



AQUA FANTASY HOTEL & TUI BLUE EPHESUS & AQUAFANTASY AQUAPARK

SUSTAINABILITY REPORT

JANUARY 2025–DECEMBER 2025

TOGETHER WE CARE





About Our Company;

Our business, **PRIVATE BÜYÜK COLLEGE EDUCATION PUBLISHING PRINTING TRADE AND INDUSTRY INC. About Our Company; SELCUK BRANCH is AQUA FANTASY BUSINESS.** Its headquarters is in Ankara.

Our business includes Aqua Fantasy World Hotel, Tui Blue Ephesus Hotel & Aqua Fantasy Aquapark facilities.

Location of Our Facilities;

Our facilities are located on Izmir's world-famous Pamucak (Ephesus Beach). Boasting unparalleled beauty with sea, sun, sports, and recreational facilities, our facilities offer guests the opportunity to explore the surrounding ancient **city of Ephesus, the House of the Virgin Mary, the Temple of Artemis, the Seven Sleepers, the village of yirince, the Dilek Peninsula National Park, the ancient cities of Miletus and Piriene, and the village of Old Doğanbey.**

Our Contact Information

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Our Founding and Change Adventure;

- Opening of 2000 Water Park and 1800 block
- 2003 Opening of Aqua Fantasy Club Hotel blocks
- 2006 Aqua Fantasy World Hotel opening
- 2019 Aqua Fantasy Club Hotel was opened as TUI Family Life Hotel with a name and concept change
- 2020 TUI Family Life Hotel's transition to the TUI Blue hotel concept and name change

LOCATION & TRANSPORTATION;

Our business is **5 to the ancient city of Ephesus, 8 to Selçuk, 8 to Kuşadası and 8 to Izmir Adnan İsmet Paşa** from Menderes Airport. It is located on 210,000 m² of land and the coastline is 300 meters

Airport: 55 km

OUR POLICIES

BUSINESS AND HUMAN RIGHTS POLICY

We do not discriminate among our colleagues based on language, religion, race, physical appearance, or gender. We make it clear that what truly matters is humanity.



LOCAL COMMUNITY POLICY

Our priority is to contribute to the cultural, social, and economic development of the region we reside in. We respect the traditions and values of the local community.



ENVIRONMENTAL POLICY

We aim to reduce our negative impact on the environment and raise environmental awareness among our employees and guests. We strive for a better world and a better future.



OCCUPATIONAL HEALTH AND SAFETY POLICY

Our most valuable asset is our human resources. We identify occupational safety risks for our employees and work to ensure the safety of all our employees through preventative measures.



OUR BICYCLE-FRIENDLY POLICY

Supporting cycling, reducing our carbon footprint and becoming healthier individuals.

We make an effort to.



CHILD PROTECTION POLICY

- Children are our future. Protecting and looking after children against all forms of physical and psychological violence, and respecting children's rights, are among our most important responsibilities. Protecting children at our destination is one of our highest priorities. If you suspect that a child is being exploited or abused, please report the situation without delay.
- Any suspicious situation must first be reported to the relevant Department Head.
- The Department Head must immediately convey the situation to the Security Manager.
- Following an assessment of the incident, the relevant official authorities will be contacted where deemed necessary. (CONTACT NUMBER: 112)



INTEGRATED MANAGEMENT SYSTEMS POLICY

Quality , With our understanding of Food Safety, Environment and Energy Management systems We ensure the safety of every food we offer to our employees and guests. From raw material acquisition to storage, production, and service, we comply with all relevant regulations and the requirements of our Food Safety Management System.

We manage and execute all our work and services for our employees and guests with our standard system that we have created by observing international standards.



Legal Requirements

As AquaFantasy Hotel, we have adopted the principle of complying with legal requirements in all our product and service processes.

Supporting the Local Economy and Sustainable Purchasing Practices

We are aware of our contribution to the local economy; therefore, **65% of our suppliers and raw materials are local, and 18.75%** are supplied by local producers.

To support sustainable tourism, we implement environmentally friendly purchasing policies that reduce energy, water consumption, and waste. Competing in national and international markets, our hotels adhere to these principles and act with determination to maintain their leadership, continuously improving, and building their resources on a solid foundation.

Our priority in our purchasing processes:

- Recyclable products or recyclable materials,
- Sustainably produced or sustainably sourced products,
- Products with certificates such as Fair Trade, Organic, FSC, MSC,
- Products delivered using less packaging,
- They are environmentally sustainable products that save energy and water.

With this approach, we both protect the environment and follow an exemplary sustainability policy in the local and global markets.

Being Environmentally Friendly;

Our primary goal is to carry out activities that will contribute to the protection of the environment and cultural heritage in the region where we operate and, as far as possible, beyond, and to control our environmental impacts.

Supporting the People of the Region;

604 of our 996 employees working at our facility are employed locally. Accordingly, approximately 60.6% of our employees contribute to our hotel through local employment.

By continuing to prioritize the local economy and employment, we aim to grow alongside our region. In our employment policy, we prioritize local communities whenever possible. Thanks to this approach, we:

- We provide vitality to the local economy by creating a multiplier effect.
- We contribute to the local people finding employment opportunities in their own region.
- We reduce the outflow of qualified workforce outside the region.

With this understanding, we continue to contribute to the development of both our hotel and the economic and social development of our region.

AquaFantasy Academy

We support our employees' career plans by contributing to their personal development and professional competencies.

We support our employees' career plans. Employees of Aqua Fantasy Hotel, Tui Blue Ephesus Hotel, and Aqua Fantasy Aquapark receive training through our corporate academy, Aqua Fantasy Academy, to elevate their personal development and professional competencies. They experience the joy of providing better service to our valued guests, while also taking one step closer to achieving their career goals.



Trainings;

By providing training to department managers and supervisors from Izgören Academy, we add value to employees and managers in the light of knowledge by supporting their career and personal development.

EQUAL OPPORTUNITY

Educational Opportunities

With the understanding of continuous education and development, our employees are provided with Personal Development Training as well as in-department Professional Development Training.

Training programs were provided throughout the year on various topics, both internally and externally, under the headings of General, Corporate Development, Personal Development, and Departmental Training. Train-the-Trainer training sessions are held periodically for in-house trainers to increase training efficiency.

