our hotel features 457 rooms spread across a three-story main building and a three-story annex, and is set in a unique natural setting.

Location: Located in a green area within our region, which is rich in history, it is 90 km from Antalya Airport, 30 km from Side, and 32 km from Alanya. Okurcalar / Alanya / Antalya

Total Hotel Area: 90.000 m²

Category: 5 Stars

Opening Year: 1988

Season: Summer

OUR CORPORATE PROFILE

OUR VISION "The Hospitality Experience of the Future"

At Delphin Hotels & Resorts, we aim to be a leader in innovation and excellence in the hospitality industry by offering our guests the highest standards of comfort and service. Grounded in sustainable practices and environmental responsibility, we harmoniously blend technology with a personal touch, driven by our vision to reduce our ecological footprint and leave a greener world for future generations. In this way, we aim to create a unique experience that exceeds the expectations of every guest. For us, quality is not merely a standard—it is a way of life focused on our guests' happiness in every decision and service we provide.

OUR MISSION "Excellence in Quality, Satisfaction for Our Guests"

At Delphin Hotels & Resorts, our mission is to provide our guests with a safe, comfortable, and unforgettable stay, guided by the principles of continuous improvement and innovation. In doing so, we embrace the principles of sustainable tourism and focus on protecting natural resources and reducing our environmental impact through environmentally conscious business practices. Meeting our guests' needs and expectations to the highest degree, making them feel at home away from home, and delivering exceptional service with every visit is our top priority. To this end, we are committed to investing in the continuous training and development of our staff and to raising quality standards across every aspect of our hotel.

OUR VALUES

Our values define who we are, what we stand for, and how we should conduct ourselves. By working in accordance with our values, we determine how we should treat our guests and one another, the quality of our work, and the activities that lead us to success. At the heart of everything we do lies the trust our guests, stakeholders, and employees place in Delphin Hotels & Resorts, as well as our commitment to upholding high standards of conduct.



Guest-Centric Approach: "An Experience Beyond Expectations"

By delivering an accommodation experience that exceeds our guests' expectations, we are setting the standards of the future.



Commitment to Excellence: "Excellence in Quality, Satisfaction For All"

Guided by the principles of continuous improvement and innovation, we strive to go beyond excellence through our commitment to achieving better outcomes every day.



Sustainability and Love for Nature: "Green steps for the Future"

We fulfill our responsibilities for a greener future through sustainable practices.



Contribution to Society and Culture: "Supporting Cultural Diversity"

By embracing and supporting cultural diversity with respect, we make lasting contributions to society and culture.



Transparency and Trust: "Strengthening Through Open Communication"

Guided by principles of transparency and trust, we maintain strong communication with our stakeholders and foster stronger collaboration.



Employee Development and Collaboration: "Strong Teams, Continuous Growth, Lasting Success"

With a strong team spirit, we focus on employee development and collaboration, fostering a culture of continuous growth and sustainable success.

OUR APPROACH TO CORPORATE RESPONSIBILITY

As **Delphin Hotels & Resorts**, we build our operations on the strong bonds we have established with the community, the environment, and our stakeholders. Our goal is not only to minimize negative impacts but also to create measurable positive value in environmental, social, and economic areas. We base our approach to corporate responsibility on four core principles:

Respect to Nature and Culture: We consider the protection of the natural resources and cultural heritage of the region where we operate to be our primary mission. By extending our eco-friendly practices beyond the hotel's boundaries, we are leading the way in raising regional awareness.

Local Development and Employment: By prioritizing employment for the local community, we are helping to revitalize the local economy. By supporting the local workforce, we are laying the groundwork for the local community to live in prosperity on their own land and achieve economic freedom.

Future-Oriented Tourism: While ensuring our guests' comfort, we preserve natural resources for future generations. Our sustainability practices, including energy conservation, waste management, and wildlife conservation, are an integral part of our service quality.

Education and Career Opportunities: We are cultivating a qualified workforce by offering internship opportunities to tourism students, who represent the future of the industry. Guided by our vision of "developing our own leaders," we support the personal and professional growth of our current employees and grow together through opportunities for internal advancement.

OUR AWARDS AND CERTIFICATIONS – 2025

Delphin Imperial

- Blue Flag
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate
- Clean Pool Certificate

Delphin Be Grand Resort

- 2025 Tui Global Hotel Awards
- HolidayCheck 2025
- Blue Flag
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate
- Clean Pool Certificate

Delphin Palace

- 2025 Tui Global Hotel Awards
- Blue Flag
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate
- HolidayCheck Award 2026

Delphin Diva

- 2025 Tui Global Hotel Awards
- HolidayCheck 2025
- Blue Flag
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate
- Clean Pool Certificate

Delphin Deluxe

- Blue Flag
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate
- HolidayCheck Award 2026

Botanik Platinum

- Recommended on HolidayCheck '25 – Hotel Botanik Platinum
- Tui Global Hotel Awards 2025 (Quality Hotel) Botanik Platinum
- Ben Swiss Club 2025 – Botanik Platinum
- 2025 Hotelpuan Award – Botanik Platinum
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate

Botanik Hotel & Resort

- Recommended on HolidayCheck '25 – Botanik Hotel & Resort
- Ben Swiss Club 2025 – Botanik Hotel & Resort
- 2025 Hotelpuan Award – Botanik Hotel & Resort
- Blue Flag
- Green Key
- GSTC Sustainability Certification
- Zero Waste Certificate
- Green Star Environmentally Friendly Accommodation Facility Certificate

QUALITY CERTIFIED TO INTERNATIONAL STANDARDS

For **Delphin Hotels & Resorts**, quality is not a destination to be reached, but an ongoing journey. At the heart of our management philosophy lies our commitment to our guests, our employees, and the environment. Through the integrated management systems we have established, we contribute to environmental sustainability by reducing our consumption of natural resources while continuously improving the quality of our services. By fostering a culture of occupational health and safety across all our facilities, we create safe environments; we apply the highest hygiene standards at every stage of the food safety chain. Our goal is to continue being a reliable, sustainable, and pioneering brand for all our stakeholders. Through the integrated management systems we have established, we contribute to environmental sustainability by reducing our consumption of natural resources while continuously improving the quality of our services. By fostering a culture of occupational health and safety across all our facilities, we create safe environments; we apply the highest hygiene standards at every stage of the food safety chain. Our goal is to continue being a reliable, sustainable, and pioneering brand for all our stakeholders.

As a result of our commitment to quality service, Delphin Hotels & Resorts Certificates;



As **Delphin Hotels & Resorts**, we ensure our service excellence through internationally recognized management systems. In addition to our robust infrastructure, which encompasses the ISO 9001, ISO 14001, ISO 22000, ISO 45001, and ISO 10002 standards, we have fully integrated the **ISO 50001 Energy Management System** as a testament to our commitment to energy efficiency.

As of today, we manage our operations using **six complementary management systems**. This integrated structure is the clearest evidence that we deliver world-class performance to our stakeholders across every area, from food safety to occupational health, and from customer satisfaction to environmental sustainability.

OUR POLICIES

As Delphin Hotels & Resorts, through our Integrated Management System and Corporate Policies—established in accordance with our vision, mission, principles, and values—we declare that we operate in compliance with applicable laws and regulations, meet the needs and expectations of our stakeholders, contribute to sustainable development, and continuously improve the quality of our products and services.

Quality Policy

As Delphin Hotels & Resorts, we aim to become a leading regional chain and a major player in the global tourism industry by providing high-quality services;

We are committed to conducting all our operations in accordance with our established goals, while complying with relevant national legal requirements and international standards, and to continuously improving the system we have established through the regular training and development of our employees.

Environment Policy

- As Delphin Hotels & Resorts we are committed to leaving a livable environment for future generations. To this end, we undertake to:
- Reduce waste through the efficient use of raw materials, energy and natural resources;
- Ensure the recycling, recovery, or proper disposal of waste to the greatest extent possible by segregating it at the source,
- Monitor the outcomes of our activities through both qualitative and quantitative measures and pursue continuous improvement,
- Support local producers and local employment when making investment decisions, while acting responsibly and prudently by considering guest-oriented environmental requirements and the potential environmental impacts of our operations,
- Raise environmental awareness among our employees, guests, and stakeholders, encourage environmentally responsible behavior, and fulfill applicable national legal requirements as well as relevant international commitments and standards.

Food Policy

At Delphin Hotels & Resorts, we are committed to prioritizing guest needs and expectations by delivering high-quality and safe products and services within the tourism sector in which we operate. To achieve this, we undertake to:

- Protect human health by fully implementing food safety and hygiene practices throughout all stages of food production, presentation, and storage, from the procurement of raw materials to the consumption of food products, guided by the belief that “Food safety is everyone’s right and everyone’s responsibility”,
- Establish effective communication channels with both internal and external stakeholders throughout the food production chain
- Give priority to sourcing food products from local suppliers whenever possible,
- Define, monitor, achieve, and continuously improve Food Safety objectives in compliance with legal requirements and guest expectations,
- Recognize that the most valuable support in achieving our objectives comes from our skilled employees and therefore provide training programs aimed at enhancing their knowledge, competencies, and professional development.

ISG Policy

At Delphin Hotels & Resorts, with the goal of being one of the leading and exemplary organizations in the tourism sector, we are committed, together with all our employees, to:

- Preventing occupational accidents, work-related illnesses, and adverse environmental impacts at their source;
- Identifying and eliminating unsafe conditions, unsafe behaviors, and potential accident risks that may lead to occupational accidents or work-related illnesses within our facilities through effective risk assessment processes;
- Providing training to ensure the development, promotion, adoption, and continuous improvement of occupational health and safety awareness among our stakeholders, including employees, contractors, and visitors;
- Complying with occupational health and safety legislation, regulations, and legal requirements, as well as the occupational health and safety expectations of the parties we serve.

Guest Satisfaction

At Delphin Hotels & Resorts, guided by the awareness and responsibility that come with being a well-established organization in the tourism industry, we regard all our customers as guests and are committed to delivering services that blend national and international values. To this end, we undertake to:

- Treat all requests, feedback, and complaints with impartiality and integrity, without discrimination of any kind, ensuring that they are duly recorded by our employees and that the resolution process is initiated promptly,
- Review and resolve requests and complaints within the applicable framework and within the timeframe required to ensure guest satisfaction, while keeping our guests informed throughout the process,
- Continuously improve and enhance the experiences shared by our guests within the principles of confidentiality, and provide all necessary resources to achieve this objective.

Energy Policy

At Delphin Hotels & Resorts, we are committed to using energy resources efficiently across all our operations and implementing measures to reduce energy and natural resource consumption in order to leave more resources and a more livable environment for future generations. To this end, we undertake to;

- Provide all necessary information and resources for the establishment, achievement, monitoring, and review of energy objectives and targets,
- Comply with all applicable legal and other requirements, including relevant legislation and stakeholder expectations, while ensuring that energy-efficient choices are made in the design and revision of our processes,
- Prioritize the procurement of energy-saving products and equipment and ensure the acquisition of energy-efficient products and services,
- Continuously improve our performance by implementing practices aligned with the Energy Management System standard within the scope of our Integrated Management System.

Our Sustainability Policy

At Delphin Hotels & Resorts, we aim to contribute to the development of the environment, our employees, and the communities in which we operate, as well as to promote sustainable tourism.

Within the framework of the “more value with fewer resources” approach, our goal is to ensure the sustainability of our operations by meeting economic, environmental, and social needs without compromising the living conditions of future generations.

Local Community Policy

As Delphin Hotels & Resorts, our mission is to contribute to the development of the region and the local community, to help accelerate economic and social progress, to enhance competitiveness and innovation, to support local residents and businesses, and to preserve and promote our traditions.

When making investment decisions, we aim to support the local economy by promoting local producers and local employment; to support, respect, and, when necessary, engage with local laws, ethical standards, and social, cultural, and environmental initiatives in all regions where we operate; and to assist in introducing guests to the region’s cuisine, activities, culture, and traditions (religious sites, cultural sites, natural attractions, etc.), and to ensure that employees are properly trained in these matters.

Child Protection Policy

At Delphin Hotels & Resorts, we believe that children’s rights must be protected everywhere. Guided by our commitment to creating a safe environment for both the children of our guests and children living in the local community, we undertake to;

- Advocate that all children have the right to be protected from violence, neglect, and abuse. Our priority is to safeguard children from all forms of non-accidental physical, psychological, and sexual harm, as well as any actions that may negatively affect their health, well-being, development, or expose them to mistreatment within society.
- Ensure that no food, beverages, gifts, or other items are offered to children within the hotel premises or restaurants without the consent of their parents or guardians. We also avoid unnecessary physical interaction or contact that may occur during communication with children.
- Do everything within our power to protect children from all forms of harm, discrimination, and exploitation, including sexual exploitation, and to ensure that their rights, wishes, feelings, and dignity are respected at all times.

Social Responsibility Policy

At Delphin Hotels & Resorts, we view acting with a sense of social responsibility in all our operations as a reflection of the value we place on people. As we carry out our operations, we are committed to ensuring that our social and economic impacts benefit the local community as much as possible, and to working to minimize or eliminate any negative impacts.

Human Rights and Equality Policy

At Delphin Hotels & Resorts, we respect our employees' freedom of thought and belief in our corporate culture; we are committed to upholding human rights and the principle of non-discrimination on grounds such as gender, age, or religion. In accordance with the principle of equality, starting from the hiring process and extending to career management practices, we firmly oppose any discriminatory elements based on individual characteristics such as gender, age, marital status, religion, language, ethnic origin, pregnancy status, or the possibility of pregnancy in all attitudes and behaviors. In accordance with laws, regulations, and legal requirements, we act with a sense of social responsibility to ensure that individuals under the age of 18 and/or child labor are not employed.

OUR GUESTS

"Traditional Turkish Hospitality, Universal Quality Standards"

At **Delphin Hotels & Resorts**, our service philosophy is rooted in a simple yet powerful principle: Everyone who walks through our doors is not just a "customer," but a valued "guest" in our home. With this in mind, we blend the warmth and sincerity of Turkish culture with international service standard.

1. ISO 10002 and Complaint Management For us, guest satisfaction is not just a standard—it's a measurable goal. We provide services at all our facilities in accordance with the ISO 10002 Customer Satisfaction Management System.

- **Feedback Culture:** We regard all guest feedback, suggestions, and complaints as valuable "opportunities for improvement".
- **Solution-Oriented Approach:** We assess potential cases of guest dissatisfaction in an objective, transparent, and diligent manner, and through our solution-oriented approach, we aim to restore and strengthen our guests' trust.

2. Cultural Experience and Entertainment We offer our guests not only accommodation, but also a unique cultural experience. Through exclusive themed evenings, the finest flavors of Turkish cuisine, and local performances, we introduce the richness of our regional culture and elevate guest satisfaction through unforgettable memories.

3. Green Transportation Guide As part of our commitment to sustainable tourism, we encourage our guests to choose transportation options with a lower carbon footprint. We provide detailed information and guidance on how to reach our hotels and local attractions via public transportation. We also serve as a guide to eco-friendly travel by offering a shuttle service to our guests at specific times each day.

By 2025, with a total bed capacity of 8,700, we have achieved a guest satisfaction rate of 95% by welcoming over 300,000 guests with our philosophy of providing safe, peaceful, and consistently friendly service.

The Success Story of Delphin Hotels & Resorts in Numbers

7 SPECTACULAR RESORTS in the Mediterranean's Most Exclusive Locations
A Window to Green Spaces Combining Comfort and Luxury: **8,700 BED CAPACITY**
4,500+ PASSIONATE EMPLOYEES United in Dedication to Guest Happiness
A Mark of Quality Service: **95% GUEST SATISFACTION**

Sincerity: We love to smile. Eye contact and a smile are our most natural way of communicating.

Attention to detail: Guided by the philosophy that “small things make a big difference,” we anticipate our guests' needs before they even have to ask and pay close attention to the details.

Love and Discipline: We never compromise on discipline in our work; however, we foster this discipline not through fear, but through a culture of love and respect.

Team Spirit: We are fully aware that the true strength behind our service quality lies in our happy and trusting employees (our internal customers).

Workplace Safety: We view our employees as members of the Delphin Hotels & Resorts family; we provide a safe working environment with a “Zero Accidents” goal in the field of Occupational Health and Safety.

Our Goal: With our guest-focused approach and award-winning service quality, we aim to remain the “most preferred and most trusted brand” in the industry. Because we truly love what we do.

DELPHIN HOTELS & RESORTS CONTACT
" Transparent Communication, Strong Collaboration "

At **Delphin Hotels & Resorts**, we believe that we can only achieve our sustainability goals through strong and transparent communication with our stakeholders. The perspectives of all our stakeholders—from our employees to our guests, and from our suppliers to local communities—guide our decision-making processes.

We maintain an ongoing dialogue with each stakeholder group through diverse communication channels tailored to their needs and expectations.

STAKEHOLDER GROUP	COMMUNICATION METHODS AND PARTICIPATION TOOLS
OUR EMPLOYEES	•One-on-One Meetings and Open House Sessions •Employee Satisfaction Surveys •Suggestions, Recommendations and Complaints System (Boxes & Digital) •Motivation and Recognition Sessions •Internal Announcements and E-Newsletters •Onboarding and Professional Development Training
OUR GUESTS	•Guest Satisfaction Surveys (CRM) •Social Media Engagement and Website Feedback •Guest Relations Meetings and Request Forms •E-Mail and Call Center Communications

STAKEHOLDER GROUP	COMMUNICATION METHODS AND PARTICIPATION TOOLS
AGENCIES	•Periodic Contract Negotiations •Facility and Agency Visits •Online and In-Person Strategy Meetings
SUUPLIERS	•Supplier Evaluation and Audit Visits •Procurement Specifications and Contracts •Sustainability Information Sessions
PUBLIC INSTITUTIONS	•Legal Audits and Reporting •Information Requests and Official Correspondence •Regulatory Compliance Meetings
BUSINESS PARTNERS	•Strategic Partnership Meetings •Industry Seminars and Trade Shows •Facility Visits
LOCAL COMMUNITIES	•Social Responsibility Projects •Visits and Regional Meetings •Activity Report Posts
LOCAL RESIDENTS	•Employment-Focused Training and Activities •Direct Communication Channels (Email, Phone)
PRESS AND MEDIA	•Press Releases and Press Conferences •Interviews and Launches •Corporate Social Media Management

RISK MANAGEMENT AND A PREVENTIVE APPROACH

" To Shape the Future, We Manage Risks."

At **Delphin Hotels & Resorts**, we view managing the uncertainties that may arise throughout our sustainability journey not only as a business necessity, but also as a responsibility toward our stakeholders and the broader ecosystem. In light of changing climate conditions, economic fluctuations, and evolving social expectations, we adopt a **proactive** approach to risk management, focusing on anticipating and mitigating potential risks before they materialize

Our Risk Management Methodology

To identify risks before they arise, we follow a systematic process based on international standards (ISO 31000 Risk Management and Integrated Management Systems)

- **Definition:** We identify potential hazards at every point where our operations have an impact (environment, people, operations).
- **Analysis and Rating:** We score each identified risk based on the "Probability of Occurrence" and "Severity of Impact" criteria; we classify them into low, medium, and high risk levels.
- **Action Plan:** We are developing emergency action plans for high-priority risks and implementing improvement measures to reduce them to an "Acceptable Risk" level.
- **Monitoring and Review:** We update our risk maps at least once a year and as conditions change (new investments, legal changes, etc.).

Our Priority Risk Areas

We manage factors that could threaten our sustainability goals under four main headings:

1. Environmental and Climate Risks

- **Water Stress:** To mitigate the risk of dwindling regional water resources, we monitor water consumption, take necessary measures, and invest in water-efficient fixtures.
- **Waste Management:** We minimize the risk of waste entering the environment by sorting it at the source in accordance with the "Zero Waste" principle.
- **Biodiversity Loss:** We implement landscape designs that protect the natural vegetation and endemic species in the areas where our facilities are located.

2. Social and Sociological Risks

- **Local Relations:** We manage the risk of a disconnect with the local community and businesses through regular stakeholder engagement and our local employment policy.
- **Human Rights:** We use ethical audits to prevent situations in our supply chain and operations that could violate fair working conditions.

3. Operational and Safety Risks (OHS & Food)

- **Occupational Health and Safety:** We focus on our "Zero Accidents" goal by conducting regular site inspections and training to mitigate accident risks that could threaten the safety of our employees and guests.
- **Food Safety:** We keep risks of spoilage or contamination in the food supply chain under control with our "Farm-to-Fork" traceability system (ISO 22000).

4. Strategic and Economic Risks

- **Energy Costs and Supply Security:** We mitigate the risk of energy price fluctuations through renewable energy investments and the ISO 50001 Energy Management System.

Turning Risk into Opportunity

For us, risk management is not just about “avoiding danger.” Every risk is also an opportunity for growth. For example, the efficiency initiatives we’ve implemented to manage energy cost risks are positioning us to be more competitive and environmentally friendly in the industry.

At Delphin Hotels & Resorts, we identify critical business areas and take proactive measures to safeguard not only today but also tomorrow.

OUR JOURNEY TOWARD SUSTAINABILITY

Foundations and First Steps: At Delphin Hotels & Resorts, our sustainability journey began with the laying of the very first foundation stone of our properties. The principles established during the construction phase, in full compliance with national environmental regulations, have become the cornerstone of the environmentally responsible identity we uphold today. The first Blue Flag award received by our Botanik Hotel in 1999 marked the first formal recognition of our commitment to clean seas and safe coastlines. Today, we take pride in maintaining these high standards by flying the Blue Flag at all of our properties.

Our Journey Toward Certification and Global Integration: In 2014, we took our efforts to a national level by receiving the Green Star (Environmentally Responsible Accommodation Facility) certification from the Turkish Ministry of Culture and Tourism. In 2015, we launched the Travelife Gold process by aligning our vision with global standards and quickly achieved gold standards on the international stage. This success was followed in 2016 by the Green Key award, which demonstrated our meticulous approach to environmental management.

A Milestone Achievement: We achieved a significant milestone in our alignment with the criteria of the Global Sustainable Tourism Council (GSTC), widely recognized as the global authority on sustainable tourism. In 2022, our Delphin Be Grand hotel was awarded a Level 3 Sustainable Tourism Certificate through audits conducted in cooperation with the Turkish Ministry of Culture and Tourism and the Tourism Promotion and Development Agency (TGA), becoming one of the first certified hotels in the country and setting a benchmark for the industry. By extending this vision across our entire group, all Delphin Hotels & Resorts properties became eligible for the internationally recognized Green Key award by 2023 and were also certified under the GSTC Sustainable Tourism Certification, further validating our commitment to sustainable tourism practices.

BEYOND CERTIFICATES: LIVING SUSTAINABILITY

For us, certifications are not an end in themselves, but a tool for continuous improvement. Preserving Antalya’s cultural heritage and combating the climate crisis are integral parts of our corporate DNA.

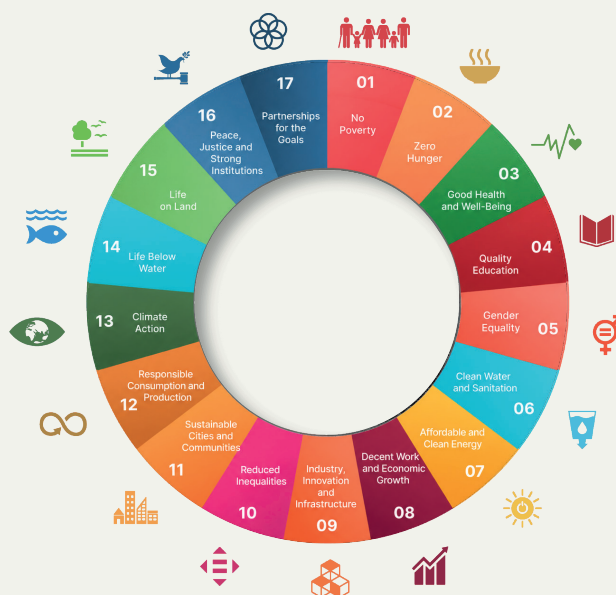
“Beyond certifications, we create value every day.”

 **Climate and Energy Management** We are taking responsibility in the face of the global climate crisis. Through the use of renewable energy and energy transition projects, we are reducing carbon emissions and working toward the goal of “Low-Carbon Tourism.”

 We protect natural resources through resource efficiency, waste management, and our smart energy systems. By sorting waste at the source and incorporating it into the recycling chain, we support the circular economy.

 **Local Development and Sourcing** We manage our supply chain based on the principle of “Buy local, support local.” This approach not only boosts the local economy but also reduces our carbon footprint caused by transportation.

 **A Culture of Training and Oversight** Sustainability is a way of life for Delphin Hotels & Resorts employees. Our Environmental Teams ensure the system operates flawlessly through ongoing training and monthly performance reviews.



SUSTAINABILITY MANAGEMENT AND ORGANIZATIONAL STRUCTURE

At **Delphin Hotels & Resorts**, we design our entire sustainability strategy in alignment with the United Nations Sustainable Development Goals. By integrating the expectations of various stakeholders and operational requirements within the framework of international standards, we manage a system that is continuously improving, measurable, and dynamic.

Our sustainability initiatives are being implemented under the visionary leadership of our Board of Directors, with the active participation of our Operations Managers and all our departments.

The coordination of this structure, the integration of systems, and the leadership of the process are carried out by our Quality Department in its capacity as the “**Sustainable Tourism Representative**”.

Key Responsibilities of the Sustainable Tourism Representative: Our Quality Department has taken on the following tasks to implement our sustainability vision in the field:

Strategic Guidance: To guide management in setting sustainability goals.

Performance Management: To measure, report, and analyze the achievement rates of goals.

Operational Integration: To make sustainability principles a natural part of daily operational processes.

Certification and Compliance: With senior management approval, execute audit, certification, and corporate development projects.

Stakeholder Collaboration: Ensure that socio-economic, cultural, and environmental projects are carried out in collaboration with the local community and local authorities.

Regulatory Monitoring: Monitor national and international legal changes to ensure coordination across relevant departments and rapid adaptation.

OUR OPERATING PRINCIPLES AND STRATEGIC GOALS

At Delphin Hotels & Resorts, our goal is to protect the future of our region, minimize negative impacts, and enhance social benefits.

OUR CORE PRINCIPLES (OUR PHILOSOPHY)

For us, sustainability is not just the responsibility of a single department; it is a shared culture across the entire Delphin Hotels & Resorts family. The cornerstones of this culture are as follows:

- **Sustainable Comfort:** To meet our guests' needs without compromising their comfort and without depleting the resources of future generations.
- **Zero Waste and Resource Management:** Using energy, water, and raw materials efficiently; managing waste in accordance with the "Zero Waste" principle.
- **Biodiversity and the Environment:** To protect the natural vegetation and wildlife of the region where we operate.
- **Local and Economic Solidarity:** To revitalize the local economy and support local employment by giving priority to local suppliers.
- **A Culture of Awareness:** We do not merely comply with legal requirements; we strive to foster a lasting environmental awareness among our employees, guests, and business partners.

OUR STRATEGIC GOALS (OUR ROADMAP)

In line with the principle of "continuous improvement," the strategic goals we have set for the coming period fall under three main categories:

A. Management and Communication

- **Transparent Stakeholder Communication:** Develop digital reporting channels and interactive communication methods to share our sustainability performance more effectively.
- **Data-Driven Decision Making:** By optimizing data collection processes; setting measurable, realistic, and results-oriented goals.
- **Continuity:** To ensure ongoing corporate transparency by publishing reports in accordance with international standards and on a regular basis.

B. Environment and Technology

Green Technology Integration: Promote the use of environmentally friendly technologies that improve energy efficiency in operational processes.

Natural Resource Management: To conserve natural resources and minimize our carbon footprint by optimizing the use of water, energy, and raw materials.

Full Compliance with Standards: To ensure full compliance with the current versions of our Integrated Management Systems and to effectively maintain the ISO 50001 Energy Management System, which has recently been incorporated into the system.

C. Social and Operational

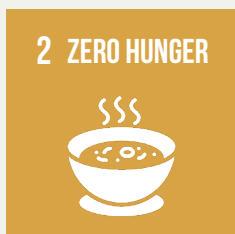
Regional Development: Increase the value added to the regional economy through local employment and procurement policies.

Zero Workplace Accidents: To foster a culture of occupational health and safety with a "Zero Accidents" goal by providing the safest possible work environment for our employees and subcontractors.

We operate under the principle of “being mindful and raising awareness” to create a livable world. We do more than simply protect the natural resources entrusted to us; we work tirelessly to restore them and add value so that we can pass them on to future generations.

SOCIO-ECONOMIC SUSTAINABILITY OUR WORK LIFE

" We Draw Our Strength from Unity, and We Build the Future Together "



Delphin Hotels & Resorts is a close-knit family dedicated to doing everything in its power to unlock and nurture the potential of every employee and support their professional growth.

