

# Labranda TMT Hotel Sustainability Report and Commitments

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Labranda TMT strives to embrace sustainability elements into our business operation while delivering the best hospitality and services to our guests. We are proud to be certified by Travelife, an international company that recognizes the accommodation sustainability initiatives in the areas of environment, society and governance.

The hotel continuously improves and develops new programs to enhance a positive environmental management, fair labour practices, human rights and community support. Through many impactful initiatives, we ensure that we treat our environment, people and community with respect and continuously find ways to improve the key indicators for the better future.

We are aware that there is still work to be done, and in 2024 we will be implementing a number of new initiatives throughout our operation to help us achieve our 2026 goals. Our hotels focus on monitoring and reducing the impact caused on environment by tracking the origins of energy and water as well as the amount of our consumption. Furthermore, we inform our guests of the importance of energy and resource saving while encouraging them to participate in the initiatives. We kindly request the support of our valued guests, staff and visitors in following the reminders we have provided throughout the hotel about saving water and energy, as well as minimising waste.

We are committed to reducing our greenhouse gas emissions and to protecting and supporting biodiversity. As part of that commitment, in 2024 we set ourselves a target of reducing our greenhouse gas emissions from energy, water and waste by 5% until the end of 2026.

Waste minimisation is also one of the issues the hotel focuses on. In addition to separating waste and recyclable materials, we monitor how much waste is generated per guest and set actions and targets to reduce it. With this information, we are able to optimize and improve our food and beverages offerings to avoid any waste that would go to the landfills.

By 2030, we will implement a tracking system to monitor and reduce high-emission food consumption. This system will enable us to measure and monitor our progress towards our future targets. By monitoring high-emission food consumption per capita, we will be able to continuously improve our actions and targets. As of 2024, we are developing our vegetarian product range in our buffets and menus with the goal of reducing our high-emission food consumption by 5% compared to the previous year.

We also aim to avoid any pollution emissions to ensure holistic protection of the environment. In addition to preferring environmentally friendly and concentrated products, we ensure that chemicals are used minimally by recording the amount of product use and reducing it to sufficient quantities in accordance with hygiene requirements. We also provide our employees with protective equipment, procedures and training to enable them to safely manage hazardous components.

We are proud to share our Green Room Programme with you, our valued guests. The aim of our programme is to ensure more efficient use of chemicals and water resources, and we aim to implement 50% more in 2026 than in 2024. If you would like to contribute to this goal, our experienced colleagues at the reception will be waiting to help you with pleasure.

We are proud of the activities carried out by our management to reach our goal of donating the 250 times certification to organisations such as WWF or TURCEV for the support and protection of wildlife & biodiversity (from 2022 to 2023).

We will continue our efforts in 2024 with the aim of reaching the 500 times certification donations by 2026.



For the purpose of protecting and supporting biodiversity, our company prefers at first Fsc, Msc, Rainforest etc. certified products. Whole purchasing activities are managing according to our sustainable purchasing policy.

In addition, our hotels support wildlife conservation by complying with local and international regulations. As we believe in mutual respect between all living beings, we do not participate in any trade, exhibitions or activities involving wildlife that may lead to the violation of animal rights.

We show our sensitive approach to wildlife that may be found within our facilities, protect them from our impacts and inform our guests not to interfere with them, such as feeding them.

Our focus in supporting the community will be to support the LÖSEV organisation. This society is the most recognised society for Children with Cancer in our country. We have set a donation target to support this organisation. If you would like to donate to this important community project, you will find a donation box at the reception desk.

We ensure that all of our employees are treated with respect and fairness. This is reflected in our initiatives to promote human rights, a transparent documentation process, and a non-discriminatory treatment before, during, and after employment at our hotels. We do not discriminate against employees based on their nationality, race, age, or gender. By this, we also encourage all employees to follow the same practice in the personal and professional environment. In case there is any discrimination or mistreatment, the hotel has put in place a complaint procedure in which the employees are eligible to participate and file the petition.

Our hotels not only find ways to improve the working conditions of our employees, but also encourage their learning and development to foster the personal growth of each individual talent. We provide training sessions related to professional and personal progresses in order that our employees can build their career path and well-being.

In addition, our hotels are against child labour and exploitation. Our staff are trained to identify and report to the management team when they observe such activities to prevent any child abuse. We also follow a policy to report any cases relating to child exploitation to the local authorities in order that a right measurement and actions are implemented.

We encourage our guests, staff and visitors to report their own concerns about child exploitation and abuse to the local police by calling 112 or reporting directly to the our guest relation office at the hotels.

Our progress towards our sustainability goals:

We are pleased to announce that we have achieved our targets for 2023.

We achieved reducing our greenhouse gas emissions from (*Benchmark 2022 vs 2023*) ;

- ✓ Total Water Emissions (kg CO<sub>2</sub>e) by – 23%,
- ✓ Total Solid Waste emissions (Kg CO<sub>2</sub>e) by - 23%
- ✓ Total Emissions (kg CO<sub>2</sub>e) by – 0,72% and
- ✓ Total Energy Emissions (kg CO<sub>2</sub>e) by 6%,

As part of that commitment, in 2024 we set ourselves a target of reducing our greenhouse gas total emissions from energy, water and waste by 5% more before the end of 2026.



In our efforts to reducing our carbon footprint, 50 tree saplings were planted in facility areas & fire-damaged areas (2022 – 2023). We will continue our efforts in 2024 with our goal of reaching to 100 saplings planted by end of 2026

We recognise the negative impact of plastic on the world. To reduce our role in this impact, we will reduce the use of single-use plastic products in our areas by 30% by the end of 2026 with our 2024 actions.

Starting from 2024, one of the steps we have taken to realise this goal is to reduce the purchase of plastic bottled water by 60% by 2026 by implementing the use of purified system water dispensers in our facilities.

In alignment with the company's overarching objectives, our 2024 TrustYou sustainability survey target score is 80. This will enable us to assess and enhance the effectiveness of our sustainability initiatives, as well as our ability to oversee the process.

In line with our commitment to continuous improvement, we welcome feedback from our guests, community, and talents concerning our ongoing efforts to enhance our environmental and social impact, including suggestions about how we can improve. Please feel free to share your comments and ideas with us by emailing [info.tmtbodrum@labranda.com](mailto:info.tmtbodrum@labranda.com)

Labranda TMT Hotel is committed to achieve our sustainability commitments and goals, while inviting you to support us in realizing them.

Signature: OKAY YILDIRIM

Name & Position: OKAY YILDIRIM, Chief Executive Officer (MPH TURKIYE)

Date: 2025