

Gürok Group
Sustainability Report
2025

gürok

Gürok Group's journey, which began in Kütahya in 1948, has become a success story that inspires thousands of people across different geographies. Since our establishment, we have grown through investments that contribute to Türkiye's production capacity, employment, and economic development, always considering value creation for society, people, and the environment a fundamental responsibility.

Throughout our 78 years of experience, we have embraced sustainability as an integral part of the way we do business. At every step, we pair innovative thinking with a commitment to ethical values and respect for nature, striving to leave a more livable world for future generations.

Today, with more than 5,000 employees and operations extending across Türkiye and the world, we support local development while creating value on a global scale. Each of our brands represents Türkiye internationally through products and services that introduce pioneering innovations to their respective industries and that have earned some of the world's most prestigious awards.

At Gürok Group, we continue to shape the future with the strength and confidence we draw from our heritage. We know that true success gains meaning when it creates sustainable value.

gürok

A Better Future Through Transparent Transformation

Reaching tables around the world, LAV unites the aesthetics of glass with sustainable production. Designed to minimize waste and reduce water and energy consumption, LAV's production systems set an example of resource efficiency within the industry. By significantly reducing the amount of water used to produce a single glass, LAV saves the equivalent of 130 Olympic-sized swimming pools of water annually. Concurrently, the Company is driving a people-centered transformation by means of initiatives focused on gender equality, a safe working environment, and digitalization. With the clarity of glass, LAV leaves **a transparent mark on a sustainable future.**





A Circular Future in Glass

Building on the infinitely recyclable nature of glass, GCA places sustainability at the heart of its operations, from production to consumption. The Company invests in renewable energy to support cleaner production and improves resource efficiency through lightweighting initiatives, helping to reduce the environmental impact of its glass packaging. By reusing cullet, GCA reduces its reliance on virgin raw materials, while closed-loop water systems improve water efficiency. By 2030, GCA aims to meet 30% of its energy needs from renewable sources and reduce its emissions by 30%. Through these efforts, GCA reaffirms its commitment to **advancing circularity** in glass packaging and using resources more efficiently.

A Better Future Inspired by Nature

Welcoming guests amid the unique natural beauty of the Mediterranean, Ali Bey Hotels & Resorts is a pioneering brand in sustainable tourism. By means of smart systems that enhance energy and water efficiency, waste recovery projects, and environmentally friendly landscaping practices, Ali Bey Hotels & Resorts creates living spaces that respect nature, while generating strong social impact through local employment and by promoting equal opportunities for women and young people. Undertaking initiatives such as sea turtle conservation, organic gardens, and measures to reduce plastic use, the brand raises environmental awareness together with its guests. Ali Bey Hotels & Resorts offers **"not just a holiday, but a life experience in harmony with nature."**









A Better Future Through Art and Nature

Set amid the natural beauty of the Maldives, JOALI Maldives and JOALI BEING are redefining responsible luxury. Through coral restoration programs, sea turtle rehabilitation, and recycling projects, the resorts pursue a mission to protect the ecosystem, while their "Waste to Art" initiatives transform recyclable materials into original works of art. With systems designed to reduce energy, water, and plastic consumption, JOALI has established an environmentally responsible operating model. JOALI **"keeps the beauty of nature alive through art and protects the future through inspiration."**

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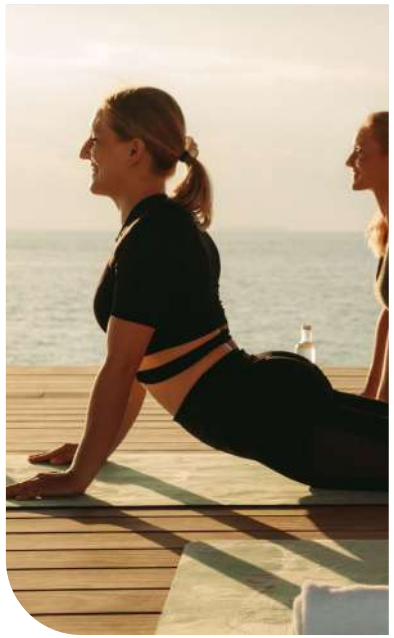
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ABOUT THE REPORT

We share transparently and inspire the future.

At Gürok Group, we draw strength from our deep-rooted history spanning 78 years, dating back to 1948, and bring our vision of creating environmental and social value beyond economic growth to life. We are proud to present our first Sustainability Report to our stakeholders, a key outcome of our sustainability journey guided by the philosophy of "Think Unlimited, Act Brave, Do Good."

In the Gürok Group Sustainability Report 2025, we document the impact we create across our wide range of business activities, from industry to tourism, as well as our environmental performance, social contributions, and approach to corporate governance, in line with the principles of transparency and accountability.

Scope of the Report and Reporting Period

We prepared our Sustainability Report to cover the reporting period from January 1 through December 31, 2025. In this report, taking into account our sustainability strategy and future targets, we assessed the sustainability performance of our brands: LAV, which operates in the retail sector and ranks among the world's leading brands in glassware production; LAV HORECA, which operates in the hospitality sector; GCA, an innovative force in the glass packaging sector; GCA Spirits, which offers sophisticated solutions for spirits brands; and Ali Bey Hotels & Resorts and JOALI (JOALI Maldives & JOALI BEING), our pioneering brands in the tourism sector. To demonstrate our Group's development over the years, we shared comparative data from previous years in areas where robust data sets were available.

Reporting Standards and Methodology

We prepared our Sustainability Report in accordance with the Global Reporting Initiative (GRI) Standards, the most widely accepted sustainability reporting framework worldwide. In determining the content of the report, we drew on the materiality analyses conducted with our stakeholders and our strategic alignment with the United Nations Sustainable Development Goals (SDGs).

We collected and consolidated the data presented in the report with the support of the relevant departments of our Group brands and verified the data under the coordination of Gürok Group's internal audit mechanisms.

Assurance Statement

The financial indicators presented in this report, our first sustainability report, were obtained from our independently audited annual reports. Although we did not obtain independent external assurance for our environmental and social performance indicators during this reporting period, we ensured the accuracy of the data through rigorous internal verification processes and declaration-based methodologies. In future reporting periods, we aim to obtain independent external assurance for our environmental and social data.

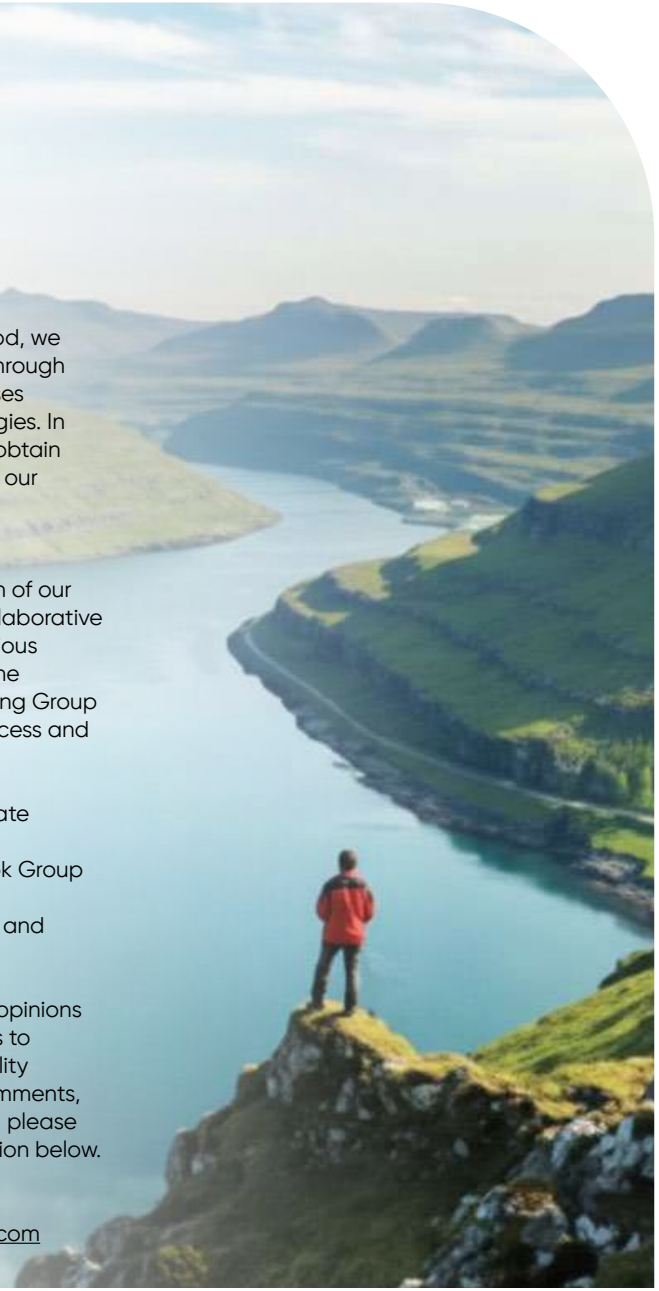
Contact and Coordination

We prepared this report, a reflection of our sustainability vision, through the collaborative efforts of our expert teams from various disciplines. We would like to thank the members of our Sustainability Working Group for their efforts in managing the process and creating the content.

Ebru Özoğul – Gürok Group Corporate Communications Director
Ceren Esra Erdoğan - Head of Gürok Group Corporate Communications
Furkan Ekiz – Gürok Group Content and Media Executive

We place great importance on the opinions and suggestions of our stakeholders to continuously improve our sustainability performance. For any questions, comments, or suggestions regarding our report, please reach us using the contact information below.

Email: info@gurok.com
corporate_communications@gurok.com



MESSAGE FROM THE CHAIR OF THE BOARD

We are building the world of tomorrow with the strength we draw from our roots.



Esteemed Stakeholders, Valued Business Partners, and Dear Colleagues,

Today, we celebrate 78 years of a journey that began in Kütahya in 1948, inspired by our unwavering belief in the abundance of these lands, the dedication of our people, and the bright future of our country. What began modestly in a small lumber workshop has grown into Gürok Group, with a broad portfolio spanning glassware and energy to tourism and technology, proudly carrying the flag of Türkiye to more than 140 countries. Yet the story of Gürok Group is not simply one of growth in terms of commercial figures. It is also the story of our passion for creating value for our country, for elevating domestic production to global standards, and for creating employment for our people.

Today, with a deep sense of pride and happiness, I am pleased to share with you our first Sustainability Report, prepared with a profound awareness of the responsibility entrusted to us by this long-standing legacy. In addition to providing an account of the year behind us, this report expresses our tangible and sincere commitment to leaving our children a greener, more livable, and more equitable world.

Strength from production despite the challenges

The year 2025 was a challenging one, marked by mounting inflationary pressures in the global economy, deepening geopolitical uncertainties, and supply chain disruptions felt around the world. Yet, as the Gürok Family, we replaced the word "crisis" with "resilience," "determination," and "solutions" from the time of our establishment. Despite fluctuations in raw material prices, contracting markets, and shifting trade dynamics, we succeeded in maintaining operational excellence through the strength we derive from production, our diversified business portfolio, and our unwavering conviction.

MESSAGE FROM THE CHAIR OF THE BOARD

We also closely monitor the latest global data and developments and remain firmly committed to reducing our carbon footprint.

As industrialists, we have never stopped, regardless of how strong the headwinds, nor have we ever put our investments on hold. We know that our business is not just about commercial gains—our true purpose is to produce, create employment, and contribute to our country's development. Guided by this conviction, we further strengthened our Group with BIJAL, our newest brand, redefining luxury in tourism since 2023; AVOYA, which made an ambitious entry into the fast-moving consumer goods sector in 2024; LAV HORECA, which combines performance with aesthetics through functional and stylish products; and, most recently, GCA Spirits, which marked our entry into the spirits industry in 2025. We further reinforced our engineering capabilities with RYG TECHNIC.

Those who develop their own technology shape the future

Many years ago, I said something that has since become a guiding principle for every member of our Group: "If you cannot develop your own technology, both your business and your future will be at the mercy of others." The key to independence and sustainable success lies in developing the technologies you need yourself, rather than simply using others' methods and tools.

Today, I am immensely pleased to see our engineers working across our LAV, LAV HORECA, GCA, and GCA Spirits brands, together with our talented young people at Kütahya Technopark, designing and developing technologies possessed by only a handful of companies worldwide. Under our "Transformation for the Future" program, which we accelerated in 2025, our investments in technologies ranging from artificial intelligence and automation to data analytics and digital twin applications are not only increasing our efficiency but also enabling us to use our resources more intelligently and efficiently, prevent waste, and fulfill our responsibility toward nature.

We think without limits for the world and act boldly for society

Our approach to sustainability goes far beyond factory emissions or waste management. We address sustainability through the interconnected dimensions of people, society, and the environment, piloted by a sense of moral responsibility and a holistic vision. Conscious of our responsibility as stewards of our planet, we translate our respect for nature into tangible action by means of the solar power plants commissioned across our LAV, LAV HORECA, GCA, and GCA Spirits brands, as well as the industry-leading low levels of water consumption achieved in the LAV and LAV HORECA production processes.

We also closely monitor the latest global data and developments and remain firmly committed to reducing our carbon footprint. As of 2025, our GCA brand has made a near-term target commitment under the Science Based Targets initiative (SBTi). Yet our responsibility is not limited to the environment. We never forget our debt of gratitude to Kütahya, where our journey began. We consider our support for excavations at the Ancient City of Aizanoi, a testament to Anatolia's ancient heritage, as part of our responsibility to preserve our cultural legacy, while striving to stand by our people in areas ranging from education and sports to university collaborations.

At the heart of all these efforts are our people, whom we regard as our greatest asset. Our true treasure is our workforce of more than 5,000 employees—the people whose dedication powers our production lines and whose ideas drive our offices forward. The wellbeing, safety, and development of our employees come before everything else. We advocate for greater participation of women in working life and equal opportunities at every level, from boards of directors to production sites. As a signatory to the UN Women's Empowerment Principles (WEPs), we say, "Equality Is the Gürok Way," and we proudly put this principle into practice across the Group.

We look to the future with hope

At Gürok Group, we take pride in having successfully completed a challenging 2025 by achieving our goals. For us, however, success is not a destination but an ongoing journey. In the period ahead, drawing our energy from the sun, our strength from our land, and our inspiration from our people, we will continue to produce, innovate, and grow. As we showcase our hospitality to the world with Ali Bey Hotels & Resorts, BIJAL, and JOALI, we will further advance our industrial expertise through LAV, LAV HORECA, GCA, and GCA Spirits, with sustainability at the heart of our approach.

I extend my heartfelt gratitude to all our business partners who have accompanied us on this long and demanding journey and placed their trust in us; to our valued consumers who welcome our products into their homes and onto their tables; and to my esteemed colleagues who work with unwavering dedication to keep the Gürok flag flying high.

With the strength we draw from our roots, we will continue to build the future with conviction, with determination, and with the same enthusiasm that inspired us on the very first day.