We believe that the key to success lies in team spirit, and we view collective solidarity and cooperation as our most valuable asset.

We create value that grows as we share it, and we come together around a shared vision for the future. We take steps with an eye not only to today but also to tomorrow, and we join hands to achieve sustainable success. Because we are not just a company, we are a large family that shares a common future, common dreams, and common successes.

Delphin Hotels & Resorts provides its employees with a working environment built on the principles of trust, integrity, diligence, and innovation, while fostering unity and a culture of collaboration. To support these principles, the Company takes the provisions of labor legislation as a guiding framework and has established various systems to protect employee rights. By taking a firm stance against all forms of violence and discrimination, Delphin Hotels & Resorts is committed to promoting equal opportunities, rights, and access to resources for its employees and stakeholders, regardless of race, language, religion, gender, ethnic origin, disability, pregnancy, political or religious beliefs, or marital status.

At Delphin Hotels & Resorts, it is a fundamental standard that no discrimination is made on the basis of race, language, religion, age, gender, or any other personal characteristic in recruitment, employment, promotion, or career advancement across all roles, positions, and levels within the organization.

Furthermore, Delphin Hotels & Resorts does not employ child labor under any circumstances. The Company does not engage in business relationships with organizations that employ child labor. In addition, individuals classified as child workers are not permitted to work at our properties, including those engaged through suppliers or contractors for activities such as construction, landscaping, or similar services.

To strengthen child safeguarding awareness, all employees at our hotels receive Child Neglect and Abuse Awareness Training at least once a year, aimed at recognizing, preventing, and responding appropriately to cases of child neglect and abuse.

Our Employee Profile

At Delphin Hotels & Resorts, we prioritize ensuring that our employees work in a healthy, happy, peaceful, and safe work environment.

With our employees working in various roles across the globe, as well as the large number of staff from the regions where our hotels are located, Delphin Hotels & Resorts brings together many cultures, faiths, and diverse backgrounds under one roof, all on equal terms.

Our Human Resources department plays a key role in ensuring that we comply with workplace welfare and human rights regulations, and that all contracts, working hours, and compensation structures are in line with national legislation.

Delphin Hotels & Resorts serves guests every year with a team of approximately 4,500 people.

DELPHIN HOTELS & RESORTS
2024–2025 Gender Breakdown



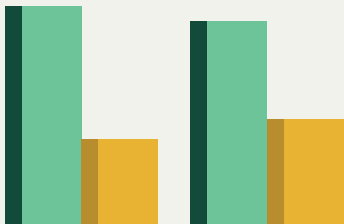
DELPHIN IMPERIAL
2024–2025 Gender Breakdown



DELPHIN BE GRAND
2024–2025 Gender Breakdown



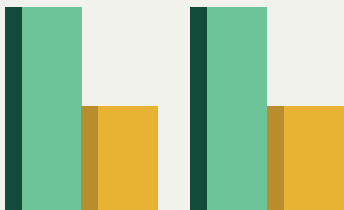
DELPHIN PALACE
2024–2025 Gender Breakdown



Male Employee Percentage
Female Employee Percentage

2024	2025
%70	%68
%30	%32

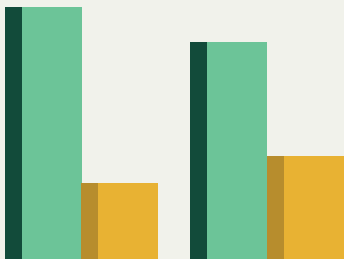
DELPHIN DIVA
2024–2025 Gender Breakdown



Male Employee Percentage
Female Employee Percentage

2024	2025
%68	%68
%32	%32

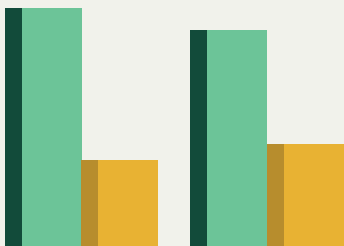
DELPHIN DELUXE
2024–2025 Gender Breakdown



Male Employee Percentage
Female Employee Percentage

2024	2025
%76	%71
%24	%29

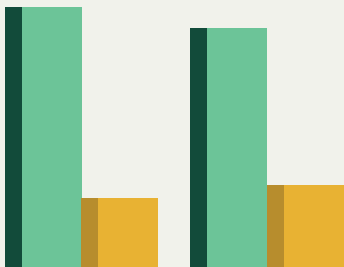
BOTANİK PLATINUM
2024–2025 Gender Breakdown



Male Employee Percentage
Female Employee Percentage

2024	2025
%73	%71
%27	%29

BOTANİK HOTEL & RESORT
2024–2025 Gender Breakdown



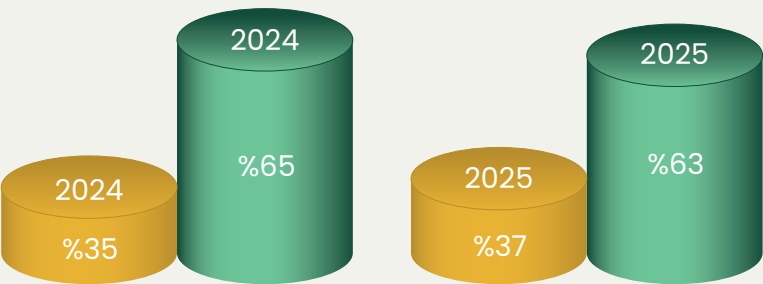
Male Employee Percentage
Female Employee Percentage

2024	2025
%80	%78
%20	%22

It places the principle of “Gender Equality” (Goal 5) at the heart of its operations. Our data for the 2024–2025 period confirms that we have made steady progress in increasing the number of women employed across our seven hotels. The growth trend, particularly at our Delphin Deluxe and Delphin Palace properties, reflects the success of our inclusive human resources policies. Our goal is to increase the representation of our female employees not only in terms of numbers but also in leadership positions.

The goal is to continue increasing the proportion of women in the tourism sector so that it does not fall below 2% each year.

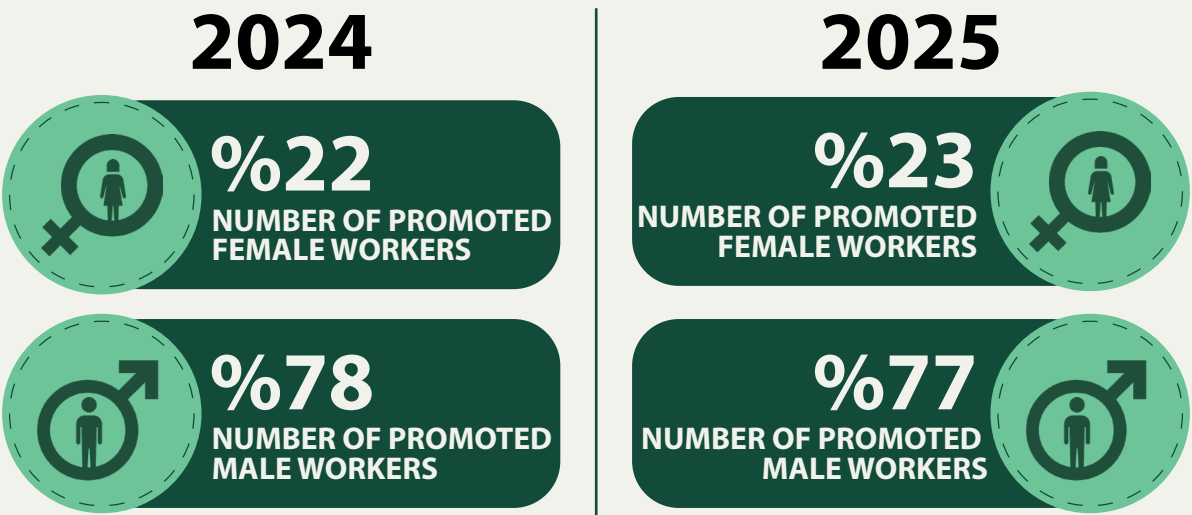
Delphin Hotels & Resorts
Percentage of Employees with Limited Mobility (Disabled)



■ Number of Female Employees with Disabilities
■ Number of Male Employees with Disabilities

In 2024, 65% of employees with disabilities were men and 35% were women; by 2025, the proportion of male employees had dropped to 63%, while the proportion of female employees had risen to 37%. This change demonstrates that there has been an increase in the employment of women with disabilities and that the approach to equal opportunity has been strengthened.

Delphin Hotels & Resorts 2024–2025
Percentage of Employees Promoted



At Delphin Hotels & Resorts, the percentage of female employees receiving promotions was 22% in 2024 and rose to 23% in 2025, demonstrating positive momentum.

Delphin Hotels & Resorts 2024–2025 Percentage of Employees Promoted

HOTELS	YEARS	PERCENTAGE OF FEMALE EMPLOYEES WHO RECEIVED A	PERCENTAGE OF MALE EMPLOYEES WHO RECEIVED A
DELPHIN IMPERIAL	2024	%19	%78
	2025	%26	%71
DELPHIN BE GRAND	2024	%28	%72
	2025	%20	%80
DELPHIN PALACE	2024	%18	%82
	2025	%19	%81
DELPHIN DIVA	2024	%31	%69
	2025	%25	%75
DELPHIN DELUXE	2024	%8	%92
	2025	%14	%86
BOTANİK PLATINUM	2024	%21	%79
	2025	%30	%70
BOTANİK HOTELS & RESORTS	2024	%0	%100
	2025	%0	%100

Delphin Hotels & Resorts 2024–2025 Management Percentage

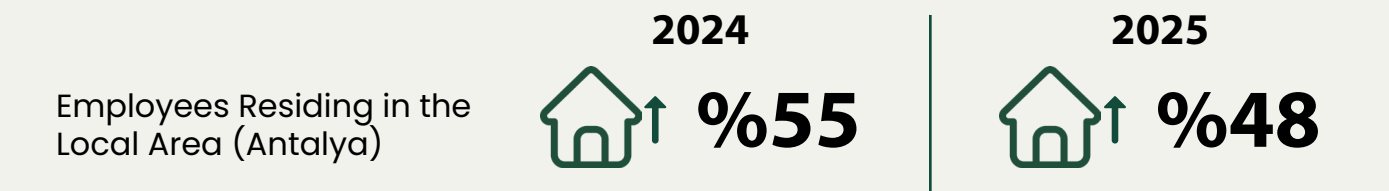
HOTELS	YEARS	PERCENTAGE OF FEMALE EXECUTIVES	PERCENTAGE OF MALE EXECUTIVES
DELPHIN IMPERIAL	2024	%12	%88
	2025	%18	%82
DELPHIN BE GRAND	2024	%62	%38
	2025	%30	%70
DELPHIN PALACE	2024	%19	%34
	2025	%81	%66
DELPHIN DIVA	2024	%7	%93
	2025	%18	%82
DELPHIN DELUXE	2024	%22	%31
	2025	%78	%69
BOTANİK PLATINUM	2024	%17	%13
	2025	%83	%88
BOTANİK HOTELS & RESORTS	2024	%9	%7
	2025	%91	%93

At Delphin Hotels & Resorts, the percentage of female executives stood at **21%** in 2024 and rose to **22%** in 2025, demonstrating positive momentum.

The positive results of our company’s policies aimed at improving equal opportunity and career development are becoming evident. The increase in the proportion of female employees receiving promotions across the group demonstrates that our equal opportunity policies are bearing fruit. Our data shows that our female employees are beginning to take on greater responsibilities at the management level and that our organizational structure fosters an inclusive culture that supports this development.

The positive momentum we have achieved across our facilities reinforces our confidence in our goal of establishing a more balanced and robust management structure in the coming periods. By sharing best practices from our facilities that are showing a rising trend in performance across our entire group, we will continue to foster a work environment where every employee can reach their full potential.

Distribution of Employees by Place of Residence



In line with sector-specific labor market dynamics, our local employment rate stood at **48%**.
By turning this situation into an opportunity, we opened our talent pool to the whole of Türkiye and created a more inclusive human resources structure by increasing our employment outside Antalya to **52%**.

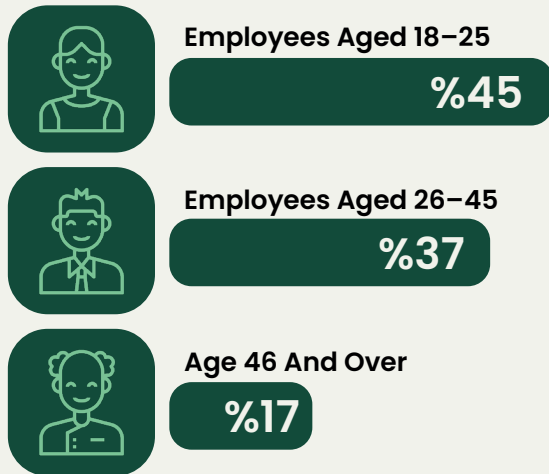
At Delphin Hotels & Resorts, we prioritize making a direct contribution to Antalya’s economy by hiring a significant portion of our workforce from the local community. This approach not only enhances the local guided tours and unique lodging experiences we offer our guests, but also helps us reduce our carbon footprint and minimize our environmental impact by shortening travel distances.

With our local employment rate standing at **48%**, we continue to support income levels in the regional economy while making steady progress toward becoming a preferred employer brand on a global scale.

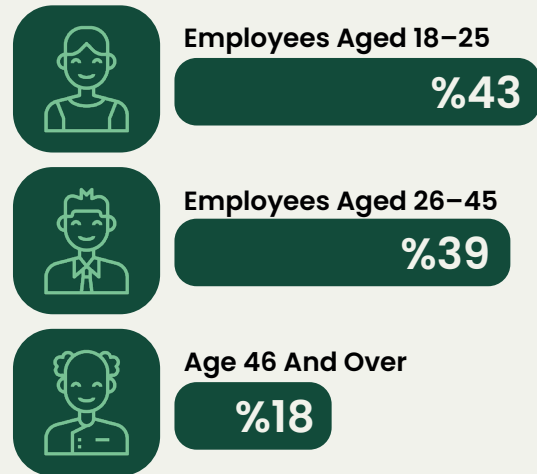
Age Distribution of Delphin Hotels & Resorts Employees

At Delphin Hotels & Resorts, we offer an inclusive work environment where different generations work together and knowledge and energy come together. Our data for 2024 and 2025 demonstrate both our support for youth employment and the importance we place on employee loyalty.

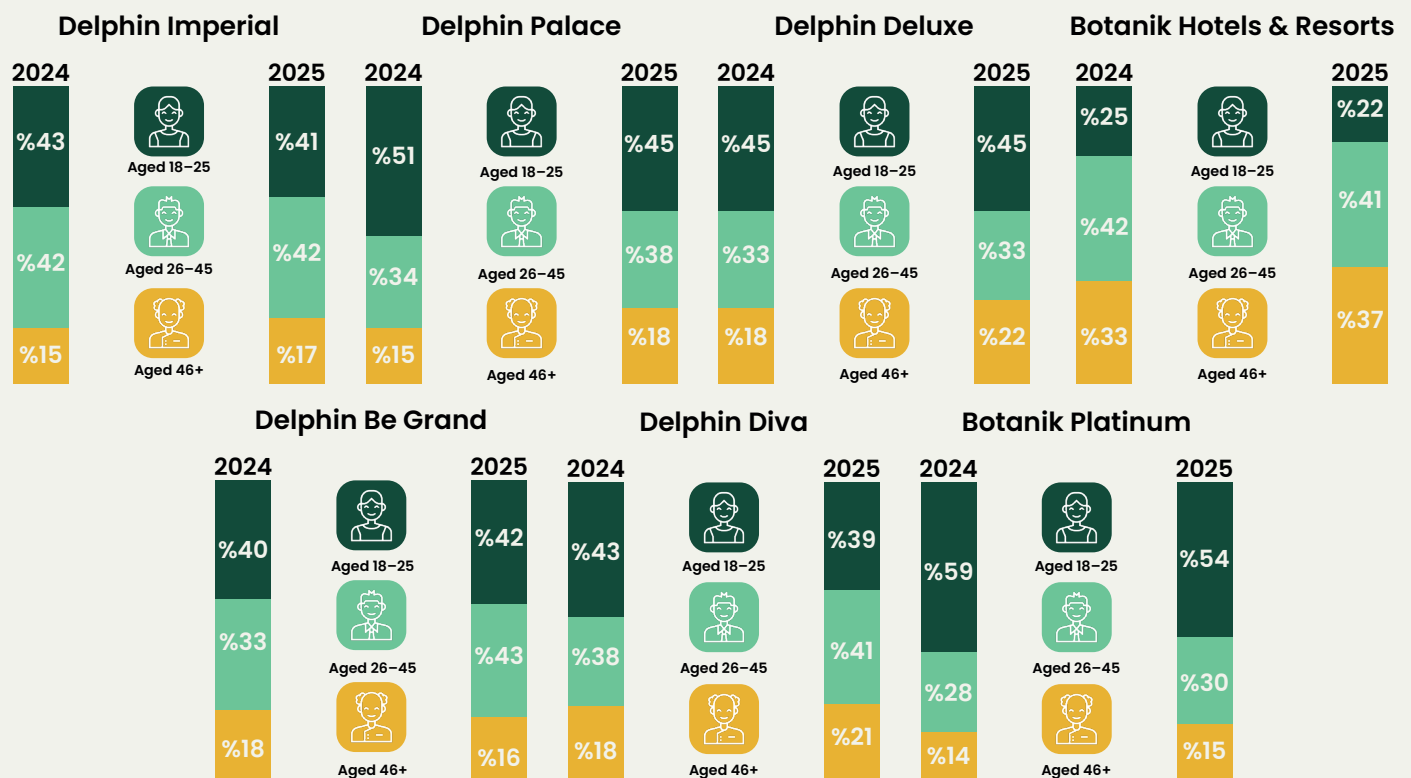
2024



2025



As of 2025, young talent aged 18-25 makes up 43% of our workforce. This high rate demonstrates that our group has maintained its dynamism and continues to fulfill its mission of bringing new talent into the industry. The increase in the proportion of employees aged 26-45 from 37% to 39%, and in the group aged 46 and older from 17% to 18%, demonstrates the importance we place on career continuity and retaining our experienced workforce. This balanced distribution supports the transfer of knowledge across generations and operational excellence.



Delphin Hotels & Resorts assesses the knowledge, attitudes, and behaviors regarding sustainability among different age groups, integrates this information into its development processes, and thereby facilitates more effective progress in environmental awareness and sustainability.

The fact that our workforce is predominantly between the ages of 18 and 25 enables us to quickly adapt to the demands of the digital age, foster growth, and build a dynamic corporate culture.

What we've gained from our young employees:

- Rapid adoption of technology
- Creative problem-solving skills
- Understanding the expectations of today's customers
- A dynamic and flexible work culture

This young and dynamic organization gives us a significant advantage in keeping pace with trends in the tourism industry.

With every project we undertake, we gain new ideas and fresh perspectives, shaping the future of tourism.

EMPLOYEE WELL-BEING AND BENEFITS

"Happy Employees, Excellent Service"

At **Delphin Hotels & Resorts**, we know that the impeccable service we provide to our guests is made possible by a team that feels valued, healthy, and happy. With this in mind, we are implementing a comprehensive **"Employee Support Program"** designed to improve our colleagues' quality of life and support their social and economic well-being.

1. SOCIAL LIFE AND COMFORT

We care just as much about our employees' comfort at work as we do about our guests.

Rest Areas: To help our employees take a breather and recharge their energy amid a busy work schedule, we provide special relaxation areas.

Changing Rooms and Personal Space: We provide spacious and secure changing rooms that meet hygiene standards and feature lockers assigned to each employee, ensuring the safety of personal belongings and a comfortable environment for changing clothes.

Quality Housing (Staff Housing): In our company housing, which is available to all our employees, we provide free accommodation, housekeeping, laundry service, and unlimited internet access. We also have dedicated parking spaces for our employees.

Meals: In our staff cafeterias, we provide three free meals a day—breakfast, lunch, and dinner—featuring varied menus prepared in accordance with hygiene regulations and food safety standards, which are updated every two weeks.

Transportation Network: With our extensive transportation network, scheduled to accommodate different shift hours, we offer safe and free transportation between our lodgings, the city center, and our hotels.

Uniforms and Hygiene: All of our employees' uniforms are custom-made by our in-house tailors, laundered free of charge in our facilities, and tracked using a personal identification system. Our employees are provided with two sets of uniforms and personal hygiene supplies based on the work group they are assigned to. We provide our employees who are required to work in personal protective clothing with a complete set of personal protective equipment.

Requests and Suggestions: Our employees' opinions, requests, suggestions, and complaints are very important to our senior management. Suggestion boxes, which are provided for our employees to submit their requests, suggestions, and complaints, are located at the staff entrances. The locked boxes are opened every month and reviewed by senior management.

2. HEALTH AND SAFETY

"With our 'People First' approach, we ensure the health and well-being of our employees and their families."

Occupational Health Unit: The full-time occupational physician and nurse at our hotels are available during business hours to address our employees' health needs.

Supplementary Health Insurance: We are presenting a complimentary "Supplementary Health Insurance" policy to all employees who have completed nine years of service, to our managers in Director/Assistant Director positions, and to the families of all staff members who meet these criteria.

Network Hospitals: In cases requiring advanced diagnostic tests and treatment, we offer special discount benefits for our employees and their families at our partner hospitals.

3. FINANCIAL SUPPORT AND REWARDS

We recognize success and stand by our employees on special occasions.

Loyalty Awards (Loyalty Program): We celebrate a sense of belonging to the organization. We honor our long-serving employees who have reached their 5th, 10th, 15th, 20th, and 25th anniversaries with special plaques featuring star ratings.

Performance and Language Bonus:

- **Employee of the Month:** We reward our employees who stand out for their performance with a bonus.
- **Foreign Language Incentives:** We provide financial support for the personal development of our employees who perform well on language exams by paying them a "Foreign Language Allowance."
- **Professional Excellence Award:** We offer financial incentives to our employees who place in talent competitions.

Special Occasion Gold: We are presenting a bonus worth a quarter-ounce of gold to all our employees who get married or have a child, as a way of sharing in their joy.

Family and Educational Support: We provide "Stationery Vouchers" to our employees with school-age children every year; during Ramadan, we provide "Ramadan Food Baskets" to our employees in need.

4. MOTIVATION AND SOCIAL ACTIVITIES

We're one big family, and we love having fun together.

Seasonal Celebrations: We keep team spirit alive with events like pre-season and post-season team dinners, dorm parties, and "Ladies' Matinee."

Children's Festival: We're not forgetting our little members with the "Staff Children's Party" we're hosting on National Sovereignty and Children's Day on April 23.

8 March Awareness: On International Women's Day, we show our female employees that we're there for them with special gifts (flowers, bracelets, gift cards, etc.).

Mother's Day Greeting: On Mother's Day, we show our appreciation for the important role our working mothers play by offering them special gestures (such as bonuses).

Career and Development Opportunities: As an organization that cultivates its own leaders, we offer our employees opportunities for advancement within the hotel through our internship programs and career management system, and we operate with a vision of "growing together."



The intern rate, which stood at 11% in 2024, rose to 12% in 2025. This increase demonstrates that Delphin Hotels & Resorts is offering more opportunities to young talent as part of its training, career development, and long-term employment strategies.

The integration of young people who have gained professional experience through internship programs into the industry is carried out in alignment with the organization's social sustainability goals.



EMPLOYEE DEVELOPMENT

"We Are Developing the Leaders of Tomorrow"

At **Delphin Hotels & Resorts**, our biggest investment isn't in technology, but in the people who will manage that technology and deliver our service. Our goal is not merely to enhance professional skills; it is to build a qualified, visionary, and globally-minded workforce.

A Culture of Continuous Learning and Development: We have created a culture in which our managers take on the role of "development leaders" to help our employees discover their potential and continue to grow. Our education strategy is built on three main pillars:

- **Professional Expertise:** Regular on-the-job training and technical proficiency programs.
- **Personal Development:** Communication skills, leadership, and mindfulness training.
- **Motivation and Well-Being:** Interactive motivation workshops that refresh our employees' energy and strengthen team spirit.

Adapting to the Digital Age: We're not just keeping pace with the rapidly evolving digital world—we're leading the way in industry innovation. In order to equip our employees with the skills required for today's world,

- **Artificial Intelligence Literacy:** By providing training on the effective use of generative AI tools, we are streamlining our business processes and boosting productivity.
- **Information Security:** Through regular training on cybersecurity and data privacy (Information Security Training), we ensure the highest level of protection for both company data and guest privacy.

Delphin Academia: A Platform Beyond Borders We have taken our training and communication activities beyond the walls of the hotel. Our **@delphin_academia** Instagram account serves as the digital face of our institutional memory and our commitment to social responsibility.

- **Transparent Communication:** We transparently share photos and videos from our training sessions, activities, and social responsibility projects.
- **Social Benefit:** Through our live broadcasts featuring experts in their fields and our informative content, we create value not only for our employees but also for the local community and the industry, while raising social awareness.

OUR TRAINING AND DEVELOPMENT PROGRAMS

"Growing Through Knowledge, Rising Through Quality"

At Delphin Hotels & Resorts, the primary goal of our training initiatives is to foster a constructive culture in our stakeholder relationships, with a focus on guest satisfaction and ensuring our staff are fully equipped in the areas of hygiene, environmental protection, and workplace safety. We know that the true driving force behind our leadership in the industry is our highly motivated and continuously developing team of qualified employees.

We have organized the training programs we offer our employees throughout **2025 under five main strategic categories:**

1. Professional and technical development training

Department-specific training programs to enhance our service quality.

- **In-Department Technical Training:** Service standards specific to the Housekeeping, Food and Beverage (F&B), and Kitchen departments.
- **Specialized Training Programs:** Mixology, Cocktail Preparation Techniques, Barista Training, Pest Control and Biocide Training
- **Language School:** Conversational language courses in Dutch, Romanian, German, and Russian.
- **Operational Competence:** Call Center Communication Techniques, Information Security and Risk Analysis, Plant Protection Training.

2. Personal Development and Leadership Academy

Programs that unlock our employees' potential and develop the leaders of tomorrow.

Leadership Development: Management from a Leadership Perspective, Goal-Oriented Management, Leadership Tailored to Employee Profiles.

The Art of Communication: Effective Communication and Generational Differences (Managing Generations X, Y, and Z), Conflict Management.

Emotion and Stress Management: Managing Emotions in the Face of Objections and Complaints: Moving from Excuses to Solutions.

Motivation: Internal Motivation, Effective Teamwork, and Productivity in the Workplace.

3. Legal compliance and occupational safety and health (OSH)

Mandatory training for a safe and fully compliant work environment.

- **Basic Security:** Occupational Health and Safety (OHS), Working at Heights, Emergency Response Teams, and Fire Safety Training.
- **Health and Hygiene:** Food Safety and Hygiene, Legionella, First Aid, and Chemical Handling Training.
- **Legislation:** Data Protection Act (KVKK) and GDPR Information Session, Environmental Regulations Training.
- **Introduction:** Comprehensive Orientation for New Hires.

4. Corporate standards and management systems (ISO)

Mandatory training for a safe and fully compliant work environment.

- **Quality and Satisfaction:** ISO 9001 Quality Management, ISO 10002 Customer Satisfaction.
- **Food and the Environment:** ISO 22000 Food Safety (and Internal Auditor), ISO 14001 Environmental Management.
- **Occupational Safety and Health and Energy:** ISO 45001 Occupational Health and Safety, ISO 50001 Energy Management Systems.
- **Risk and Audit:** ISO 31000 Risk Management, ISO 19011 Internal Auditor Training, Integrated Management Systems.

5. Sustainability and awareness

Mandatory training for a safe and fully compliant work environment.

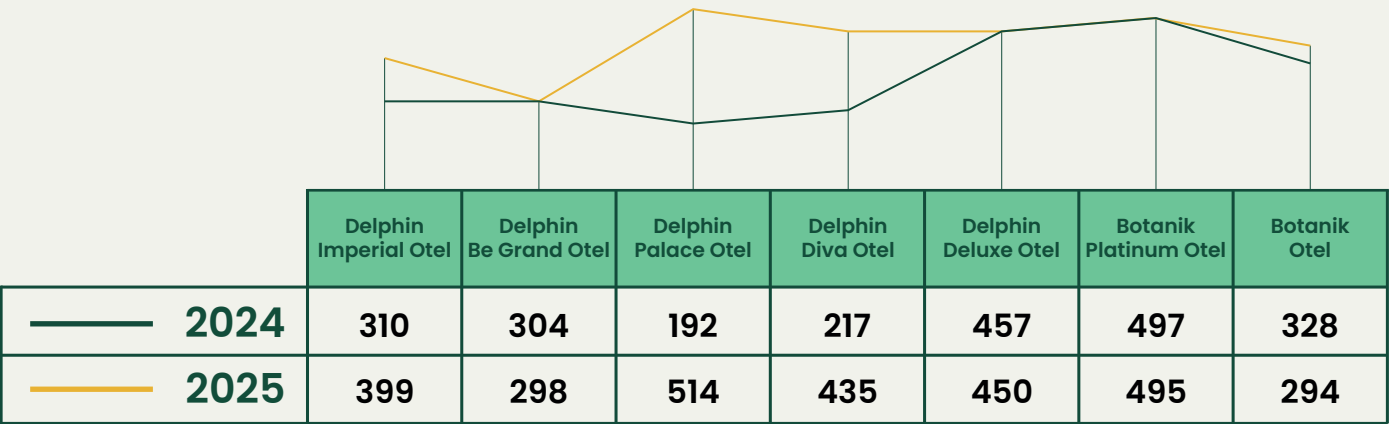
Digital Competence: Artificial Intelligence Awareness Training.