Sustainable Tourism and Travelife;

Sustainable tourism means ensuring the continuity of the factors and assets that constitute the tourism event without losing their quality and quantity. The concept of sustainability is crucial today for maintaining a balance between **nature and humanity** is winning.



Sustainable tourism and tourism;

By minimizing the negative impacts on society and the environment, the local economy, and the protection of natural and cultural heritage, To increase the quality of life of local people and visitors, Increased social and environmental impacts, It is aimed to contribute to the awareness of both guests and staff.

1. Use a low-flow shower,
2. Use local suppliers,
3. Implement smart waste management,
4. Use energy-saving light bulbs,
5. Implement controlled energy use,
6. Treat staff fairly,
7. Use lights and appliances effectively,
8. Reduce the flow rate of the taps,
9. Reuse towels and bedding,
10. Perform regular maintenance on the installation

ENERGY MANAGEMENT

One of the most important steps in sustainability is ensuring energy efficiency. Energy use should be measured first, problems identified, and potential savings identified. Low-consumption equipment and systems should be preferred.

Long-term improvements should be achieved by using automation management and monitoring

resources. Energy savings should be continuously analyzed through maintenance, monitoring, and oversight.

OUR ENERGY-FRIENDLY INFRASTRUCTURE

- There is a smart sensor system in the rooms.
- There is a switch on the balcony doors that turns off the air conditioning when the door is opened.
- 90% of the lighting throughout the hotel is LED lighting.
- Sensor lighting is used in public areas, toilets and corridors.
- Most of the outdoor lighting is timer dependent.
- There are frequency controlled hydrophore and air conditioning units.
- Energy-saving comfort double glazing is used in rooms and common areas.
- There are frequency controlled hydrophore and air conditioning units.
- Energy efficient (A+/A+++/A+++) is preferred when purchasing devices.
- Pneumatic two-stage concealed cisterns have been installed instead of plastic over-the-toilet cisterns. The pneumatic system prevents losses due to tripping, and a two-stage push button offers two different consumption levels for guest use.

- Photocell faucets and washing systems were installed instead of mechanical fixtures. Thus, comfort and energy efficiency are ensured.
- The Club Hotel's main cold water line was redesigned and constructed with Aquatherm pipe, a material that is resistant to RO product water. The line was designed to be controlled by a meter in each zone. This prevents and controls leaks.

- Investment is underway to install 1,250 kW of solar panels on the parking lot and rooftops of the facility. Upon completion, the solar panels will generate 2,000,000 kW of electricity annually.

- Electricity meters are installed on kitchen panels. This allows for the interpretation of electrical energy usage and control of individual sections during operation. 120 R32 inverter wall-mounted split air conditioners were purchased. This will ensure climate/global warming/energy efficiency thanks to the R32 refrigerant, while the inverter feature will also ensure energy efficiency and comfort.
- Existing lighting in 337 rooms will be replaced with LED products. In addition, daylight will be used in the most efficient way with the change of linen materials.

- With the current lighting scenario, the guest had to activate the entire system. With the new scenario, all zoned areas starting from the room entrance door are diversified with the switches located at the bedside, dressing table and entrance door. This way, guests can only use the lighting in the area they need.

- Because the existing door switches were located at the bottom of the balcony door, they would break when closing, resulting in both labor and energy loss due to the switches not working. The door switches are now recessed into the upper part of the doors, preventing labor, material, and energy losses.
- All damaged iron/galvanized collectors were remanufactured with Aquatherm material resistant to RO product water. This prevented labor/material/water losses.

- An LNG line has been installed in the Pearl Bar kitchen cooking units. This replaces electrically operated appliances with LNG-powered ones. Energy efficiency is achieved by taking the upper calorific value and unit cost into account.

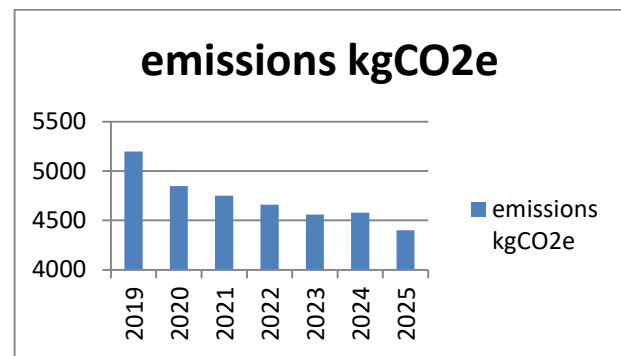
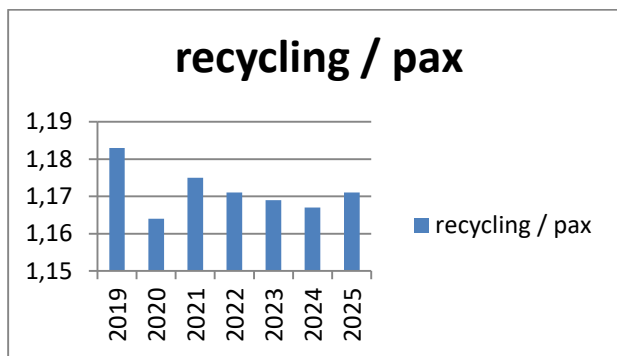
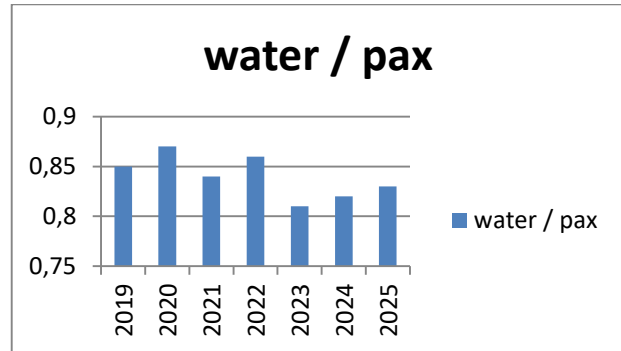
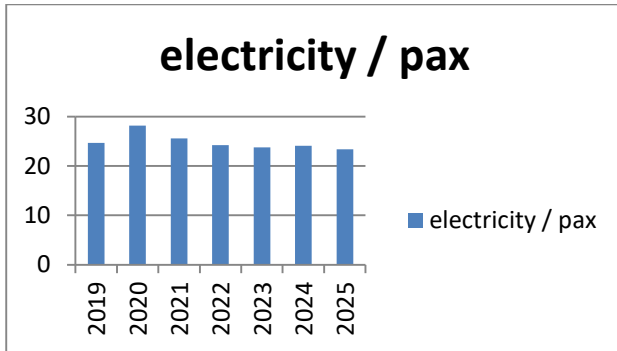