With my warmest regards,

Rıza Güral
Chair of Gürok Group

OUR 2025 PERFORMANCE IN FIGURES

ACT BRAVE FOR THE SOCIETY
Environmental Sustainability

3,371,868 GJ
Total energy consumption

19,139 GJ
Renewable energy consumption

1,108,430 m³
Total water consumption

12,472 metric tons
Total waste (hazardous + non-hazardous + food)

6,804 metric tons (87%)
Amount and percentage of waste recovered/recycled

2,830 people
Total number of people who received environmental training

DO GOOD FOR PEOPLE
Social Sustainability

4,500+ people
Number of employees

23%
Percentage of female employees

27%
Percentage of women in senior management

158,442 hours
Total training hours

48,979 hours
Total OHS training hours

THINK UNLIMITED FOR THE WORLD
Economic Sustainability

140+ countries
Number of countries exported to

2,709
Number of domestic suppliers

USD 25 million
Total targeted digital transformation investment by 2028

85%
Local supplier ratio

Six-Star excellence level
Management excellence level certified by EFQM*
**Data covers the LAV brand only.*

42.5%
Supplier satisfaction score

**Prepared based on data from the brands included in the report; the data do not cover the entire Group.*

ABOUT GÜROK GROUP

Exports to more than 140 countries

We provide employment for over 5,000 people across three continents and export our products to more than 140 countries.

Since beginning our journey in Kütahya in 1948, we have implemented projects that add value to our country in the fields of industry, tourism, construction, and fast-moving consumer goods. With our distinctive business model and innovative vision, we are among Türkiye's leading private sector groups.

Today, as a global player in the glass industry, we continue our operations through LAV, the world's fifth-largest manufacturer of glassware for the retail sector; LAV HORECA, which serves the hospitality sector; GCA, a symbol of quality and innovation in glass packaging; and GCA Spirits, which produces bottle solutions combining aesthetics and high performance for international spirits brands.

In the tourism and hospitality sector, we have a distinguished portfolio. We offer our guests exclusive experiences through our brands: Ali Bey Hotels & Resorts, which reflects our nearly 35 years of experience in the sector; JOALI Maldives and JOALI BEING, which offer ultra-luxury hospitality on two separate islands in the Maldives; and BIJAL, the Mediterranean's first villa hotel.

In the construction sector, we operate through Gürok Kiremit, which stands out for its patented coating technology, and Lapis Yapı, the architect behind our projects. We are also present in the fast-moving consumer goods market through AVOYA, a mineral water brand rich in magnesium and other minerals. Meanwhile, RYG TECHNIC supports our Group's production capabilities by meeting its machinery and equipment needs through advanced engineering solutions, thereby contributing to efficiency and quality.

We provide employment for over 5,000 people across three continents and export our products to more than 140 countries. Through the pioneering innovations, products, and services we have introduced across all our areas of operation, we successfully represent our country internationally.



Employment for over **5,000 people across three continents**











ABOUT GÜROK GROUP

With our focus on innovation, sustainability, and people, we develop pioneering practices in every sector in which we operate and make a difference internationally.

Pioneering Steps by Gürok Group

- Through our LAV Technopark, we are one of only three companies worldwide that develop their own manufacturing technology.
- Through our LAV and LAV HORECA brands, we are the glassware manufacturer with the lowest water and energy consumption worldwide.
- With our LAV and LAV HORECA brands, we rank among the world's top five glassware manufacturers.
- Through our GCA brand, we are the first and only glass packaging manufacturer in Türkiye to have achieved AA+, the highest rating, in unannounced BRC-PM product safety audits for two consecutive years.
- Through our LAV, LAV HORECA, GCA, and GCA Spirits brands, we undertake initiatives to support women employees in the glass manufacturing sector, where women's employment remains low. Through our LAV and LAV HORECA brands, we support the presence of female employees at our production sites while developing projects aimed at creating and expanding employment for women in hot-end production areas.
- Through our GCA and GCA Spirits brands, we proudly continue to lead the industry by employing women in hot-end production areas.
- Our AVOYA brand stands out with its high magnesium content and rich mineral composition.
- Through our Gürok Kiremit brand, we launched the first production of TSE-certified roof tiles and introduced the region's first artificial drying technology.
- Through our tourism business, Ali Bey Hotels & Resorts, which has 123 racquet sport courts, we retain the title of the world's largest racquet sport hotel.
- Through our tourism business, BIJAL, we operate the Mediterranean's first villa hotel.
- Our JOALI BEING brand is the Maldives' first resort centered on a wellbeing concept.
- With our JOALI Maldives brand, we are proud to have been named the best hotel in the Indian Ocean on numerous occasions.
- By earning the "Equality for Women at Work Certificate" following audits covering our LAV, LAV HORECA, GCA, GCA Spirits, Ali Bey Hotels & Resorts, Gürok Kiremit, AVOYA, and BIJAL brands, we are strengthening our pioneering role in gender equality and inclusion in our sector.

ABOUT GÜROK GROUP

With our brands operating in different sectors, we continue to grow on a global scale while creating value for our customers through our approach to innovation, quality, sustainability, and strong brand management.

Pillars of Gürok Group's Success

In Türkiye and international markets, we position ourselves as a leading player with a competitive advantage built on quality, sustainability, innovation, and a strong brand culture.

Value-Added and Quality-Oriented Production
Thanks to our advanced technology and R&D infrastructure in glass production, we prioritize design and quality to meet customer expectations at the highest level. LAV and LAV HORECA, which also have a strong presence in the U.S. market in the glassware and hospitality sectors, together with our glass packaging brand GCA, rank among the most preferred brands in the markets of the United Kingdom, Europe, Africa, and the Middle East.

Sustainability Approach and Environmental Responsibility
In all our areas of operation, we develop practices for energy efficiency, carbon footprint reduction, and renewable energy use, and we support our group brands in taking concrete steps.

We carry out recycling activities in line with environmentally friendly production principles. We gain a competitive advantage through the sustainable business model we have adopted.

Diversified Global Portfolio
We diversify our portfolio through a range of locations and investments in Türkiye and abroad, spreading risk and building a flexible and resilient organization.

Corporate Values and Strong Culture
We place innovation, operational excellence, and customer satisfaction—built on our values of "Think Unlimited, Act Brave, Do Good"—at the forefront of all our operations, fostering a strong culture across the Group.

Global Brand Experience
The international awards received by LAV, LAV HORECA, GCA, and GCA Spirits in design and by Ali Bey Hotels & Resorts and JOALI in tourism reinforce our global brand value and increase our worldwide recognition.

Our Business Segments and Brands









OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

We create value.

Since our establishment, we have aimed to bring innovation to all sectors in which we operate. In 1987, our industrial journey, which began with Gürok Kiremit, expanded to include RYG TECHNIC, established primarily to manufacture machinery, equipment, spare parts, and molds for Gürok Group brands. Following RYG TECHNIC, which represents our Group's engineering strength, we expanded our operations to include glassware production for the retail sector through LAV in 1994 and glass packaging production through GCA in 2015. In 2024, through our LAV HORECA brand, designed to meet the needs of the hospitality sector, we brought our expertise in glassware production to professional customers. In 2025, through our GCA Spirits brand, we set ourselves apart with sophisticated glass packaging solutions developed specifically for the spirits segment and offering reliable performance.

Today, our sustainable production processes and continually evolving design approach place us among the most esteemed representatives of glass production worldwide.









We rank among the most esteemed representatives of glass production worldwide.











OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

Products that add joy to every moment of life

LAV







Fifth-Largest Manufacturer
Established in Kütahya in 1994, LAV now ranks fifth worldwide among glassware manufacturers, with a production capacity of up to 1.8 million units per day and distinctive designs.

Innovative and sustainable
By taking an innovative approach and pioneering technological advancements, LAV plays a leading role in glassware production in Türkiye. Since its establishment, LAV has produced environmentally friendly products and prioritized recycling and waste management. LAV is also committed to the efficient use of resources and energy. LAV also fulfills its sustainability responsibilities through its production facility, which has the lowest levels of water and energy consumption in its industry worldwide.

One of Three Companies Worldwide
With its Technopark, LAV is one of only three companies in its field worldwide to develop its own manufacturing technology. With this concept, described as a "factory within a factory," it contributes to sustainability in its sector.

300,000 m² production area and over 1,500 employees
With sales and marketing offices in Istanbul and New York and two production facilities in Kütahya covering a total area of 300,000 m², LAV employs more than 1,500 people.

Technology and digitalization
LAV develops and implements in-house smart manufacturing technologies that combine AI-powered image processing systems with advanced automation software. Since its establishment, LAV has used globally leading customer relationship management systems and provided its business partners with value-added services through technological applications such as digital catalogs. Through Momentum, its digital transformation project, LAV continues to strengthen the role of the glassware sector in building a sustainable future while continuously improving the customer experience.

A global power
LAV has a strong sales and distribution network that reaches every part of Türkiye; its products are also exported to more than 115 countries worldwide, from Brazil to China, with France, Spain, and the United States among its leading export markets.

Women's empowerment
In 2015, LAV signed the Women's Empowerment Principles (WEPs) to contribute to women's participation in the workforce, build more equitable societies, and achieve universal goals relating to development, sustainability, and human rights. Today, women make up 54.6% of LAV's white-collar workforce.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

LAV HORECA products are designed by glass experts and refined to meet the needs of hospitality professionals.

LAV HORECA

Turn goals into reality

Every hospitality professional aims to create the perfect experience. A flawless table setting, unforgettable service, and moments when every detail is in harmony... To turn these goals into reality, LAV HORECA designs glassware products that bring together functionality, durability, and design to fully meet the expectations of professionals. Whether for a bar, a restaurant, or a special event, LAV HORECA exists to make every experience more impressive and unforgettable.

Industry expertise

With its command of hospitality sector dynamics, customer-centric perspective, and well-established manufacturing capabilities, LAV HORECA is a reliable business partner for professionals worldwide.

Flexible and reliable

Thanks to its flexible service capabilities, short lead times, and uninterrupted supply capacity, LAV HORECA reliably meets the needs of businesses of varying sizes and ensures operational continuity.

Products developed for professional use

In the world of glassware, LAV HORECA is positioned as a long-term business partner that supports professionals in achieving their goals and stands out for its products tailored to the requirements of the hospitality sector and its approach that consistently prioritizes customer satisfaction. Through close and effective partnerships, LAV HORECA continuously supports its partners, developing and growing alongside them.

LAV HORECA products are designed with the dynamics of a fast-paced service environment in mind. Strengthened through tempering technology, the glass offers superior resistance to impact and sudden temperature changes, while its stackable design maximizes efficiency in storage and operational processes. The products' fine rims elevate the beverage experience, seamlessly bringing together aesthetics and user comfort. Their elegant and striking designs also add richness and value to hospitality professionals' table settings.

Commitment to sustainability

Sustainability is at the heart of all LAV HORECA's operations and forms an integral part of its production vision. LAV HORECA aims to minimize environmental impacts across all processes, from production to logistics, and stands out through innovative and responsible practices that create value for the future.

Excellence in service

A customer-centric service approach and the goal of excellence are among the main factors that differentiate LAV HORECA in its sector. This vision further strengthens the brand's global position each day.



OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

GCA: Where innovation meets quality in glass packaging

40+
Export Countries

Healthy, high-quality, and visually-appealing
GCA, our Group's glass packaging manufacturing arm, is dedicated to creating value for its business partners and the national economy. It pursues this mission through effective, sustained R&D and a commitment to quality and safety in production, always placing respect for people and the environment at the forefront.

More than 40 markets
Through significant achievements in Türkiye and worldwide, GCA is rapidly progressing toward becoming one of the preferred players in the international glass packaging industry. It exports to more than 40 countries, primarily in Europe, the Middle East, and Africa.

Global presence
Having received national and international design awards for its various initiatives, GCA works to advance the glass packaging industry worldwide. GCA also reinforces its global role in the industry through its representation on the Board of Directors of the European Container Glass Federation (FEVE).

Technology and digitalization
GCA develops and implements in-house smart manufacturing technologies that combine image processing systems with advanced automation software. Since its establishment, GCA has used globally leading customer relationship management systems and provided its business partners with value-added services through technological applications such as a virtual showroom, a digital catalog, and a shipment appointment system. Through "GCA for the Future," its digital transformation project, GCA continuously improves the customer experience while strengthening the role of glass packaging in building a sustainable future.



Environmentally responsible
As a key player in the glass packaging industry, GCA approaches recycling with great care in line with environmentally responsible production principles, develops projects ranging from lightweighting initiatives to reusable bottles, and supports international initiatives. Through the EKOMAT (Economic Ecological Vending Machine) Project, GCA enabled the recycling of 2.3 million glass, plastic, and metal beverage containers using fully automated deposit return machines—a first in Türkiye—thereby reducing natural resource use and contributing to the circular economy.

An approach focused on business partners
With its Customer Project Management practice, GCA takes customer relationship management one step further. Customer Project Managers working within this structure conduct on-site inspections at the production facilities of business partners to directly analyze their needs and expectations. Drawing on their industry knowledge and experience, they prepare process-specific improvement recommendations. Serving as a strong bridge between GCA and its business partners, the coordinators contribute to the development of sustainable partnerships.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

Sophisticated, aesthetic, and high-performance solutions for spirits brands



Expertise that makes a difference
Drawing on its manufacturing experience and deep expertise in glass packaging, GCA Spirits distinguishes itself by providing international brands with sophisticated, aesthetic, and high-performance solutions tailored to the contents and characteristics of their products.

Designs that strengthen brand character
Recognizing that, in the world of spirits, the bottle is the most powerful touchpoint for conveying color, aroma, and brand story, GCA Spirits develops premium designs that suit each product's character and strengthen its brand identity. GCA Spirits combines aesthetics with functionality, designing every form to enhance the brand's character.

Customer-focused creative excellence
With its customer-focused and agile approach, GCA Spirits offers operational reliability and creative excellence throughout the entire process, from design to production. Through its in-house Design Studio, GCA analyzes each brand's DNA and creates signature bottle designs that give every brand a distinctive form of expression.

Sustainability perspective
At a time when sustainability expectations are redefining the industry, GCA delivers inspiring solutions by bringing together design innovation, advanced manufacturing technologies, and environmental responsibility. It manages every step, from concept development to final delivery, based on the principles of speed, quality, and efficiency.

Bringing an innovative spirit to industry standards
By extending its strong global brand image to the spirits category, GCA is setting a new industry standard. Through its commitment to meeting professionals' needs at the highest level, GCA has a goal to create lasting value and long-term impact in the category.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

A legacy of craftsmanship, natural raw materials, and the latest technological methods

GÜROK KİREMİT







2

Number of manufacturing facilities

Masters of earth and fire

Gürok Kiremit, which introduced the first production of TSE-certified roof tiles and the first artificial drying technology in its region upon its establishment, has been operating since 1982. Through its two manufacturing facilities in Kütahya, which cover a total area of 70,000 m², Gürok Kiremit supplies millions of roof tiles with a guaranteed long service life in Türkiye and around the world each year. It also develops new products suited to continually changing lifestyles through R&D activities that reflect its experience and dynamism.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Industry

Excellence in engineering, strong manufacturing capabilities

RYG TECHNIC

Excellence in technology

RYG TECHNIC manages the end-to-end manufacturing and installation processes for machinery and equipment across Gürok Group. In these processes, RYG TECHNIC applies the latest technologies in line with Group strategies and with high standards of care and quality. In line with the needs of the Group's brands, RYG TECHNIC plans and carries out welded fabrication, the production of machine parts, and the installation of industry-specific production machinery and systems on a turnkey basis. RYG TECHNIC operates two manufacturing facilities in Kütahya and carries out its production and engineering activities with a specialized team of 55 across a total enclosed area of approximately 5,635 m^2. Through its strong engineering infrastructure and manufacturing capabilities, RYG TECHNIC provides innovative and reliable solutions that meet the needs of not only the Group's brands but also various industries across Türkiye.