Well-being: Psychological Support and Mental Health First Aid, Breast Cancer Awareness, Winter Season Executive Training Academy.

Environmental Awareness: Energy Conservation Awareness, Sustainability Training, Carbon Footprint Training

Social Rights: Information on Supplemental Health Insurance and Employee Benefits

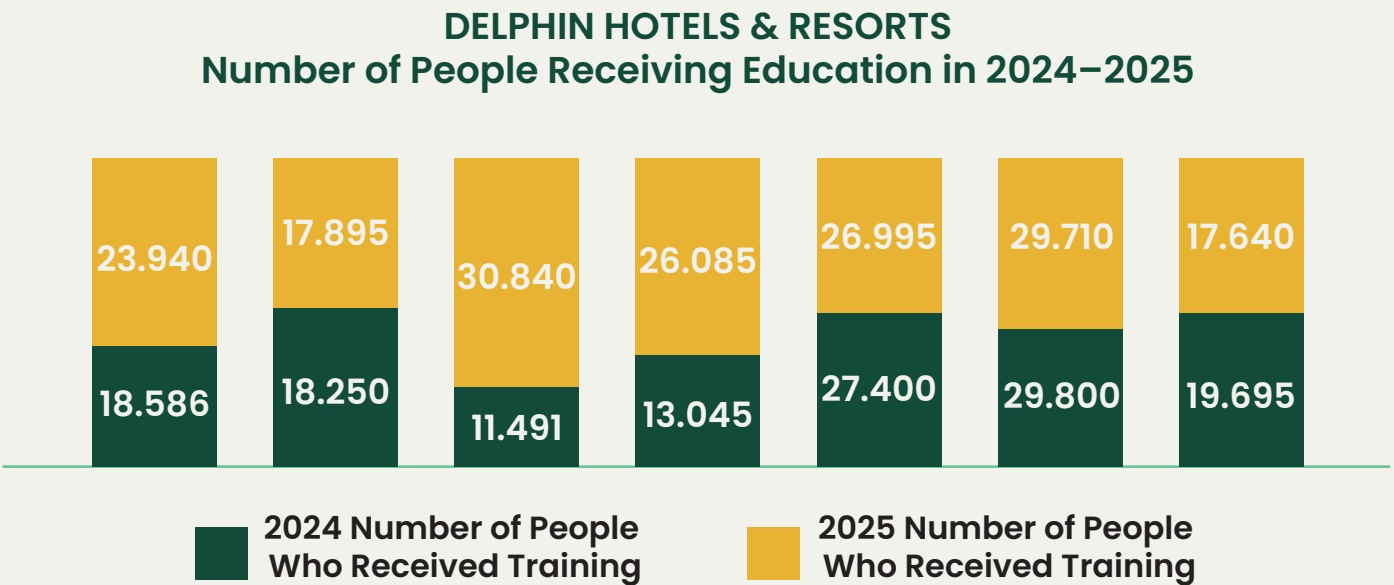
DELPHIN HOTELS & RESORTS
Class Hours for the 2024–2025 Academic Year



In 2025, some facilities saw a **significant increase** in training hours. In particular, the number of training hours increased from 192 to 514 at the Delphin Palace Hotel and from 217 to 435 at the Delphin Diva Hotel, demonstrating a stronger commitment to employee development. At the Delphin Imperial Hotel, the number of training hours also continued to rise, increasing from 310 to 399 hours.

At some facilities, however, only a **slight decrease** in training hours has been observed. While training hours at the Delphin Deluxe Hotel and the Botanik Platinum Hotel remained at levels similar to the previous year, there were relative decreases at the Delphin Be Grand Hotel and the Botanik Hotel. These changes were evaluated in light of the facilities’ operational needs and differences in training plans.

Overall, the data shows that Delphin Hotels & Resorts continues to conduct training programs aimed at enhancing employee competencies and to invest in human resources in line with its **social sustainability goals**.



These figures demonstrate that Delphin Hotels & Resorts continues to invest in training to enhance its employees’ professional competencies and has adopted an inclusive and comprehensive training approach in line with its social sustainability goals.

As Delphin Hotels & Resorts;

In **2024**, **31,500** people participated in **2,300** hours of training, while in **2025**, **31,400** people participated in **2,900** hours of training. Our goal is to increase the variety of training programs, the number of training hours, and the number of participants each year.

DELPHIN ACADEMIA: OUR VOICE IN THE DIGITAL WORLD
“Sharing Knowledge, Nurturing Our Values”

At **Delphin Hotels & Resorts**, we are bringing our corporate history and values into the digital world through the **Delphin Academia** platform. Our goal is not merely to promote educational activities; it is to build a **“Digital Learning and Communication Network”** that engages with our employees, guests, and industry professionals, inspiring them and raising awareness.

An **Impact That Extends Beyond Borders** Delphin Academia is guided by a vision that extends beyond the walls of the hotel:

- **Content Diversity:** We contribute to raising social awareness not only through vocational training but also by addressing global issues such as sustainability, environmental awareness, innovation, and employee motivation.
- **Transparency and Engagement:** By transparently sharing highlights from our training sessions, success stories, and corporate activities (Posts/Stories/Reels), we give our followers the opportunity to get an up-close look at the “Delphin Culture.”
- **Industry Leadership:** By sharing industry innovations and best practices, we are building a knowledge hub within the tourism community.

Our Future Goal: As our following grows each year, so does our responsibility. Our goal is to make Delphin Academia the industry’s leading digital academy by continuously improving the diversity of our educational offerings, the quality of our digital content, and our engagement rates.

MESEM EDUCATION SUPPORT PROJECT: WE ARE TRAINING THE MASTERS OF THE FUTURE “A Skilled Workforce, Sustainable Tourism”

At **Delphin Hotels & Resorts**, we actively support the **Ministry of National Education’s Vocational Training Center (MESEM)** project to train the qualified workforce that the tourism sector most needs. Through this project, we are not only helping our young people enter the workforce, but also providing them with a valuable profession and a bright future.

1.PROJECT DESCRIPTION AND SCOPE

MESEM is an educational model that equips individuals with vocational knowledge and skills relevant to the labor market and integrates theory with practice in the workplace. With no age restrictions, we train our students on the job, in the heart of the workplace, under the supervision of our master craftsmen who hold “Master Craftsman Certificates.”

2.MAIN PURPOSE: TRAINING “HIGHLY SOUGHT-AFTER” EMPLOYEES

The primary objective of the project is to enable individuals who have completed their compulsory education to enter the workforce at a young age by receiving vocational training at partner businesses (our hotels) rather than continuing their formal high school education. In this way;

- we aim to address the shortage of not just “**mid-level staff**” but “highly sought-after professionals” in our country,
- to certify the professional competencies of our current employees,
- and to enable students to complete a four-year program and obtain both a **high school diploma** and a **master craftsman certificate**.

3.ADDED VALUE PROVIDED TO STUDENTS AND THE INDUSTRY

The MESEM project offers multifaceted benefits for both students and our industry:

Careers and Certification:

- The opportunity to learn the trade firsthand from a master craftsman at a young age.
- A Master Craftsman Certificate grants easier access to employment and the right to open your own business.
- The opportunity to earn a high school diploma by completing academic bridge courses.

Financial Support and Social Security:

- Opportunity to earn income during the training period
- Full insurance coverage against workplace accidents and occupational diseases starting in 9th grade.

Employment Guarantee:

- The opportunity to look to the future with confidence, thanks to a high employment rate of 88% in the field of study.

The MESEM project was first launched in November 2020.



MINISTRY OF NATIONAL EDUCATION AND MINISTRY OF TOURISM COLLABORATION PROJECT “We Are Investing in the Future of the Industry”

As **Delphin Hotels & Resorts**; we are engaged in a long-standing partnership with two Project Schools under the framework of a protocol signed between the Turkish Ministry of National Education (MEB) and the Turkish Ministry of Culture and Tourism. Our goal is not merely to provide internship opportunities; it is to directly impact students' educational journeys and prepare them for the industry as thoroughly as possible.

Benefits and Opportunities for Students As part of this project, we offer future tourism professionals opportunities that far exceed industry standards:

Quality Education: In addition to hands-on skills training, we offer professional foreign language instruction at our facilities to enhance students' global competencies

Financial Support: We pay our interns a salary that exceeds the legal minimum wage; we also cover their transportation costs at the start and end of their internships.

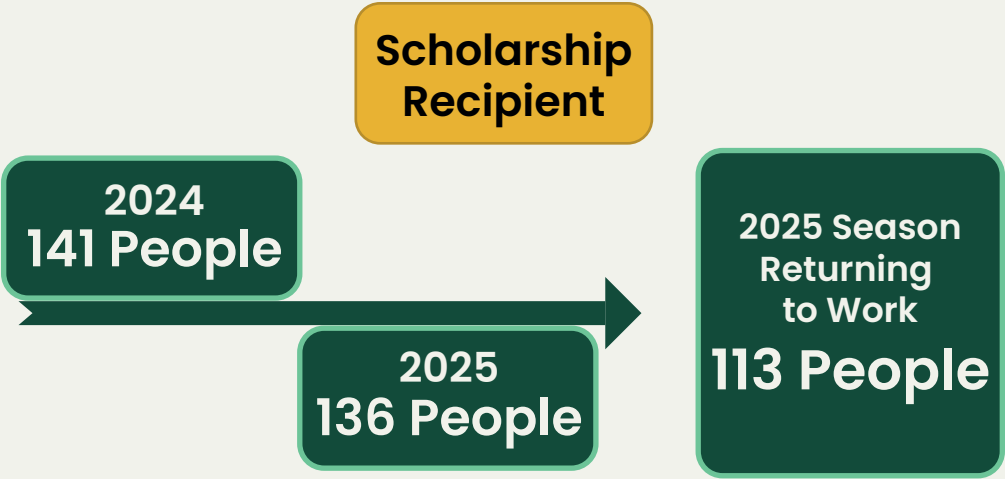
Scholarships and Employment: We offer a job guarantee to students who successfully complete their internship. In addition, we offer scholarship opportunities during the 6-month period following the internship; we guarantee our scholarship recipients 8 months of employment. (Our students are free to waive this right if they choose.)

Social Security: We support equal opportunity in education by covering all costs for students enrolled in the support program.

Institutional Support for Schools Our support extends beyond students to include educational institutions as well:

Workshop Equipment: We are improving the quality of education by providing practice materials for school workshops.

Physical Rehabilitation: We play an active role in meeting the general needs of project schools and improving their physical conditions.



OCCUPATIONAL HEALTH AND SAFETY
“People First, Safety Always”

At **Delphin Hotels & Resorts**, the safety of our most valuable asset, our people, takes precedence over all our operational goals. Our approach to Occupational Health and Safety (OHS) is not merely a process of legal compliance, but a core corporate value shaped by the principle of “a safe working environment, a healthy life.”

All of our operations are conducted in full compliance with the globally recognized ISO 45001 Occupational Health and Safety Management System standards and are guided by our “Zero Accidents” vision.

OUR 5 CORE SECURITY STRATEGIES

1.Proactive Risk Management: Our approach is to prevent risks before they arise. By conducting detailed risk analyses in all our business processes, we identify potential hazards at their source and eliminate risks based on the “Preventive Approach” principle.

2.Safety Awareness and Continuous Training: Our approach is to prevent risks before they arise. By conducting detailed risk analyses in all our business processes, we identify potential hazards at their source and eliminate risks based on the “Preventive Approach” principle.

3.Emergency Preparedness and Crisis Management: We are always prepared for unexpected situations. Through our up-to-date emergency plans and regular scenario-based drills, we test and enhance our employees’ ability to remain calm and respond appropriately during crises.

4.Global Standards and Legal Compliance: We take our occupational safety and health (OSH) processes beyond national regulations and manage them in accordance with the international **ISO 45001** standards. We protect employee rights and safety in accordance with global standards.

5.Performance Monitoring and Continuous Improvement: We operate according to the principle of “measurable security.” We monitor our occupational safety and health performance through regular audits and data analysis; we continuously improve our processes to make each year safer than the last.

OUR GOAL IS ZERO WORKPLACE ACCIDENTS

All of these efforts have a single ultimate goal: To ensure the safety of our employees and guests 100% and completely prevent occupational illnesses and workplace accidents. We believe that services produced in a secure environment are the highest quality.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT “Responsible Sourcing, Strong Partnership”

At **Delphin Hotels & Resorts**, we view our suppliers not merely as providers of products and services, but as strategic “business partners” on our sustainability journey. We manage our procurement processes in accordance with international standards and our “**Principles of Responsible Sourcing**”; we prioritize environmental and social criteria just as much as price and quality.

1.OUR GREEN PURCHASING CRITERIA

When selecting suppliers and choosing products, we prioritize environmentally responsible businesses and products. We consider the possession of **ISO 14001 Environmental Management System** and **ISO 22000 Food Safety certifications** by our business partners to be a fundamental element of trust.

Our Priorities in Selecting Products and Services:

Certified Products: Fair Trade, Organic, FSC (Forest Stewardship Council), and Eco-Labeled products.

Circular Economy: Products that contain recycled materials or come in recyclable packaging.

Efficiency: Energy- and water-saving, eco-friendly technologies.

Minimum Waste: Bulk packaging solutions that minimize the use of unnecessary packaging.

2. LOCAL SOURCING AND CARBON FOOTPRINT

We operate under the principle of “Buy local, support local.” By sourcing our purchases from the nearest possible regions, we achieve a win-win situation:

Environmental Benefit: We are reducing our environmental impact by minimizing logistics-related CO₂ (carbon) emissions.

Social Impact: By collaborating with local producers, we make a direct contribution to the development of the regional economy and the support of local employment.

3.SUPPLIER CODE OF CONDUCT AND ETHICS

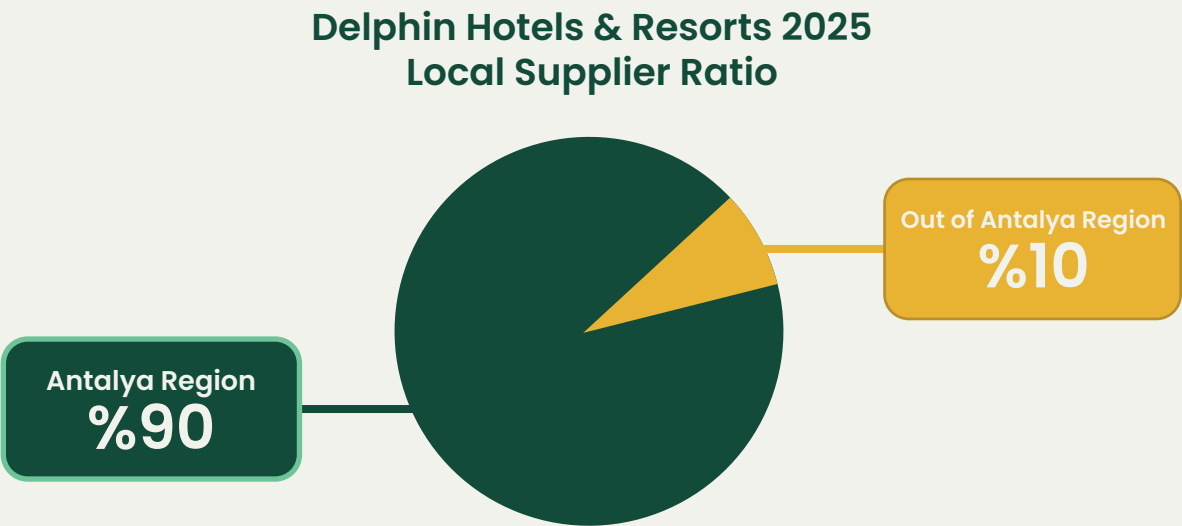
We require all stakeholders in our supply chain to embrace the ethical values of the **Delphin Hotels & Resorts** brand. The “Red Lines” we expect from and monitor in our suppliers are as follows:

Human Rights: Full compliance with human rights and fair working conditions.

Child Labor: There must be absolutely no tolerance for the employment of child labor (including suppliers and subcontractors).

Fair Wages and Occupational Safety and Health: Paying employees fair wages and ensuring full compliance with Occupational Safety and Health (OSH) standards.

Business Ethics: Transparency, integrity, and full compliance with legal regulations. We ensure the ongoing compliance with these criteria through regular meetings and audits with our suppliers; our goal is to raise the industry’s overall standards by sharing knowledge and experience.



“Every Purchase Is an Ecosystem.”

By prioritizing producers in the Antalya region in our procurement processes, we make a direct contribution to revitalizing the local economy and preserving local jobs. The 90% local supplier rate we achieved in 2024 has formed the foundation of our procurement policies. According to our 2025 data, we maintained our supplier ratio in the Antalya region at 90%, thereby continuing to demonstrate our commitment and stability in this area. By sourcing 90% of our supply operations from local sources, we have been able to significantly reduce our logistics-related carbon footprint by minimizing product transportation.

ACCESSIBILITY

“Vacations for Everyone, Freedom for Everyone”

At **Delphin Hotels & Resorts**, we believe that tourism is a universal right; we consider it a fundamental corporate responsibility to ensure that all our guests—regardless of their physical, mental, or sensory differences—can enjoy our facilities on an equal footing, with independence and dignity.

1. Universal Design and Physical Infrastructure

We are removing barriers by equipping our facilities with “Universal Design” principles. To ensure our guests can fully enjoy every moment of their vacation, we offer the following amenities:

Accessible Blue (Pool and Beach Access) : To ensure everyone can enjoy the best moments of their vacation, we offer special pool lifts that allow guests with limited mobility to safely enter the water, as well as beach wheelchairs and beach access ramps that make it easy to move around on the sand.

Custom-Designed Rooms: We offer a safe stay with our special rooms featuring wide doorways that meet international standards, wheelchair-accessible flooring, ergonomic bathrooms equipped with grab bars, and emergency call buttons at the bedside.

Vertical and Horizontal Access: We have continuous ramps throughout the facility; our elevators are wide enough to accommodate wheelchairs and are equipped with Braille (raised buttons) and an audio alert system for our visually impaired guests.

Social Spaces: Accessible restrooms and barrier-free access corridors are standard in all public areas, such as restaurants, lobbies, spas, and pool areas.

2. Service Quality and Employee Awareness

For us, accessibility isn’t just about ramps or elevators; true accessibility is about “being understood” and “receiving the right service.”

- By regularly providing our employees with “Disability Awareness and Communication” training, we equip them with the skills needed to know how to interact with guests with special needs and how to provide support when needed.
- Our emergency evacuation plans include special procedures and designated escort teams to ensure the safe evacuation of guests with limited mobility.

3. Audit and Continuous Improvement

We don’t leave our accessibility standards to chance.

- **Cross-Check:** Our accessibility practices are periodically reviewed by both our internal audit mechanisms and independent external auditors.
- **Legal Compliance:** We ensure full compliance with national and international accessibility regulations, and by closely monitoring evolving standards, we swiftly implement the necessary updates.

4. Transparent Disclosure

We prioritize transparency so that our guests can plan their vacations with confidence. Information regarding the accessibility of our facilities, the physical amenities we offer, floor plans, and details about special equipment (such as pool lifts) is shared clearly and accurately through our corporate website and digital channels.

At **Delphin Hotels & Resorts**, our commitment is to break down barriers, transcend boundaries, and create a happy, accessible world for everyone.

ENVIRONMENTAL SUSTAINABILITY “Growing in Harmony with Nature”



At **Delphin Hotels & Resorts**, we view environmental management not merely as a legal obligation, but as our greatest responsibility toward future generations. Our guiding principle is to meet our guests' expectations while minimizing our operational footprint and conserving natural resources.

All of our environmental activities are conducted in full compliance with the globally recognized **ISO 14001** Environmental Management System and **ISO 50001** Energy Management System standards, and are continuously improved through the “Measure, Monitor, Improve” cycle.

1. Energy Efficiency and Carbon Management

We are integrating technology into our processes to reduce energy consumption:

- **Heat Recovery:** We recover the waste heat generated by HVAC systems (fan-coil units) and use it to produce hot water, thereby maximizing energy efficiency.
- **Smart Automation:** We prevent unnecessary energy consumption by using energy-saving cards in the rooms and motion-sensor lighting systems throughout the facility.
- **LED Conversion:** We have completed the transition to energy-efficient LED lighting technology at all our facilities.

2. Water and Chemical Management

We use precise dosing to protect water and nature, the sources of life:

- **Water Conservation:** We keep water consumption under control by using sensor-equipped faucets (aerators) that optimize water flow in common areas and rooms.
- **Chemical Control:** By using automatic dosing systems for cleaning and pool chemicals, we ensure optimal usage levels that protect human health and the environment.

3. Waste Reduction and Resource Efficiency

We operate under the principle that “the best waste is the waste that is never created”:

- **Bulk Packaging Strategy:** We prefer to purchase “bulk” (large-volume) products. Instead of using single-use jars of jam, sauce, or beverage containers in our restaurants, we prevent packaging waste at the source by opting for bulk (postmix/premix) and refillable options without compromising on presentation quality.

4. Pollution Control and Wildlife

We respect the ecological balance and tranquility of the region where we operate:

- **Noise and Light Pollution:** We have banned the use of fireworks to protect the natural environment along the coastline and ensure the comfort of our guests. We meticulously implement insulation and noise control measures to prevent noise pollution at night.

ENERGY MANAGEMENT AND EFFICIENCY

“Limited Resources, Unlimited Responsibility”



At **Delphin Hotels & Resorts**, we are aware that global energy resources are limited. We do not limit our energy management strategy to simply “reducing consumption”; instead, we shape it with the vision of **“increasing efficiency and shifting toward renewable sources.”** We monitor our energy consumption on an hourly, daily, and monthly basis, analyze any deviations, and train our employees to become “Energy Hunters.”

Our goal is to reduce energy consumption per guest each year by continuously improving our technological infrastructure and operational processes.

ENERGY SAVINGS AND TECHNOLOGICAL TRANSFORMATION

The main technological and operational solutions we implement at our facilities to ensure energy efficiency are as follows:

1. Smart Room Management and Automation

We use smart systems that prevent unnecessary consumption while ensuring guest comfort:

Climate Control Automation: Thanks to sensors built into the balcony doors in the rooms, the heating and cooling systems automatically shut off when the door is opened, thereby preventing energy loss.

Energy Card Systems: Card-based systems that cut off the power when the room is vacated are standard.

Passive Climate Control: Depending on the season (summer/winter), the curtains in vacant rooms are kept closed or open to naturally regulate the sun's effect on heating and cooling.

High-Performance Devices: The rooms are equipped with energy-efficient LED TVs; minibars are positioned away from heat sources to improve cooling efficiency.

2. Lighting Optimization

We're not shining a light on blind spots—we're turning off unnecessary lights:

LED Conversion: The facility has switched to energy-efficient LED technology throughout the premises.

Sensors and Timers: Lighting has been automated using motion sensors in common areas such as hallways, staff areas, and restrooms, and daylight-sensitive timers in outdoor lighting.

3. Mechanical Efficiency and Air Conditioning

We manage the ventilation of our buildings in the most efficient way possible:

Air Curtains: Air curtains are used on doors leading from air-conditioned indoor spaces (such as lobbies) to terraces or gardens to prevent conditioned air from escaping.

Preventive Maintenance: By performing periodic maintenance on the large pumps and air conditioning equipment in the machine rooms, we ensure that the equipment operates at its original efficiency.

Proper Placement: Outdoor units and electrical appliances are positioned so that they are not directly exposed to sunlight, thereby reducing the cooling load.

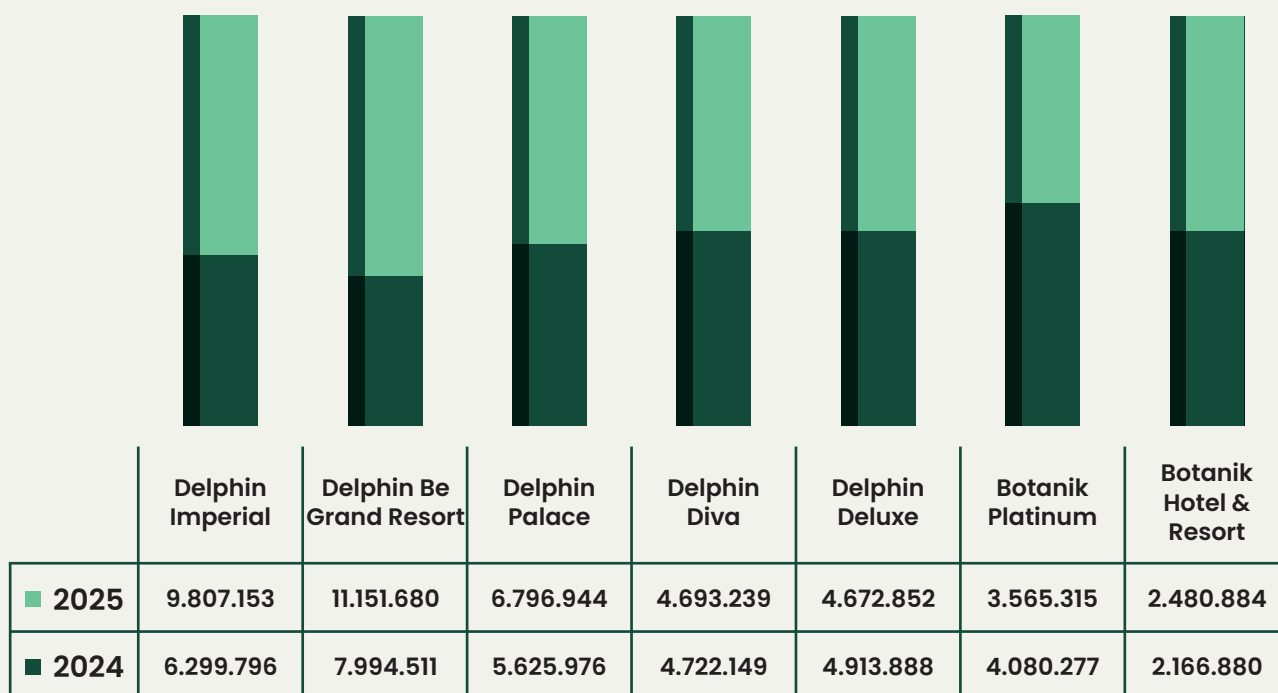
4. Advanced Energy Production: COGENERATION

One of our strongest assets in energy management is cogeneration technology. Thanks to this system, which we actively use at our facility, we generate both electricity and heat at the same time by utilizing the heat released during electricity production, thereby turning losses into gains.

In line with our goals of combating the climate crisis and improving operational efficiency, we closely monitor our energy consumption on a facility-by-facility basis. Our electricity consumption data for the 2024–2025 period reflects both our growth targets and the results of our energy-efficiency-focused investments.

DELPHIN HOTELS & RESORTS

Total Electricity Consumption for 2024–2025 (kWh)



In 2025, there was a 20.57% increase in the total electricity consumption of our hotels and a 14.40% increase in per-person consumption compared to the previous year.

The key drivers of this increase:

Cogeneration Optimization: The limited use of cogeneration systems at our Delphin Imperial and Delphin Be Grand hotels, in accordance with scheduled technical assessments, has led to an increase in the amount of energy supplied by the power grid. This strategy was implemented as part of our system modernization and long-term efficiency goals.