Solar panels and Electric panels

- Unrenovated guest room bathrooms have mechanical concealed cisterns. Pneumatic concealed cisterns have been used instead. The pneumatic system prevents leaks due to clogs, and a two-stage push button offers two different consumption levels for guest use.
- Due to leaks in the Flamingo Pool's mechanical system pipes, the balance tank is constantly receiving fresh water. Repairs to the overflow pipes have prevented the Flamingo Pool's water leak. This has resulted in efficient chemical and water consumption.
- The World Hotel's 250-manufacturer hot water system was designed for four different elevations. Furthermore, the system, built in 2006, had deteriorated pipes and insulation. The system, located on four different elevations, was completely dismantled and redesigned for a single elevation. This increased system efficiency. Additionally, the pipes and insulation were renewed, preventing heat and plumbing leaks.
- The staff housing has 30 hot water collectors and a 5-ton storage tank. Because hot water production is insufficient during peak season, a 50,000 kcal LNG-powered boiler is constantly in operation. The existing collectors were removed from the roof and a total of 60 solar collectors were installed on the ground. The mechanical installations and circulation pumps for 60 collectors were renewed, and a 10-ton capacity accumulation tank was installed. Thus, hot water production capacity was increased, and system efficiency was increased with the new generation circulation pumps. Increased and savings were achieved in LNG / Electricity consumption
- Among the points that consume and produce energy for the entire facility, there are points in

the automation system that do not work and points that have not been installed before. Automation scenarios at energy producing and consuming points have been revised and the system is aimed to operate at maximum efficiency.

ANNUAL CONSUMPTION CHARTS



Electricity consumption increased in 2025. This was due to the introduction of two dishwashers in areas where a single machine was previously used due to hygiene regulations. Water consumption also increased because pool backwashing was actively carried out. LNG consumption decreased. This decrease was due to the use of organic pellets as an energy source. Improvements were made to our packaging and organic waste management. With the activation of the mixology room, coffee pulp, fruit peels, lemons, and oranges were now removed from a single location, thus reducing waste.

CARBON EMISSIONS

We make our purchases from nearby regions as much as possible. Thus,

We aim to reduce environmental impact by minimizing CO2 emissions from supplier companies' delivery vehicles.

We are planning actions that will erase our carbon footprint for a sustainable future.

Our first step towards taking action is to make a decision.

We will decarbonize our lives. We will choose products produced using low-carbon, climatefriendly

methods and use energy efficiently. We will prioritize public transportation, plan vehicle routes and transportation, and choose fuel-efficient vehicles.

We will take measures to reduce our consumption and further support recycling. We will choose suppliers who support recycling

We're taking measures to do more with less energy. When purchasing a product, we also pay attention to its energy efficiency rating.

We will choose lower-carbon energy sources. We will drive the growth of renewable energy supply. We will make greener choices.

We will further contribute to energy efficiency by offsetting our carbon footprint. We aim to offset our carbon footprint through various activities, particularly tree planting.

Knowing that the climate change problem is a global issue, we will work together with the private sector, government, local governments, and non-governmental organizations to find common solutions.

We will share our corporate activities with the public through various communication channels, particularly our Sustainability Reports. We will create added value and set an example through our social responsibility projects.

Last year, our greenhouse gas emissions, which were 16,189 tCO₂e, were reduced to 15,294 tCO₂e thanks to the dedicated efforts of our entire team. We aim to reduce our carbon footprint by providing 25 bicycles for on-site transportation, and with our bicycle-friendly hotel identity, we encourage our guests to adopt sustainable transportation methods. We also achieved our carbon emission reduction target by increasing our local purchasing rate from 39.4% to 45%, and we intend to continue to increase our efforts in this direction.

Class	Greenhouse Gas Emissions (tCO ₂ e)	Greenhouse Gas Emissions (tCO ₂ e)
1: Direct Emissions	1478WATER+5842ORGANIC WASTE+ 1735 RECYCLING+5234 WASTE OIL	14278
2: Energy Indirect Emissions + Solar Power Plants	1,344 ELECTRICITY-0,328 SPP	1,016
TOTAL		TOTAL 15,294



WASTE MANAGEMENT

At AquaFantasy Hotel, our primary goal in implementing our Waste Management System is to reduce waste, effectively manage our waste to minimize environmental damage, and recycle recyclable materials. By effectively operating the ISO 14001 system, we manage our waste through Environmental Management Systems.

We transform the coffee grounds from hotel waste in our mixology room, creating unique flavors with our specially prepared espresso syrup and making a strong contribution to sustainability, setting an example for the circular economy.

RECYCLABLE WASTE

We are carrying out various studies to reduce our waste production at its source,

We encourage our employees to participate in the recycling program. By coding the bins in guest rooms according to the waste system, we want to raise awareness among our guests and encourage them to separate waste at the source. Similarly, we encourage guests to separate waste at the source by coding the bins in the floor hallways.

The amount of waste is reduced by using beverage units instead of single-use metal cans, plastic bottles, etc.