*Representative image.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

Imagine, discover, rejuvenate!

Through Ali Bey Hotels & Resorts, which brought a comprehensive hospitality experience to Türkiye and has operated for nearly 35 years; BIJAL, our newest addition offering an ultra-luxury service experience; and JOALI Maldives and JOALI BEING, which operate in the ultra-luxury segment on two islands in the Maldives, we are redefining tourism. Through a holistic approach, respect for each region's natural environment, and a strong sense of social responsibility, we create value in every location where we operate. Through Gül Palas and Gül Palas Vista, which combine a tradition of hospitality rooted in their long history with a contemporary approach to service, we continue to play a pioneering role in Kütahya's tourism journey.



We are putting Türkiye's signature on high-end tourism globally, **on our own terms.**

















OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

A perfect family vacation experience!

ALİBEY HOTELS & RESORTS









Let joy lead the way

With the bold perspective and innovative concepts it has brought to the tourism sector since 1991, Ali Bey Hotels & Resorts has won many prestigious global awards. Ali Bey Park Manavgat, Ali Bey Club Manavgat, and Ali Bey Resort Sorgun successfully bring traditional architectural and design values into contemporary living spaces and welcome guests from around the world with continually enhanced privileges. The property also distinguishes itself in gastronomy through its restaurants serving gourmet flavours from Turkish and international cuisines. Its gardens and grounds are meticulously designed with more than 150 plant species, enhancing the natural beauty of their surroundings. One of the world's leading centers for racquet sports, Ali Bey Hotels & Resorts is the world's largest racquet sports hotel, with 123 racquet sport courts.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

Nature-focused, family-friendly vacation

ALİBEY RESORT SORGUN

A gastronomic paradise, Ali Bey Resort Sorgun serves the finest dishes inspired by Turkish and international cuisines in its restaurants. With lush green gardens surrounding the property and elegant mansions inspired by traditional Turkish residences, the resort promises guests a unique accommodation experience. With the enchanting beauty of its sandy beach and a family-friendly atmosphere that appeals to guests of all ages, from children to adults, it offers a vacation where every moment is filled with peace and joy.











OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

The ideal destination for a family vacation

ALİBEY CLUB & PARK











Reflecting its "Active, Refeel, and Alive" values, Ali Bey Club & Park Manavgat offers guests a vibrant vacation experience through a variety of activities, an aquapark, an adventure park, and fitness options. Through sports and fitness classes across numerous disciplines, family-friendly activities, and entertaining stage shows, Ali Bey Club & Park Manavgat offers activities that every member of families visiting from around the world can enjoy. Since it first opened, Ali Bey Club & Park Manavgat has offered its guests a unique setting in which to experience unforgettable moments.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

Your rhythm in the Mediterranean

BIJAL

BIJAL is more than a destination; it is a meeting point for those who share refined tastes and a vision for life. Here, luxury is understated; it is the privilege of having time, spacious surroundings, and moments shared with like-minded people.

Set in the heart of nature, the private villas offer a tranquil living environment where time slows down and guests can completely disconnect from the outside world. The true spirit of BIJAL can be felt in the effortless rhythm that flows through every hour of the day. At long, elegant tables, through inspiring conversations and shared laughter, guests experience the atmosphere of an exclusive summer club where warmth meets elegance.









OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

The joy of creative living

JOALI
— MALDIVES —

An art-immersive resort

Located in Raa Atoll in northern Maldives, JOALI Maldives is nestled in a dreamscape of crystalline lagoon, ivory sands and lush palms. JOALI Maldives ignites the imagination with creativity and adventure. The 73 villas and residences embody JOALI Maldives' philosophy of sustainable glamour and are designed to take guests on a rich sensory journey. Artworks specially designed for JOALI Maldives by world-renowned artists, together with artistic activities held throughout the year, offer guests an extraordinary art experience and set the resort apart as a first of its kind in the Maldives.

Gifts of nature

The Maldives is an archipelago of some 1,190 coral islands scattered across the Indian Ocean. The island of Muravandhoo is fringed by white-sand beaches and turquoise lagoons teeming with marine life, with lush coconut palms at its heart.

A culinary journey

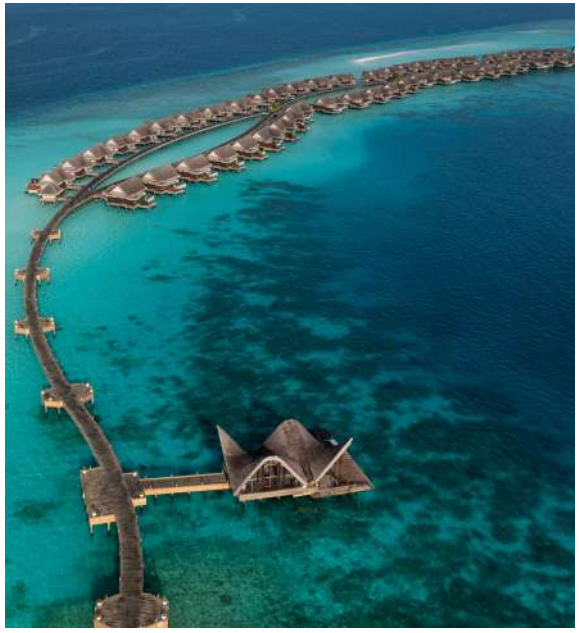
At JOALI Maldives, a diverse collection of dining experiences offers thoughtfully curated flavours and cuisines.

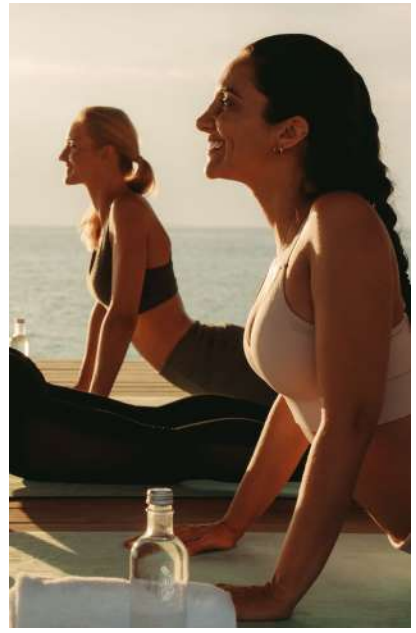
Art and beyond

As the first art-immersive island resort in the Maldives, JOALI Maldives offers guests an opportunity to explore one-of-a-kind installations and the creative dialogue between international art forms and local influences, craftsmanship, and materials.

Sustainable glamour

The 73 private villas and residences spread across this lush island redefine the concept of sustainable glamour. Guests can choose from beach villas, overwater villas, and spacious residences. Each accommodation option reflects JOALI Maldives' philosophy of sustainable glamour, complemented by inspiring artworks and thoughtfully curated amenities.







OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

The joy of well-living

JOALI BEING
-BODUFUSHI-

The joy of being here and now

Opened in 2021 as a dedicated well-living island in the Maldives, JOALI BEING offers a transformative approach to well-living, inviting guests on a joyful journey toward Weightlessness – a sense of energy, freedom, lightness and wonder that shimmers under the everlasting sky. With an approach that combines modern science with ancient wisdom, it offers holistic experiences centered on well-living. This transformative well-living island is home to 68 villas with private pools, comprising 33 beach villas and 35 overwater villas.

Being Well

JOALI BEING invites guests on a joyful transformative journey towards greater lightness, happiness and renewed energy. JOALI BEING creates well-living experiences tailored to different lifestyles and goals, ranging from revitalizing adventures and emotional balance to personalized nutrition and interactive learning. Carefully curated experiences unite ancient wisdom with modern science and are structured around the Four Pillars of JOALI BEING: Mind, Skin, Microbiome and Energy.

A Secluded Paradise

Nestled among crystal-clear lagoons, pristine beaches, and lush coconut palms on the secluded island of Bodufushi in the Raa Atoll, JOALI BEING is a 40-minute seaplane journey from Velana International Airport. With 68 villas, each with its own personalized Jadugar (butler) service, JOALI BEING was designed as the region's first nature-immersive wellbeing sanctuary.

Earth-to-Table

JOALI BEING's culinary philosophy is rooted in an Earth-to-Table approach, offering ingredient traceability and fresh, locally harvested, sustainably sourced foods. Its open-plan, interactive dining space, FLOW, features three distinct kitchens: Plantae, which offers plant-based vegetarian and vegan cuisine; Su, which serves ocean-to-table pescatarian dishes; and B'Well, which presents the island's signature menu, including farm-to-table options.

Sustainable Glamour

Shaped by biophilic design and immersed in nature, JOALI BEING's Well-Living Spaces combine an exceptional standard of accommodation with integrated wellbeing amenities. Each of the 68 beach and water villas and residences was built to bring harmony and balance, working in tune with the island's natural energy flow. Every space features a private pool, a personalized Wellbeing Bar, meditative musical instruments and wellbeing-themed games. The island's forest was left untouched during construction, which shows that glamour and respect for nature can go together.









OUR GROUP BRANDS AND BUSINESS SEGMENTS

Tourism

A long-standing journey of hospitality



GÜL PALAS HOTEL RESTAURANT

Gül Palas Hotel, Gürok Group's first investment in tourism, opened its doors in Kütahya in 1967. One of the city's key accommodation destinations since its establishment, the hotel offers its guests a comfortable and welcoming atmosphere. To adapt to changing needs and modern comfort expectations over time, it underwent a comprehensive restoration process in 2007 and 2024. As part of these renovation efforts, the restaurant, guest rooms, and lobby were fully renovated, elevating the guest experience. With its deep-rooted history, Gül Palas continues to blend traditional hospitality with modern touches.



A new standard in the city and business hotel concept

GÜL PALAS VİSTA HOTEL & RESTAURANT

Located in the city center and designed around a modern city hotel concept, Gül Palas Vista has 40 rooms and a capacity of 72 beds. Through new gastronomy-focused gathering places and a business model that contributes to the local ecosystem, it aims to respond to Kütahya's growing tourism potential.

OUR GROUP BRANDS AND BUSINESS SEGMENTS

Fast-Moving Consumer Goods

A new life, powered by nature

AVOYA

At Gürok Group, we bring innovation to every sector we operate in, and in 2024 we entered the fast-moving consumer goods market with AVOYA. At our state-of-the-art AVOYA facility in Burdur, we have built one of Europe's most advanced R&D laboratories. Naturally rich in magnesium and other minerals, AVOYA mineral waters are crafted with fruit and plant extracts and contain no preservatives, sweeteners, or colorants. With AVOYA, we are setting a new standard for the industry.

Optimal Balance
Drawn from Burdur's exceptional water sources, AVOYA products carry mineral profiles rarely found anywhere in the world, paired with distinctive flavor combinations. Their high mineral content helps maintain an optimal mineral balance, supporting renewal in body, mind, and spirit.

Innovative and Original
AVOYA doesn't follow industry conventions; it starts with the consumer. Every product in the portfolio is shaped by real needs and expectations, resulting in high-quality, innovative, original, and value-adding products. With a regularly refreshed range of flavors across four categories, AVOYA offers something for every taste and preference.

Pure Mineral, Natural Flavor
AVOYA Blend and AVOYA Flavored pair high magnesium and mineral content with the highest concentration of natural fruit and plant extracts on the market, supporting the body's mineral balance while delivering a premium taste experience. With twice the fruit juice content, AVOYA Blend is the sparkling mineral fruit drink with the highest fruit ratio in its category. AVOYA Flavored Mineral Waters contain no preservatives, sweeteners, or colorants, and with their moderate sugar content, they deliver refreshment with 40% fewer calories than comparable products.



With AVOYA, we are setting a new standard for the industry.









OUR GROUP BRANDS AND BUSINESS SEGMENTS

Construction

Original and creative architecture in harmony with nature







We established our Lapis Yapı brand in 1988 to undertake construction projects for Gürok's own investments. At Lapis Yapı, we prioritize harmony with nature in every project through modern designs and unique solutions.

With its contemporary, scientific, and environmentally friendly designs, Lapis Yapı has constructed 370,000 m^2 of space on approximately 2 million m^2 of land to date. Lapis Yapı's notable projects include the internationally award-winning JOALI Maldives, JOALI BEING, and BIJAL, as well as all Ali Bey Hotels & Resorts developments and the Group's production facilities.

OUR MISSION, VISION, AND CORE PRINCIPLES

Heritage, today, and future

Bridging our heritage and future, our ethos is driven by one key aim: to make a difference in everything we do by fulfilling the potential in people.



Heritage

Since beginning our operations in Kütahya in 1948, we have expanded our fields of expertise in a broad range of sectors including the industry, tourism and construction. Our investments in socio-economic and socio-cultural developments in Kütahya province, have grown into significant contributions at the national level over the years.

Today

With the innovative approach and groundbreaking work we have brought to all the sectors we have entered, we have taken our place among Türkiye's largest private sector companies in the early 21st century. Today, bridging our cultural heritage & our future focus, we continue to develop experience-oriented products and services that inspire tomorrow.

Future

For a better future, we believe in the power of doing better every day. We are committed to contributing to the environment, people & society through sustainable production and social responsibility.

OUR GLOBAL REACH AND OPERATIONAL NETWORK

Global impact from Kütahya

Through our commercial activities spanning five continents, we continue to strengthen our position in the global market.

As Gürok Group, with our 15 pioneering brands in their fields and over 5,000 employees across five continents, we export to more than 140 countries.

Kütahya, İstanbul, Antalya, Burdur: Headquarters, factories, and hotels in Türkiye

Maldives: Hotels

USA (New York): LAV and LAV HORECA showroom

USA (New Jersey): LAV and LAV HORECA Warehouse

With our LAV and LAV HORECA brands:
We have 31 domestic regional distributors for LAV and 13 for LAV HORECA. We bring our products to users through approximately 56,000 retail points of sale across the country. International sales constitute approximately 33% of our total sales.

Main markets:
With our LAV and LAV HORECA brands, we export to more than 115 countries, with the USA, Australia, France, South Africa, the United Kingdom, and Spain being our main markets.

With our GCA and GCA Spirits brands:
As of year-end 2025, with an export ratio of approximately 26%, production capacity exceeding 250,000 metric tons, and product sales approaching 1 billion units, we continue to bring infinitely recyclable glass packaging to consumers. Through our commercial activities spanning five continents, we continue to strengthen our position in the global market.







Main markets:
We export to more than 40 countries, with the United Kingdom, Italy, and Greece as our main markets.