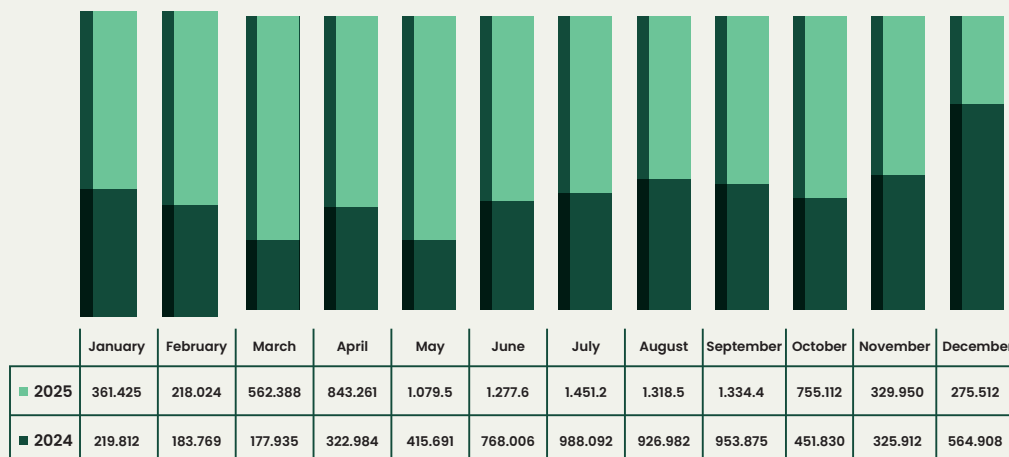
Renewable Energy and Carbon Neutrality: Thanks to the electricity generated by our solar power plant(GES), we offset our annual carbon footprint and maintain net-zero Scope 2 emissions from electricity across all our hotels. Our increasing electricity consumption is offset by our renewable energy production, thereby maintaining our environmental performance.

Infrastructure Modernization: The increased energy demand resulting from the extensive renovation work carried out at Delphin Palace has temporarily led to a rise in energy consumption. However, by prioritizing energy efficiency in all our renovation and modernization projects, we are building the infrastructure that will contribute to our long-term sustainable energy management goals.

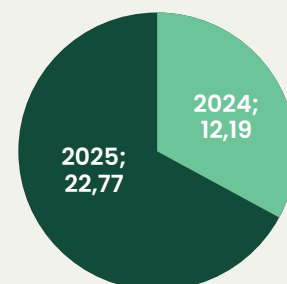
In all our technical investments and operational changes, we adhere to the principle of energy efficiency and ensure resource optimization by choosing environmentally friendly and high-efficiency equipment.

DELPHIN IMPERIAL

Monthly Electricity Consumption (kWh)



Electricity Consumption Per Guest (kWh/pp)

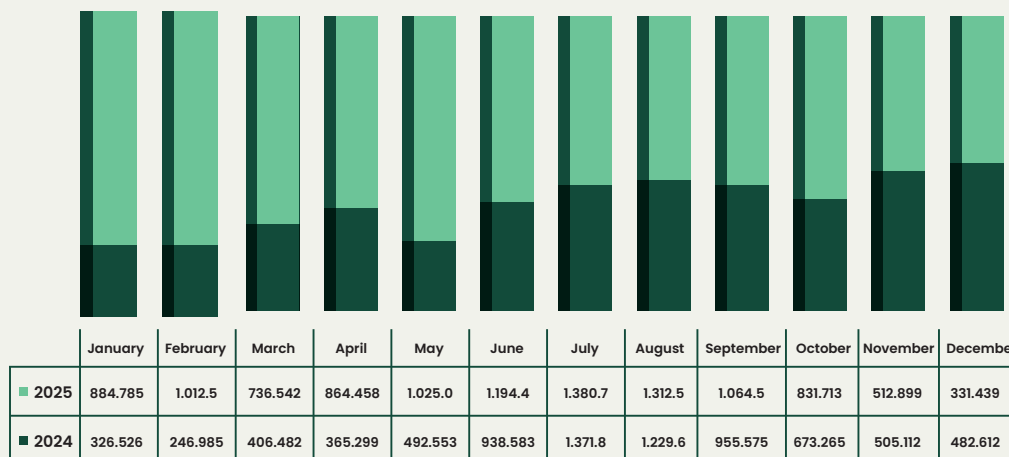


At Delphin Imperial, total electricity consumption increased by 55.7% and per capita consumption by 86.8% in 2025. The main reasons for this increase are:

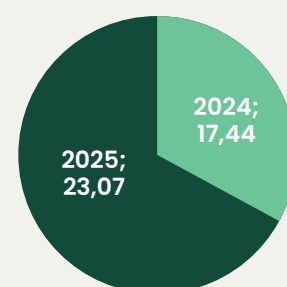
- Planned optimization and restricted use of the cogeneration system
- High service standards and expanding operational capacity
- The effect of above-average weather conditions on the load on cooling systems
- Increasing demands for comfort and energy.
- The existing infrastructure needs to be modernized.
- Our energy efficiency optimization efforts are ongoing.

DELPHIN BE GRAND RESORT

Monthly Electricity Consumption (kWh)



Per Capita Electricity Consumption (kWh/pp)



At the Delphin Be Grand Resort, total electricity consumption increased by 39.5% and per-person consumption by 32.3% in 2025.

The main reasons for this increase are:

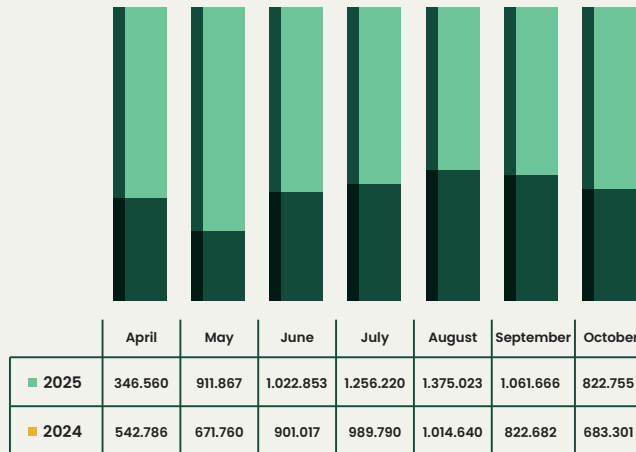
- Limited use of the cogeneration system due to scheduled technical inspections
- The effect of above-average weather conditions on the load on cooling systems
- Operational differences during the periods when the hotel was open and the increase in the number of overnight stay.
- High service standards focused on guest satisfaction
- The existing infrastructure needs to be modernized.

In light of this data, the technological modernization and energy efficiency projects we have planned for 2026 are a strategic priority.

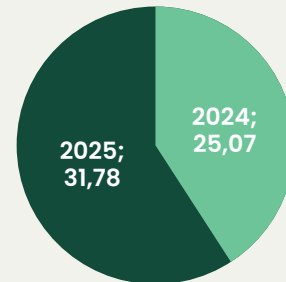
This data, which identifies the modernization needs of our existing infrastructure, serves as a strategic roadmap for the technological renewal and energy efficiency projects we have planned for 2026.

DELPHIN PALACE

Monthly Electricity Consumption (kWh)



Electricity Consumption Per Guest (kWh/pp)



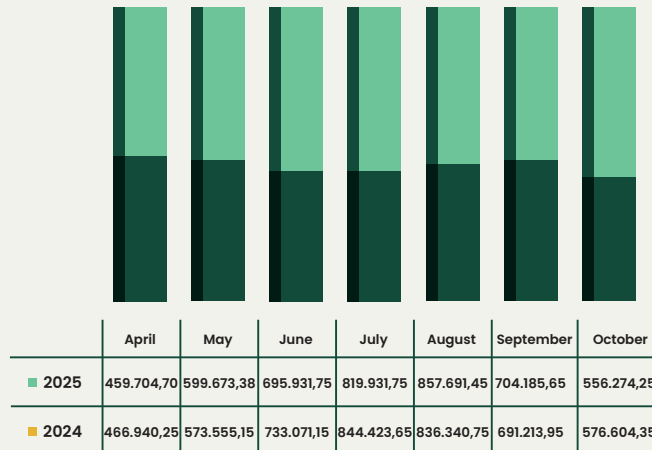
At Delphin Palace, total electricity consumption increased by 20.8% and per capita consumption by 26,8% in 2025. The main reasons for this increase are:

- Extensive renovation work carried out at the facility
- Commissioning of new HVAC systems and additional equipment throughout the hotel
- The growing energy needs of renovated modern spaces
- The effect of above-average temperatures on cooling systems
- This is due to higher service standards and increasing comfort requirements.

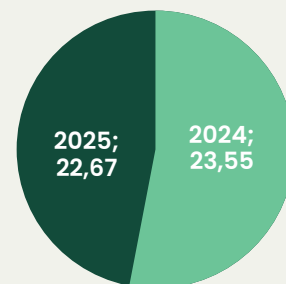
This data serves as a strategic foundation for our sustainable energy management goals, which our modernized infrastructure will support by 2026.

DELPHIN DIVA

Monthly Electricity Consumption (kWh)



Electricity Consumption Per Guest (kWh/pp)



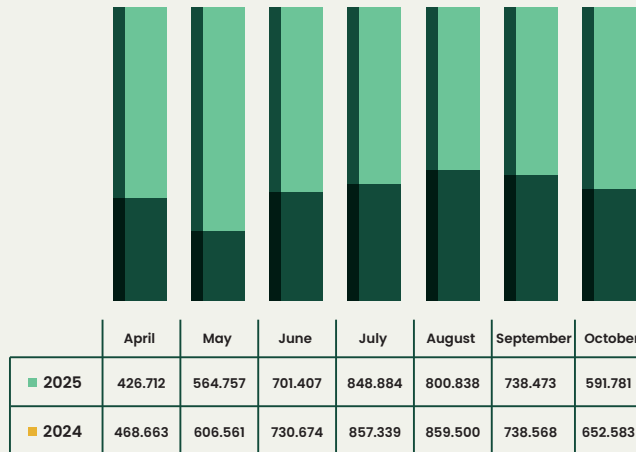
In 2025, total electricity consumption decreased by 0.6% and per capita consumption by 3.7%. The main reasons for this successful performance:

- Rigorous energy management and systematic monitoring practices
- Promoting the use of energy-efficient equipment
- The effectiveness of employee training programs
- These are regular maintenance and optimization activities.

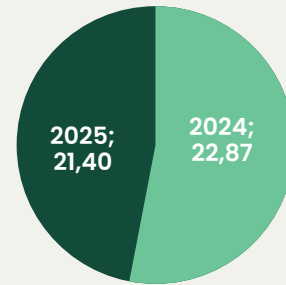
As part of the renovation scheduled for 2026, we aim to further improve energy efficiency by integrating occupancy sensor systems into all rooms.

DELPHIN DELUXE

Monthly Electricity Consumption (kWh)



Electricity Consumption Per Guest (kWh/pp)



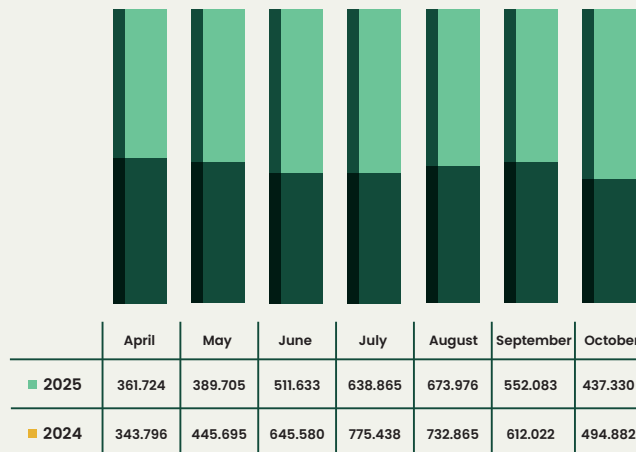
In 2025, total electricity consumption decreased by 4.9% and per capita consumption by 6.4%. The main reasons for this successful performance:

- The systematic implementation of effective energy management and energy-saving measures
- All new electrical equipment and appliances should be selected from energy-efficient and environmentally friendly options
- Increased efficiency in operational processes
- These are regular monitoring and optimization activities.

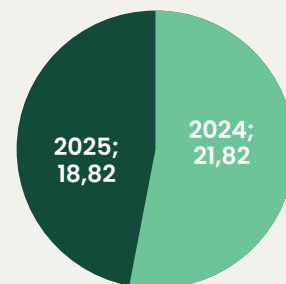
Building on this consistent success in energy savings, our goal for 2026 is to reduce energy intensity per capita by an additional 1% by continuing technical upgrades at our facility and to further strengthen our sustainability performance.

BOTANİK PLATINUM

Monthly Electricity Consumption (kWh)



Electricity Consumption Per Guest (kWh/pp)



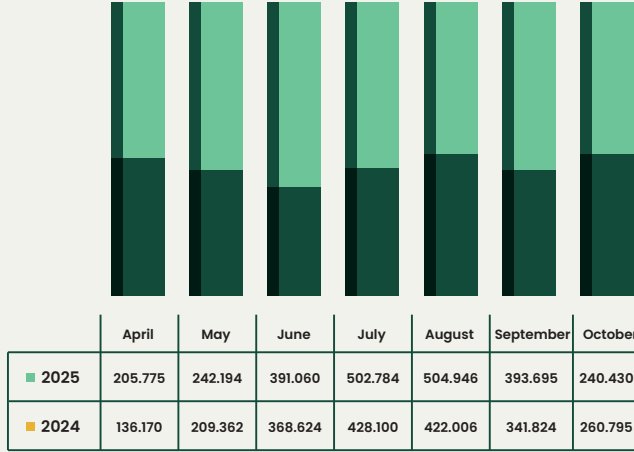
In 2025, total electricity consumption decreased by 4.9% and per capita consumption by 6.4%. The main reasons for this successful performance:

- The systematic implementation of effective energy management and energy-saving measures
- All new electrical equipment and appliances should be selected from energy-efficient and environmentally friendly options
- Increased efficiency in operational processes
- These are regular monitoring and optimization activities.

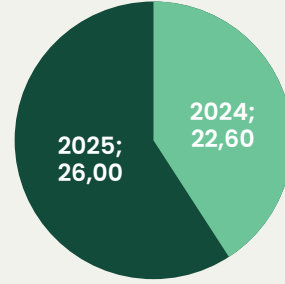
Building on this consistent success in energy savings, our goal for 2026 is to reduce energy intensity per capita by an additional 1% by continuing technical upgrades at our facility and to further strengthen our sustainability performance.

BOTANIK HOTEL & RESORT

Monthly Electricity Consumption (kWh)



Electricity Consumption Per Guest (kWh/pp)



Toplam elektrik tüketiminde %14,5 ve kişi başı tüketimde %15 artış gerçekleşmiştir. Bu artışın temel nedenleri:

- Mevsim normallerinin üzerindeki ekstrem hava sıcaklıkları
 - Özellikle yaz aylarında artan soğutma sistemi yükü ve enerji talebi
 - Yükseltelen hizmet standartları ve konfor gereksinimleri
 - Çevresel faktörlerin operasyonel enerji ihtiyacına doğrudan etkisidir.
- Enerji verimliliği optimizasyon çalışmalarımız devam etmektedir.



Our 2026 Goals;

By utilizing our innovative energy management systems, we aim to reduce total and per-capita electricity consumption (kWh/pp) to the most optimal level and achieve a 1% reduction to optimize resource usage.

Our Strategic Goals:

- To reduce per capita electricity consumption to the most optimal level and optimize resource usage through innovative energy management systems.
- To gradually increase the share of renewable sources in our energy portfolio and keep our Scope 2 emissions from electricity generation at zero through our solar power plant production.
- To expand the use of smart building automation systems across all facilities; specifically, to maximize energy efficiency through room-based occupancy sensor systems.
- To enhance performance and raise awareness by developing sustainability-focused employee training programs.

GREEN ENERGY TRANSITION

USE OF ELECTRICITY GENERATED FROM 100% RENEWABLE SOURCES

“We Get Our Electricity from Nature, Our Strength from Responsibility”

As one of the most critical milestones in our sustainability strategy, as of **December 1, 2022**, we began sourcing 100% of the electricity consumed at all our properties under the **Delphin Hotels & Resorts** umbrella from **Renewable Energy Sources**.

With this strategic move;

- **Carbon Neutrality Goal:** We have taken a giant step toward net-zero carbon emissions from electricity consumption (Scope 2).
- **International Registration:** By certifying our use of green energy with the internationally recognized Green Energy Certificate (I-REC)*, we have demonstrated our transparency and leadership in this field.
- **Investing in the Future:** We’re not just meeting today’s energy needs—we’re investing in a clean future by ending our reliance on fossil fuels.

Our commitment to our guests and stakeholders: Every light that shines at **Delphin Hotels & Resorts** is a reflection of our respect for nature.

OUR RENEWABLE ENERGY INVESTMENTS (GES)

“We Generate Our Own Energy with the Power of the Sun”



As **Delphin Hotels & Resorts** (Cömertoğlu Otelcilik), in line with our goal of achieving a net-zero carbon footprint, we are not only energy consumers but also producers of clean energy. We harness the abundant sunshine of Anatolia and convert it into electricity using state-of-the-art photovoltaic systems; we meet the energy needs of our hotels through our own power plants.

Here are the key components of our green energy fleet:

ISPARTA GES: A SYMBOL OF OUR ENERGY INDEPENDENCE

- **Capacity:** 25 MWp
- **Area:** 400 Dönüm
- **Commissioning:** 2023

Our Isparta Solar Power Plant, which began operations in 2023, is our group’s largest green energy investment. Spanning a vast area of 400 acres, this modern facility is designed to meet the electricity needs of the seven hotels under the **Delphin Hotels & Resorts** umbrella using high-efficiency solar panels. This power plant is the cornerstone of our “Green Hospitality Approach” vision.

GÖNEN GES (ISPARTA/GÖNEN)

- **Capacity:** 7 MWp
- **Area:** 110 Acres
- **Commissioning:** Mart 2024

We continue to invest at full pace. Our Gönen Power Plant, which we successfully commissioned in March 2024, has further strengthened our capabilities by adding an additional 7 MWp to our energy production capacity with its modern infrastructure built on 110 acres of land.

AKSARAY GES

- **Capacity:** 5 MWp
- **Area:** 70 Acres
- **Hardware:** 11.088 High-Efficiency Panels

Our Aksaray Power Plant, built on 70 acres of land, operates at maximum efficiency with 11,088 state-of-the-art solar panels. Capitalizing on the high hours of sunshine in Central Anatolia, this facility, with an installed capacity of 5 MWp, is a strategic component of our energy portfolio.

ELMALI GES (ANTALYA)

- **Capacity:** 1.639 MWp
- **Alan:** 21.539 m2
- **Hardware:** 6.072 High-Efficiency Panels

Our power plant, located in the Karyağdı area of Antalya's Elmalı district, is one of our first and most established investments in this region. The facility, which has been in continuous operation for approximately seven years, continues to serve as a reliable source of local and sustainable energy with its 6,072 solar panels.

With these four major power plants, **Delphin Hotels & Resorts** is breaking free from our reliance on fossil fuels and preventing the release of thousands of tons of carbon into the atmosphere.

**“For us, the sun is not just a source of vacation;
it is also a source of a sustainable future.”**

From solar energy systems in 2025;
Total energy production amounted to approximately **62,000,000 kWh**.

FUEL MANAGEMENT AND EMISSION REDUCTION

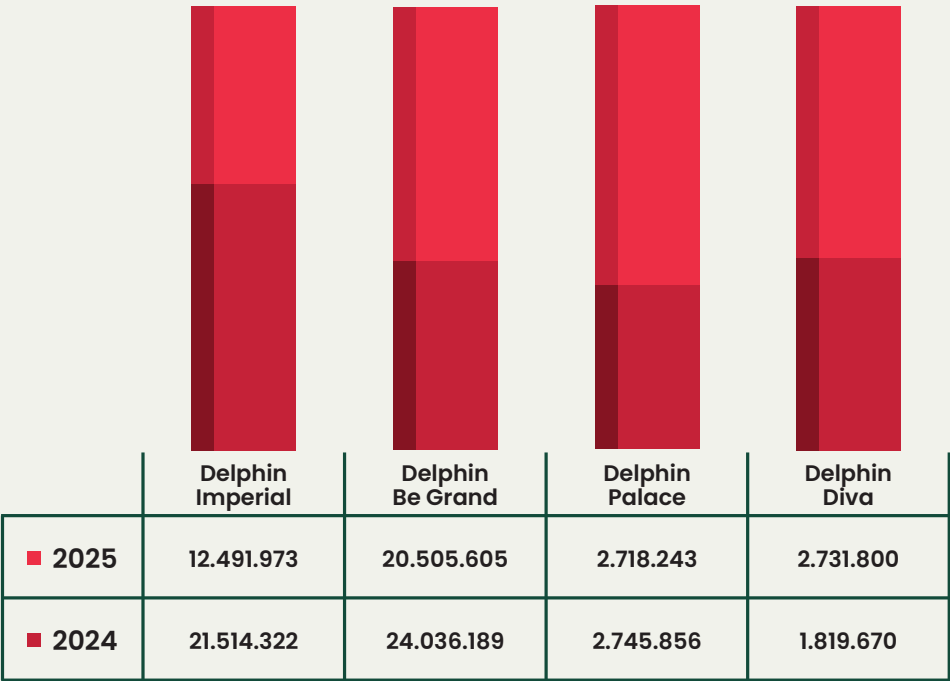
“Minimum Consumption, Maximum Efficiency in Fossil Fuels”

At **Delphin Hotels & Resorts**, we are aware that the world's natural resources are being rapidly depleted and of the seriousness of the climate crisis. Although we have completed our transition to 100% renewable energy sources for electricity, we continue to manage the use of fossil fuels (LNG, natural gas, and petroleum products) in heating and logistics operations with the same level of care.

- **Our Strategy:** Our goal is to gradually reduce our reliance on fossil fuels and ensure maximum efficiency at the point of consumption.
- **A Cleaner Fuel Choice:** In our heating and power generation systems, we prioritize clean fuel technologies such as natural gas and LNG (Liquefied Natural Gas), which produce significantly lower carbon emissions than coal or fuel oil and cause less environmental harm.
- **Efficient Combustion Technologies:** By conducting regular emission measurements and maintenance on our boilers and combustion systems without fail, we ensure complete and efficient fuel combustion and minimize the release of gases into the environment.
- **Vehicle Fleet and Logistics:** We optimize the routes of our fleet of vehicles used for transfers to and from the hotel; by monitoring idle times, we prevent unnecessary fuel consumption.

DELPHIN HOTELS & RESORTS

Natural Gas Consumption (kWh)



In 2025, total natural gas consumption decreased by 23.28% compared to the previous year, while per capita consumption decreased by 19.55%.

Success Factors:

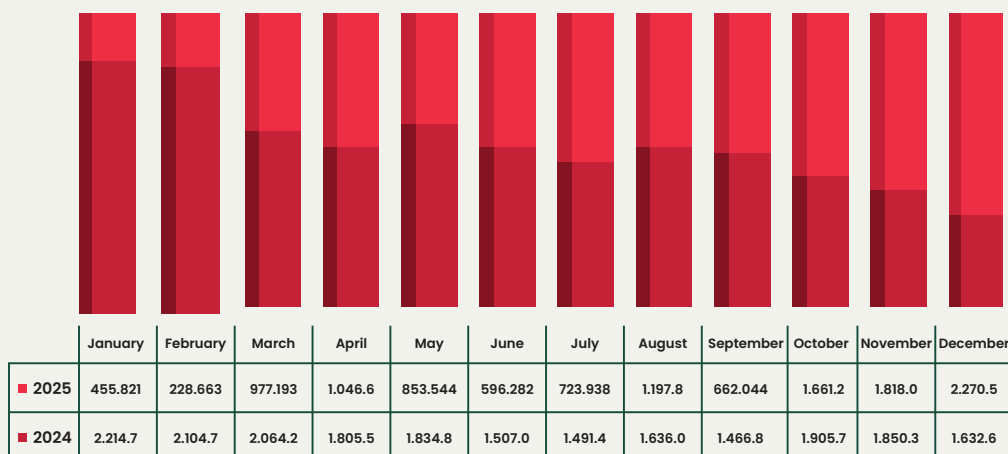
- The planned reduction in the use of cogeneration, a major source of energy consumption at the Delphin Imperial and Delphin Be Grand facilities
- The widespread adoption of smart energy management and automation systems
- The systematic integration of energy-saving measures into operational processes
- The effectiveness of employee awareness and energy efficiency training programs
- Optimizing hot water usage

Goals for the Coming Period:

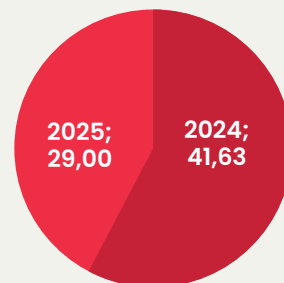
- A 1% reduction in total and per person natural gas consumption
- Expanding energy efficiency projects to other facilities
- Increasing the integration of renewable energy sources
- Ensuring continuous improvement in total natural gas consumption

DELPHIN IMPERIAL

Monthly Natural Gas Consumption (kWh)



Natural Gas Consumption
Per Guest
(kWh/pp)

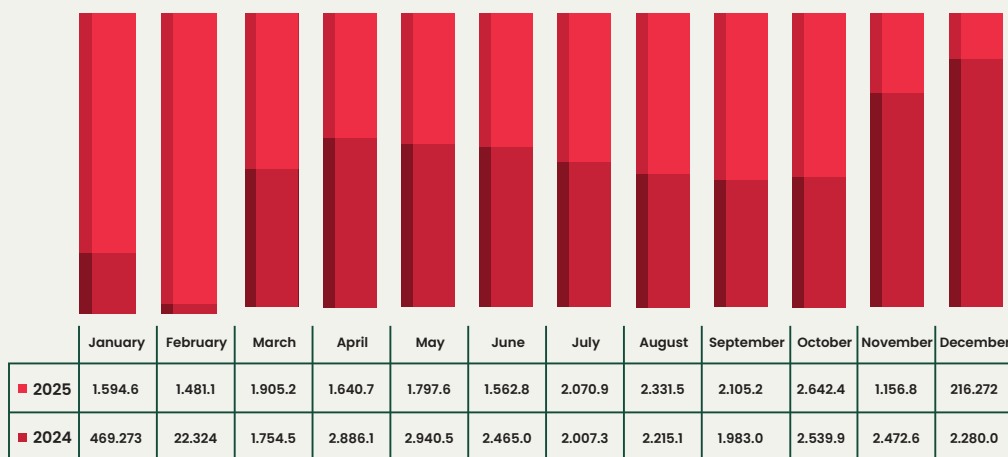


Total natural gas consumption decreased by 41.94%, and per capita consumption decreased by 30.33%. The reasons for this remarkable performance:

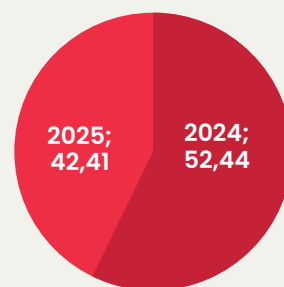
- Planned optimization and strategic reduction in the use of the cogeneration system
- The effective implementation of smart energy management systems
- Energy-efficiency-focused improvements in operational processes
- The effectiveness of employee awareness and training programs

DELPHIN BE GRAND RESORT

Monthly Natural Gas Consumption (kWh)



Natural Gas Consumption
Per Guest
(kWh/pp)



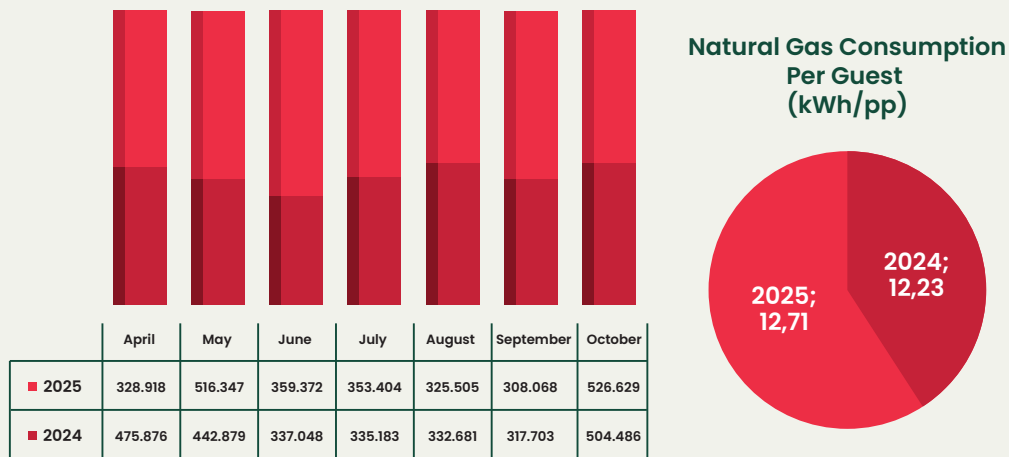
Total natural gas consumption decreased by 14.69%, and per person consumption decreased by 19.12%.