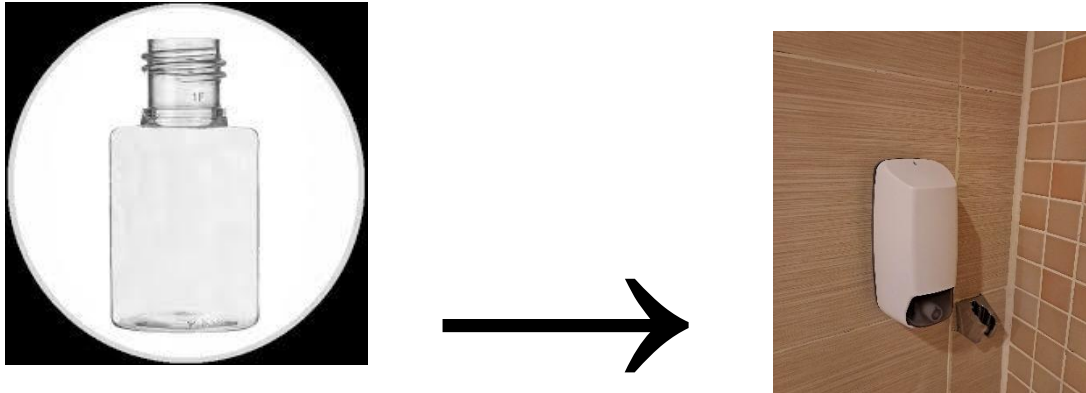
Reducing plastic waste by using osmosis water for drinking water in restaurants and bars we are doing.

Packaging waste has been reduced by purchasing large packaged boxes and buckets of products instead of single-use breakfast products whenever possible (e.g. chocolate spread)

Disposable water consumption is reduced by using water dispensers in staff areas. Refillable soap dispensers have been installed in all guest rooms, bathrooms, toilets and public area toilets.

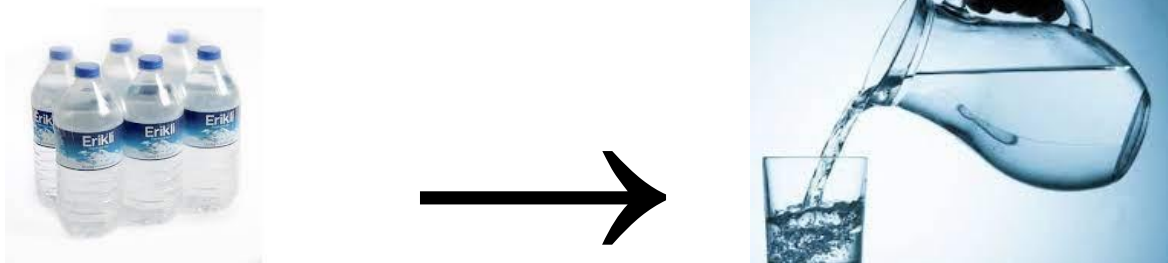
We make our paper to reduce our correspondence as much as possible consumption and announcements via e-mail.

To reduce our paper consumption, we conduct internal correspondence regarding guests via elektraweb and WhatsApp.



Instead of boucle shampoos and soaps in guest areas, wall-mounted and refillable soaps and shampoos have been introduced.

We've switched from plastic straws in guest areas to paper straws, and guests will be provided with straws upon request. This reduces plastic waste and limits the use of paper straws.



Since milk is used a lot in kitchens, we switched from 1-liter milk bottles to 10-liter milk bottles, thus reducing our packaging waste.



CHEMICAL USE

Chemical substances are substances that we use in many areas of our lives, making our lives easier, but they can also cause negative results with their harmful effects. Chemicals are used in maintenance, repair and cleaning activities in our facilities.

Cleaning with environmental considerations means cleaning hygienically while minimizing the negative impact on health and the environment. Environmental damage can be minimized not only by using environmentally friendly cleaning products, but also by using them sparingly and adjusting their dosage. can be minimized. Thus, the total environmental damage caused by chemicals can be significantly reduced.

It is our priority to ensure that all chemicals we use are approved, labeled and in appropriate packaging, and that we have received their MSDSs (Material Safety Data Sheets).

Our employees who will use the chemicals are trained by the purchasing department on the use of chemicals, the information in their MSDSs, the amount and methods of use, personal protective equipment requirements and the precautions to be taken in accordance with the "Hazardous Chemical Waste, Leakage, etc. Response Instructions."

Our chemical storage facilities are equipped with the necessary precautions to prevent environmental damage from leaks, spills, and other potential hazards. Chemical storage is carried out in accordance with the chemical type, the manufacturer's storage instructions, and applicable regulations.

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

We monitor our chemical usage and provide staff training to prevent waste and misuse. We prefer concentrated products whenever possible.

We use automatic dosing systems that use minimal amounts of chemicals for proper hygienic application in our pools.

We ensure that the pest control products used by the pest control company we outsource are harmless to human health and the environment. We strive to utilize more natural remedies (fly traps, adhesive paper, etc.).

We take the necessary precautions for situations such as hazardous chemical waste, leaks, etc., and provide personnel training to respond to spills, exposures, and other incidents.

PROTECTING NATURAL LIFE

The cleanliness of sea water is one of our top priorities within the scope of both natural life protection and sustainable tourism.

To this end, we maintain a sufficient number of trash cans and waste containers on the beach, empty them regularly, and keep them clean. To further improve the cleanliness of our beaches, we provide training to our beach attendants and monitor their cleanliness. We also conduct regular area cleanings at our own facilities.

We Don't Remove Bees and Butterflies to Protect Biodiversity: We Support Them!

Dear Guests,

Bees and butterflies play an important role in pollinating flowers and thus contribute to the ecosystem maintains its balance.

We support the lives of these important creatures by creating natural habitats in our gardens, avoiding toxic chemicals, and creating nutritious environments filled with flowers.



We are delighted that our swallows, found throughout the hotel, in the tunnels, and on our room balconies, have chosen our hotel as their home. We don't disturb their nests; we provide them with a habitat. We have birdhouses throughout the facility, providing them with nesting places and feeding facilities.

Kültürel Miraslarımız

- EFES MÜZESİ, ST. JEAN KAZI EVİ ve MAGNESİA ANTİK KENT kazılarına maddi destek ve malzeme yardımı yapıldı.



STAFF ENVIRONMENTAL TRAININGS & DRILLS

Our employees receive environmental training in line with annual training programs. These training topics include reducing the consumption of natural resources, reducing and properly separating waste, handling hazardous waste, and protecting wildlife.

Training is provided internally and externally. Our Environmental Officer regularly provides training to raise environmental awareness among all our employees. We also receive chemical training from our suppliers, raising awareness among our employees who use chemicals to ensure standardized chemical consumption.