With our Ali Bey Hotels & Resorts brand:
We are expanding our reach with the support of our sales and marketing representatives for the Polish market, who are also authorized for Russia, Romania, and the Baltic countries, and through contractual partnerships spanning more than 40 countries. Through our successful international racquet sport events, we welcome guests from more than 60 countries as one of our region's best-known sports tourism destinations, strengthening our global position each year.

Main markets:
Germany, Albania, Austria, Azerbaijan, Belarus, Belgium, the United Kingdom, Bosnia and Herzegovina, Bulgaria, Czechia, Denmark, Estonia, Finland, France, Georgia, the Netherlands, Ireland, Sweden, Switzerland, Kazakhstan, Kyrgyzstan, Kosovo, North Macedonia, Latvia, Lithuania, Luxembourg, Hungary, Moldova, Norway, Uzbekistan, Poland, Romania, Russia, Slovakia, Serbia, Ukraine, and other CIS countries.

With our JOALI brand:
To strengthen our reach in global markets, we work with distinguished international tourism and luxury travel networks supported by our international sales offices and regional sales teams in Europe, the Middle East, and Asia, and welcome guests from more than 60 countries.

Markets:
Russia, China, UK, USA, Germany, Australia, UAE, Brazil, France, India, Italy, Switzerland, Japan, Qatar, Kazakhstan, Kuwait, Singapore, Saudi Arabia, and Ukraine.

OUR 78-YEAR JOURNEY OF SUCCESS



1948
- Gürok Group was founded in Kütahya.

1967
- Gül Palas was founded.





1982
- Gürok Kiremit Sanayi was founded and began production.

1987
- RYG TECHNIC was founded.

1988
- Lapis Yapı was founded and began operations.

1991
- Ali Bey Club Manavgat Holiday Village opened.



1994
- The LAV Glassware Production Facility was established.





1995
- Ali Bey Park Manavgat opened.

2001
- LAV Technopark was launched to develop new technologies.





2015
- The GCA Glass Packaging Production Facility began operations.

2011
- The second LAV Production Facility was established.



2018
- JOALI Maldives, the Group's first hotel in the ultra-luxury segment, opened.

2014
- The LAV brand was launched.

2010
- Ali Bey Resort Sorgun was established.



2021
- The second furnace at the GCA Glass Packaging Production Facility was commissioned.
- JOALI BEING, the Maldives' first hotel with a wellbeing concept, opened.



2024
- We entered the fast-moving consumer goods sector with the AVOYA brand.
- The LAV HORECA brand was launched.

2026
- Gül Palas Vista Hotel was opened in Kütahya.
- RYG TECHNIC launched its second factory and renewed its corporate identity.





2023
- A new hotel investment was made in the ultra-luxury segment with BIJAL.

2025
- The GCA Spirits brand was launched.
- The "It's the Gürok Way" advertising campaign, highlighting the Group's innovative vision, was launched.
- A Solar Power Plant (SPP) with a total installed capacity of 8 MW was commissioned at the LAV and GCA production facilities.

AWARDS

2025









We Rank Among the "Champions of Export" with Two of Türkiye's Leading Brands
As Gürok Group, our LAV and GCA brands were awarded second place in the "Top Exporting Company" category in both the glass household goods and glass packaging categories at the 7th Champions of Export Awards Program, organized by the Cement, Glass, Ceramics, and Soil Products Exporters' Association (ÇCSİB). Our GCA brand has been ranked among the champions of export for seven consecutive years. By repeating the success we achieved in previous years, we further strengthened our international competitiveness and export vision.

Our Innovative Glass Packaging Designs Were Recognized with International Awards
With the AVOYA glass bottle, designed in-house at GCA and distinguished by its aesthetic details and modern form, we have achieved numerous successes in prestigious international design competitions that evaluate creative and innovative projects. We won the "Red Dot Award" for "Packaging Design" in the "Red Dot Award: Brands & Communication Design" category. At the "A' Design Award & Competition," we received the "Bronze Award" in the "Packaging Design" category.

LAV Received the "Excellence Award Türkiye"
LAV was recognized for its innovative, technology-oriented, and sustainable approach in its sector at the EFQM Excellence Awards Türkiye, held during the 34th Quality Congress. We view this valuable award for our management systems not only as an achievement today but also as a strong reflection of the national recognition of our management approach, systematic work culture, and sustainability vision, which we have meticulously maintained for years.

Our LAV Brand Won Two Design Awards
We won the Good Design Award from The Chicago Athenaeum Museum for our LAV brand's our Cozy Family and the German Design Award 2025 from The German Design Council for Helen Glass Series.

The "LAV Full of Life" Campaign: Gold Effie Award, 2025
Our LAV brand's "LAV Full of Life" campaign was awarded the Gold Effie in the Home Decoration/ Furniture/Glassware category at the Effie Awards Türkiye.

We received this prestigious award, which recognizes business results as well as creativity in marketing, thanks to increased affinity for our brand, stronger perceptions of our leadership and innovation, our digital visibility, and the success of our data-driven communication strategy.

Our LAV HORECA Brand Won Awards in Design and Digital Communication
We won the Good Design Award from the Chicago Athenaeum Museum for our LAV HORECA brand's Istanbul Glass Series and the German Design Award 2025 from the German Design Council for our Cambridge Family.

Additionally, our corporate website won an award in the Production & Manufacturing category at the Golden Spider Web Awards, demonstrating our strength in digital communication.

Our JOALI BEING Hotel Received Three Awards from the World Spa Awards
Our JOALI BEING brand, which combines nature and wellbeing in the Maldives, was honored with the "World's Best Spa Design," "Indian Ocean's Best Wellness Retreat," and "Maldives' Best Wellness Retreat" awards.

We Achieved Great Success at the Condé Nast Traveler Readers' Choice Awards 2025
Our JOALI Maldives and JOALI BEING hotels were honored with two significant awards at the Condé Nast Traveler Readers' Choice Awards 2025 (USA). With JOALI Maldives, we held the title of "No. 1 Resort in the Indian Ocean" for two consecutive years and were also ranked among the "Top 50 Resorts in the World." With JOALI BEING, we won the "10th Best Destination Spa Resort in the World" award.

Prestigious Awards from the Maldives Ministry of Tourism
Our JOALI Maldives brand was honored in the "Outstanding Contribution to Employee Wellbeing" and "Outstanding Contribution to Community Engagement" categories, while our JOALI BEING brand received an award in the "Outstanding Contribution to Environmental Sustainability" category.

AWARDS

2025







We Were Honored with the Michelin Key Awards
Our JOALI BEING and JOALI Maldives brands achieved great success at the Michelin Key Awards, one of the world's most prestigious hospitality evaluations.

Our JOALI BEING brand earned two MICHELIN Keys for its exceptional service quality, unique design, and transformative well-living experience; our JOALI Maldives brand earned one MICHELIN Key for its elegant architecture and luxurious accommodations in harmony with nature.

We Were Recognized with the Forbes Travel Guide 5-Star Award
In the 2025 evaluations conducted by Forbes Travel Guide, one of the world's most prestigious hotel rating organizations, both our JOALI Maldives and JOALI BEING brands once again earned the 5-Star award.

This evaluation, based on rigorous on-site inspection processes and global service standards, once again affirmed the outstanding guest experience, service quality, and hospitality excellence of both our properties.

We Are Among the "World's Best Racquet Sport Hotels" with Ali Bey Club & Park Manavgat
With Ali Bey Club & Park Manavgat, our brand with extensive experience in international events and strong facilities, we were named among the world's best racquet sport hotels in an evaluation by Condé Nast Traveller Germany.

Traveller's Choice 2025 Award for Our Tourism Facilities
Our Ali Bey Resort Sorgun and Ali Bey Club & Park Manavgat facilities, part of our Ali Bey Hotels & Resorts brand, won the Traveller's Choice 2025 award, which is determined by genuine user reviews.

Asia's "Best Resort"
JOALI Maldives, our brand in the luxury tourism segment, was named "#1 Resort in Asia and #7 Resort in the World" by readers in the World's Best Awards 2025 organized by Travel + Leisure, one of the world's most respected travel magazines, crowning our success on a global scale.

We Are Among Türkiye's "Most Admired Hotels"
With our Ali Bey Resort Sorgun brand, we were included in otelpuan.com's list of Türkiye's 100 Most Admired Hotels.

Ali Bey Resort Received "Best Pickleball Location in Europe" Award
With our Ali Bey Resort Sorgun brand, we ranked among the "Top Ten Pickleball Locations in Europe 2025/2026" in an evaluation by Pickleball Passport Podcast, RAQT.com, and Dinking Times.

The World's "Seventh Best New Luxury Hotel"
With BIJAL, our newest brand in tourism, we were named the world's "Seventh Best New Luxury Hotel" in an evaluation by Luxury Travel Intelligence.

AVOYA Receives "Innovative Product of the Year" Award in the Beverage Category
Our AVOYA brand's Blend series, with twice the fruit juice content, was named the "Most Innovative Product" in the beverage category in the Innovative Products of the Year Survey conducted by Marketing Türkiye in collaboration with YouGov.

Superior Taste Award from the International Taste Institute
In 2025, four AVOYA products received the prestigious Superior Taste Award from the Brussels-based International Taste Institute.

AWARDS

2024





Best Marketing Team in the Corporate Holding Sector
With our innovative marketing strategies and strong teamwork, we earned a bronze award in the "Best Marketing Team in the Corporate Holding Sector" category at the Hammers Awards, which evaluates companies' team achievements.

Crystal Apple Award for Our "We Walk the Earth" Commercial Film
Our commercial, created with the slogan "We Walk the Earth" for the 75th anniversary of our founding, received the "Best Voiceover" award in the Craft – Production/Direction category at the 35th Crystal Apple program, organized by the Advertising Association to recognize outstanding work.

Numerous Awards for Our Sponsorship Supporting the Preservation of Our Cultural Heritage
We were honored with prestigious awards from various organizations for our contribution to the preservation and promotion of the historical and cultural values of the ancient city of Aizanoi in Çavdarhisar, Kütahya. Through our main sponsorship of the excavations at the ancient city of Aizanoi, which we have undertaken since 2020:

-We won the "Golden Compass" award in the "Sponsorship Communication: Culture and Arts" category at the Golden Compass Türkiye Public Relations Awards, organized by the Turkish Public Relations Association (TÜHİD);

-We placed third in the "Sustainability" category at the 61st PR Global Network meeting held in Geneva; and

-We earned the Social Benefit Award in the "Local Values and Tourism" category for the sponsorship of Aizanoi Ancient City.

LAV
- LAV Helen Series: iF Design Awards 2024, Good Design Award 2024,
- LAV Commercial Film: Kraft Felis Award for "Production Design and Cinematography";
- LAV Commercial Film: Crystal Apple awards for "Best Art Direction" and "Best Advertising Music," and a Silver Apple award in the "Film" category.
- At the 2024 PRIDA Communication Awards and Akademida Awards, our collaboration of more than 10 years with Excel Communication and Perception Management received a PRIDA in the "Sustainable Collaboration – Corporate" category.

LAV HORECA
The LAV HORECA Istanbul Series won the iF Design Award 2024 and the Good Design Award 2024 presented by the Chicago Athenaeum Museum.

GCA
- Kınık Fruit Mineral Water: Bronze Award at the Crescents and Stars for Packaging Awards 2024;
- Kaanlar Olive Jar: Gold Award at the Crescents and Stars for Packaging Awards 2024;
- 2024 Green Dot Incentive Award for the EKOMAT Recycling Project at the Extended Producer Responsibility (EPR) Conference and Green Dot Industry Awards organized by the ÇEVKO Foundation.

Ali Bey Hotels & Resorts
- Coral Travel Starway Best Hotels 2024,
- Jet2Holidays Quality Award 2024 Winner,
- Corendon - Hotel of the Year Award 2024,
- Dertour- Golden Award 2024,
- TUI Global Hotel Awards Top 100 2024.

JOALI Maldives
- Maldives Ministry of Tourism Annual Awards 2024, Outstanding Contribution to Employee Wellbeing, Outstanding Contribution to Community Engagement
- EarthCheck Silver Certification 2024,
- Travel + Leisure World's Best Awards 2024,
- Condé Nast Traveler Readers' Choice Awards 2024,
- Tripadvisor Travellers' Choice Awards 2024,
- Forbes Travel Guide 5-Star Award 2024,
- LUXE Official Winner Awards 2024,
- Falstaff Hotel Guide – Best of International 2024,
- 50 Best Discovery,
- Elite Traveler – World's Finest Top 100 Suites 2024.

JOALI BEING
- Maldives Ministry of Tourism Annual Awards 2024, Outstanding Contribution to Employee Wellbeing, Outstanding Contribution to Community Engagement
- World Spa Awards 2024: Maldives' Best Wellness Retreat,
- World Spa Awards 2024: Indian Ocean's Best Wellness Retreat,
- EarthCheck Silver Certification 2024,
- Condé Nast Traveler Readers' Choice Awards 2024,
- Tripadvisor Travellers' Choice Awards 2024,
- Vogue Global Spa Guide 2024,
- LUXE Official Winner Awards 2024,
- Haute Grandeur Global Spa Awards 2024,
- The Goop List 2024,
- Tatler Best of 2024,
- Cosmopolitan Trips 2024,
- Yoga Journal Travel Awards 2024,
- Travel Awards 2024,
- The Luxury Spa Edit Awards 2024 – Best Spa Retreat (Indian Ocean),
- Forbes Travel Guide 5-Star Award 2024.

SUSTAINABLE VALUE CHAIN

Upstream Value Chain (Procurement and Inputs)

Natural Resources and Raw Materials

- Silica sand
- Soda ash
- Dolomite
- Limestone
- Feldspar
- Sodium sulfate
- Other precious metals
- Recycled glass cullet
- Packaging materials
- Marine and coastal ecosystems

Energy and Water Resources

- Natural gas
- Grid electricity
- Solar energy systems
- Mains water
- Reclaimed water and closed-loop systems

Spare Parts, Machinery and Equipment

- Production machinery and equipment
- Furnace and production line equipment
- Spare parts and consumables
- Molds and production apparatus
- Automation and digital control systems
- Maintenance, technical service and engineering services

Responsible Supply Chain

- Supplier assessments
- Quality and product safety criteria
- Business ethics and compliance criteria
- Local supplier development
- Long-term business partnerships

Direct Operations

LAV | GCA | ALİBEY HOTELS & RESORTS | JOALI






Glassware Production

- R&D and design
- Raw material preparation
- Glass melting
- Forming
- Annealing
- Quality control and product testing
- Decorating and packaging
- Global shipping and distribution

Glass Packaging Solutions

- Raw material preparation
- Glass melting
- Mold change and machine setup
- Forming
- Annealing
- Quality control
- Packaging and shipping
- Maintenance activities
- Product and mold design and development (lightweight packaging solutions)
- Quality assurance and product safety
- Continuous improvement
- Customer project management
- Sales and marketing
- Occupational health and safety

Tourism Operations

- Accommodation services
- Food and beverage services
- Entertainment and animation activities
- Spa, wellness and recreation services
- Guest experience and relations
- Pool and beach operations
- Technical maintenance and facility management Energy, water and waste management
- Landscaping and environmental management

Luxury Tourism

- Accommodation and wellbeing services
- Food and beverage services
- Spa, wellness and recreation services
- Guest experience and relations
- Pool and beach operations
- Technical maintenance and facility management
- Energy, water and waste management
- Landscaping and environmental management
- Marine ecosystem management (coral and sea turtle conservation initiatives)

Shared Governance and Support Processes

Procurement | Corporate governance | Risk management and compliance | Human resources | Technology and digitalization | Financial management | Innovation | Communications and stakeholder relations

Downstream Value Chain (Outputs and Impacts)

Environmental Value

- **19,139 GJ** renewable energy generation
- **1,526 (tCO_2e/t Gross Glass)** total emissions from industrial brands
- **1,108,430 m^3** total water consumption
- **12,472 metric tons** total amount of waste (hazardous+non-hazardous+food)

Social Value

- **4,500+** Employees
- **23%** female employee ratio
- **158,442** hours of training
- **48,979 hours** occupational health and safety training

Governance Value

- **27%** female ratio in senior management*
- **0** number of data breach incidents

*Director level and above.