The reasons for this significant performance:

- Planned optimization and strategic reduction in the use of the cogeneration system
- The widespread adoption of energy monitoring and control systems
- Optimizing hot water usage
- Sustainability-focused employee training programs

DELPHIN PALACE

Monthly Natural Gas Consumption (kWh)

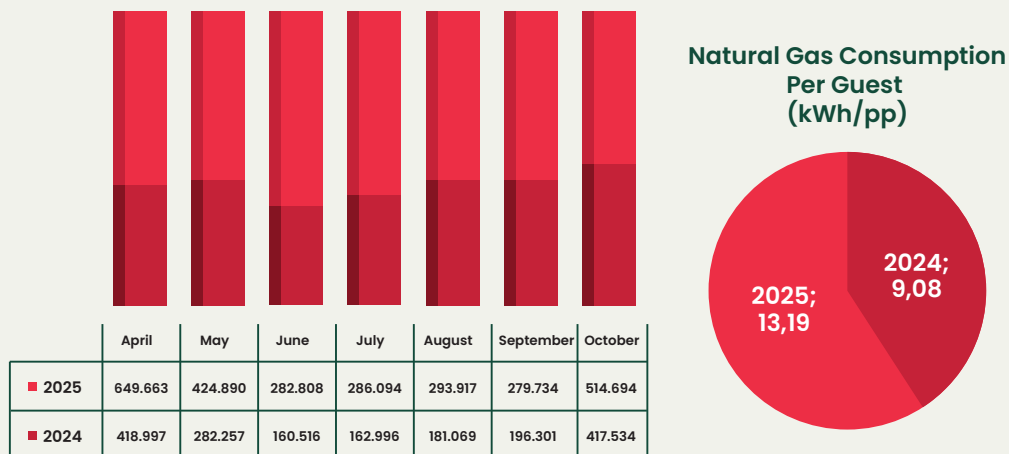


While total natural gas consumption decreased by 1.01%, per capita consumption increased by 3.9%. The facility's late start to the season due to renovation work had a positive impact on overall consumption.

- Reasons for the per person increase:
- Commissioning of additional hot water boiler tanks as part of the renovation
- Expansion of heating systems with chiller units
- Updated facility standards and increasing comfort requirements

DELPHIN DIVA

Monthly Natural Gas Consumption (kWh)



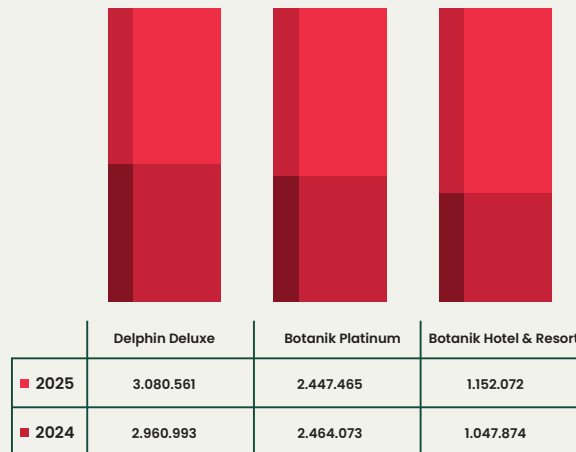
There was a 50.13% increase in total natural gas consumption and a 45.36% increase in per person consumption.

The main reasons for this increase are:

- Increasing pool heating temperatures to prioritize guest satisfaction
- Installing additional gas stoves to improve service quality at the snack restaurant
- Improvements aimed at enhancing guest comfort standards

DELPHIN HOTELS & RESORTS

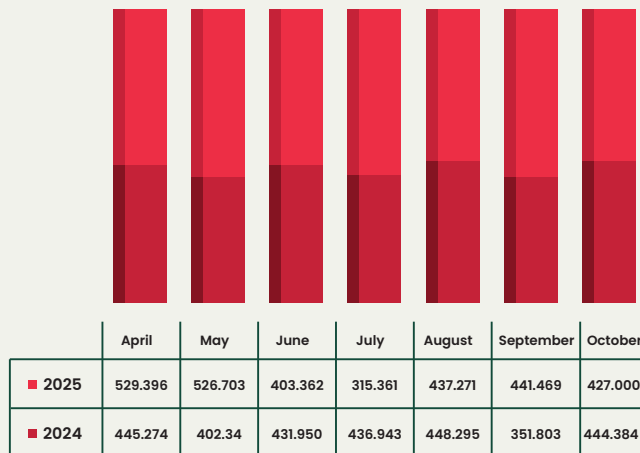
LNG Consumption (kWh)



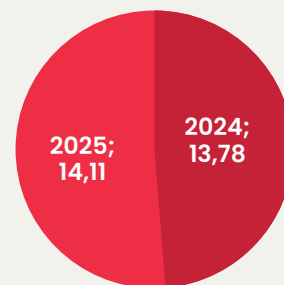
There was a 3.19% increase in the total LNG consumption of our three facilities and a 2.06% increase in per-capita consumption. The main reason for this increase is the rise in energy consumption in pool heating systems due to seasonal conditions.

DELPHIN DELUXE

Monthly LNG Consumption (kWh)



LNG Consumption Per Guest (kWh/pp)

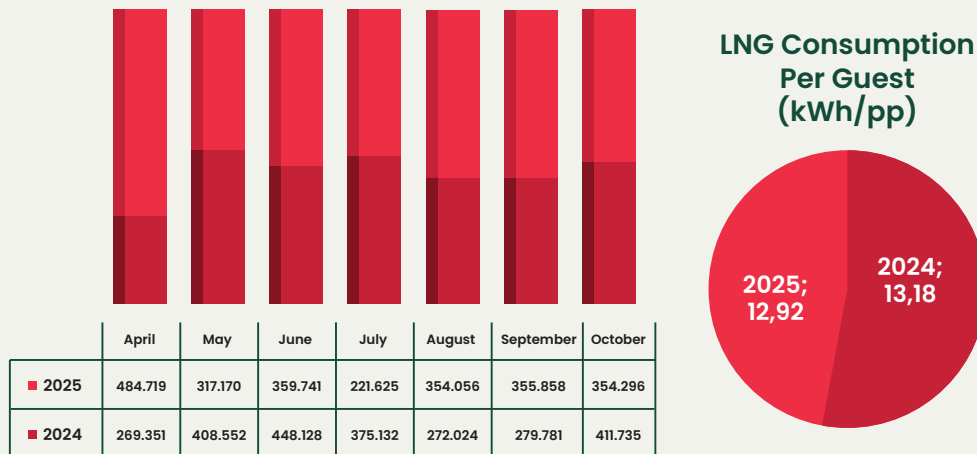


Total LNG consumption increased by 4.04%, and per person consumption increased by 2.36%. The reason for this increase is the rise in energy consumption in pool heating systems due to seasonal conditions. Measures taken to optimize consumption:

- The use of energy-efficient heating systems
- Continuation of staff training programs
- Regular maintenance and calibration procedures

BOTANİK PLATINUM

Monthly LNG Consumption (kWh)



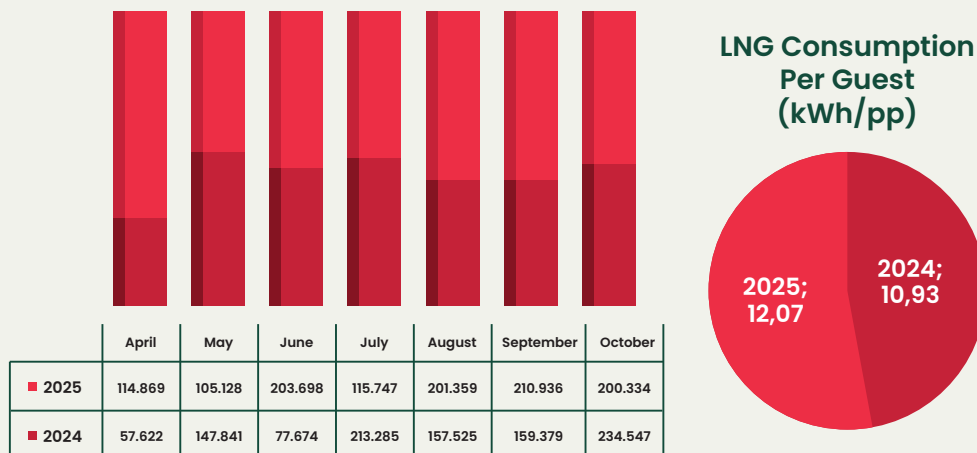
While total LNG consumption decreased by 0.70%, per person consumption decreased by 1.98%.

The reasons for this remarkable performance:

- Energy-efficient management practices
- Improving efficiency in operational processes
- The effectiveness of employee awareness and training programs
- The systematic implementation of resource optimization efforts

BOTANİK HOTEL & RESORT

Monthly LNG Consumption (kWh)



Total LNG consumption increased by 9.94%, and per person consumption increased by 10.48%. The reason for this increase is the rise in energy consumption in pool heating systems due to seasonal conditions. To optimize consumption:

- The widespread adoption of energy-efficient heating systems
- Regular staff training programs
- Work on implementing preventive maintenance systems is ongoing.

ALANYA REGION: CLEAN FUEL CONVERSION (LNG)

At **Delphin Hotels & Resorts**, we are building our energy infrastructure using the cleanest and most efficient technologies available in the region.

At our Delphin Deluxe, Botanik Platinum, and Botanik Hotel & Resort facilities located in the Alanya region, we use LNG (Liquefied Natural Gas) systems for heating and energy production, which produce significantly lower carbon emissions compared to other fossil fuels.

Why Do We Choose LNG?

- **Low Carbon Footprint:** Compared to traditional fuels such as coal and fuel oil, sulfur and particulate matter emissions are virtually zero; carbon emissions are also much lower.
- **High Efficiency:** Thanks to its high energy density, it maximizes resource efficiency by producing more energy per unit of fuel.
- **Environmentally Friendly Operation:** Because it produces no post-combustion waste (ash, soot), it helps maintain the region's air quality and provides our guests with a clean atmosphere free of soot and odors.

This choice is part of our commitment to offering a “Sustainable Stay Experience” at our properties in the Alanya region.



We are committed to achieving our goal of a 1% reduction in total and per capita natural gas and LNG consumption by 2026.

The strategic actions we have identified to achieve this goal:

- Commissioning of high-efficiency equipment and systems
- Implementation of scheduled maintenance and calibration systems
- Improving resource utilization efficiency
- Promoting an energy-efficient corporate culture Guest-focused energy-saving communication campaigns

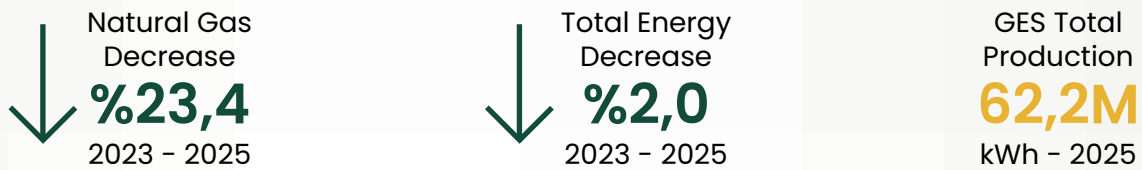
At Delphin Hotels & Resorts, we make it our priority to continuously improve our environmental performance while maintaining the exceptional quality of service we provide to our guests.

ENERGY MANAGEMENT & RENEWABLE ENERGY ASSESSMENT

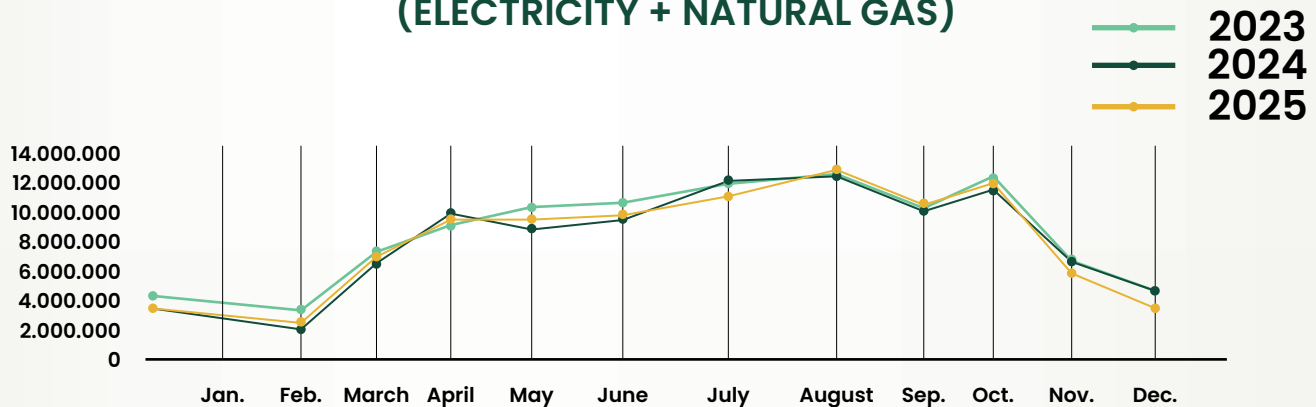
Delphin Hotels & Resorts began managing its energy consumption within a systematic framework after obtaining ISO 50001 Energy Management System Certification in 2023; it extended this strategy to the production level through a solar power plant investment program launched during the same period. The impact of certification has been confirmed by the numbers. Natural gas and LNG consumption decreased by **23.4%** during the 2023–2025 period, while total energy consumption across the group recorded a net decline of **2.0% despite an increase in capacity**. The increase in electricity consumption during the same period is not a sign of inefficiency, but rather an indication that fossil fuel systems have been deliberately replaced with electric alternatives.

As of 2025, approximately **62,000,000 kWh** of renewable energy has been generated by the Sevinçbey, Gönen, Aksaray, and Elmalı power plants. Delphin Hotels & Resorts has become a hotel group capable of meeting its entire electricity needs with its own solar energy.

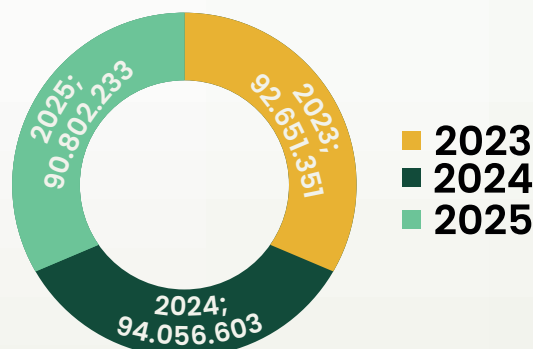
Potential increases in energy prices have the potential to put direct pressure on operating costs. Through our solar power plant investments, our group has reached a point where it meets all of its electricity consumption through self-generation as of 2025; this risk has been largely eliminated. Energy efficiency measures under ISO 50001 complement this protection.



DELPHIN HOTELS & RESORTS MONTHLY ENERGY CONSUMPTION (kWh) (ELECTRICITY + NATURAL GAS)



DELPHIN HOTELS & RESORTS TOTAL ENERGY CONSUMPTION (kWh) (ELECTRICITY + NATURAL GAS)



WATER MANAGEMENT

“Responsibility in Every Drop, Savings in Every Step”



At **Delphin Hotels & Resorts**, we view water not as an unlimited resource, but as a valuable “asset” that must be managed. Our water management strategy is based on minimizing consumption, managing wastewater, and analyzing regional water risks without compromising guest comfort or hygiene standards.

1. TECHNICAL EFFICIENCY AND FLOW MANAGEMENT

To control water consumption at the source, we have established our standards and monitor them through regular inspections:

- **Flow Standardization:** We use special aerators that do not exceed a flow rate of 5 liters per minute for faucets and 9 liters per minute for showerheads.
- **Active Monitoring:** We conduct regular block-based flow rate measurements every month; we identify non-standard (high-flow) fixtures and make immediate adjustments.
- **Automation:** We are reducing water consumption that depends on human action by using sensor-activated faucets in public restrooms, automatic flushing systems in urinals, and dual-flush (water-saving) toilet tanks (max. 6 liters).
- **Winter Maintenance:** By performing periodic maintenance on water tanks and plumbing systems during the winter months, we reduce water loss due to leaks and drips to zero.

2. OPERATIONAL APPLICATIONS

We conserve every drop of water in our daily operations:

- **Smart Landscape Irrigation:** To minimize water loss through evaporation, we water the garden between midnight and 8:00 a.m., when there is no direct sunlight, using drip irrigation and automatic sprinkler systems.
- **Waterless Cleaning Methods:** Instead of “mopping” when cleaning rooms and common areas, we use microfiber mops and cloths that reduce water consumption by 90%.
- **Conscious Consumption:** We encourage our guests to participate in the “Green Choice” program (where sheet and towel changes are optional); we provide our employees with regular training on leak detection and energy conservation.

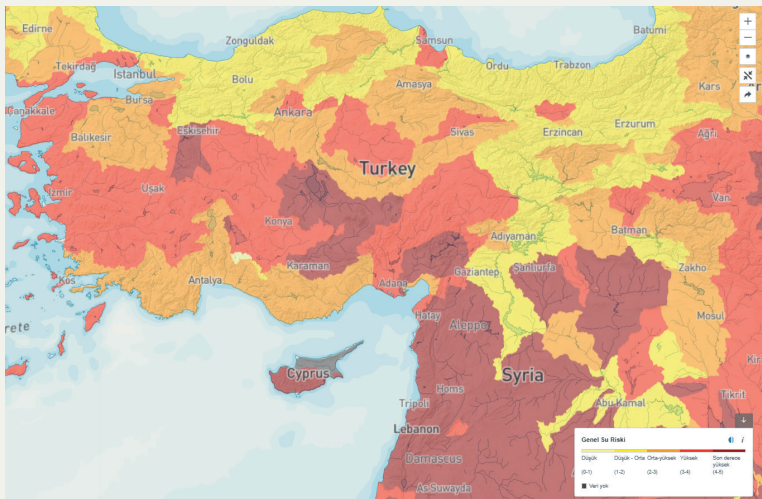
3. WASTEWATER MANAGEMENT AND LEGAL COMPLIANCE

We ensure that the water we use is disposed of without harming the environment. The wastewater from all of our facilities is connected to the ASAT (Antalya Water and Sewerage Authority) sewer system in accordance with the **Connection Quality Control Permits**. Our wastewater is safely discharged into the sewer system in full compliance with discharge regulations, without affecting the local community or the environment.

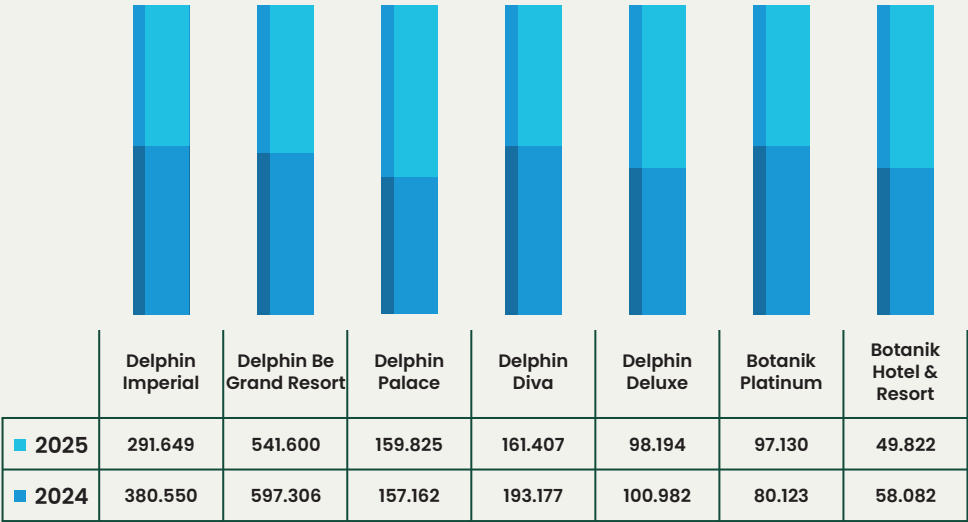
4.STRATEGIC APPROACH: WRI Water Risk Atlas

We’re not just managing today, we’re shaping the future. We are analyzing the water risk map of the region where our hotels are located based on data from the “Water Risk Atlas” prepared by the World Resources Institute (WRI).

The Antalya Basin is classified in international indices as an area at moderate-to-high risk of water stress. Potential water restrictions or price increases could affect operating costs. Our group regularly monitors water consumption; consumption data is tracked on a monthly and annual basis as part of our sustainability reporting and is shared transparently with the public. This monitoring infrastructure forms the foundation for taking swift, data-driven measures in the event of worsening water stress, as well as for the long-term action plans we will implement.



DELPHIN HOTELS & RESORTS
Total Water Consumption (m³)

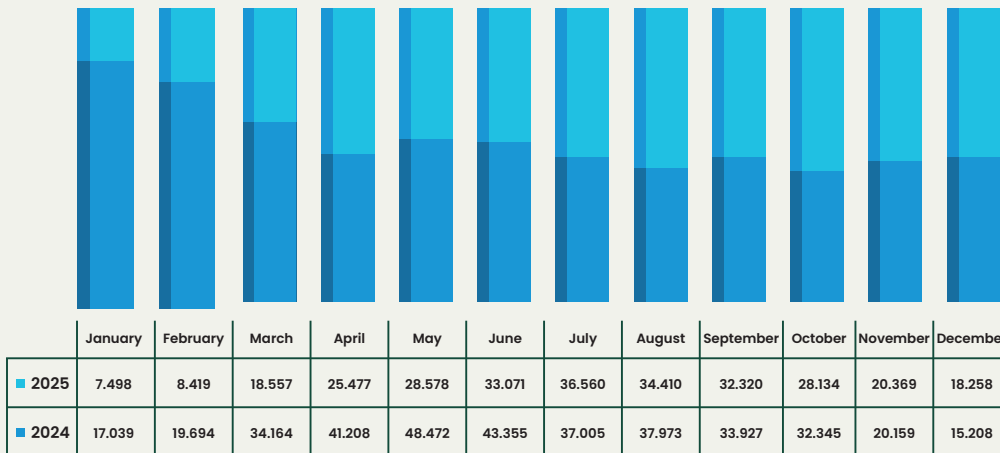


In 2025, there was a 10.7% decrease in our total water consumption and a 7.66% decrease in our per guest water consumption.

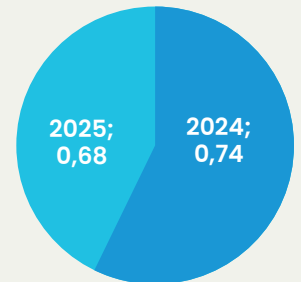
- The main factors behind this remarkable success are:
- Effective implementation of water management systems
- The widespread adoption of smart irrigation systems and water-saving fixtures
- The systematic implementation of staff awareness and training programs
- These are improvements focused on water efficiency in operational processes.

DELPHIN IMPERIAL

Monthly Water Consumption (m³)



Per Guest Water Consumption (kWh/pp)

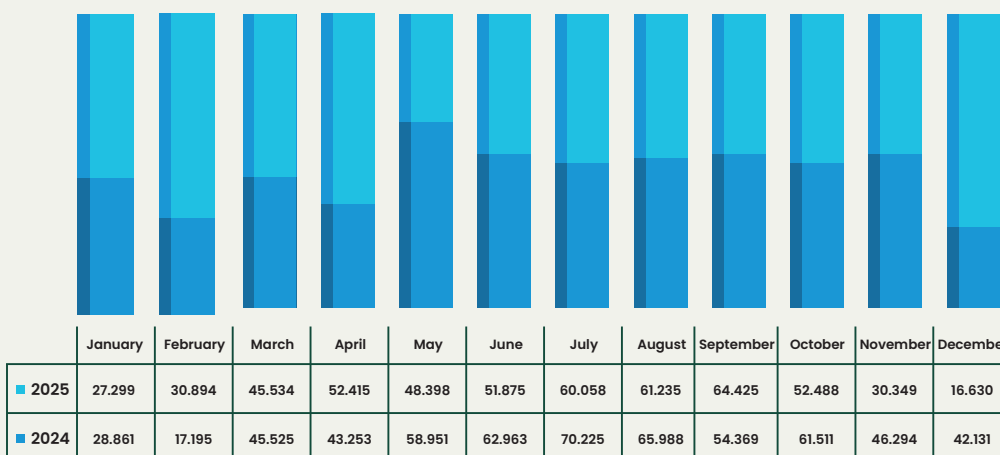


In 2025, we achieved a total reduction of 23.36% in our facility's water consumption and an 8.06% reduction in per-capita water consumption. The main reasons for this notable success:

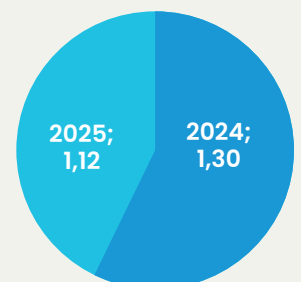
- Optimizing smart irrigation systems
- Promoting the use of water-saving fixtures
- This involves adjusting landscape irrigation schedules according to seasonal conditions.

DELPHIN BE GRAND RESORT

Monthly Water Consumption (m³)



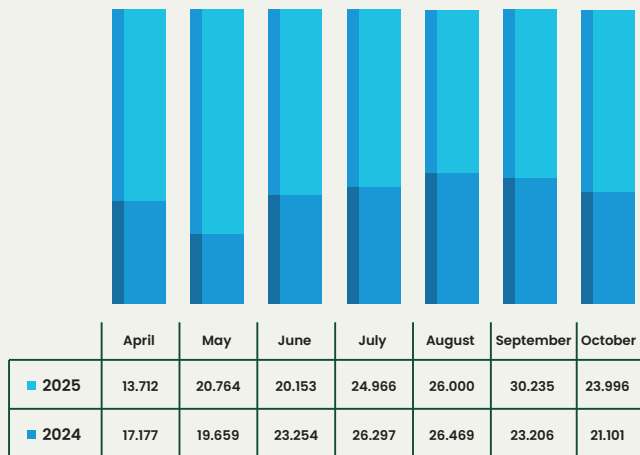
Per Guest Water Consumption (kWh/pp)



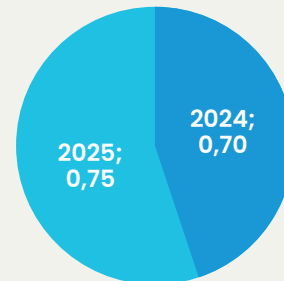
In 2025, our total water consumption decreased by 9.33%, while per guest consumption decreased by 14.03%. This positive performance is a direct result of the systematic water management programs and staff awareness initiatives implemented at our facility. We have minimized water loss through smart monitoring systems and regular maintenance practices.

DELPHIN PALACE

Monthly Water Consumption (m³)



Per Guest Water Consumption (kWh/pp)



While our total water consumption increased by 1.69% in 2025, per guest water consumption rose by 6.72%.

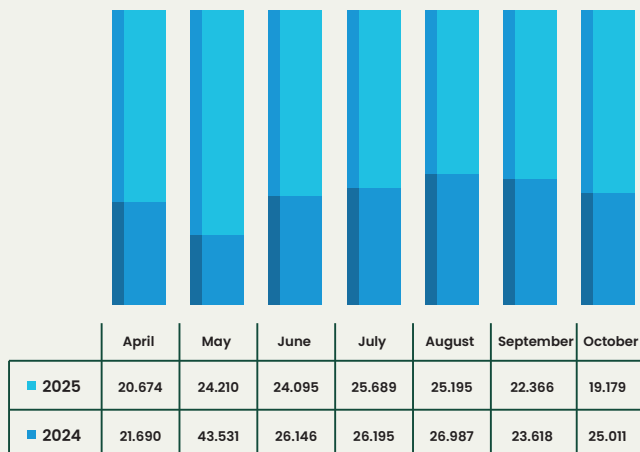
The main reasons for this increase are:

- The facility's late start to the season due to renovation work
- Problems with the renovated plumbing system and the response procedures
- An increase in the number of hot water boilers in the boiler room
- It is the process of adapting and optimizing new systems.

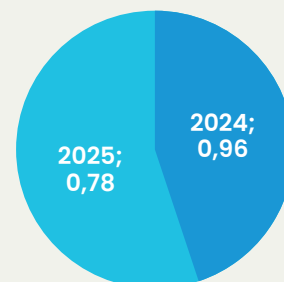
Improvements are expected in the coming periods as water management systems are fully operational and system stability is ensured.

DELPHIN DIVA

Monthly Water Consumption (m³)



Per Guest Water Consumption (kWh/pp)

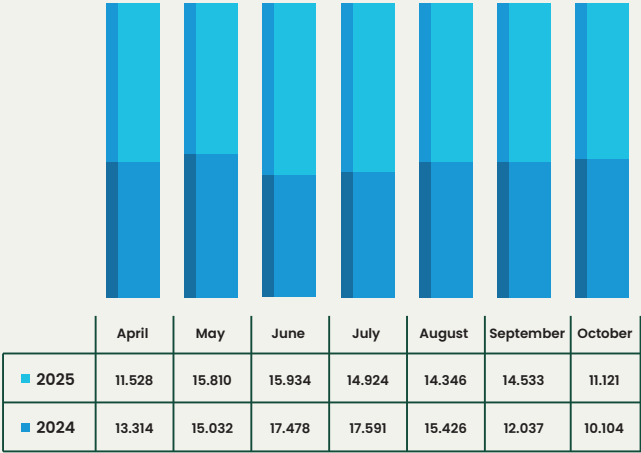


In 2025, we achieved significant improvements in our water consumption. We achieved a 16.45% reduction in our total water consumption and a 19.10% reduction in our per guest water consumption. The main reasons for this success:

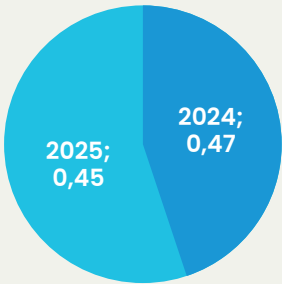
- Repairing faulty pipes in garden irrigation systems and ensuring system integrity
- Detection and repair of pool expansion joint leaks
- The effectiveness of employee training programs
- It involves the implementation of a regular water leak detection and response system.