Awareness was raised through training from the Waste Vegetable Oil Company on the environmental damage caused by Waste Oil and the importance of its collection.

Efforts are underway to prevent any living creatures in our facilities from being harmed in the event of a fire. In this context,

- Our employees have been given fire training.
- Emergency teams have been established.
- Fire drills were organized.
- A chemical leak drill was organized.

PHOTOS FROM EVENTS



March 26 WWF Earth Hour App



Menus are prepared in the main restaurants to introduce Turkish and Aegean cuisine to guests



A chemical leak drill was organized with our hazardous materials consultant for departments that use chemicals

DONATIONS AND SOCIAL RESPONSIBILITY;

- Financial support and material aid were provided to the EPHEBUS MUSEUM, ST. JEAN EXCAVATION HOUSE and MAGNESIA ANCIENT CITY excavations.
- In the years 2019-20-21-22-23, financial support was provided to the Tema Foundation and Nedime Dogay Education Foundation.
- Contributing to the personal and professional development of the students of Bakırçay Vocational and Technical Anatolian High School and meeting the basic needs of the food and beverage services department.
- Food to Aydın Adnan Menderes University Davutlar Vocational School Beverage assistance was provided.
- Özdere Tahir Çamur Vocational and Technical Anatolian High School business skills contributed to the training.
- Collaboration with ISKUR was made and contribution was made to regional employment.
- Kuşadası Engelliler Derneğine gıda yardımı yapılmıştır.
- Food aid was provided to Kuşadası Disabled Persons Association.
- Support was provided to Ovakent Special Education Vocational School.
- Participating in Aydın Adnan Menderes University Tourism Faculty Career Days employment opportunities were provided to students.
- Republic of Turkey General Directorate of Child Services Support was provided on behalf of our children under protection and care in the Children's Homes affiliated to the Support and donations from our guests are being collected for Efehan Akyüz, the son of our local people and former employees, who is battling DMD disease.





At Aqua Fantasy Hotel & Tui Blue Ephesus Hotel AquaFantasy Aquapark, we once again demonstrated the importance we place on social responsibility projects. We were delighted to support the "Come on, Young People, Come on, Kids, Hand in Hand with AKUT" project, organized by the Kuşadası Search and Rescue Association (AKUT) for the fourth time this year.

In the project, which included primary and secondary school students studying in selected schools from Aydın, Antalya, Istanbul and Muğla provinces, children wrote letters for AKUT. They wrote, drew pictures and expressed their feelings through artistic means. Students who won the project were awarded a prize at the Kuşadası Municipality İbrahimaki Art Gallery. received their awards at the ceremony.

It was worth seeing the children meet the AKUT volunteers, whom they call "our heroes."

We are proud to take part in this meaningful project that contributes to social benefit, especially AKUT Kuşadası Team Leader Taýmaç Saraçođlu and Project Manager Saliha We thank all volunteers, especially Sönmez, who contributed. As Aqua Fantasy Hotel, we will continue to support children, our future, and support projects that contribute to disaster awareness.



June 5, World Environment Day

We appreciate the beauty that nature offers us, and we bear the responsibility of being a part of it every day.

That's why we're here on the beach today with our staff.

To thank the sea, the sands, this unique nature.

Every step, every piece taken represents a big promise for a cleaner world. Because we believe: Sustainable tourism is only possible with a sustainable nature.

What we are doing here today is not only cleaning our environment but also our consciousness. For a more sensitive, more careful, more hopeful future...

Let's not forget:

Nature is not our guest, we are nature's guest.

And the greatest virtue in hospitality is respect.

Respect for nature is an investment in the future.

All together, for a clean tomorrow..."



AquaFantasy Hotel TUI BLUE EPHESUS and AquaFantasy Aquapark Meeting with Nature Event

AquaFantasy Hotel TUI BLUE EPHESUS and AquaFantasy Aquapark organized a special event offering the opportunity to be one with nature. We gathered our guests to pick fruits and vegetables in our field opposite our facility. We organized.

At the event, our guests had the opportunity to pick fresh, organically grown fruits and vegetables. It was a fun and educational experience, immersed in nature for both adults and children. Our guests learned about harvesting and growing natural produce while also enjoying time with their loved ones.



As AquaFantasy Hotel TUI BLUE Ephesus and AquaFantasy Aquapark, we always aim to offer our guests unforgettable experiences. With this event, we aimed to encourage a nature-friendly and sustainable lifestyle, while also providing our guests with the opportunity to discover the beauties and flavors nature has to offer.

AquaFantasy World Hotel, TUI BLUE Ephesus Hotel, and AquaFantasy Aquapark have taken our commitment to sustainability one step further and earned the Travelife Certificate, one of the most prestigious certifications in the tourism industry. During this process, we successfully completed a total of 182 criteria covering environmental, social, and economic sustainability.

The Travelife Certificate is an international program that certifies that the highest sustainability standards are met in the tourism sector. By achieving this certification, we demonstrate that we have elevated our environmental awareness, our commitment to society, and our ethical management approach to world-class standards.

This significant achievement is a strong demonstration of our commitment to a sustainable future for both our guests and our business partners. We are fully aware of our responsibility to leave a better world for future generations, and we will continue to move forward with firm steps towards this goal.



AquaFantasy World Hotel @ Tui Blue Ephesus Hotel AquaFantasy Aquapark'a, derneğimiz EKODOSD (Ekosistemi Koruma ve Doğa Sevenler Derneği)'un biyolojik çeşitlilik alanında yapmış olduğu çalışmalara maddi bağış katkıları nedeniyle ve başta Pamucak kumullarının nadir bitki türü Kum Zambağı olmak üzere, endemik bitkilerimiz ve denizel biyoçeşitliliğin korunmasına yönelik iş birliklerinden dolayı teşekkür ederiz.



This is a project we're undertaking to promote a rare beauty, the sand lily, on Pamucak Beach. As an endemic plant species, sand lilies hold a special place in our ecosystem. Our team ensures the survival

and proliferation of this beauty by planting the sand lily in accordance with its natural habitat. We aim to protect nature and create a sustainable environment.

We support the preservation of these precious flowers for the future. These special flowers We wanted you to witness our protection efforts.