*Data covers our LAV, LAV HORECA, GCA, GCA Spirits, Ali Bey Hotels & Resorts, and JOALI brands included in the report.

Act Brave for the Society

- We protect natural resources.
- We produce efficiently.
- We turn waste into resources through the circular economy.
- We protect biodiversity and ecosystems.

Do Good for People

- We provide a safe, healthy, and inclusive work environment.
- We invest in the development of our employees.
- We uphold equality, diversity, and fair treatment.
- We prioritize guest and customer satisfaction.

Think Unlimited for the World

- We contribute to local development and social investments.
- We grow stronger together through a responsible supply chain.
- We operate with an ethical, transparent, and accountable management approach.
- We preserve cultural heritage and create sustainable economic value.

SUSTAINABILITY GOVERNANCE AND ORGANIZATION

We embrace sustainability at the highest level.

As Gürok Group, we build our sustainability governance on the principles of transparency, accountability, and participation. Across our broad range of activities, from industry and tourism to fast-moving consumer goods and construction, we implement our governance model based on the principle of "Sectoral Expertise and Decentralized Management."

Our vision, "Think Unlimited for the World, Act Brave for the Society, Do Good for People," serves as a common compass for all our group brands. However, the management of operational processes and the implementation of strategies in the field are carried out by specialized committees and working groups within our group brands to ensure the most appropriate response to the dynamics of each sector.

The sustainability teams established within our brands track their set targets and develop projects aligned with the group's vision. Thanks to this structure, instead of dictating strategy from the top down, we apply a bottom-up and agile management model fed by technical data and sectoral realities from the field.



Organizational Structure and 2025 Developments

The year 2025 was a critical turning point for the institutionalization and systematization of our sustainability governance. Our group brands have made significant innovations in their organizational structures to manage sustainability initiatives in a more focused manner.

Governance Framework at LAV and LAV HORECA

Sustainability initiatives are managed by the Sustainability Committee, established under the coordination of the Corporate Performance Directorate. The Committee, chaired by the Director of Factories, convenes twice a year to evaluate the previous year's performance, analyze stakeholder expectations, and determine annual priorities. The content and indicators of the sustainability report are regularly reviewed, and initiatives to align with national and international frameworks are planned. At the mid-year meeting, project results are evaluated, and actions for the second half of the year are finalized. The Committee monitors energy and resource efficiency, waste management, circular economy practices, and social responsibility activities to ensure systematic performance improvement. This structure strengthens the continuous improvement approach by integrating sustainability goals into corporate decision-making processes.

GCA: A Pioneering Governance Initiative

In 2025, to make sustainability initiatives more focused and systematic at our GCA brand, we made a strategic decision and established the Group's first Sustainability Management function at GCA. Working in coordination with the GCA Sustainability Committee, chaired by the General Manager, we monitor progress towards our 2030 targets and systematically track the latest developments in the industry. To develop concrete projects that support our progress towards these targets, we have established dedicated working groups focused on Energy and Emissions Management, Employee and Community Engagement, and Circular Economy. These groups bring together cross-functional teams responsible for implementing our projects.

JOALI: "Joy of Caring" Governance Framework

In our ultra-luxury tourism operations in the Maldives, sustainability is integrated into every level of the organization. The processes are managed by the CSR and Sustainability Committee, chaired by the General Manager.

The Committee is led by the General Manager, the Quality Assurance Manager, and the Sustainability Supervisor. In 2025, it convened quarterly to evaluate compliance with EarthCheck certification standards, ongoing initiatives, and key performance indicators (KPIs). The executive teams work in coordination with the Quality and Sustainability Department, as well as the Engineering (Energy/Water), Marine Biology (Conservation), Human Resources (Training), Procurement (Green Procurement), and Culinary (Waste Management) teams. Additionally, dedicated Sustainability Supervisors and Marine Biologists at the facilities ensure daily reporting.

Ali Bey Hotels & Resorts: Multidisciplinary Committee Structure

In our tourism group, sustainability initiatives are carried out by a committee established under the leadership of the Strategic Planning and Quality Assurance Directorate. This structure, which aims for operational excellence, includes representatives from the Technical Services, Living Spaces, Training and Development, Procurement, Culinary, and F&B (Food and Beverage) departments. This multi-stakeholder structure ensures that decisions are integrated into all operational processes.

SUSTAINABILITY APPROACH AND STRATEGY

A sustainable vision that designs the future

We define the concept of sustainability as designing a better future through limitless thinking.



SUSTAINABILITY APPROACH

As Gürok Group, we view sustainability as an integral part of our corporate culture and the foundation of our way of doing business. As a long-established group operating in various sectors, we measure our impact not only by economic value but also by the value we add to the world, society, and people.

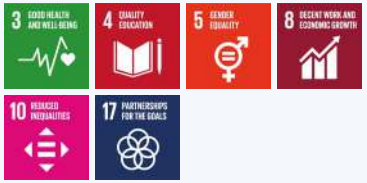
We combine our responsibility to leave a livable world for future generations with our vision of limitless thinking. We integrate our sustainability strategy into every stage, from our operational processes to our investment decisions, adopting an innovative, inclusive, and environmentally sensitive growth model.

Guided by the United Nations Sustainable Development Goals (SDGs), we consider it a corporate duty to contribute to solving global issues. From combating climate change to gender equality, and from quality education to responsible production, we focus on creating long-term value with our stakeholders across a wide spectrum.

SUSTAINABILITY APPROACH AND STRATEGY

SUSTAINABILITY STRATEGY

We have based our Group's sustainability strategy on three key focus areas: believing in the power of transformation, preserving cultural heritage, and placing human potential at the center. These focal points nurture the three dimensions of sustainability and form our strategic roadmap:

Sustainable Development Goals We Focus On			Our Commitments and Actions
1. FOR THE WORLD: **"THINK UNLIMITED"**	***Transformation begins with thinking without limits. Across all our brands, we are reducing our carbon footprint and creating value for our planet through innovative investments.*** Through the projects we implement for the environment and the world, we adopt responsible resource use, waste management, and circular economy models. We are removing boundaries for a better future, blending technology and innovation with an environmentally friendly approach.		• **Industry 4.0 and Digitalization:** We follow Industry 4.0 requirements for products with low environmental impact and high added value, and we are digitalizing our processes. We increase efficiency by manufacturing our own machinery and engaging in R&D collaborations. • **Sustainability Academy Membership:** We are members of the Sustainability Academy, contributing to initiatives to drive change and transformation. We actively participate in the Academy's work to help shape a better future for the business world. • **Sustainable Business Network:** We are an active member of the Sustainable Business Network, one of Türkiye's leading sustainability communities, which has been bringing stakeholders together since 2009 under the principle "Change is Possible Together." Through this collaborative platform, which aims to mobilize all stakeholders towards a better future, we accelerate our sustainability transformation, promote equitable growth, and help shape our transition to a new regenerative economy. • **Environmental Awareness and Training:** Through Gürok Academy, we provide our employees with detailed training on energy, water management, and waste reduction; we create a shared awareness throughout the organization by rewarding environmentally friendly projects. • **Contribution to the Circular Economy (EKOMAT):** With the EKOMAT project, which we launched in 2022 in Yalova, Istanbul, and Kütahya under the leadership of our GCA brand, we achieved 100% recycling of glass, plastic, and metal packaging and promoted waste management with our technological infrastructure.
2. FOR SOCIETY: **"ACT BRAVE"**	***Drawing strength from our cultural heritage, we look to the future with courage. We create value across a wide range of areas, from education and history to science and culture, contributing to social development.*** We embrace not only the present, but also our past and our future. Drawing strength from our diversity, we develop social responsibility initiatives that create value for people across all segments of society and take bold steps towards building sustainable cities and communities.		• **Respect for History (Aizanoi Sponsorship):** We are the main sponsor of the excavation and restoration work at the Ancient City of Aizanoi, which is on the UNESCO World Heritage Tentative List. • **Social Solidarity (Clothing Donation Bins):** With the donation bins we have set up at our Ali Bey Hotels & Resorts facilities, we clean and iron hundreds of items of clothing each year and deliver them to those in need, keeping the culture of sharing alive. • **NGO Collaborations:** As a partner in sectoral and global initiatives, we work side by side with non-governmental organizations to solve social issues.
3. FOR PEOPLE: **"DO GOOD"**	***At the heart of everything we do is our commitment to doing things well. We value our people and unlock their potential by providing equal opportunities.*** We place people at the heart of our corporate culture. We aim to create an environment where everyone can thrive, from advancing gender equality and employee wellbeing to supporting young talent and providing educational scholarships.		• **Women's Empowerment Principles (UN WEPs):** We are working toward the goal of increasing the ratio of female employees and managers to 50% across all our group brands. As a signatory to the UN Women's Empowerment Principles (WEPs), we place gender equality at the foundation of our corporate culture. • **Investing in the Future (Educational Scholarships):** Through the "Rıza Güral Education for the Future Scholarship Fund," we aim to reach 700 students over 10 years. Through the "Yıldız Education Project," we provide educational support to our employees' children, while the "Anatolian Scholars" program provides support to university students. • **Technology and Youth (Ağaçköy and STEM-A):** Through our robotic coding project in Ağaçköy, Kütahya, and our STEM-A sponsorship implemented in partnership with TÜSİAD, we help nurture generations with high scientific and technological competencies. • **Employee Wellbeing (Denge 360):** Through the "Denge 360 Wellbeing Program," we holistically support our employees' physical, mental, and spiritual health; with the support of psychologists, dietitians, and fitness instructors, we help make healthy living sustainable. • **Continuous Development (Gürok Academy):** With our remote learning platform, Gürok Academy, we guide our employees in their professional and personal development journeys. • **Contribution to Society:** We provide tangible support to education through the Yıldız Güral Kızılay Kindergarten, and support young people's athletic development through the Rıza Güral Sports Hall renovation project. • **Participatory Management (Kıvılcım System):** We evaluate our employees' ideas for improvement and efficiency gains through the "Kıvılcım Suggestion Award System," prioritizing collective wisdom.

SUSTAINABILITY APPROACH AND STRATEGY

Environmentally friendly operations that manage waste at its source

We observe circular economy principles at every stage of our operations and manage our waste at the point of generation.



SUSTAINABILITY PRIORITIES AND ACTIONS OF OUR GROUP BRANDS

As Gürok Group, we implement our vision of "Think Unlimited, Act Brave, Do Good" across our wide range of operations, from industry to tourism, with strategies specific to the sectoral dynamics of each of our companies. Our Group brands lead value-creating projects in their respective spheres of influence, in line with our main strategy.

LAV and LAV HORECA

Product Sustainability and Circular Economy
To further build on this advantage of glass—a material that inherently has a long shelf life and can be recycled endlessly—we are conducting studies to improve product durability. In this context, we currently apply a tempering process to approximately 40 different product types and are continuing our initiatives to expand our tempered product category without interruption.

To extend the service life of the plastic components that are complementary parts of our products, we have brought the production of some of these parts in-house. With our newly established production line, we are using more durable components in our final products.

As part of our 2025 product development initiatives, we are developing a fully recyclable, innovative solution for our Helen carafe by designing a glass tumbler to serve as a lid instead of a plastic or silicone one.

We observe circular economy principles at every stage of our operations and manage our waste at its source. We collect the empty big bags remaining from the raw materials used in our batch house and send them to licensed recycling companies for recycling.

We reintegrate the cardboard and stretch film waste generated during our packaging processes into the circular economy through licensed recycling companies.

We support our zero-glass-waste approach by returning cullet generated in our production processes to our production lines. Additionally, we direct metal molds, pallets, and packaging materials from our operations into reuse or recycling processes at the highest possible rate.

We segregate our battery and paper waste at the source using recycling bins located in our office areas.

Energy Efficiency Management
We systematically carry out our energy efficiency initiatives in line with our measurable performance targets. As part of our strategic goals, we aim to reduce our total energy consumption by at least 1% each year. We support this goal through process optimization, waste heat recovery applications, and maintenance activities aimed at increasing equipment efficiency.

As part of our energy efficiency projects, we utilize regenerative furnace technology in our production facilities, minimizing our energy consumption by preheating the combustion air.

We recover waste heat from our melting furnaces and use it for office heating and hot water production. We improve our energy efficiency by reintegrating the waste heat recovered from our annealing lehrs into our processes.

To ensure the efficient operation of our furnaces and extend their service life, we regularly perform thermal camera measurements and comprehensive maintenance work.

Social Sustainability and Inclusive Workforce
We consider creating an inclusive and equitable work environment a fundamental part of our sustainability approach. In line with this, we are taking decisive steps to increase female employment among our blue-collar employees. As part of our strategic goals, we plan to increase the number of our female blue-collar employees by 10% by 2030.

SUSTAINABILITY APPROACH AND STRATEGY

We promote a sustainability-driven transformation in the industry by offering our business partners lighter glass packaging alternatives in both our existing portfolio and new projects.

GCA and GCA Spirits

As GCA and GCA Spirits, we are shaping our 2030 vision with a focus on environmental responsibility, strong governance, and social impact, integrating sustainability into all our business processes. Our main objectives, which we have set in alignment with global goals, are as follows:

- **Environmental Responsibility:** We aim to reduce our carbon emissions by 30%, source 30% of our energy from renewable resources, and achieve 7%energy savings. We aim to increase the cullet usage rate in production to 35% and recycle 80% of our waste by reintegrating it into the circular economy.
- **Strong Governance:** With our responsible supply chain approach, we plan to assess the sustainability performance of 60% of our suppliers. To contribute to the development of our employees, our most important asset, we commit to providing 50 hours of training per employee per year and ensuring a safe working environment with a "zero work accident" target.
- **Social Impact:** We support local recycling systems in the cities where we operate and, in line with our gender equality vision, we aim to double the number of our female white-collar employees compared to 2023.

In 2025, the Sustainability Committee decided to establish three different working groups—energy and emissions management, circular economy, and employee and community engagement—and we began our work to actively and systematically implement our goals.