DELPHIN DELUXE

Monthly Water Consumption (m³)



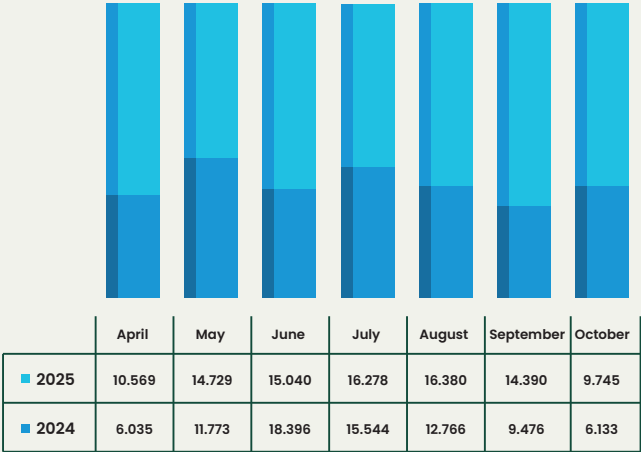
Per Guest Water Consumption (kWh/pp)



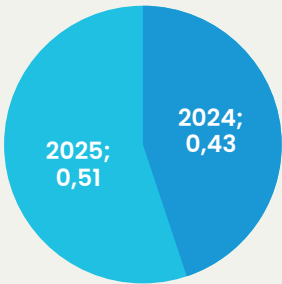
In 2025, our total water consumption decreased by 2.76%, and per person consumption decreased by 4.33%. This positive development demonstrates the success of the water efficiency projects we have implemented throughout the year. We have optimized our water usage by implementing smart irrigation systems, using water-efficient fixtures, and effectively implementing a system that immediately addresses any leaks. Our regular maintenance programs and awareness-raising initiatives for all our employees have also contributed to this success.

BOTANIK PLATINUM

Monthly Water Consumption (m³)



Per Guest Water Consumption (kWh/pp)



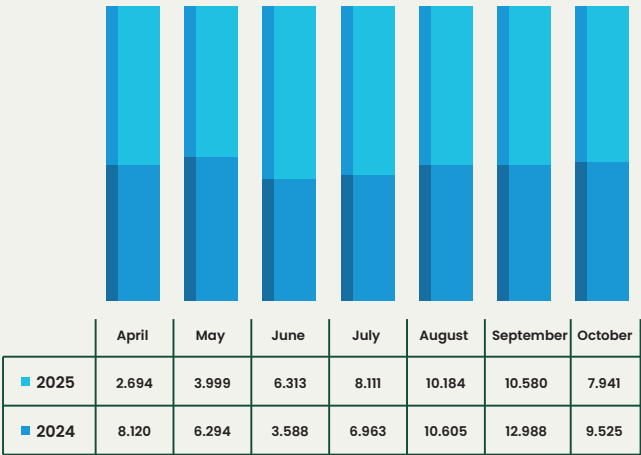
In 2025, total water consumption increased by 21.23%, while per person consumption increased by 19.66%. The reasons for this increase:

- Water supply to the neighboring Botanik Hotel has been temporarily suspended due to a malfunction in the laundry facility's infrastructure
- Due to the high temperatures during the summer, the frequency of pool maintenance and backwashing procedures has increased

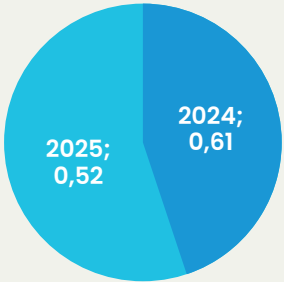
Our efforts to optimize facility-based water management systems and improve infrastructure are ongoing.

BOTANIK HOTEL & RESORT

Monthly Water Consumption (m³)



Per Guest Water Consumption (kWh/pp)



In 2025, our total water consumption decreased by 14.22%, while our per person consumption decreased by 13.81%. This notable achievement was made possible by the implementation of regular maintenance programs, our employees’ mindful water usage, the identification of optimal irrigation times, and a system for the rapid detection and repair of water leaks.



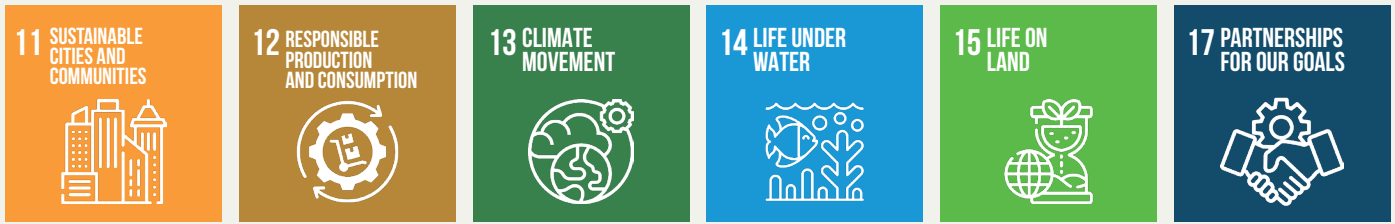
Our 2026 Goals;

A 1% decrease in our total water consumption and per capita water consumption

Planned Activities to Achieve These Goals:

- Plumbing system upgrades and the widespread adoption of water-efficient equipment
- Implementation of scheduled maintenance programs
- Optimized irrigation schedules and early leak detection systems
- Employee training programs
- Guest awareness campaigns
- Certification of all our facilities under the Water Efficiency Regulation

WASTE MANAGEMENT



At **Delphin Hotels & Resorts**, we view waste management not merely as a legal requirement, but as a strategic priority for the protection of natural resources. Our core philosophy is to view waste not as “trash” but as a “resource” that needs to be managed. Our management system is based on the principle of **“Reduce at the Source, Separate, Recycle”**.

1.Reduction and Prevention at the Source

We believe that the greatest success in waste management lies in taking preventive measures before waste is even generated.

- **Packaging Management:** We minimize packaging waste by opting for bulk packaging, sacks, and drums instead of single-use products.
- **Plastic Reduction:** We reduce single-use plastic consumption by using water dispensers in employee break areas and refillable soap dispensers in all restrooms.
- **Paperless Office:** In line with our digitalization vision, we transition correspondence and announcements to electronic formats; we operate under the principle of “think before you print,” and by encouraging double-sided printing and the use of draft copies for necessary printouts, we prevent paper waste.

2. Effective Sorting and Storage

We implement “on-site sorting” to ensure generated waste can be converted into economic value.

- **Sorting Stations:** Custom-designed waste sorting units for paper, glass, metal, plastic, and batteries have been placed throughout the facility—from offices to common areas and lobbies.
- **Hazardous Waste Management:** Under the supervision of our environmental and hazardous materials safety consultants, hazardous waste and vegetable waste oils are collected in isolated storage facilities compliant with legal regulations.

3. Disposal and Recycling

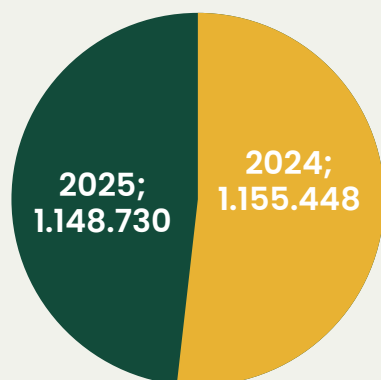
To contribute to the circular economy, we manage the waste we collect through certified processes.

Licensed Partnerships: All separated hazardous and non-hazardous waste is handed over to companies licensed by the Ministry of Environment, Urbanization, and Climate Change, recorded, and incorporated into the recycling chain.

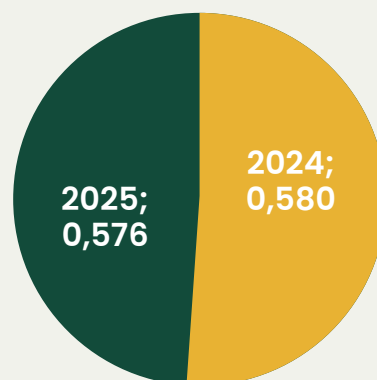
Education and Awareness: Through regular waste management training for our employees and visual reminders, we are transforming environmental awareness into an institutional reflex.

RECYCLABLE WASTE

DELPHIN HOTELS & RESORTS
TOTAL Recyclable
Waste Consumption (kg)



DELPHIN HOTELS & RESORTS
Per-Person Recyclable
Waste Consumption (kg)



Recyclable Waste Performance (2024–2025)

Our 2025 data demonstrates improved operational efficiency in our waste management strategy:

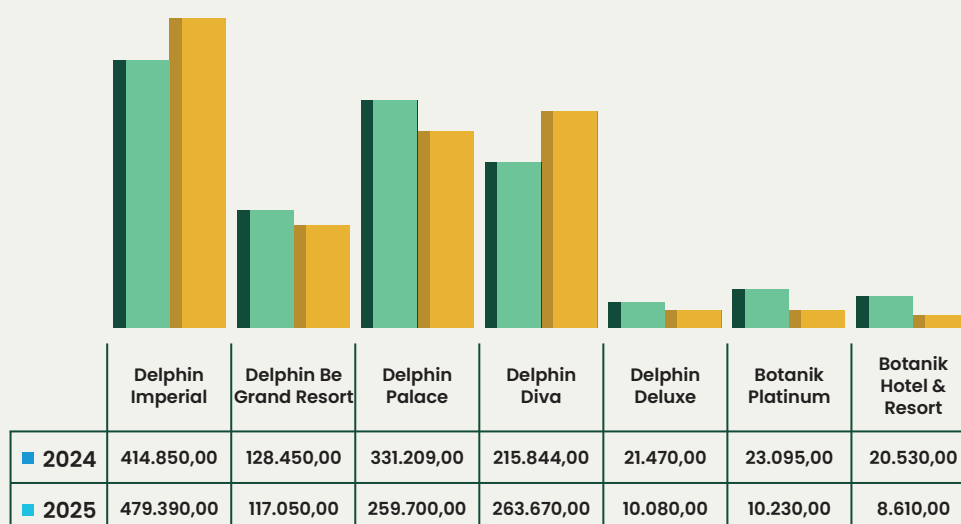
- **Per-person recyclable waste volume:** The rate, which was 0.580 kg in 2024, decreased to 0.576 kg in 2025 (a 0.69% decrease)
- **Total amount of recyclable waste:** Despite rising fill rates, it remained on par with the previous year.

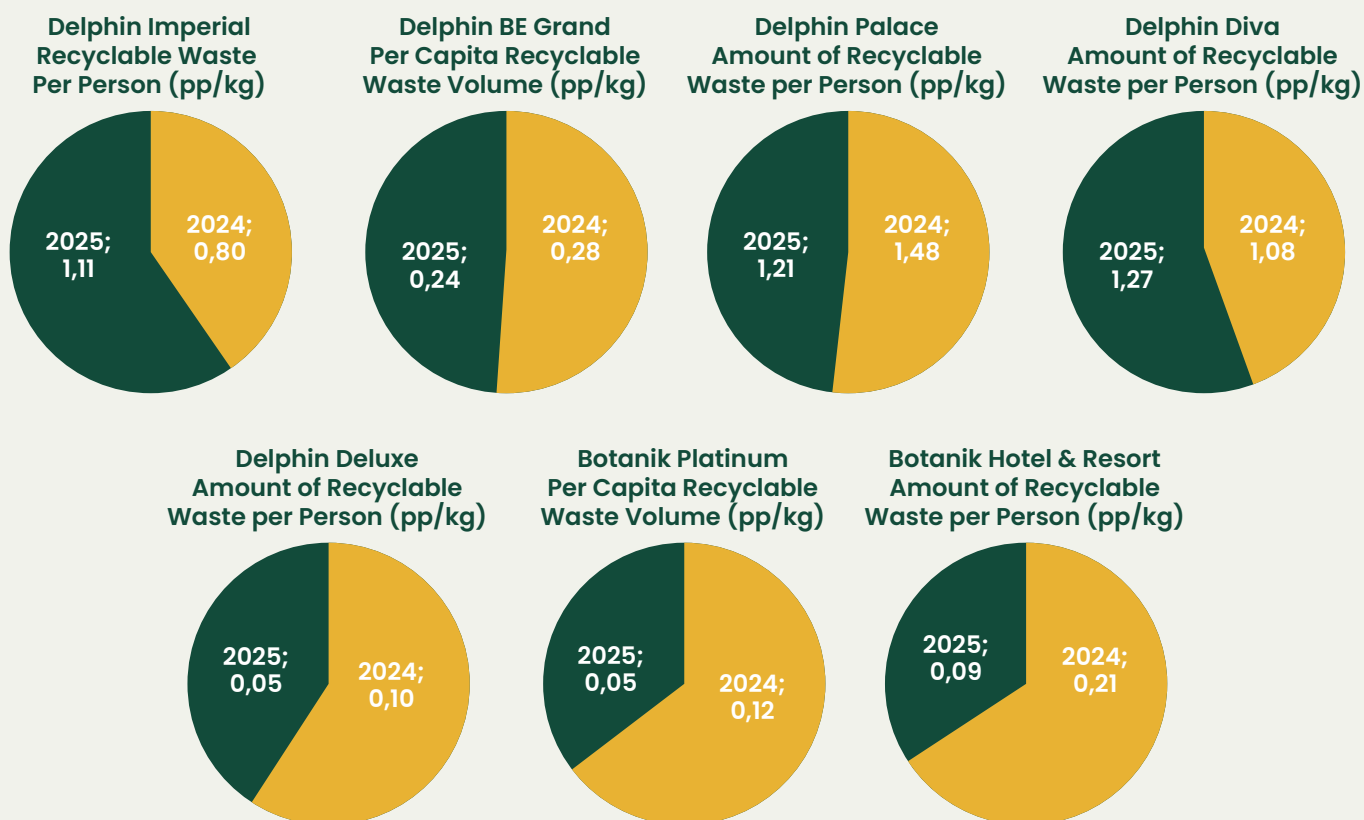
These results demonstrate that the "prevention" principle in the waste hierarchy has been successfully implemented and that we have made measurable progress in our transition to a circular economy.

Success Factors:

- The effectiveness of employee training programs
- Guest awareness activities
- The importance we place on waste separation practices
- Recycling activities conducted with our young guests

DELPHIN HOTELS & RESORTS Recyclable Waste Volume (kg)





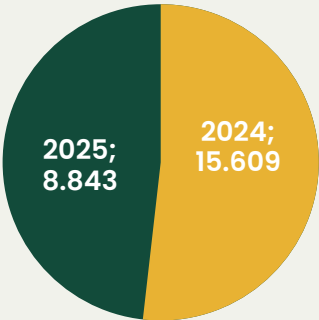
DELPHIN IMPERIAL	A 15.56% increase in total recyclable waste volume and a 38.75% increase in per-person volume were observed (414,850–479,390 kg; 0.80–1.11 kg/person). The primary reason for this increase is the consolidation of recyclable waste from our new facility—an aquapark serving guests from multiple hotels—into this hotel’s waste collection area. Our efforts to integrate facility-based data continue as part of our reporting methodology.
DELPHIN BE GRAND	A decrease of 8.87% in total recyclable waste volume and 13.60% in per-person waste was recorded (128,450–117,050 kg; 0.28–0.24 kg/person). The high environmental awareness of our guests, effective waste separation practices, and the successful integration of sustainable operations management are the key drivers of this positive performance.
DELPHIN PALACE	A 21.59% reduction in total recyclable waste volume and a 17.71% decrease in per-person volume were achieved (331,209–259,700 kg; 1.48–1.21 kg/person). This significant improvement is the result of increased staff awareness initiatives, the effectiveness of guest-focused environmental programs, and the optimal performance of our facilities in conjunction with high occupancy rates.

DELPHIN DIVA	There has been a 22.17% increase in the total amount of recyclable waste and an 18.28% increase in the per capita amount (215,844–263,670 kg; 1.08–1.27 kg/person). This increase is a direct result of the dedicated efforts of the trained staff assigned to waste storage areas this year, which led to a systematic improvement in the quality of waste separation. The rise in the ratio of recyclable waste to non-recyclable waste indicates that waste separation is being managed more effectively.
DELPHIN DELUXE	A 53.06% decrease in the total amount of recyclable waste and a 53.81% decrease in the per capita rate were achieved (21,470–10,080 kg; 0.10–0.05 kg/person). This change stems from methodological updates made by Alanya Municipality to its waste data entry system. New data collection and reporting procedures ensure more accurate measurement of waste streams.
BOTANİK PLATINUM	There was a 55.70% decrease in the total amount of recyclable waste and a 56.28% decrease in the per capita rate (23,095–10,230 kg; 0.12–0.05 kg/person). This change is due to methodological updates made to Alanya Municipality’s waste data entry system. New data collection and reporting procedures ensure more accurate measurement of waste streams.
BOTANİK HOTEL & RESORT	A 58.06% decrease in the total amount of recyclable waste and a 57.86% decrease in the per-person rate were recorded (20,530–8,610 kg; 0.21–0.09 kg/person). This change is due to methodological updates made to Alanya Municipality’s waste data entry system. New data collection and reporting procedures ensure more precise measurement of waste streams.

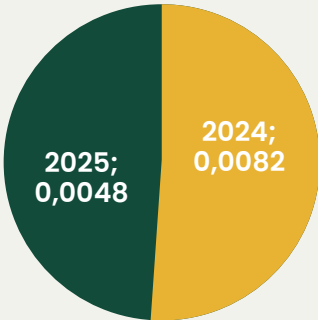
A reduction in both total and per-person recyclable waste volumes was achieved at 71% of our facilities (5 out of 7 hotels), demonstrating the success of our waste management policies. The increases observed at two of our facilities are related to operational integration and improved waste separation quality. The changes observed in the waste data of our Delphin Deluxe, Botanik Platinum, and Botanik Hotel & Resort properties stem from updates made by Alanya Municipality—which provides waste collection services—to its data recording system in 2025. The new data entry procedures have increased measurement accuracy and strengthened standardization.

HAZARDOUS WASTE

DELPHIN HOTELS & RESORTS
Total Hazardous
Waste Consumption (kg)



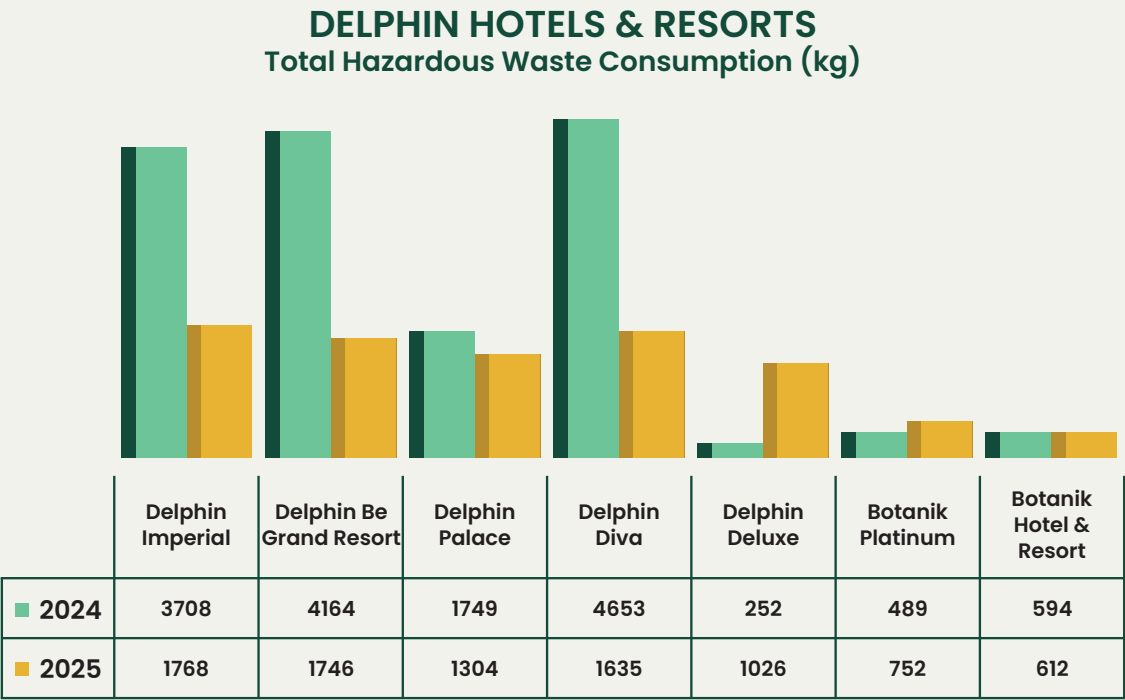
DELPHIN HOTELS & RESORTS
Per-Person Hazardous
Waste Consumption (kg/PP)



Our 2025 hazardous waste management data demonstrates significant progress in line with our strategic goals:

- **Per-person hazardous waste volume:** The rate, which was 0.0082 kg in 2024, decreased to 0.0048 kg in 2025 (a 41.52% reduction)
- **Total hazardous waste generation:** A 43.34% decrease was recorded, dropping from 15,609 kg to 8,843 kg.

These results demonstrate the effectiveness of our hazardous waste reduction strategy and its full alignment with our resource efficiency goals.



Success Factors:

- Systematic implementation of an integrated hazardous waste management system
- Continuous improvement of staff training programs
- Promotion of resource substitution and the use of alternative products in operational processes
- Standardization of waste reduction-focused procedures across all facilities



Our 2026 Goals;

- An additional 1% reduction in total hazardous waste and per capita volume
- Full implementation of zero-waste management principles across all operations

CHEMICAL MANAGEMENT

"Protecting Society Without Harming Nature"

At **Delphin Hotels & Resorts**, we base the management of chemicals used in our operations on three core principles: **Employee Health, Guest Safety, and Environmental Protection**. Our goal is to minimize our chemical footprint while maintaining the highest hygiene standards.

1. Environmentally Friendly Sourcing and Biodegradability

We apply "Green Chemistry" criteria in our procurement processes. We prioritize the use of surfactants in the formulations of our preferred cleaning and hygiene products that are biodegradable in nature. In this way, we reduce the harmful chemical load entering water and soil ecosystems.

2. Automation and Dosage Management

We use technology to prevent human error and excessive consumption:

- **Automatic Dosing:** In pool water treatment and housekeeping operations, we use fully automatic dosing systems that eliminate manual mixing. This allows us to maintain chemical usage at optimal levels and prevent waste.
- **Refill System:** By transferring products from large containers (drums) into smaller-use bottles, we drastically reduce the amount of contaminated plastic packaging waste and plastic consumption.

3. Workplace Safety and Emergency Preparedness

We protect our employees from the hidden dangers of chemicals:

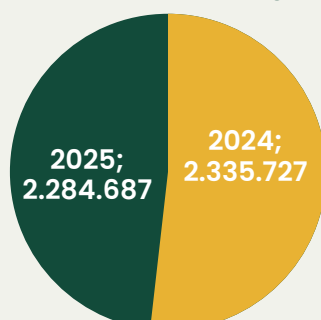
- **Training and Equipment:** We provide our employees with regular "Safe Handling of Chemicals" training and ensure they have complete personal protective equipment (PPE) to guard against potential exposure.
- **Emergency Management:** We maintain "Chemical Spill Kits" to address risks of leaks, spills, or exposure, and keep our emergency response teams ready through periodic drills.

4. Safe Disposal

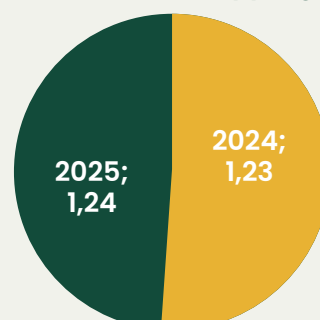
We hand over hazardous chemicals that have reached the end of their useful life or have become waste to licensed disposal companies in full compliance with legal regulations, and we meticulously monitor the process.

Chemical Consumption Data

DELPHIN HOTELS & RESORTS
TOTAL CHEMICAL
CONSUMPTION (kg)



DELPHIN HOTELS & RESORTS
PER CAPITA CHEMICAL
CONSUMPTION (pp/kg)



Our 2025 chemical consumption data demonstrates that operational efficiency continues to be a key component of our resource management strategy:

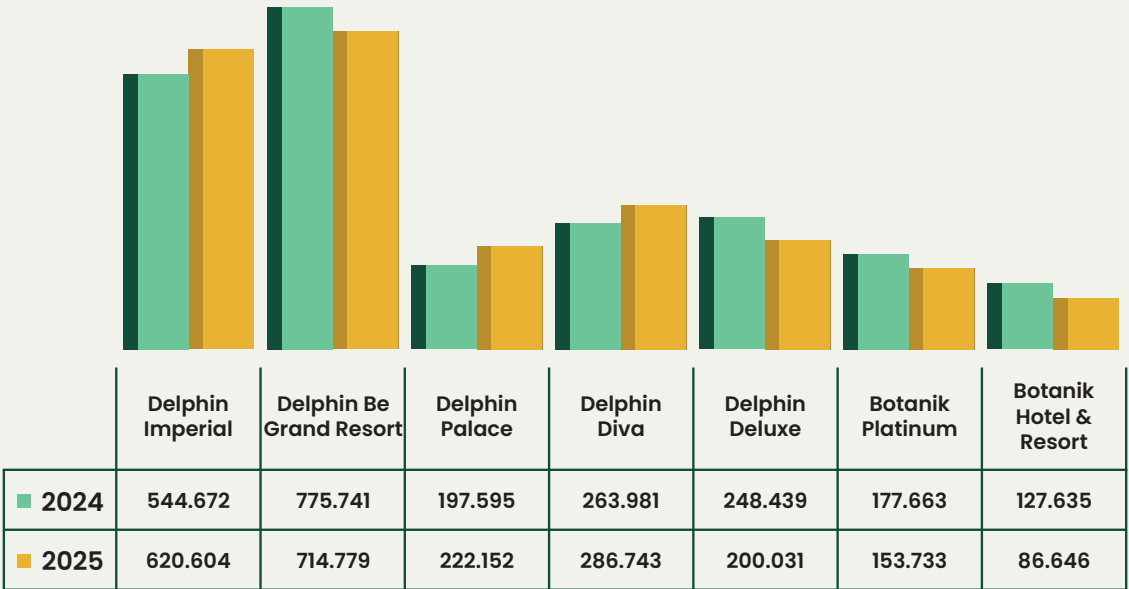
- **Total chemical consumption:** Consumption, which was 2,335,727 kg in 2024, decreased to 2,284,687 kg in 2025 (a 2.18% decrease)
- **Per-person chemical consumption:** The rate, which was 1.23 kg in 2024, (an increase of 0.81%)

These results indicate that while there was a significant decrease in total chemical consumption, per capita consumption remained nearly constant. Achieving improvements in total resource usage while maintaining our operational capacity and service standards aligns with our efficiency goals.

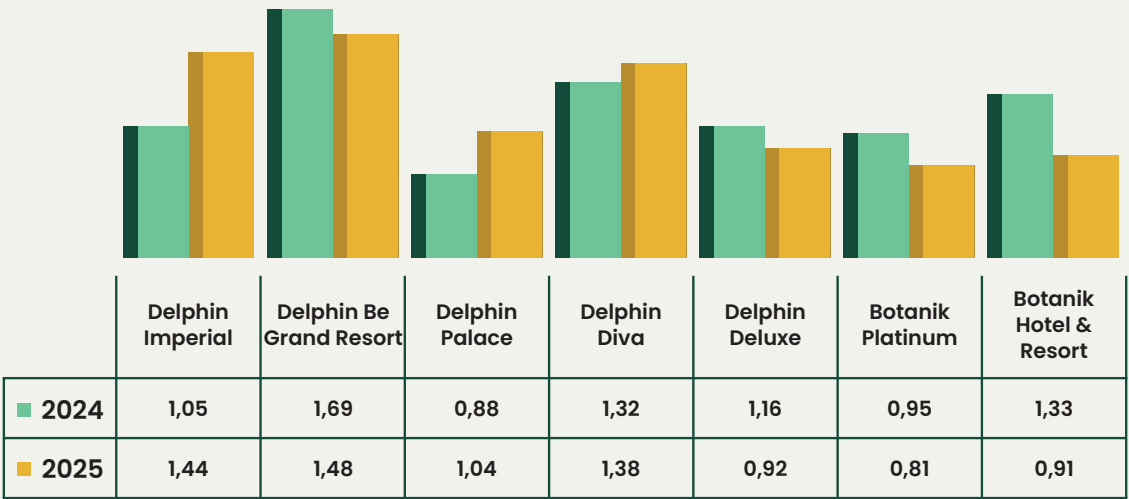
Success Factors:

- Optimization and regular calibration of dosing systems
- Effectiveness of employee training programs and increased awareness
- Widespread adoption of alternative cleaning products and concentrated chemicals
- Improvements in operational procedures focused on resource efficiency.