As AquaFantasy World Hotel & Tui Blue Ephesus Hotel AquaFantasy Aquapark, we have prepared a special Atatürk Corner to commemorate the Great Leader Mustafa Kemal Atatürk and to keep his valuable legacy alive. In this corner, we will discuss Atatürk's life, leadership There are various photographs reflecting the journey and important moments of the founding of our Republic.

We would like to introduce to our guests the Atatürk Corner, which we created to keep Atatürk's values alive and pass them on to future generations.



At AquaFantasy World Hotel & TUI Blue Ephesus Hotel AquaFantasy Aquapark, our Fire and Emergency Response Training program taught our team how to respond quickly and effectively in potential emergencies. This training, held at our hotel, covered a wide range of critical topics, from firefighting techniques to emergency evacuation processes.

We continue to raise awareness and be ready as a team for a safe working environment!

"We are ready for emergencies!"

"Security Begins with Consciousness"

"We are in Fire and Emergency Training."

"Precaution Saves Lives!"



To maximize sustainable hygiene standards and increase operational efficiency at our Aqua Fantasy Aquapark Hotel & Spa and TUI Blue Ephesus hotels, our stewardship department received comprehensive chemical handling training. This training covers critical topics such as chemical dosing, safe use, and minimizing environmental impact, in accordance with international hygiene protocols and industry standards.

We aim to ensure maximum hygiene and safety in kitchen operations by increasing the knowledge and competencies of our staff.

With this statement, the importance and scope of training and the hotel's quality-oriented approach are emphasized more impressively.

Social Responsibility Activity Aqua Fantasy World Hotel & Tui Blue As Ephesus Hotel Aquafantasy Aquapark;

Acting with a sense of social responsibility, our hotel takes great pride in contributing to the happiness of our children, who are the guarantee of our future.

In this context, we hosted 12 children and their valuable teachers from the Ankara Sincan Children's Homes Site Directorate for a day at our facility, providing them with an unforgettable day.

We believe that the smile on our children's faces is the most precious happiness in the world, and we promise to continue to touch their lives with such events.

As Aqua Fantasy World Hotel & Tui Blue Ephesus Hotel Aquafantasy Aquapark, our top priority is to add value to every segment of society through our social responsibility activities and to contribute to the development of individuals who look to the future with hope.

EMPLOYEE BENEFITS;

Our company has successfully implemented various fringe benefits throughout the year to increase employee satisfaction and loyalty:

Support Premium: For our employees who do not stay in the lodging, Monthly rental support was provided to offset their costs. This program helped our employees meet their housing needs while also contributing to increased housing capacity. Some employees were able to leave their housing by renting their own homes with the rental support, allowing more staff to utilize existing housing facilities.

Foreign Language Support: Our employees who communicate directly with guests, Foreign language support was provided to improve service quality and enhance guest satisfaction. It also aimed to contribute to employee development and recognize their achievements.

End of Season Bonus: End of season without violating disciplinary rules By paying end-of-season bonuses to our employees who complete their training, motivation and sense of responsibility are strengthened.

Our hotel is constantly improving its social amenities to increase employee satisfaction and loyalty. To this end, the following practices have been implemented.

Our employees have the right to use the Aquapark connected to our hotel free of charge twice a month.

- Free entry is provided once a month for first degree relatives.
- 25% discount on Aquapark entrance for other acquaintances.
- 50% discount for first-degree relatives on season memberships is presented.
- Our hotel's football field is designed to support the social life of our employees. The field is open for use at certain times.

With these practices, our employees are supported to participate in social, cultural and sporting activities, while also contributing to their work-life balance.

All these steps not only strengthen employee engagement but also contribute to the creation of a sustainable corporate culture. This approach, which prioritizes the well-being of our employees and their families, both increases business efficiency and creates social benefits in the long run.

These benefits not only enhance the individual well-being of our employees but also contribute to our business's sustainability goals. Maintaining high employee satisfaction reduces turnover, preserves corporate knowledge, and enables the consistent maintenance of service quality over the long term.

In this context, our business aims to ensure both economic and social sustainability. continues to implement a supportive human resources approach with determination.

➤ **Participation in Career Days and Contribution to Employment**

Our company has actively participated in career days organized in surrounding universities and vocational schools throughout the year in order to bring young talents into the sector and support employment.

In this context:

- 9 Eylül University Efes Vocational School,
- Adnan Menderes University Davutlar Vocational School,
- Face to face career days at Adnan Menderes University Kusadasi Vocational School;
- We took part in the career days of Çanakkale 18 Mart University Tourism and Hotel Management Department online.

We promote our business at events and explore career opportunities in the sector. We've communicated directly with students and attracted significant interest. This has enabled many young talents to be included in the application process, expanding the pool of qualified candidates who will contribute to our company's human resources.

These efforts not only meet our current employment needs, but are also in line with our goals of sustainable human resource management and contribution to regional employment.

➤ **Collaboration with Educational Institutions**

Throughout the year, we maintained our strong relationships with educational institutions in line with our goal of providing a qualified workforce to the tourism sector. In this context, Ms. Nurcan Yılmaz, a lecturer at Adnan Menderes University Davutlar Vocational School, and first-year students in the Tourism and Hotel Management Department visited our hotel.

During the visit, we met with students and shared our industry experiences. We shared our knowledge, shared career opportunities in the tourism field, and introduced our facility. This meeting provided a productive environment for interaction to prepare future tourism professionals for the sector.

Our hotel always keeps its doors open to young talents and provides training. He wishes them success in their academic endeavors. Such collaborations contribute significantly to the development of a qualified workforce in the sector and to the understanding of sustainable tourism. offers.

Within the scope of the sector-school collaboration activities we carry out in order to contribute to the training of a qualified workforce in the tourism sector in 2025, An educational trip to Urla was carried out with students of Aydın Adnan Menderes University, Faculty of Tourism.

Tourism Faculty Lecturer Ms. Alev Topçu and Guide Ms. Neslihan Hurda led the way; during the program, students gained practical knowledge about the sector and had the opportunity to observe and analyze the importance of local values in destination promotion and tourism.

This event not only directly contributed to the professional development of the students but also supported the promotion of regional tourism.