Our Working Groups Reporting to the Sustainability Committee:

- **Circular Economy Group:** We develop projects to increase cullet collection and recycling rates and closely monitor developments in the Deposit Management System (DMS). While working on refillable and lightweight products, we are actively engaged in initiatives to reduce all waste—including hazardous waste, packaging, consumables, and molds—and integrate it into the recycling stream.
- **Energy and Emissions Management Group:** We develop project ideas focused on energy efficiency and emissions reduction, and following feasibility studies, we oversee their implementation and monitor their performance. We closely monitor alternative energy sources and emerging technologies used across the industry to identify new opportunities and support continuous improvement.
- **Employee and Community Engagement Group:** We conduct awareness activities with internal and external stakeholders, monitor OHS performance to develop improvement projects, and implement projects for community support, equality, inclusion, business ethics, and compliance.

Innovation and Product Lightweighting
We adopt a "right-weighting" approach, ensuring that quality and durability are never compromised. With the lighter glass packaging alternatives we offer our business partners in both our existing portfolio and new projects, we encourage a sustainability-oriented transformation in the industry and adopt an approach that guides development.

Through the product lightweighting projects we carried out in 2025, we saved 1,253 tons of glass while producing a product of the same quality. As a result, we avoided a total of 1,416 tons of CO_2-equivalent emissions, thereby reducing our environmental impact in measurable terms.

Circular Economy and Waste Management
While we send the empty big bags used in our raw material preparation processes to recycling companies, we ensure that the cardboard and plastic waste generated during the packaging stage is reintegrated into the economy through licensed recovery organizations.

In our work areas, we manage batteries, paper, and glass waste at the point of generation through the segregation bins we have installed. To support our "zero glass waste" vision, we reintegrate all scrap glass generated during manufacturing into our production processes.

Energy Efficiency and Furnace Technologies
In line with our goal of minimizing our environmental impact, we prefer regenerative furnace technology for our glass furnace investments. Compared to systems without air preheating, this technology provides 49% savings, and compared to recuperative furnaces, it provides 28% savings, allowing us to optimize our energy performance and limit our carbon emissions. Additionally, to maintain the operational efficiency of our furnaces and maximize their service lives, we conduct periodic thermal imaging inspections and scheduled maintenance activities.

SUSTAINABILITY APPROACH AND STRATEGY

With the next-generation mold swabbing (lubrication) robot investment we commissioned for our GCA brand in 2025, we are automating the mold swabbing process to improve product quality, reduce losses and resource consumption, and strengthen our occupational health and safety performance.

Oil consumption reduced to one-third of the amount used in the manual method

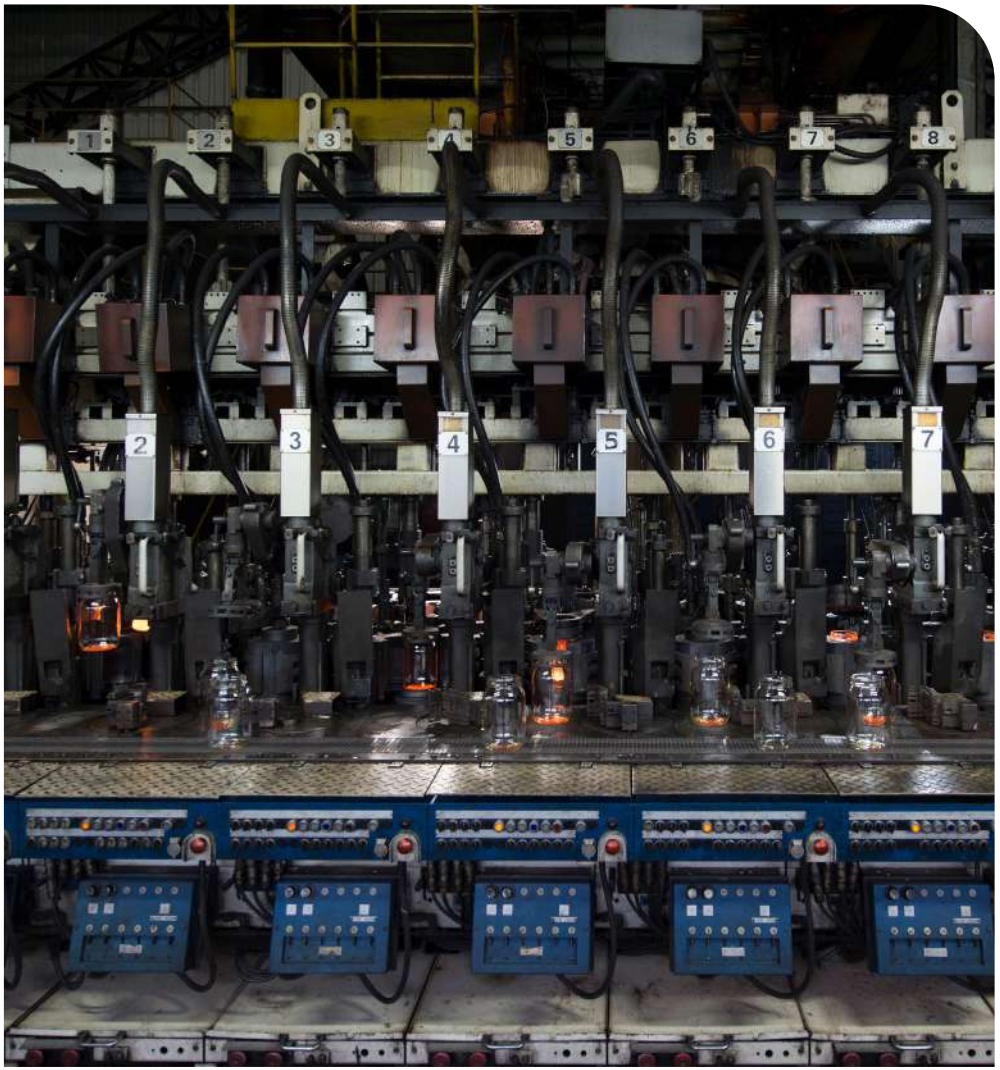
1.7 million m³
Amount of water reused

Energy and Water Savings Through Waste Heat Recovery
At our facility, we use the heat recovered from flue gases by the shell-and-tube waste heat boiler through heat exchangers to meet the factory's heating and hot water needs. While optimizing our natural gas consumption with this method, we also increase our operational efficiency and resource savings by preventing additional water consumption thanks to the system's closed-loop design.

Transformation in Logistics: Lithium-Ion Battery Technology
In 2025, we added forklifts with lithium-ion battery technology to our forklift fleet, replacing lead-acid battery technology.

Thanks to the long life and high cycle capacity of lithium-ion batteries, we have reduced the frequency of battery replacement and improved our environmental performance in operational processes by eliminating the need for maintenance. Equipped with modern safety systems, these batteries provide a significant advantage for occupational health and safety through their protective structures designed to guard against the risks of overheating and explosion.

Operational Excellence at the Hot End: Next-Generation Mold Swabbing (Lubrication) Robot
We automated the process of periodically mold swabbing in glass packaging production with our investment in a next-generation mold swabbing (lubrication) robot in 2025. With this system that replaces manual operations, we aim to improve product surface quality and minimize product loss by eliminating cracks and lubrication-related defects. With this technological transformation, we are raising our occupational health and safety standards by preventing "hot-end burns," one of the most common occupational accidents in the glass packaging industry. By optimizing our oil consumption with the next-generation mold swabbing (lubrication) robot, we reduce oil consumption to one-third of the amount used in the manual method while achieving higher quality products. With this application that eliminates the need for brushes, we are expanding sustainable production methods in all our work areas in accordance with the "Reduce, Reuse, Recycle" hierarchy.



Closed-Loop Water Management
We reuse process water in our production processes through closed-loop water systems at our facilities. With this method, by reducing our water consumption and the amount of wastewater, we further strengthen our circular water management approach. By reusing approximately 1.7 million m³ of water annually, we prevent the waste of an amount of water that could fill 680 Olympic-sized swimming pools and manage our resources efficiently.

SUSTAINABILITY APPROACH AND STRATEGY

We integrate guest satisfaction with environmental and social responsibility.



ALİ BEY HOTELS & RESORTS

In our sustainability strategy, we embrace reducing environmental impact, circular economy models, and ethical business practices as our fundamental principles. We view sustainability in tourism not just as protecting nature, but as creating value for all our stakeholders.

Our Core Values and Priorities:

- **Environmental Responsibility:** As Ali Bey Hotels & Resorts, we consider environmental responsibility an integral part of our operations. While prioritizing the conservation of natural resources, we aim to minimize the environmental impacts of our operations.

  We optimize resource use through practices aimed at increasing energy and water efficiency, and we support recycling and a circular economy approach in our waste management processes. Through practices implemented across our facilities, we reduce our environmental impacts while also increasing our operational efficiency.

  We also make our guests a part of this process, contributing to the adoption of sustainable living habits. With a tourism approach that respects nature, we see it as our responsibility to protect our environment and support its preservation for future generations.

- **People and Society:** We are committed to providing an inclusive and safe work environment that supports the development of our employees. Employee satisfaction, equality, and continuous development are at the core of our corporate culture.

  We prioritize contributing to the preservation of the local fabric and supporting regional development in the areas where we operate. To this end, we encourage collaboration with local suppliers and prioritize the use of local products and services wherever possible.

  We also develop social responsibility projects by building strong relationships with the local community, contributing socially and economically to the region.

- **Governance:** We adhere to the principles of transparency, accountability, ethical business conduct, and strong collaboration with stakeholders in all our processes.

SUSTAINABILITY APPROACH AND STRATEGY

At JOALI, we reduce our carbon footprint and support local artisans by using recycled, local, and eco-certified materials.



JOALI

At JOALI, sustainability is not separate from our business strategy; it is woven into who we are. Guided by our vision of Responsible Luxury, we create extraordinary guest experiences while caring for the environment, local communities, and the wellbeing of our guests and employees. This approach comes to life through Joy of Caring, JOALI's Corporate Social Responsibility and Sustainability framework, which is built around four key focus areas. Through Joy of Preserving, we support ecological resilience and ocean protection through initiatives such as coral restoration, reef monitoring, marine conservation, and island clean-ups. Through Joy of Nurturing, we promote wellness and wellbeing by helping individuals and communities take care of their own health through education, resources, and partnerships. Through Joy of Empowering, we support women's education, vocational training, self-sufficiency, and social entrepreneurship. Through Joy of Conserving, we embed sustainability into our daily operations by reducing resource consumption, improving energy and water management, preventing waste, and supporting responsible sourcing.

Environmental and Technology-Focused Practices:

- **Smart Villa Management:** We minimize standby energy consumption with Control4 systems and an occupancy-based "sustainability mode."
- **Biophilic Design:** At JOALI BEING, we reduce the cooling load with architecture that provides natural ventilation and light optimization.
- **Carbon and Waste Management:** We use electric vehicles, eliminate single-use plastics, and convert organic waste through composting systems.
- **Product Development:** By using recycled, local, and eco-certified materials, we reduce our carbon footprint and support local artisans.

Community Contribution and Education Projects:
We build strong ties with communities in and around the Raa Atoll:

- **Education:** We provided career and leadership training for students in Raa Atoll schools and organized marine biology and upcycling workshops at Maduvvari and Meedhoo schools.
- **Women and Science:** We celebrated the "International Day of Women and Girls in Science" with students from Inguraidhoo School.
- **Sports and Health:** We organized events with professional athletes like Tomas Berdych, donate supplies to local health centers, and hold community football sessions.
- **Volunteerism:** We raised environmental awareness by conducting coastal cleanups on the islands of Fihalhidhoo and Kinolhas.

Certifications and Ethical Management:

- We hold EarthCheck Gold (JOALI Maldives) and Silver (JOALI BEING) certifications, as well as the Forbes VERIFIED™ Responsible Hospitality certification.
- **Ethical Procurement:** Our Green Procurement Policy mandates fair trade, environmental safety, and the use of local resources.
- **Governance:** We continuously monitor our performance through CSR supervisors, quality teams, and external audits, and we update our strategy with annual reviews.



STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Dynamic stakeholder management through transparent communication

As Gürok Group, one of the most important cornerstones of our 78-year journey of success is the strong, trust-based relationships we have built with the stakeholders who form every link in our ecosystem. As part of our "Do Good" philosophy, we place "people" and "value creation" at the center of all our activities. When shaping our sustainability strategy, we consider the expectations, feedback, and shared values of our stakeholders as our primary guide.

By adopting the principle of transparency and continuity in communication, we dynamically manage our stakeholder map, which spans a wide range from our employees to our customers and from our suppliers to public institutions. This two-way communication network, established through regular meetings, satisfaction surveys, digital platforms, and reporting processes, not only improves our business processes but also serves as a driving force in fulfilling our social and environmental responsibilities.

The table below summarizes the channels and frequencies through which Gürok Group interacts with different stakeholder groups, outlining the scope of our communication strategy to build our shared future:

Our Stakeholders	Communication Channels	Communication Frequency
Employees	• Meetings and Discussions	Periodic
	• Employee Representative Meetings	Periodic
	• Performance Reviews	Semi-annually
	• Announcements	Continuous
	• Reports	Periodic
	• Events	Periodic
	• HR Meetings	Periodic
	• Employee Satisfaction Survey	Biennially
	• Publications and Newsletters	Continuous
	• Corporate Website, Wellness Application	Continuous
	• LinkedIn and Social Media Platforms	Continuous
Customers	• Phone Calls	Continuous
	• Regular Meetings	Continuous
	• Trade Fair Visits, Events	Periodic
	• Customer Visits and Hospitality	Continuous
	• Customer Audits	Periodic
	• Tourism Group Mid-Stay and Post-Stay Guest Satisfaction Surveys	Continuous
	• Customer Interviews by the Agency Contracted for GCA's NPS Study	Annually
Suppliers	• Phone Calls	Daily
	• Visits	Periodic
	• Supplier Engagement Events	Continuous
	• Supplier Satisfaction Survey	Annually
	• Audits	Periodic
	• Sustainability Surveys	Annually
	• Performance Reviews	Periodic
	• Trade Fair Visits	Twice a year
	• Meetings and Discussions	Continuous
Public Institutions	• Annual Report	Annually
	• Meetings, Discussions, and Announcements	Periodic
	• Reports	Continuous
	• Informational Reports	Periodic
Regulatory and Supervisory Bodies	• Annual Report	Annually
	• Meetings, Discussions, and Announcements	Periodic
	• Reports	Continuous
	• Informational Reports	Periodic
NGOs, Memberships, and Associations	• Meetings	Periodic
	• Information Notices	Periodic
	• Industry Events and Panels	Seasonal
	• Project Partnerships	Seasonal
Universities and Research Institutions	• Meetings	Periodic
	• Academic Activities	Periodic
	• Academic Publications	Continuous
	• Conferences and Seminars	Seasonal
	• Project Collaborations	Seasonal
Media	• Press Releases	Periodic
	• Media Interviews	Seasonal
	• Communication with Trade Journals and News Websites	Periodic
	• Social Media	Continuous

CORPORATE AFFILIATION AND SUPPORTED INITIATIVES

Global signatures that add value to the future

We closely monitor industry developments in Türkiye and globally, cultivate partnerships, and lead the transformation in sustainability. In 2025, we continued to participate in national and international platforms to contribute to the development of the sectors in which we operate and to take an active role in sustainability.