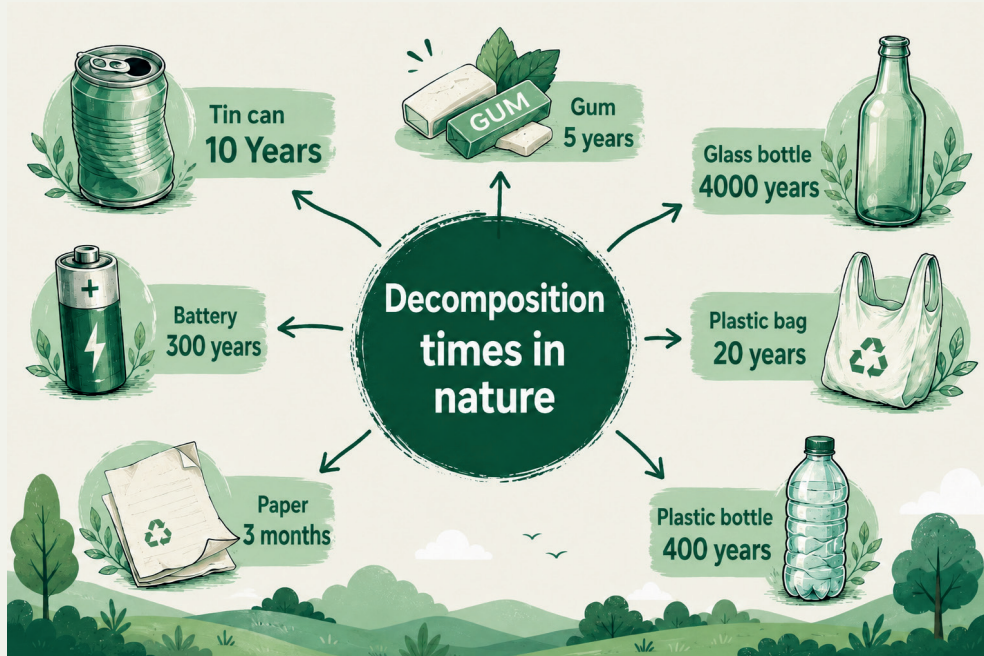
DELPHIN HOTELS & RESORTS
Chemical Consumption Volume (KG)



DELPHIN HOTELS & RESORTS
Per Capita Chemical Consumption (pp/kg)



DELPHIN IMPERIAL	A 13.94% increase in total chemical consumption and a 36.68% increase in per-person consumption were observed (544,672–620,604 kg; 1.05–1.44 kg/person). The primary reason for this increase is the consolidation of chemical consumption (pool maintenance chemicals, water quality management) from the newly opened aquapark facility—which serves guests from multiple hotels—into this hotel’s data recording system.
DELPHIN BE GRAND	A decrease of 7.86% in total chemical consumption and 12.64% in per-person consumption was recorded (775,741–714,779 kg; 1.69–1.48 kg/person). This notable performance demonstrates the sustainable results of the effective use of smart dosing technologies, the widespread adoption of nano-technological cleaning products, the preference for concentrated products, and our staff training programs.
DELPHIN PALACE	There was a 12.42% increase in total chemical consumption and a 17.99% increase in per-person consumption (197,595–222,152 kg; 0.88–1.04 kg/person). The primary reason for this increase is the consolidation of chemical consumption data (pool maintenance chemicals, water quality management) from the aquapark facility—which is affiliated with the Delphin Imperial Hotel and serves guests from multiple hotels—into this hotel’s data recording system.
DELPHIN DIVA	An 8.62% increase in total chemical consumption and a 5.17% increase in per-person consumption were observed (263,981–286,743 kg; 1.32–1.38 kg/person). While total consumption increased due to the rise in guest numbers and service areas, the per-person increase was kept to a minimum thanks to our efficient usage practices.
DELPHIN DELUXE	A decrease of 19.48% in total chemical consumption and 20.79% in per-person consumption was achieved (248,439–200,031 kg; 1.16–0.92 kg/person). This success is a direct result of the chemical usage optimization program implemented under the leadership of the relevant department management. Significant improvements in resource efficiency were achieved through a needs-based dosing system, ongoing staff training, and enhancements to operational procedures.
BOTANIK PLATINUM	A 13.47% reduction in total chemical consumption and a 14.59% reduction in per-person consumption were achieved (177,663–153,733 kg; 0.95–0.81 kg/person). The implementation of a department-based chemical management system, regular staff training, and the adoption of responsible usage protocols have led to this positive performance. The “use only as needed” dosing principle and improvements in application techniques have increased our resource efficiency.
BOTANIK HOTEL & RESORT	A significant reduction of 32.11% in total chemical consumption and 31.78% in per-person consumption was achieved (127,635–86,646 kg; 1.33–0.91 kg/person). This improvement is a direct result of systematic training programs led by the relevant department management, conscious chemical usage techniques, and the effective implementation of a needs-based dosing system. Awareness initiatives supported by regular operational meetings form the foundation of our sustainable resource management.



CARBON FOOTPRINT AND COMBATING CLIMATE CHANGE

"We're Eliminating Carbon for the Future"

As Delphin Hotels & Resorts, we took a significant step in 2024 as part of our commitment to combating climate change and environmental responsibility by calculating the carbon footprint of our 7 properties for the first time with the support of an independent consulting firm, in accordance with **ISO 14064-1** standards.

We are presenting the 2024 carbon footprint data in our 2025 sustainability report. With this, we acknowledge that we still have room for improvement regarding the systematic and timely collection of data in the carbon inventory process. As a first-year implementation, the data collection and calculation processes took longer than expected, and the final results for the 2024 data were completed within 2025.

In light of this experience:

- We are strengthening our carbon footprint data collection systems.
- We are developing standardized measurement and reporting procedures across all facilities.
- We are optimizing data quality and timing processes.

Our Future Goal:

Starting with our 2026 sustainability report, we aim to complete the infrastructure necessary to present the carbon footprint data for the relevant reporting year within the same report. This is a key part of our journey toward achieving excellence in sustainability reporting.

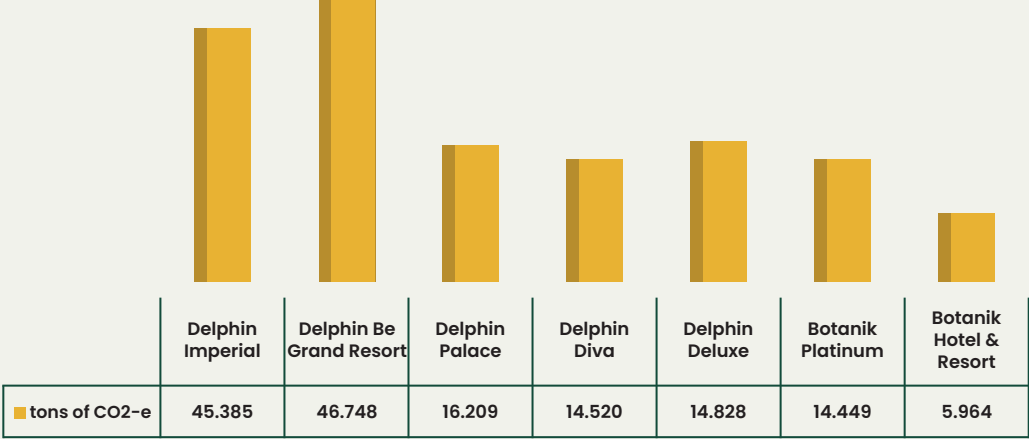
The primary objectives of this comprehensive carbon inventory study:

- Calculating the impact of our operations on climate change using scientific methods
- Ensuring proactive preparation for current and future regulatory requirements
- Identifying risks and challenges in carbon management
- Transparent reporting of greenhouse gas emissions in accordance with the ISO 14064-1 standard
- Making a strategic contribution to the development of the Corporate Carbon Management Plan
- Raising our employees' awareness of climate change, energy efficiency, and sustainability

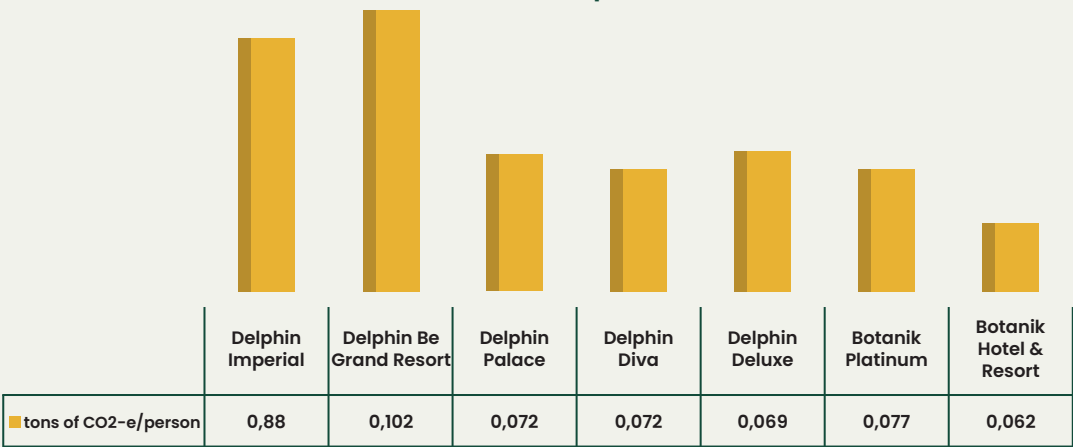
2024 Carbon Emissions Performance

Hotel Name	Total Emissions (tons of CO2-e)	Per Capita Emissions (tons of CO2-e/pp)
Delphin Imperial	45.385,14	0,088
Delphin Be Grand	46.747,88	0,102
Delphin Palace	16.209,21	0,072
Delphin Diva	14.520,12	0,072
Delphin Deluxe	14.827,87	0,069
Botanik Platinum	14.448,65	0,077
Botanik Hotel & Resort	5.963,80	0,062

DELPHIN HOTELS & RESORTS tons of CO2-e



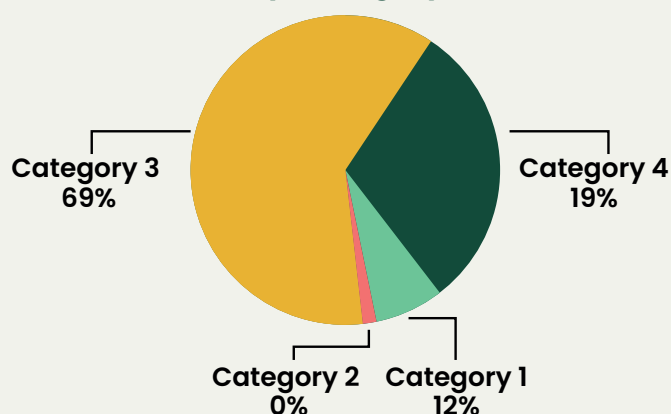
DELPHIN HOTELS & RESORTS tons of CO2-e/person



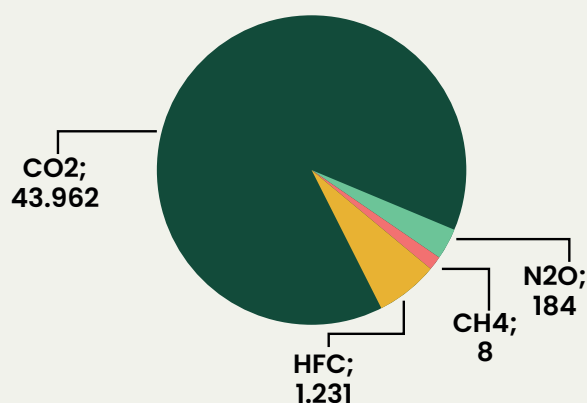
DELPHIN IMPERIAL

Emissions Table by ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	5.676,24	0,0110
Category 2 (Indirect - Purchased Energy)	0	0
Category 3 (Indirect - Transportation)	31.125,12	0,0602
Category 4 (Indirect - Products Used by the Company)	8.583,77	0,0166
Category 5 (Indirect - Use of the Company's Products)	0	0
Category 6 (Indirect - Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	45.385,138	0,0878

Emissions Distribution by Category



By Gas Emissions Distribution



Greenhouse Gas Composition:

97% of total emissions are from CO₂ (carbon dioxide). This percentage indicates that the use of fossil fuels and transportation activities are the primary sources of emissions. The share of HFC gases is limited to 3%, indicating that maintenance and leak control of refrigeration systems are being effectively managed.

Category 3 (69%) - Transportation Emissions:

The largest portion of emissions comes from guest and staff transportation. This is an expected situation for facilities serving an international tourism destination:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 2 - Zero Electricity Emissions:

Thanks to our solar power plant (SPP) production, our electricity-related emissions have been completely neutralized.

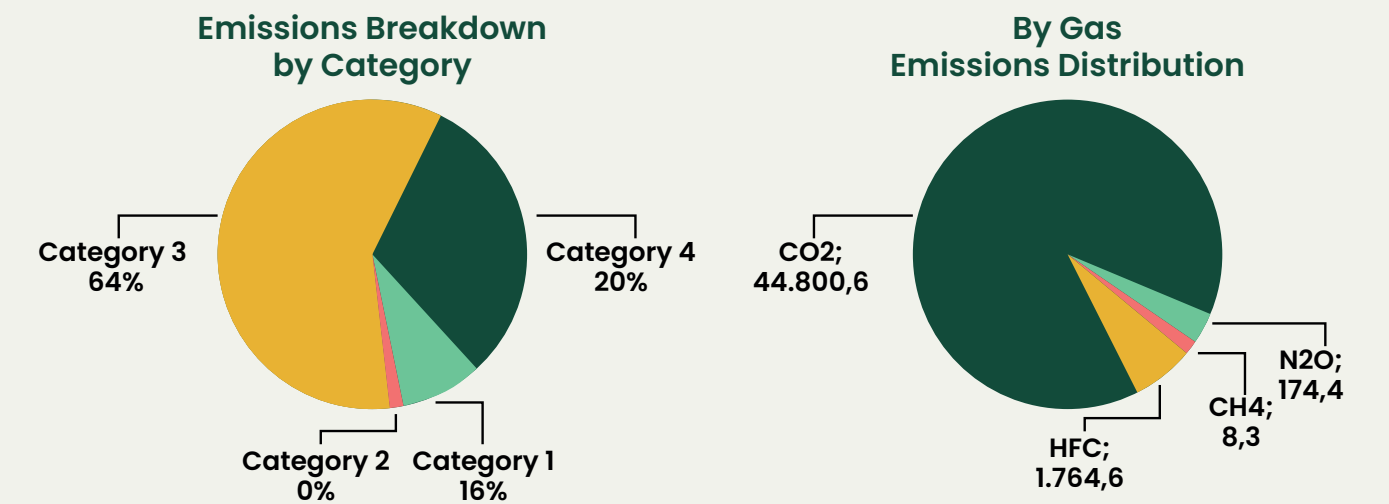
Improvement Potential:

- **Category 3:** Carbon offset programs, local tourism incentives
- **Category 1:** Improving natural gas efficiency, renewable heating alternatives
- **HFC:** Transition to environmentally friendly, low-climate-impact refrigerants

Base Year: 2024 is the carbon footprint base year for Delphin Imperial. Our performance in future years will be measured against this data.

DELPHIN BE GRAND RESORT

Emissions Table According to ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	7.308,48	0,0159
Category 2 (Indirect - Purchased Energy)	0	0
Category 3 (Indirect - Transportation)	30.174,06	0,0658
Category 4 (Indirect - Products Used by the Company)	9.265,34	0,0202
Category 5 (Indirect - Use of the Company's Products)	0	0
Category 6 (Indirect - Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	46.747,883	0,1020



Delphin BE Grand’s carbon footprint profile shows the highest total and per capita emission values within the group:

Greenhouse Gas Composition: 96% of total emissions are from CO₂(carbon dioxide). Fossil fuel use and transportation activities are the dominant emission sources. The share of HFC gases is relatively high at 4%, reflecting the facility’s extensive cooling and air conditioning capacity.

Category 3 (64%) – Transportation Emissions: The largest portion of emissions comes from guest and employee transportation. This is an expected situation for facilities serving an international tourism destination:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 1 (16%): Direct emissions stem from the use of a cogeneration system and heating requirements. This rate is above the group average.

Category 2 – Zero Electricity Emissions: Thanks to our solar power plant (SPP) production, our electricity-related emissions are completely neutralized.

Improvement Potential:

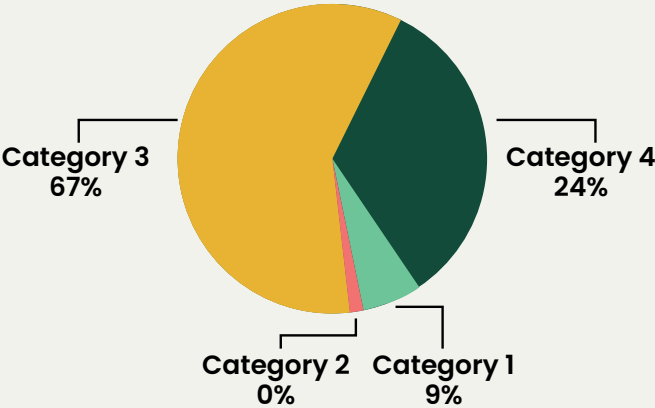
- Category 3: Carbon offset programs, local tourism incentives
- Category 1: Cogeneration optimization, renewable heating alternatives
- HFC: Transition to environmentally friendly, low-climate-impact refrigerants and enhanced leak control

Base Year: 2024 is the carbon footprint base year for Delphin BE Grand. Our performance in future years will be measured against this data.

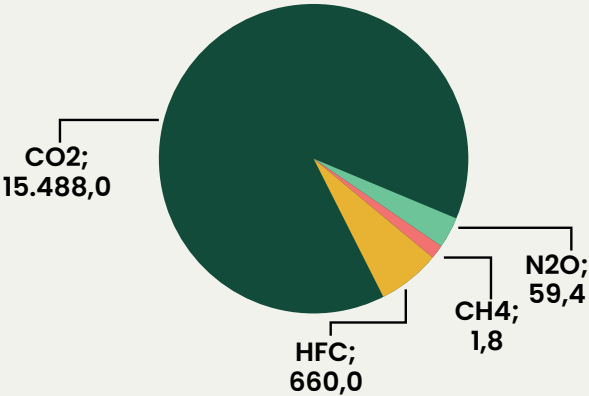
DELPHIN PALACE

Emissions Table According to ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	1.393,43	0,0062
Category 2 (Indirect – Purchased Energy)	0	0
Category 3 (Indirect – Transportation)	10.861,05	0,0484
Category 4 (Indirect – Products Used by the Company)	3.954,73	0,0176
Category 5 (Indirect – Use of the Company’s Products)	0	0
Category 6 (Indirect – Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	16.209,208	0,0722

Emissions Distribution
by Category



By Gas
Emissions Distribution



Greenhouse Gas Composition:

96% of total emissions are from CO₂(carbon dioxide). HFC gases account for 4%, indicating that cooling systems are being managed effectively.

Category 3 (67%) – Transportation Emissions:

The largest portion of emissions comes from guest and employee transportation:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 1 (9%):

The short operational period in 2024 due to the comprehensive renovation carried out that year contributed to relatively low direct emissions. Additionally, the energy efficiency of the renovated systems contributed to this performance.

Category 2 – Zero Electricity Emissions:

Thanks to our solar power plant (SPP) production, our electricity-related emissions have been completely neutralized.

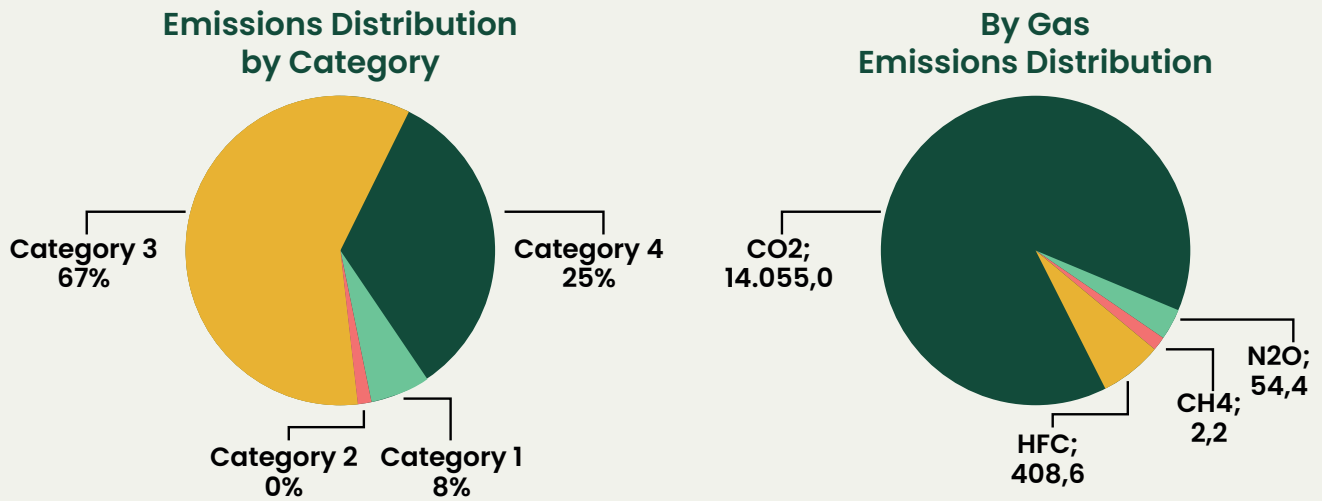
Improvement Potential:

- Category 3: Carbon offset programs, local tourism incentives
- Monitoring energy efficiency performance during full-capacity operations following renovation
- HFC: Transition to environmentally friendly, low-climate-impact refrigerants

Base Year Note: 2024 is the carbon footprint base year for Delphin Palace. However, it should be noted that this was a period of partial operation due to renovation. Full-capacity data from 2025 will be more suitable for a true performance comparison.

DELPHIN DIVA

Emissions Table According to ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	1.094,91	0,0055
Category 2 (Indirect – Purchased Energy)	0	0
Category 3 (Indirect – Transportation)	9.750,66	0,0486
Category 4 (Indirect – Products Used by the Company)	3.674,54	0,0183
Category 5 (Indirect – Use of the Company's Products)	0	0
Category 6 (Indirect – Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	14.520,12	0,0724



Greenhouse Gas Composition:

97% of total emissions are from CO₂ (carbon dioxide). Fossil fuel use and transportation activities are the primary emission sources. The share of HFC gases is at a controlled level of 3%.

Category 3 (67%) – Transportation Emissions:

The largest portion of emissions comes from guest and employee transportation:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 1 (8%):

Direct emissions reflect the effectiveness of energy efficiency initiatives and energy management systems.

Category 2 – Zero Electricity Emissions:

Thanks to our solar power plant (SPP) production, our electricity-related emissions have been completely neutralized.

Improvement Potential:

Category 3: Carbon offset programs, local tourism incentives

Category 1: Renewable heating alternatives

HFC: Transition to environmentally friendly, low-climate-impact refrigerants

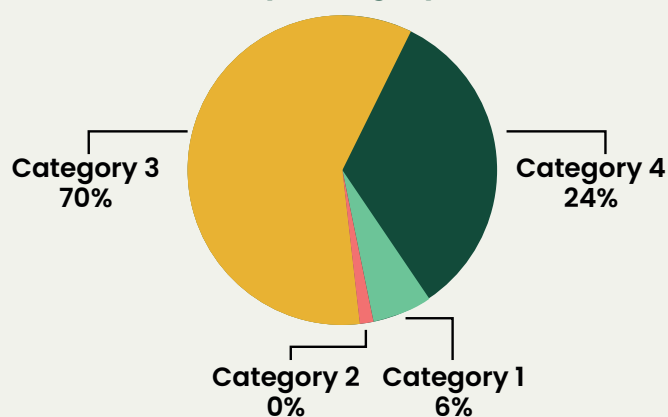
Base Year:

2024 is the carbon footprint baseline year for Delphin Diva. Our performance in future years will be measured against this data.

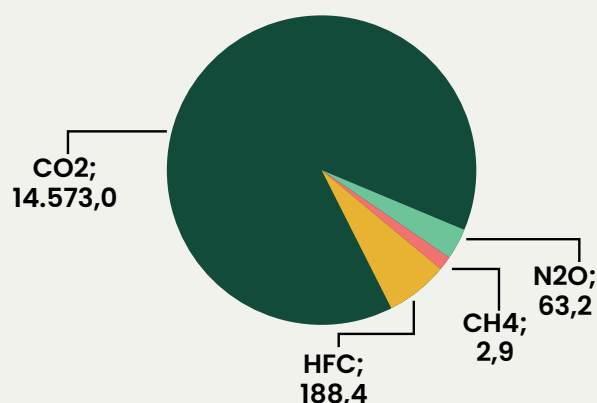
DELPHIN DELUXE

Emissions Table According to ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	900,79	0,0042
Category 2 (Indirect - Purchased Energy)	0	0
Category 3 (Indirect - Transportation)	10.394,79	0,0484
Category 4 (Indirect - Products Used by the Company)	3.532,32	0,0164
Category 5 (Indirect - Use of the Company's Products)	0	0
Category 6 (Indirect - Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	14.827,84	0,0690

Emissions Breakdown by Category



By Gas Emissions Distribution



Greenhouse Gas Composition:

98% of total emissions are from CO₂ (carbon dioxide). The share of HFC gases is only 1%, indicating effective maintenance of refrigeration systems and low leakage rates.

Category 3 (70%) - Transportation Emissions:

The largest portion of emissions comes from guest and employee transportation:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 1 (6%):

Direct emissions are at a low level. This is the result of successful energy-efficient equipment choices, systematic energy management, and regular maintenance programs.

It is a concrete reflection of the strategy outlined in our sustainability report to prioritize energy efficient and eco-friendly options for all electrical equipment.

Category 2 – Zero Electric Emissions:

Thanks to our solar power plant (SPP) production, our electricity-related emissions have been completely neutralized.

Improvement Potential:

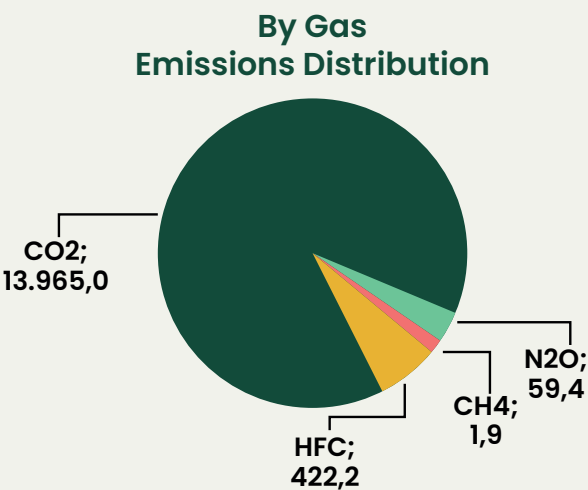
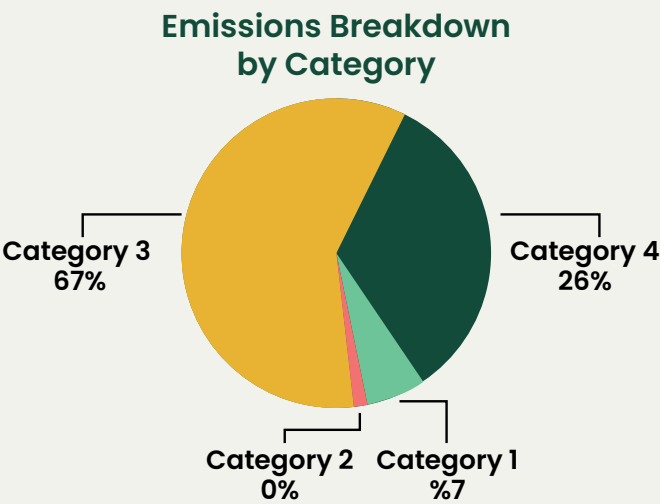
- Category 3: Carbon offset programs, local tourism incentives
- Maintaining current best practices
- HFC: Maintaining low-level performance

Base Year:

2024 is the carbon footprint base year for Delphin Deluxe. Our performance in future years will be measured against this data.