➤ **Student Support Activities**

During the winter months when our hotel was closed, we provided housing support to students studying at nearby universities who were unable to find accommodation. We also offered part-time work opportunities during the school year, allowing them to continue their education and gain professional experience.



SOCIAL COMMITTEE (SOS-KOM) ACTIVITIES;

At the season opening meeting held at the beginning of 2025, the Sos-Kom team came together to exchange ideas, and the social activities to be held throughout the year were determined as a result of this meeting. With the contributions of the committee members The event calendar prepared has prepared the ground for various planned organizations throughout the year.

In addition, a logo that will represent the visual identity of Sos-Kom was developed at this meeting. The new logo was designed to contribute to the committee's institutionalization process. It was actively used in all event and communication materials.

➤ 8 MARCH WOMEN'S DAY EVENT

For March 8th, Women's Day, 70 female employees visited their workplaces and were presented with carnations. Women's Day was celebrated. Images taken during the celebration were shared on our social media accounts.

On March 8, all our female employees were given paid leave.

➤ 23 APRIL NATIONAL SOVEREIGNTY AND CHILDREN'S DAY

Our employees' children were invited to our facility. Turkish flags were distributed to all the children. They ran around the grassy areas waving flags and had a great time. Footage of this moment was turned into a social media video.

➤ APRIL BILLIARDS TOURNAMENT EVENT

A Billiards Tournament was held in April to boost employee motivation and strengthen team interaction. The event created a positive competitive environment among employees and strengthened social bonds. Medals were presented to the top three employees.



➤ **MAY 1 LABOR AND SOLIDARITY DAY**

On May 1st, World Labor and Solidarity Day, a video was shot of our employees at the helm of their duties and a May 1st Labor and Solidarity Day celebration message was published on our social media accounts.

➤ **MOTHER'S DAY**

At the Mother's Day event, a special workshop was held in collaboration with Kids Club for mothers and their children. Participants created both fun and meaningful memories by handprinting flower pots printed on A4 paper. Before the workshop, mothers and children enjoyed a meal together at the Snack Restaurant and then enjoyed time at the facility. Photos and videos taken during the event were shared on our social media accounts.



At 4:00 PM, a Mother's Day celebration was held for all mothers at the facility, including employees and expectant mothers. Red roses were presented to all attendees. A warm and welcoming atmosphere was maintained throughout the event.



➤ **MAY FOOTBALL TOURNAMENT**

A company-wide table football tournament was held in May to strengthen employee engagement and team spirit. The event, which was very popular, provided employees from different departments with the opportunity to compete in a competitive and fun environment.

The tournament increased social interaction in the workplace and positively affected internal motivation.

The first-place team members stood out for their outstanding performance and team spirit.

The first-place team members were presented with medals, extra water park passes, a hamburger menu, and a family member.



➤ **MAY RETRO PARTY**

A retro-themed party was organized by our company to increase communication and sense of belonging among employees.

The event, which was accompanied by nostalgic music, offered the participants It was an unforgettable organization that provided enjoyable moments and strengthened the corporate culture.



➤ **JUNE BACKGAMMON TOURNAMENT**

An enjoyable Backgammon Tournament was organized in June to increase the motivation of our employees and strengthen interaction within the team.

Throughout the tournament, which saw a large turnout, both competition and camaraderie were at the forefront. Participants had fun and enjoyed coming together around a traditional game.

As a result of the final fight, Champion: Serap Uzun (Housekeeping) Sharing Second Place: Selin Orhan (Human Resources) and Yasha Vahedi (Entertainment and Activities).

Serap Uzun, the winner of the tournament, was given two cocktails at the Aquapark Kadirga Bar as a reward.

We were delighted by the friendly competition and high level of participation you displayed at this event, which brought together sports and entertainment.



➤ JUNE BOOK CLUB MEETING

In June, we gathered with our book club members to review Ozan Bahar's book, "How Can I Be Happy?"

June 28th at 14:00, in the Irish Bar Library Section. Author Ozan Bahar was also with us at this special meeting.

During the event, we talked not only about books but also about life, happiness and We also had a pleasant and sincere conversation about personal development issues.

An inspiring and unforgettable sharing environment was created for the participants.





➤ **JULY: TABLE TENNIS TOURNAMENT**

Our table tennis tournament, which started on July 14th, aims to increase motivation among our employees and strengthen communication between departments and was organized to support team spirit.

The tournament provides a pleasant break from the busy work tempo, It has been an efficient organization that encourages social interaction.



➤ **EMPLOYEE REST AREA – EUCALYPTUS CAFE OPENING**

In order to increase employee satisfaction and provide a more comfortable " environment during breaks, the break area was Eucalyptus Cafe opened on July 18, 2025.

The opening event was held at 12:00 on the same day, with all staff The area offered for use has attracted great interest.

Cafe, social interaction and motivation of our employees during work breaks designed to support.



➤ JULY – KARAOKE PARTY

In order to increase the motivation of our employees, strengthen social interaction and provide enjoyable moments, a Karaoke Night was organized in the Aquapark area on the evening of July 21st.

In the event where participation was high, our employees performed with the songs they chose. took the stage, sang songs together and had an unforgettable night.

The event was highly appreciated in line with our goals of strengthening internal commitment and team spirit.



➤ **AQUA FANTASY BOOK CLUB – JULY EVENT**

As the Aqua Fantasy Book Club, we held a book meeting on Antoine de Saint-Exupéry's classic work, *The Little Prince*, on Friday, July 25th.

The event provided an opportunity for our employees to come together and engage in profound reflection and sharing on valuable concepts like love, friendship, responsibility, and the meaning of life through the book. The active contributions of the participants created a warm and meaningful atmosphere.

At the end of the event, everyone agreed on the following:

“One can only see the truth when he looks with his heart. What is real is invisible to the eye.”

This meeting will not only strengthen the bond between our employees but also It has also made a meaningful contribution to our corporate values.



➤ **JULY 30 BARBECUE EVENT**

Various social events were organized to increase employee motivation, strengthen communication within the team, and strengthen social ties throughout 2025. As part of this initiative, a barbecue was held at Okaliptus Cafe on Wednesday, July 30th, from 9:00 PM to 11:00 PM.