UN Women's Empowerment Principles (UN WEPs)

As part of our commitment to the United Nations Women's Empowerment Principles (WEPs), Gürok Group signed the WEPs in 2024 to contribute to women's participation at all levels of working life, foster more equitable societies, and advance international goals in development, sustainability, and human rights. Our group brand, LAV, has been a signatory to the UN WEPs since 2015 and continues to support the principles. As part of our UN WEPs roadmap, we established dedicated working groups to drive its implementation. Each year, we introduce new internal and external initiatives to advance women's empowerment and continue to embed these principles across all our brands.

Sustainability Academy

Gürok Group is a member of the Sustainability Academy, a leading non-profit sustainability organization committed to shaping a better future for the business world and fostering change and transformation to help achieve this goal. The Sustainable Business Network, the Sustainability Academy's corporate community bringing together businesses, has been operating since 2009 with the principle that "Change Is Possible Together." It is a strong sustainability community that unites stakeholders around the shared goal of a better future and accelerates its members' sustainability transformation, equitable growth, and transition to a regenerative economy. Additionally, through the Sustainable Food Platform, established under the leadership of the Sustainability Academy and TÜGİS, we actively follow and support initiatives aimed at promoting sustainable production and consumption models, driving transformation across food systems, and strengthening cross-sector collaboration. We actively contribute to the Academy's sustainability initiatives and collaborative initiatives with its members. Furthermore, in recognition of our gender equality practices, we earned the **Equality For Woman at Work Certificate** following an assessment process conducted in collaboration with the Sustainability Academy and our audit partner, Intertek.

Turkish Quality Association (KalDer)

Through our group brand LAV, we are actively engaged with the Turkish Quality Association (KalDer), which aims to enhance Türkiye's competitiveness and prosperity by embedding a culture of excellence into everyday business practices. We closely follow developments under the EFQM Excellence Model and incorporate relevant insights into our continuous improvement initiatives. As part of LAV membership, we monitor approaches aimed at increasing corporate maturity levels, KalDer's knowledge-sharing platforms and events, and we support corporate development activities. Thus, we strengthen our approach to sustainable performance management.

Turkish Houseware Association (ZÜCDER)

As a member of the Board of Directors, we represent the LAV brand on this platform, contributing to the identification of material topics and strategic priorities that shape the future development of our industry.

Home and Kitchenware Manufacturers and Exporters Association (EVSİD)

Through this association, where we serve on the board of directors under our LAV brand, we support initiatives aimed at improving the competitiveness of the Turkish glass industry in international markets.

The Union of Chambers and Commodity Exchanges of Türkiye (TOBB)

As a member of the Glass and Glass Products Industry Council, where we are represented by our LAV brand, we play an active role in shaping sectoral policies for Türkiye's glass industry.

CORPORATE AFFILIATION AND SUPPORTED INITIATIVES

Business Social Compliance Initiative (BSCI)
We participate in the Business Social Compliance Initiative (BSCI) platform, together with our group brand LAV, which was established to monitor and assess supply chains for social compliance. Since 2012, under the BSCI Code of Conduct, we have measured and reported our performance in legal compliance, non-discrimination, working conditions, occupational health and safety, the prohibition of child labor, the prohibition of forced and compulsory labor, and environmental and safety matters.

The European Container Glass Federation - FEVE
We support our group brand GCA's membership on the Board of FEVE, the European Container Glass Federation, the premier representative of the glass packaging sector in Europe. We actively contribute to FEVE's initiatives aimed at promoting recycling across the glass industry, reducing carbon emissions, and supporting innovative solutions in glass manufacturing, while playing an important role in advancing the use of glass as a sustainable and environmentally friendly packaging material across Europe.

ÇEVKO
Through our group brand GCA, we serve as a member of the Board of Directors of ÇEVKO Foundation, which was established to support the development of a sustainable packaging recovery system through the active contribution and participation of industry, local authorities, and consumers. In this capacity, we directly contribute to shaping sectoral policies and strategies.

Packaging Manufacturers Association (ASD)
We contribute to the Packaging Manufacturers Association (ASD), which has brought together Türkiye's leading packaging manufacturers since 1992 and aims to develop the packaging industry, not only as a member but also by serving on its board under our GCA brand.

American Ceramic and Glass Society (American Ceramics Society - ACerS)
Since 1898, the American Ceramic Society (ACerS) has been recognized as a leading global source of expertise in ceramic and glass applications. Through our GCA brand's membership in the Society, we follow its work closely and contribute to the advancement of the industry.

Türkiye Mineral Water Producers Association (MASUDER)
We are members and supporters of MASUDER through our GCA and AVOYA brands, contributing to its initiatives to promote mineral water consumption in Türkiye, raise consumer awareness, and encourage healthier choices.

Bottled Water Producers Association (SUDER)
Through our GCA brand, we support the work of SUDER, a sectoral non-governmental organization bringing together packaged water producers and suppliers serving the packaged water industry across Türkiye.

Science Based Targets initiative (SBTi)
In line with the goal of limiting global warming to 1.5°C, we aim to support initiatives to combat the climate crisis by taking measurable, science-based steps. In 2025, our GCA brand committed to the Science Based Targets initiative (SBTi) taking a leading role in our initiatives to achieve these targets.

SEDEX
To support sustainable supply chains, we participate in the SEDEX platform with our group brands LAV, LAV HORECA, and GCA. Through SEDEX SMETA audits and our certifications, we verify that our operations comply with international standards in the areas of labor rights, health and safety, environmental protection, and ethical business practices. We work to promote SEDEX standards among our stakeholders.

MATERIAL TOPICS AND MATERIALITY MATRIX

Driving sustainable growth across material areas

Gürok has goals to effectively manage its environmental and social impacts across its identified material areas, while supporting sustainable growth.



Material Topics and Materiality Approach
When developing its sustainability strategy, Gürok Group adopts an integrated approach that considers the economic, environmental, social, and governance impacts of its operations holistically. Within this framework, the impacts generated by the Company across its value chain have been assessed, taking into consideration sectoral dynamics, stakeholder expectations, and the Company's strategic priorities. Based on the outcomes of these initiatives, Gürok's key sustainability priorities have been identified through a systematic assessment process.

As one of the key components of the prioritization process, Gürok's internal and external stakeholder groups directly or indirectly affected by its activities have been comprehensively identified. Accordingly, a total of 13 different stakeholder groups were identified, and a structured survey was conducted to gather their views. A total of 479 stakeholders participated in the survey and provided their assessments of the sustainability-related topics covered. The survey was structured around the 27 material topics identified for Gürok, with participants asked to assess the importance they attributed to each topic.

Materiality Analysis and Evaluation of Results
Survey results and stakeholder feedback were evaluated using qualitative and quantitative analysis methods. In this analysis process, the topics were addressed by taking into account Gürok's strategic objectives, operational impacts, and long-term risks and opportunities. As a result of the assessment, 27 material topics were classified into three main materiality levels: "Very High Materiality," "High Materiality," and "Materiality." The results obtained were used as a key input in the development of Gürok's sustainability roadmap and in the efficient allocation of resources.

In line with this approach, Gürok aims to effectively manage its environmental and social impacts across its identified material areas, create long-term value for its stakeholders, and support sustainable growth.

MATERIAL TOPICS AND MATERIALITY MATRIX

Very High Materiality Topics

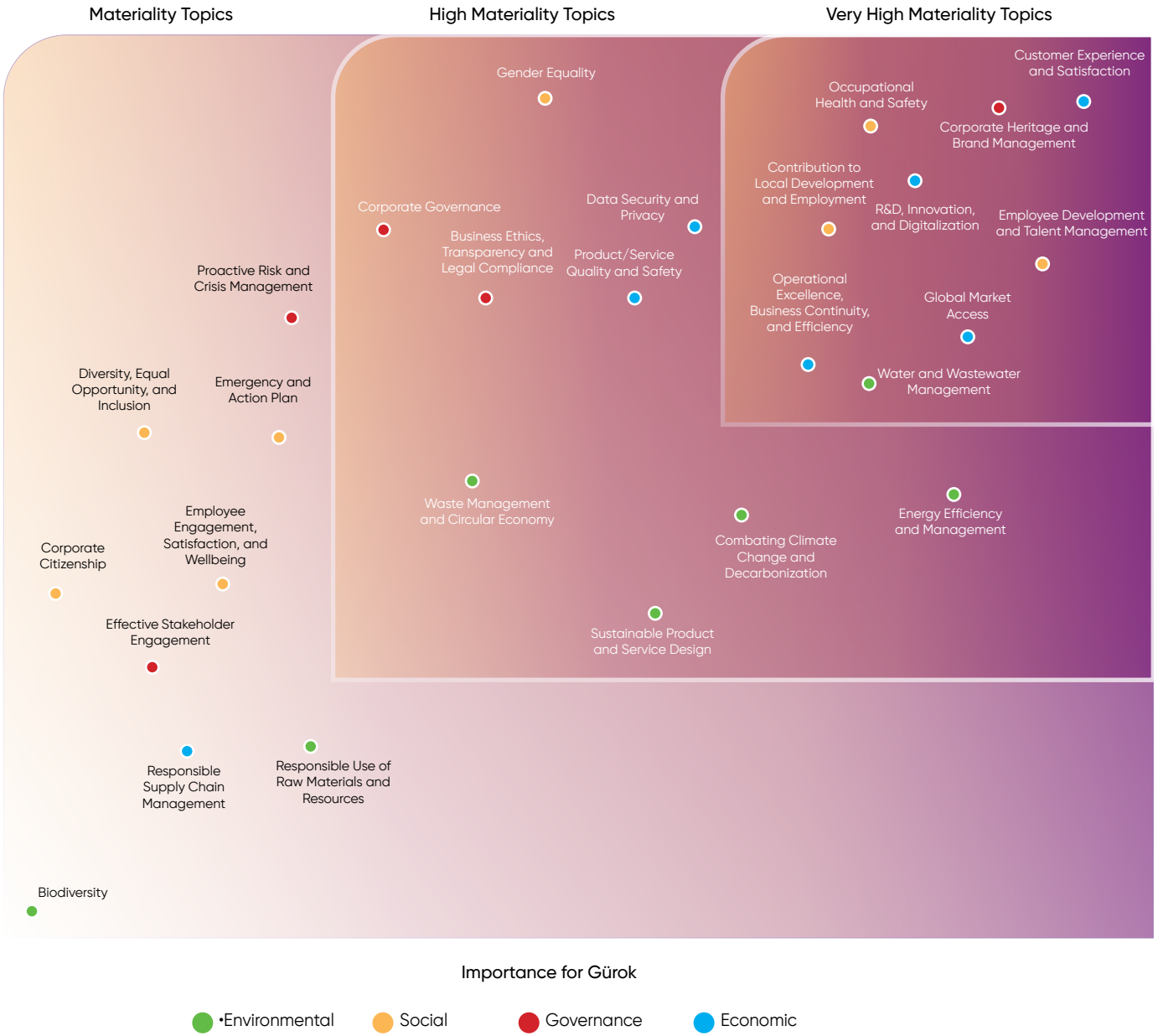
1. Customer Experience and Satisfaction
2. Corporate Heritage and Brand Management
3. Employee Development and Talent Management
4. Global Market Access
5. R&D, Innovation, and Digitalization
6. Occupational Health and Safety
7. Water and Wastewater Management
8. Contribution to Local Development and Employment
9. Operational Excellence, Business Continuity, and Efficiency

High Materiality Topics

10. Energy Efficiency and Management
11. Combating Climate Change and Decarbonization
12. Data Security and Privacy
13. Sustainable Product and Service Design
14. Product/Service Quality and Safety
15. Gender Equality
16. Business Ethics, Transparency and Legal Compliance
17. Waste Management and Circular Economy
18. Corporate Governance

Materiality Topics

19. Responsible Use of Raw Materials and Resources
20. Proactive Risk and Crisis Management
21. Emergency and Action Plan
22. Employee Engagement, Satisfaction, and Wellbeing
23. Responsible Supply Chain Management
24. Effective Stakeholder Engagement
25. Diversity, Equal Opportunity, and Inclusion
26. Corporate Citizenship
27. Biodiversity



CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT GOALS

	Contributions to Sustainable Development Goals
Very High Materiality Topics	
Customer Experience and Satisfaction	
Corporate Heritage and Brand Management	
Employee Development and Talent Management	
Access to Global Markets	
R&D, Innovation and Digitalization	
Occupational Health and Safety	
Water and Wastewater Management	

	Contributions to Sustainable Development Goals
Contribution to Local Development and Employment	
Operational Excellence, Business Continuity and Efficiency	
High Materiality Topics	
Energy Efficiency and Management	
Combating Climate Change and Decarbonization	
Data Security and Privacy	
Sustainable Product and Service Design	
Product/Service Quality and Safety	

CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT GOALS

	Contributions to Sustainable Development Goals
Gender Equality	5, 10
Business Ethics, Transparency and Legal Compliance	8, 16
Waste Management and Circular Economy	12, 13
Corporate Governance	16, 17
Materiality Topics	
Responsible Raw Material and Resource Use	7, 12, 13
Proactive Risk and Crisis Management	8, 13, 16

	Contributions to Sustainable Development Goals
Emergency Preparedness and Action Plan	3, 11, 13
Employee Engagement, Satisfaction and Wellbeing	3, 5, 8
Responsible Supply Chain Management	8, 12, 16
Effective Stakeholder Communication	16, 17
Diversity, Equal Opportunity and Inclusion	5, 8, 10
Corporate Citizenship	4, 5, 11, 15, 16, 17
Biodiversity	13, 14, 15