BOTANİK PLATINUM

Emissions Table by ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	997,90	0,0053
Category 2 (Indirect – Purchased Energy)	0	0
Category 3 (Indirect – Transportation)	9.746,34	0,0521
Category 4 (Indirect – Products Used by the Company)	3.704,40	0,0198
Category 5 (Indirect – Use of the Company's Products)	0	0
Category 6 (Indirect – Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	14.448,65	0,0773



Greenhouse Gas Composition:

96% of total emissions are from CO₂(carbon dioxide). Fossil fuel use and transportation activities are the primary emission sources. HFC gases account for 4% of emissions.

Category 3 (67%) – Transportation Emissions:

The largest portion of emissions comes from guest and employee transportation:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 1 (7%):

Direct emissions are at a low level, demonstrating the effectiveness of energy management practices.

Category 2 – Zero Electricity Emissions:

Thanks to our solar power plant (SPP) production, our electricity-related emissions have been completely neutralized.

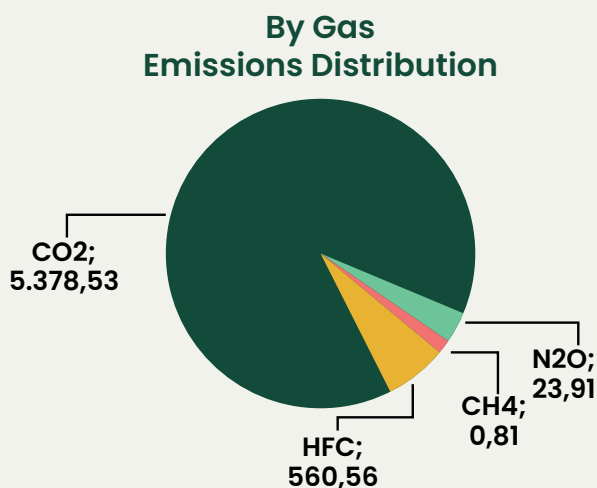
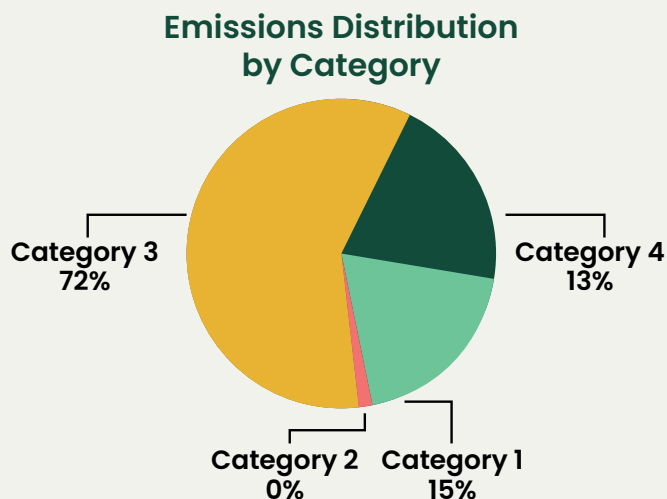
Improvement Potential:

- Category 3: Carbon offset programs, local tourism incentives
- Category 1: Renewable heating alternatives
- HFC: Transition to environmentally friendly, low-climate-impact refrigerants

Base Year: 2024 is the carbon footprint base year for Botanik Platinum. Our performance in future years will be measured against this data.

BOTANIK HOTEL & RESORT

Emissions Table According to ISO 14064-1 Categories		
ISO 14064-1 Category	Total	Per Guest
Category 1 (Direct)	876,41	0,0091
Category 2 (Indirect – Purchased Energy)	0	0
Category 3 (Indirect – Transportation)	4.275,97	0,0446
Category 4 (Indirect – Products Used by the Company)	881,43	0,0085
Category 5 (Indirect – Use of the Company's Products)	0	0
Category 6 (Indirect – Other Sources)	0	0
ANNUAL TOTAL/PER CAPITA	5.963,8	0,0622



Greenhouse Gas Composition:

90% of total emissions are from CO₂ (carbon dioxide). The share of HFC gases is relatively high at 9%, indicating potential for improvement in refrigeration systems.

Category 3 (72%) - Transportation Emissions:

The largest portion of emissions comes from guest and employee transportation:

- Guest transportation emissions (airplanes, transfer vehicles)
- Employee shuttle vehicles
- Logistics and supply chain transportation

Category 1 (15%):

Direct emissions are at a level appropriate for the facility's scale.

Category 2 - Zero Electricity Emissions:

Thanks to our solar power plant (SPP) production, our electricity-related emissions have been completely neutralized.

Improvement Potential:

Category 3: Carbon offset programs, local tourism incentives

HFC: Transition to environmentally friendly, low-climate-impact refrigerants and strengthening leak control

Category 1: Renewable heating alternatives

Base Year:

The year 2024 serves as the baseline year for the carbon footprint of Botanik Hotel & Resort. Our performance in future years will be measured against this data.

PROTECTING WILDLIFE

"Carrying Blue and Green into the Future"

At **Delphin Hotels & Resorts**, we view environmental management not merely as a technical process, but as a social awareness movement. We are both educating future generations and protecting our oceans, the source of life.

1. LITTLE ENVIRONMENTALISTS AND FUTURE GENERATIONS

We teach our children—the owners of tomorrow—to love nature while on vacation. Every year, during **World Environment Day** and throughout the season with our children's club activities:

- **Eco-Workshops:** By designing art pieces and recycled products from packaging waste, we instill the mindset that "waste is not waste, but a resource."
- **Nature-Friendly Hands:** Through flower planting and sapling activities, we help children connect with the soil and experience the cycle of nature. Our goal is to contribute to raising environmentally conscious, nature-protecting individuals.

2. BLUE PASSION: MARINE AND COASTAL MANAGEMENT

The cleanliness and biodiversity of our seas, which are the cornerstone of sustainable tourism, are of vital importance to us.

- **Zero-Waste Beaches:** We prevent pollution at its source with waste-sorting stations coded for proper separation along our shores, and we keep our coastlines sparkling clean through regular "area cleanups."
- **Deep Cleaning (Seabed Cleaning):** We protect not just the surface but also the seabed. Through "Seabed Cleaning" operations conducted at regular intervals by our professional lifeguard teams, we rid the marine ecosystem and its populations of waste (plastic, ghost nets, etc.).

PROTECTION OF BIODIVERSITY

Biodiversity is the cornerstone of a sustainable future. In this era where human activities are increasing pressure on the natural balance, Delphin Hotels & Resorts has chosen to be part of the solution.

Environmental Awareness Beyond Borders: For us, sustainability is not just a technical process but a cultural shared commitment. We involve thousands of guests from diverse nationalities staying at our properties in our eco-friendly practices.

- **We Protect:** We carefully protect the living environment (flora and fauna) within and around our hotel premises.
- **Setting an Example:** Through the nature-friendly experiences we offer our guests, we provide them with "best practice examples."
- **We Spread the Word:** Through our guests from diverse cultures, we extend environmental awareness beyond our borders; we remind everyone that protecting nature is a global responsibility.

Nature is our shared home, and we protect this home together with our guests.

Caretta Caretta (Sea Turtles)

The Antalya coastline is one of the Caretta Caretta nesting areas. From May 1 to October 1, during the sea turtles' breeding season, necessary arrangements are made on the beach to protect them and coexist with them; informational signs placed along our beaches keep our guests informed about the Carettas. Nesting areas are fenced off and protected until the hatchlings emerge. When the baby sea turtles hatch, security personnel turn off the lights on the beach to help them reach the sea. To raise awareness about biodiversity, our guests are informed about the names and characteristics of the plants in the outdoor areas.



Mediterranean Monk Seal (Monachus monachus)



Mediterranean monk seals once thrived freely along the entire Mediterranean coast and the eastern Atlantic coast, from Portugal to the Senegalese coast of West Africa, with populations numbering in the thousands until the early 20th century. Due to overhunting and deliberate killings, and in recent times, the loss of coastal habitats and disturbances in their caves, the species' population began to decline, and its global range contracted. Today, the Mediterranean monk seal is found in only four countries worldwide: Greece, Turkey, Mauritania, and the Madeira Islands. While the Mediterranean monk seals along the Mauritanian coast live together in a true seal colony, the Mediterranean basin population has been forced to adopt a solitary lifestyle, roaming alone rather than living in groups due to human pressure.

OUR GARDEN'S NATURAL HERITAGE: ENDEMIC SPECIES "Native to Our Land, a Gift to Our World"

Turkey is one of the world's richest regions in terms of plant diversity. The most valuable part of this richness is comprised of **"endemic"** species. Derived from the Latin word "Endemus" (native), "endemic" refers to unique species that grow only in a specific region of the Earth and are found nowhere else in the world.

At **Delphin Hotels & Resorts**, we design our landscape architecture not merely as an aesthetic element, but as a living "Biological Museum." We host these rare plants of Anatolia in our gardens, protect them, and introduce our guests to these natural treasures.

Here are the main endemic species we protect at our facilities:

Sand Lily (*Pancratium Maritimum*)

The sand lily is a bulbous endemic plant species belonging to the Amaryllidaceae family, growing in coastal dunes. It is found throughout the Mediterranean countries and along the southern coasts of the Black Sea. The species is endangered. Exporting these lilies from Turkey is a criminal offense. They grow naturally along the shores of many of our hotels, and the areas where they are present are marked with warning signs, with signage directing guests to view this natural beauty. Efforts are being made to ensure the protection of the sand lily, as well as to enhance the growth and increase the population of sand lilies along the coast.



Serik Pear (*Pyrus serikensis*)

The *Pyrus serikensis* (Serik pear) plant, which grows in the Serik district of Antalya province in Turkey, is an endemic pear species. Known locally as 'Zingit' or 'Gurmut,' the Serik pear has a limited distribution within our country. *P. serikensis* is a plant species that can grow as a tree or shrub, tends to form thickets, and can reach up to 10 meters in height. It is found in the gardens of many of our hotels, and signs are placed in the areas where it is present to promote this endemic species of our region.



SUSTAINABLE LANDSCAPE MANAGEMENT "We Protect Nature with Natural Methods"

At Delphin Hotels & Resorts, we manage our gardens not merely as an aesthetic element, but as a living ecosystem with its own internal balance. To support biodiversity and reduce our environmental impact, we implement "Green Maintenance" strategies.

1. Chemical Reduction and Soil Health

Protecting the soil and groundwater is our top priority:

- **Organic Approach:** By minimizing the use of chemical pesticides and fertilizers, we primarily opt for organic fertilizers and eco-friendly plant nutrition products.
- **Natural Pest Control:** Instead of chemical pesticides, we utilize nature's own defense mechanisms to combat pests. Aromatic plants such as **sage**, **rosemary**, **lavender**, and **bay laurel**, whose populations we have increased in our gardens, naturally repel pests through the scents they emit.

2. Water Efficiency and Smart Irrigation

- **Drip Irrigation and Automation:** We have abandoned wasteful irrigation in our extensive green spaces. By widely implementing automated “Drip Irrigation” systems throughout the facility, we provide plants with exactly the amount of water they need and prevent water waste.
- **Preference for Perennial Plants:** Instead of seasonal flowers that require renewal every season and demand intensive water and maintenance, we prioritize “perennial plants” with strong root systems, drought resistance, and sustainability to ensure resource efficiency.

3. Functional Planting: Air and Mental Health

We select our plants not only for their visual beauty but also for the ecological benefits they provide:

- **Air Quality:** In our facilities, we specifically propagate species like **the Spider Plant (*Chlorophytum comosum*)** and **Snake Plant (*Sansevieria*)**, which have high air-purifying and oxygen-producing capabilities, to provide our guests with a cleaner breathing environment
- **Medicinal and Aromatic Gardens:** By expanding the planting areas of medicinal and aromatic plants (such as rosemary and sage) that are native to the region, we help preserve biodiversity.

Olive (*Olea*)

Olive cultivation began in Anatolia, including Turkey, around 4000 BCE. The presence of wild olive forests in the southern and southeastern regions of Turkey played a role in the domestication and cultivation of the olive. Olive production has continued as a significant economic activity in Anatolia ever since.



Fig (*Ficus carica*)

Large fig populations are found along the riverbanks of the Black Sea, Marmara, Aegean, and Mediterranean regions, as well as in the Southeast and Central Anatolia regions (as well as in open areas, mixed forests, rocky slopes, river valleys, and rock crevices). In Turkey, *Ficus carica* has two subspecies: *ssp. carica* and *ssp. rupestris*.

Citrus

Although citrus fruits are not native to Turkey, they rank among the agricultural sector's most prominent export products.

The production of all citrus species in Turkey has been steadily increasing over the past 20 years. This development stems from the growing number of citrus orchards, the yields resulting from the development of high-yielding varieties, and the extension services provided to growers.



Iresine Herbstii

Our carefully selected tropical plants adapt perfectly to Antalya's warm climate. It is a striking red-leaved plant. Its leaves and branches feature a more eye-catching shade of beetroot red. The leaves of the Gypsy Trousers are slightly glossy and durable enough to last for months. As the leaves age, the color tones lighten.

Viburnum Tinus

It is one of the most well-known species in our country. It grows naturally in Southeastern Europe. These are evergreen shrubs. The leaves are 3–4 cm long and elongated oval-shaped. The laurel-leaved snowball flowers bloom in early spring and are white in color. The fruits are sparse, berry-like, blue in color, and later turn a shade close to black. It is resistant to lime. It is suitable for growing in heavy clay, slightly acidic, and salty soils, as well as in coastal areas. It prefers moist areas with mild winters. The laurel-leaved snowball is not very cold-hardy and is sensitive to frost. Viburnum tinus is an evergreen or summer-green shrub. Its leaves are opposite, with serrated or lobed edges.



Oleander (*Nerium Oleander*)

A shrub or small tree cultivated worldwide as an ornamental and landscape plant in temperate and subtropical regions. It is so widely cultivated that, although it is generally associated with the Mediterranean Basin, a specific region of origin has not been identified.



Bay Laurel (*Laurus nobilis*)

It is one of the plants collected from the wild in Turkey. This plant grows along the entire coastal strip of the Mediterranean Region, and its leaves and fruits are harvested to produce dried bay leaves and essential oils.

We have established a plant diversity at our facilities that is compatible with the local region. These plants include both endemic species and drought-tolerant varieties.

ENDANGERED SPECIES

While serving the flavors from our seas, we respect the cycle of nature. As **Delphin Hotels & Resorts**, we take a proactive stance to protect species at risk of extinction.

What Are We Doing?

We Do Not Purchase During the Closed Season:

We do not purchase or include relevant species on our menus during the fish spawning and growth periods (the fishing ban season).

We Adhere to Size Limits:

We act responsibly and do not bring fish that are below the legal size limit (and have not yet reproduced) into our kitchens.

Supplier Collaboration:

We educate our business partners on sustainable fishing practices and work exclusively with suppliers who engage in legal and ethical fishing.

For us, the tastiest fish is the one whose population endures.

OUR FURRY FRIENDS ARE IN OUR CARE

Every living creature in our garden is part of the **Delphin Hotels & Resorts** Family. We welcome stray animals and provide them with a safe living space.

What Do We Do?

Cat House: We provide them with a warm home through specially placed, sheltered cat houses located throughout the facility.

Food and Water Support: We meet their nutritional needs with regular food supplements provided by our hotel.

Veterinary Care: We don't just feed them—we care for their well-being. Through regular veterinary check-ups, spaying/neutering, and vaccination programs, we aim to maintain a healthy population.

Sharing Love: With the participation of our guests, we support the care of our little friends and share our love for nature.

CULTURAL SUSTAINABILITY

OUR CULTURAL CONTRIBUTIONS

At **Delphin Hotels & Resorts**, we don't limit sustainability to just protecting nature; we consider preserving and promoting our cultural heritage to the world our primary mission. We work like a **"Cultural Ambassador,"** bringing the thousands of years of history, flavors, and crafts of our region to the global stage through our modern communication channels.

Delphin Blog

Through our corporate blog (blog.delphinhotel.com) and social media channels, we introduce our local and international guests to the region's hidden treasures.

History and Archaeology: From Perge to Aspendos, we tell the stories of the region's archaeological riches and universal values synonymous with Antalya, such as Santa Claus (Saint Nicholas).

Traditional Crafts: We keep cultural memory alive by introducing local handicrafts and artisans, such as pottery and pumpkin carving, which are on the verge of being forgotten.

Gastronomic Heritage: We contribute to culinary tourism by tracing the origins of Turkish cuisine and Antalya's regional delicacies (such as Piyaz and jams).

Our goal is to transform Antalya into a destination of attraction not only through the "sea-sand-sun" trio but also through its deep cultural heritage, and to support local development.

PROMOTING NATURAL, CULTURAL, AND HISTORICAL RICHES

Cultural and historical sites are places that constitute humanity's shared heritage. These sites, which sometimes captivate us with their beauty and other times help us feel the history they hold, are protected both by the countries where they are located and through various international organizations—and visitors also have a responsibility. If we wish for cultural heritage to be passed on to future generations undamaged, we must adhere to certain

rules during our visits. At Delphin Hotels & Resorts, we are fully aware of our responsibility and **provide information to our guests and staff regarding the precautions to take when visiting cultural and historical sites.**

Things to Keep in Mind When Visiting Cultural and Historical Sites;

1.Do Not Take Any Objects from Historical Sites

Taking objects from areas containing historically significant remains—even with good intentions as a souvenir—can cause irreparable damage to the historical artifact.

2.Do Not Litter Around Cultural and Historical Sites

Trash thrown on the ground not only pollutes the environment but can also catch fire due to hot weather, potentially damaging or even destroying historical sites.

3.Do Not Light Fires at Historical Sites

Lighting fires in and around historical sites can cause significant damage.

4.Do Not Touch, Write On, or Climb Objects Found at Historical Sites

Touching, climbing on, or writing on historical artifacts—in short, engaging in any actions that may cause damage—can result in irreversible harm to them.

5.Be Careful with Your Bag When Visiting Historical Artifacts in Narrow Spaces

When visiting historical sites, in narrow and crowded areas, your bag may accidentally brush against or bump into an object, potentially causing damage.

6.Visits Should Be Conducted in a Manner Respectful of Religious and Cultural Sensitivities

When visiting historical sites associated with a different culture or faith, one must act in accordance with the sensitivities and rules of that faith. In religious sites, it is necessary to cover one's head, refrain from entering with shoes on, and avoid speaking loudly.

During visits to historical sites, one must take care to follow general rules and avoid causing damage to historical structures. To ensure these world heritage sites—which have been preserved by institutions and passed down to the present day—are passed on to future generations in all their beauty, the necessary dedication must be shown.

INFORMATION: As a museum cardholder, you can learn about our country's culture and history while also helping to preserve our cultural heritage.



Do not take any historical objects from historical sites, even as souvenirs.



Do not litter in historical areas.



Do not start fires in historical areas.



Do not climb on or damage historical structures.



Do not touch historical objects.



Do not write on or carve your name into historical structures or objects.



To protect biodiversity, do not purchase products made from endangered species.



In narrow and crowded spaces, walking with large bags or backpacks may knock over an artifact or damage a painting on the wall by scratching it; please be careful.



Conduct visits in a manner respectful of religious and cultural sensitivities. Do not enter mosques with shoes on, and wear a headscarf at the entrance.



Hunting must be conducted in accordance with established laws and regulations. Respect for wildlife and the natural environment must be observed.

SOME CULTURAL SITES NEARBY

"Without a doubt, Antalya is the most beautiful place in the world."
Mustafa Kemal ATATÜRK



Olympos Ancient City

Located in the Kumluca district of Antalya, within the boundaries of the Beydağları-Olympos National Park, the Ancient City of Olympos is known as the City of the Gods. The Ancient City of Olympos is one of the most important settlements of the Lycian civilization. When the Lycian League—comprising 23 cities and considered the first democratic union in history—was founded in 167 B.C., the Ancient City of Olympos was one of the six cities (Xanthos, Patara, Pinara, Olympos, Myra, Tlos) that held three votes.



Aspendos (Aspendos Theater)



Aspendos, which is home to a Roman-era theater that has survived to this day, is located in the Serik district. Built in the 2nd century B.C. and of colossal proportions compared to its ancient counterparts, the Aspendos Theater has a seating capacity of 15,000. As one of the first places both local and foreign tourists wish to see in Antalya, it also hosts various festivals every year.

INTRODUCTION TO TURKISH CUISINE

We offer the unique flavors of Turkish cuisine at our buffets and à la carte restaurants. In addition to Antalya-specific delicacies such as orange marmalade, bergamot peel marmalade, hibeş, tahini-stuffed pumpkin dessert, and tahini-based piyaz, we also serve regional specialties unique to Turkey, introducing our guests to the country's culinary culture.

Through our "Turkish Night" concept, we offer our guests cultural experiences. Authentic serving vessels such as clay pots and copperware are used in the presentation of our special and regional dishes.



Antalya Piyaz

It is one of the unique flavors of traditional Turkish cuisine. This special dish stands out from other piyaz varieties due to its traditional special sauce, where tahini serves as the main ingredient. This dish, where dried beans, onions, parsley, and boiled eggs come together with a creamy tahini-based sauce, is unique both in taste and texture. Served cold, these meze dishes are an indispensable part of Antalya's culinary culture. Thanks to the tahini sauce, the creamy texture and slightly tangy flavor set it apart from classic piyaz made with plain olive oil and lemon, giving it a distinct character of its own.

Antalya Pumpkin Dessert

It is made by soaking peeled pumpkin slices in granulated sugar, cooking them on the stove, and then browning the top in a grill or oven. Double-roasted tahini is poured over the browned pumpkin slices, and walnut pieces are sprinkled on top to prepare it for serving.



Antalya Bergamot Peel Jam

It is made using local bergamot grown in the province of Antalya, harvested between January and February, with a dark orange, rough-textured peel. The bergamot peels are strung on cotton threads to form a roll, boiled in water, and then soaked in cold water to remove their bitterness.

REFLECTING REGIONAL CULTURE

For us, tourism is a meeting point of cultures. Under the **Delphin Hotels & Resorts** umbrella, we convey local values in a universal language.

Local Production, Local Benefit

- We support local businesses by collaborating with local entrepreneurs in the commercial areas within the hotel.
- Through our displays of regional products, we showcase Antalya's handicrafts and cultural fabric for our guests to enjoy.

A Ritual of Wellness: The Turkish Bath

- We offer the "Hamam" tradition—a world-renowned symbol of Turkish culture—in its most authentic form across all our hotels, introducing our guests to this historic culture of purification and relaxation.

Holidays and Togetherness

- We celebrate our religious and national holidays shoulder to shoulder with our guests.
- Through the special content and performances we create, we share our history and cultural codes, highlighting the values that make us who we are.

OUR CONTRIBUTIONS TO SOCIETY

At **Delphin Hotels & Resorts**, we are aware that a sense of community can only be achieved by upholding our values. We are mindful of our social responsibilities and organize volunteer-based social activities throughout the year with the participation of our staff.

- We select our product and service suppliers from local companies.
- We prefer to use local products.
- Our hotels offer internship opportunities to university and high school students.
- We provide employment opportunities for people with disabilities and foreign nationals.
- On our blog.delphinhotel.com page, we contribute to promoting our region by providing information about nearby residential areas, historical sites, crafts, and archaeological remains.
- Through Delphin Academia, we share all training programs offered at our hotels with everyone via social media.
- We support the Plastic Cap Campaign organized by the Turkish Spinal Cord Injuries Association (TOFD), which works nationally and internationally to address the medical, vocational, economic, and social challenges faced by individuals with spinal cord injuries and other orthopedic disabilities, by collecting blue caps.
- We do not throw away the waste from the baked goods produced in our hotels; instead, we give it to the local community to be used as animal feed.
- We provide both food and beverage assistance as well as technical support to schools in need.

Our Developments in 2024:

- Financial assistance was provided to Bolu Mengen Chefs Vocational and Technical Anatolian High School, Siirt Abdulhamithan Vocational and Technical Anatolian High School, Hatay Uluçınar Vocational High School, Erzincan Hürriyet Vocational and Technical Anatolian High School, and Hızır Reis Vocational and Technical Anatolian High School.
- We supported the construction of specialized workshops at the Prof. Dr. Brigadier General Cevdet Demirkol Ayhan Demirkol Vocational and Technical Anatolian High School.
- In collaboration with Latuyab, we are donating 400 trees to TEMA in the Taşağıl region of Erzurum to mark the 86th anniversary of the passing of our Great Leader Atatürk. We contributed to cultural heritage by providing museum passes to our employees.
- TÜRÇEV; Since 1993, TÜRÇEV has been carrying out its activities for 30 years to raise environmental awareness in society through various national and international funded projects. In addition to implementing international programs such as the Blue Flag, Eco-Schools, Forests in Schools, and Young Ambassadors for the Environment—which aim to promote education for sustainable development—TÜRÇEV also runs the international Green Key program, which contributes to sustainable tourism. In recognition of our contributions to these efforts, TÜRÇEV awarded us the 30th Anniversary Appreciation Plaque.
- To raise awareness and encourage action in our region, we participated in the Kumköy Event in collaboration with LATUYAB on June 5, 2024, World Environment Day.
- We participated as a partner in the “Plastic-Free Shores, Plastic-Free Waters” Project, organized for the second time by the Ecological Research Association (EKAD), the Turkish Environmental Education Foundation (TÜRÇEV), and the Antalya Metropolitan Municipality, during the event held in the Lara region from September 4–8, 2024.
- Every year, blue lids are collected and sent to the Turkish Spinal Cord Injured Association to purchase wheelchairs for those in need.
- In July 2024, we participated in an event organized in collaboration with LATUYAB to raise awareness about the conservation of wildlife and the identification of reptile species in our region.

Our Plans for 2025:

To raise awareness and take action in our region, we participated in the July 16, 2025, World Environment Day event and the September 20, 2025, World Cleanup Day “Let’s Do It” event in the Kumköy region in collaboration with LATUYAB. Additionally, we participated in the International Coastal Cleanup event organized on September 20, 2025, in collaboration with TÜRÇEV and the Antalya Metropolitan Municipality.



- On May 22, 2025, we participated in the training program titled “Protection of Caretta Caretta Nests and Coastal Practices” conducted by EKAD. As Delphin Hotels & Resorts, we learned the most appropriate practices regarding nests and the breeding season on-site and, as we do every year, implemented them with the utmost care.
- Every year, blue lids are collected and sent to the Turkish Spinal Cord Injuries Association to purchase wheelchairs for those in need.



- On April 21, 2025, saplings were donated to the Tema Foundation on behalf of Delphin Hotels & Resorts.
- On January 6, 2026, we participated in a session on Water Efficiency and Sustainable Water Management; we gained insights into reducing water consumption, efficient usage practices, and sustainable water management methods, and initiated an evaluation process regarding these topics.
- As Delphin Hotels & Resorts, we participated in the Mediterranean’s +0.5 Future Energy Workshop; we were physically present at the event and provided in-kind support for its organization regarding energy usage and green energy topics.

OUR RESPONSIBILITIES TOWARD THE FUTURE

At **Delphin Hotels & Resorts**, we view sustainability not as a destination but as an ongoing journey. Every step we take to protect nature, preserve culture, and elevate humanity lays the foundation for a greener future.

Our Strategic Roadmap, established to honor our commitment to future generations:

1.Environmental Excellence and Climate Action

- **Zero Waste Goal:** By transitioning from the "separation" stage to the "reduction" stage in waste management, we aim to completely prevent recyclable waste from mixing with household waste and establish a circular economy throughout the property.
- **Green Technology Investment:** In our new investments and equipment upgrades, we will prioritize "Energy Efficiency and Environmental Impact" criteria over cost alone, using technology to reduce our carbon footprint.
- **Carbon Sinks:** We are sealing our commitment to nature with trees. Through regular reforestation projects, we will create green spaces (carbon sinks) to offset our operational carbon emissions.

2.Conscious Community and Human Resources

- **Culture of Awareness:** We will increase the frequency of training to reduce resource consumption; we will establish a "Environmental Volunteers" network extending from our employees to our guests.
- **Tourism Leaders of the Future:** By creating more internship and employment opportunities for tourism students—the future of the industry—we will nurture them into leaders equipped with a sustainability mindset.

3.Local Development and Cultural Heritage

- **Green Supply Chain:** We will support regional development and clean air by building our pool of certified suppliers from local producers and business partners using low-carbon logistics (such as electric vehicles).
- **Cultural Stewardship:** We will increase our promotional activities to protect Anatolia's ancient culture and intangible heritage, and continue to provide both financial and moral support for cultural projects.
- **Living Together:** We view nature as a whole; through the projects we develop for street animals and wildlife, we advocate for the "brotherhood of species."

"Delphin Hotels & Resorts: Passion for Nature, Respect for Culture, Vision for the Future."

Our journey toward a sustainable world continues...