At the event, sausage bread, meatball bread and cold beer were served; Our employees had the opportunity to come together for a pleasant summer evening to relax and socialize. The event, which saw high participation, received positive feedback in terms of employee satisfaction.



➤ **PICNIC ORGANIZATION**

In order to strengthen the motivation and team spirit among our employees, a picnic organization was organized at the Aquapark Picnic Area on August 26, 2025.

Within the scope of the event;

- Barbecue and cold appetizers,
- Beer and various cold drinks,
- Surprise shows,
- DJ performance

Our employees had a pleasant evening.

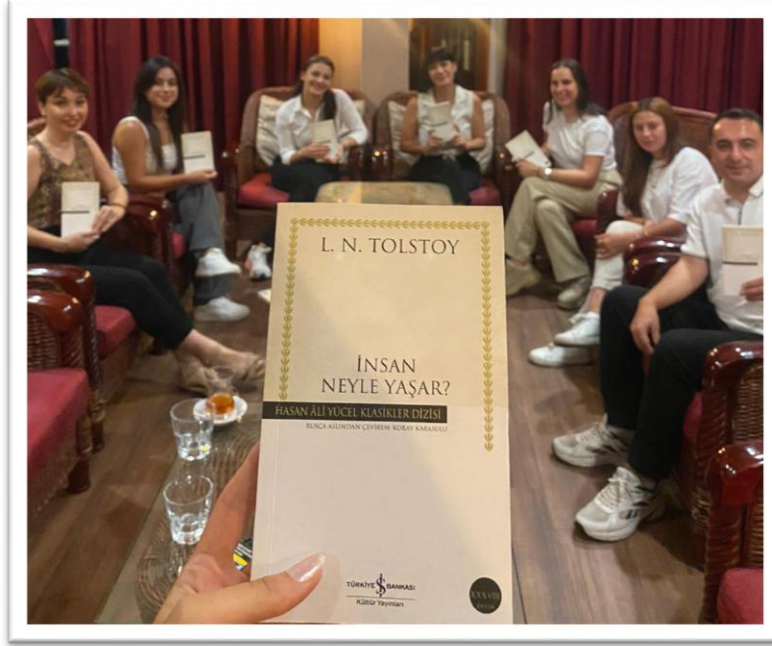
The picnic, which took place between 17.00 and 20.30, was open to all participants. It provided them with the opportunity to spend time together outside of their normal environment, socialize and increase their motivation.



➤ AUGUST BOOK CLUB MEETING

Our club's August book of the month was Leo Tolstoy's "What Makes a Man Live." The book was reviewed and meaningful discussions were held at the meeting, held in the library section of the Irish Bar on Friday, August 29th, from 2:00 PM to 3:00 PM, on the purpose of human life and on its values.

This event, to which our employees contributed with different perspectives, stood out throughout the year as one of the club's important contributions to cultural development.



OUR SUSTAINABILITY EFFORTS AND 2026 GOALS

We are happy to have you with us to achieve our sustainability goals.

We aim to increase our energy production capacity by 2026. To this end, we are implementing new initiatives across our operations. We invite our valued guests, employees, and visitors to support us by heeding our reminders about water and energy conservation, reducing greenhouse gas emissions, and minimizing waste throughout our hotel.

Employee Engagement and Incentive Programs

- By organizing an interdepartmental waste reduction competition in 2026 We will encourage our employees to actively contribute to sustainability.
- Raising awareness by selecting a “sustainability ambassador” from each department, Good practices will be disseminated to all departments.

Energy and Environmental Improvement Investments

Keeping annual energy consumption below 19 kW per person

By 2026, we will begin modernizing two existing chillers at our facility to reduce their environmental impact. This includes the procurement of new cooling equipment that is highly energy efficient, less harmful to the environment, and produces low greenhouse gas emissions.

With this investment:

- Reducing our greenhouse gas emissions,
- Increasing efficiency in energy consumption,
- Supporting environmentally friendly production processes

is targeted.

We are committed **to protecting and supporting biodiversity with the spice garden and sand lily areas** we will create in our hotel garden . We aim **to increase energy efficiency and reduce greenhouse gas emissions** by **modernizing existing chillers and replacing lighting with LED systems** throughout the hotel . We are committed to minimizing our environmental impact and providing an ecosystem-friendly hotel experience through these practices, in line with Travelife sustainability standards.

We will develop practices that reduce pollution and protect nature and wildlife to protect and promote biodiversity. We will respect human rights, prevent discrimination, exploitation, and harassment, and promote fair treatment. We will also ensure the prevention of exploitation or abuse of children and promptly report any suspected incidents.

As a recommendation to senior management, we aim to increase our hotel's energy production capacity and reduce greenhouse gas emissions in line with our 2026 goals. To this end, various initiatives are being implemented across our operations. Currently, we have planned to modernize our chillers, and the procurement of more energyefficient and less environmentally damaging equipment has begun. Additionally, LED lighting is being upgraded throughout the hotel, and the creation of endemic plant and spice gardens in the gardens and landscaped areas is supporting biodiversity. In order to increase employee participation, it was aimed to organize inter-departmental waste reduction competitions and to select sustainability ambassadors from each department.

These practices will increase awareness and ensure the dissemination of good practices to all departments.

ENSURING PER CAPITA WATER CONSUMPTION DOES NOT EXCEED 1 TON/PERSON.

As senior management, accelerating resource allocation and investments is critical to achieving these goals. By completing energy production investments, monitoring departmental emissions, and expanding water and energy conservation projects, we can strengthen both the environmental and economic sustainability performance of our hotel.

In this context, collaborating with our employees, guests, and visitors to conserve water and energy, reduce greenhouse gas emissions, and minimize waste is crucial. With the support of senior

management, we can successfully achieve our 2026 goals and solidify our hotel's leadership in sustainability.

OUR DEAR STAKEHOLDERS;

As Aquafantasy World Hotel & TUI Blue Ephesus Hotel & Aquafantasy Aquapark, we are always happy to receive your ideas and suggestions;

If you would like to provide advice or sustainability support, please contact us

Nezahat Taşcı
Quality Manager
nezahattasci@aquafantasy.com

This Sustainability Report has been reviewed and approved by our Hotel General Manager, Mr. İlker.

TOGETHER WE CARE