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

Sustainability Risks

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ENVIRONMENTAL	Extreme Weather Events and the Impacts of Climate Change	Extreme weather events caused by global warming, such as floods, droughts, storms, and rising temperatures, are environmental risks that can have a direct impact on physical assets and operational processes.	As Gürok Group, we consider extreme weather events caused by climate change and their associated environmental impacts on our industrial and tourism operations to be a significant risk area affecting operational continuity, energy supply security, and costs. In our industrial operations, specifically at our group companies LAV and LAV HORECA, we are aware of these global risks due to the energy-intensive nature of the glass industry and continue our investments to increase energy efficiency in our production processes. We are accelerating our R&D efforts to optimize natural gas consumption and shift to alternative energy sources, and we aim to minimize energy consumption through waste heat recovery systems. We are strengthening our collaborations with national and international stakeholders to increase glass recycling rates, which contribute to the circular economy. We are also taking measures to enhance the resilience of our production facilities against physical climate risks and conducting proactive risk assessments to mitigate potential disruptions in the supply chain. We closely monitor developments in Türkiye's climate policies and continue our efforts to comply with potential new regulations. In line with our principle of transparent reporting, we continue to share our environmental performance indicators with the public. Within our industrial operations, at GCA and GCA Spirits, we are aware that operating in the energy-intensive glass packaging industry increases climate change-related risks. We address the potential impacts of climate change on operational continuity, energy supply security, and costs within the framework of our corporate risk management approach. Through our collaborations with national and international stakeholders, we enhance sectoral knowledge sharing in climate change mitigation and adaptation processes and aim to increase long-term environmental resilience. In our tourism operations, under our Ali Bey Hotels & Resorts brands, we are aware of the potential impacts of extreme weather events and natural resource constraints caused by climate change on our operational activities. Accordingly, we address climate-related environmental risks within our corporate risk management framework, adopting preventive and corrective approaches that support operational continuity and resource efficiency. We prioritize practices based on the efficient use of essential resources like energy and water, regularly monitor resource consumption to identify areas for efficiency-focused improvement, and adopt the continuous enhancement of environmental performance as a fundamental approach. At the same time, we consider the impacts of our activities on the natural environment and incorporate approaches to protect and support biodiversity as part of our environmental management philosophy. We regularly review the management of climate risks in line with relevant legislation and policy developments. For our JOALI brand operations in the Maldives, we closely monitor weather conditions, which are subject to intense sunlight and seasonal monsoon rains throughout the year, sometimes accompanied by wind, as well as the seasonal and natural erosion processes observed on the beaches. To ensure the highest possible sand retention on the beach during natural coastal sand movement, we install groyne structures in accordance with the Environmental Impact Assessment (EIA). To mitigate risks, we conduct regular maintenance work as part of a planned program. During the rainy season, we secure all equipment and elements at risk of being blown away by the wind in all operational areas. To maintain guest satisfaction, we encourage additional indoor activities during adverse weather conditions and regularly review our practices to preserve operational flexibility.
	Management of Water Risks and Water Resources	Climate change-related declines in water resources, deterioration in water quality, and more frequent droughts increase the risk of limited access to water in the areas where we operate.	As Gürok Group, we consider climate change-related water risks and the sustainable management of water resources within our industrial and tourism operations to be a significant risk area affecting operational continuity. In our industrial operations at LAV and LAV HORECA, we develop projects to reduce our water consumption each year, taking water risk into account, and optimize our processes to increase the water recycling rate. We consume less water than any other company in the sector. At GCA and GCA Spirits, we increase water recovery through closed-loop water systems and process optimizations to mitigate climate change-related water stress risks. We aim to ensure operational continuity by controlling water consumption. In our tourism operations at Ali Bey Hotels & Resorts, we take an effective and holistic approach to managing water use in our operational processes to address climate change-related water risks. In this context, we make operational improvements to use water more efficiently and in a more controlled manner. We continuously review our processes to reduce water losses, prevent unnecessary consumption, and use water at the right time and in the right amount. In our JOALI operations in the Maldives, we regard the continuity of water supply and water quality as a critical operational priority. We produce drinking water on-site by treating seawater through reverse osmosis and carefully monitor the parameters of the water we produce to ensure full compliance with national water supply and drinking water standards. To ensure that water quality continues to meet safe consumption requirements, we conduct tests daily, monthly, every six months, and annually in accordance with national legislation. In case water production through the reverse osmosis system is interrupted, we maintain backup water storage capacity sufficient to meet one week's needs, allowing us to complete system maintenance and servicing and bring the system back online. We also actively monitor water consumption and support these efforts with low-flow fixtures and efficient irrigation practices. We treat all wastewater and reuse it for landscape irrigation, thereby reducing our dependence on freshwater sources and minimizing environmental discharge.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ENVIRONMENTAL	Disaster Risks	Natural disasters such as earthquakes, floods, forest fires, and storms pose serious threats to facility integrity, employee safety, and supply continuity.	As Gürok Group, we consider climate change-related water risks and the sustainable management of water resources within our industrial and tourism operations to be a significant risk area with an impact on operational continuity. In our industrial operations at LAV, one of our Group brands, we optimize our processes to increase the water recycling rate, taking water risk into account. In our industrial operations at GCA, we increase water recovery through closed-loop water systems and process optimizations to mitigate climate change-related water stress risks. We aim to ensure operational continuity by controlling water consumption. In our tourism operations, under our Ali Bey Hotels & Resorts brand, we address fire and water-related safety risks that could affect the sustainability of our operational activities within our holistic risk management approach. At our JOALI brand, while there is no risk of earthquakes or forest fires due to its geographical location, fire and water-related safety risks (drowning, being swept away by currents, etc.) are among our priority risk areas. In this context, we provide basic fire awareness training to all our employees, maintain a certified fire response team on-site, and ensure a strong fire safety infrastructure with fire hydrants every 30 meters, sprinkler systems in high-risk areas, fire extinguishers, and manual alarm buttons. Additionally, our security officers conduct 24/7 patrols throughout the facility, and we ensure the integrity of our management processes in line with our on-site crisis management plan. In case of potential emergencies, we maintain strong and coordinated collaboration with local authorities, thereby aiming to protect guest and employee safety and ensure operational continuity.
	Environmental Pollution and Air Quality	Emissions from industrial activities and urbanization adversely affect air and environmental quality, creating risks for human health and ecosystems.	As Gürok Group, we take a holistic approach to risks related to environmental pollution and air quality in our tourism operations, in accordance with relevant legislation and permit requirements. Through our LAV, LAV HORECA, GCA, and GCA Spirits brands, we use effective emission control systems to control emissions from our production processes, regularly measure our flue gas emissions, and continuously monitor compliance with legal limits. We maintain our emissions performance through periodic maintenance and inspections of the filter systems used at our facilities. While complying fully with environmental legislation, we continuously carry out improvement work and optimize our processes to reduce our impact on air quality. At Ali Bey Hotels & Resorts, we operate with an exemption from emissions permitting under the environmental permit issued by the Ministry of Environment, Urbanization, and Climate Change, and conduct emissions measurements when necessary. In our JOALI operations in the Maldives, we follow planned, systematic processes to limit the environmental impacts of emissions. We aim to minimize the environmental impact of CO_2 emissions by operating our generators at 70–80% of their nominal capacity. To keep emissions performance under control, we maintain regular preventive maintenance programs and consistently carry out periodic servicing, air filter cleaning, and oil changes. Furthermore, we manage marine activities in our JOALI operations in full compliance with local laws and regulations, and regularly monitor these activities to prevent pollution and damage to surrounding ecosystems. In line with this comprehensive approach, we regard preventing environmental pollution and protecting air quality as key priorities in our tourism operations.
	Sustainability of Natural Resources	Depletion of limited natural resources such as energy, raw materials, and water, or difficulties in accessing them, pose a sustainability risk to production and supply processes.	As Gürok Group, we consider the sustainable management of natural resources such as energy, raw materials, and water in our industrial and tourism operations to be a significant risk area in terms of long-term operational continuity and environmental impacts. As LAV and LAV HORECA, we develop projects to increase energy efficiency in our production processes and aim to reduce our energy consumption through equipment and process improvements. By increasing the use of recycled glass (glass cullet) in glass production, we reduce the consumption of natural raw materials while also supporting the resource efficiency of our production processes. We develop projects to reduce water consumption and conduct continuous improvement efforts by regularly monitoring our water usage performance. We regularly track resource use, evaluate improvement opportunities to contribute to the conservation of natural resources, and aim to reduce our environmental impacts. Through these efforts, we strengthen our operational efficiency and support our long-term sustainable growth. In our industrial operations, specifically at our group company GCA, we consider the effective and efficient use of natural resources as one of the fundamental elements of our sustainable production approach. We carry out initiatives to reduce the consumption of natural resources, energy, and related carbon emissions through energy-efficient production technologies, furnaces with regenerative technology, waste heat recovery systems, process optimization efforts, increased cullet usage, and closed-loop water systems. Additionally, considering the pressure of climate change on natural resources, we place the circular economy approach at the center of our operations. We support increasing recycling rates through efforts to increase cullet usage, projects like EKOMAT, and sectoral collaborations. With these efforts, we aim to increase resource efficiency, reduce environmental impacts, and support long-term operational sustainability. In our tourism operations at Ali Bey Hotels & Resorts, we regard the effective management of natural resources such as energy, raw materials, and water as an important part of our sustainability approaches. Accordingly, we monitor resource use in our operational processes and prioritize practices aimed at increasing efficiency. We regularly assess opportunities for improvement to reduce natural resource consumption and limit environmental impacts, and aim to support long-term environmental and operational sustainability from a circular economy perspective. To manage resource sustainability across all our brands operating in the tourism sector, we plan to begin using carbon footprint calculation software as of January 2026 and continue our actions in line with the system's recommendations. In our JOALI operations, we manage waste and resources in full compliance with relevant local laws and regulations. We implement water-saving practices and waste management procedures across the island, aiming to control waste generation and reduce plastic use. We also continue practices to strengthen the Marine Protected Area (MPA) system and adopt conservation-focused approaches to protect coral reefs from development pressures.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ENVIRONMENTAL	Risks from Waste and Urbanization	Increasing urbanization and consumption volumes lead to a rise in the amount of waste and create environmental pressures in disposal processes.	As Gürok Group, we address risks from waste and urbanization in our industrial and tourism operations within the framework of relevant legislation and legal obligations. In our industrial operations, at our group companies LAV, LAV HORECA, GCA, and GCA Spirits, we continue our waste reduction activities in line with the obligations to be fulfilled under the Zero Waste Regulation. In our tourism operations, under our Ali Bey Hotels & Resorts brand, we manage our waste management processes in accordance with the relevant legislation and obligations under the Zero Waste Regulation. With our JOALI brand, we treat waste management as a critical operational priority due to island conditions and limited disposal infrastructure. In this context, we carry out practices and policies for waste separation, management, and composting within the facility. We encourage our suppliers to support low-waste packaging solutions and aim to keep products in use for as long as possible through refurbishment and sustainable production methods. As part of our waste management practices, we compost food waste, reduce the volume of glass waste by crushing it, compact waste, dispose of suitable waste through incineration, and shred organic waste for use in gardens. We send excess waste to the public landfill.
	Biodiversity Loss and Risk of Dependence on Ecosystem Services	The destruction of natural habitats and decline in species diversity weaken ecosystem services and disrupt the climate balance.	As Gürok Group, we address biodiversity loss and dependency on ecosystem services in our tourism operations as a critical risk area for environmental sustainability in the regions where we operate. In this context, at Ali Bey Hotels & Resorts, a brand within our Group, we prioritize the protection of biodiversity in our areas of operation, take measures to protect endangered species, and collaborate with non-governmental organizations. In our landscaping and environmental design work, we contribute to the continuity of local ecosystems by preferring plant species suitable for the region's natural structure. In our JOALI operations in the Maldives, we position the protection of natural habitats as one of the fundamental elements of our environmental management approach and act in full compliance with all national laws and regulations. We monitor the nesting processes of sea turtles within the facility's premises in accordance with permits and approvals obtained from the relevant public authorities and meticulously follow this process. While conducting marine activities such as snorkeling, diving, and fishing, we ensure full compliance with relevant guidelines and regulations, and we provide guests with the necessary information and raise their awareness before these activities. Through this holistic approach, we support the protection of sensitive marine ecosystems and aim to ensure long-term environmental sustainability.
SOCIAL	Social Inclusion and Inequality Risk	Social inequalities arising from differences in income, education, gender, or region weaken social cohesion and threaten social inclusion. This situation poses a significant social risk to the goals of equitable development and equal opportunity.	As Gürok Group, we consider issues of social inclusion and inequality in our industrial and tourism operations a significant risk area affecting human resources management and corporate culture. At LAV, LAV HORECA, GCA, and GCA Spirits, we maintain a focus on this issue through supportive social activities for women employees and strategic targets to increase the proportion of women in our workforce. At these brands, we also carry out initiatives to support women's employment under the Equality for Women at Work Certificate. In our tourism operations at Ali Bey Hotels & Resorts, we integrate social inclusion and equality into our human resources procedures, instructions, and employee job descriptions. Working with our training departments, we provide employees with training to build awareness and display informational posters in the back-of-house areas of our facilities. We also regularly track employee numbers against inclusion and equality indicators and report the resulting data to senior management. In our JOALI operations, we carefully comply with all national laws and regulations to prevent any form of inequality. In line with our Corporate Social Responsibility (CSR) values, we prioritize women's empowerment and support women's employment, maintaining one of the highest rates of women's employment in the Maldives tourism sector. We also employ staff from more than 30 countries and regard cultural diversity and inclusion as fundamental to our corporate structure.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
SOCIAL	Climate-Related Health Risks	Climatic impacts such as rising temperatures, air pollution, water scarcity, and food insecurity create serious threats to public health. The risk of respiratory and infectious diseases, as well as heat-related health problems, is increasing, especially for vulnerable groups.	As Gürok Group, we consider extreme temperatures caused by climate change and the associated health risks in our tourism operations priority risk areas that directly affect the health of guests and employees. At Ali Bey Hotels & Resorts, we create shaded areas for outdoor use and equip them with cooling systems. We maintain air-conditioning systems throughout our facilities regularly to ensure uninterrupted operation and favor energy-efficient cooling solutions. During the summer, we plan employees' work with heat exposure in mind and inform guests about precautions against high temperatures. When needed, we have healthcare personnel on-site or provide rapid access to care through our partnerships with local healthcare providers. In our JOALI operations in the Maldives, we carefully implement water quality, food safety, and hygiene standards through HACCP practices and the relevant certification processes, and regularly audit compliance. Because we produce water on-site, water scarcity does not pose a threat. We apply the highest quality standards both to meals served to our employees and to products served to guests in our restaurants. We maintain close and lasting business relationships with our key suppliers to ensure that products are delivered on time and maintain consistent quality. We also have an on-site health clinic and can reach the nearest regional hospital by speedboat in approximately 20 minutes when necessary. Through this comprehensive approach, we safeguard the health and safety of our employees and guests.
	Ecosystem Degradation and Biosecurity Risk	The degradation of natural habitats and the weakening of ecosystem balance increase the potential for the spread of zoonotic diseases, leading to global biosecurity risks. This situation indirectly affects both human health and economic systems.	As Gürok Group, we consider ecosystem degradation and biosecurity risks within our tourism operations to be a significant risk area for environmental sustainability and human health in the regions where we operate. In this context, at our group company Ali Bey Hotels & Resorts, we manage construction, landscaping, and waste management processes in accordance with environmental legislation and sustainability principles to prevent harm to the natural life in the areas surrounding our facilities. We respect conservation areas to prevent the destruction of natural habitats and periodically monitor the impacts on local flora and fauna. Furthermore, in response to the risk of the spread of zoonotic diseases, we regularly inspect food hygiene, pest control, and general cleaning practices, and we raise employee awareness on these topics through training.
	Social Stability and Security Risk	Economic inequalities, migration, unemployment, or environmental crises can trigger social unrest and security problems. This risk creates vulnerabilities in social solidarity and social stability.	At Gürok Group, we regard maintaining social stability and security in the regions where we operate as a significant risk area for sustainable social structures in our tourism operations. In this context, our Ali Bey Hotels & Resorts brand contributes to reducing unemployment by prioritizing local employment in the regions where we operate. We support strengthening social ties and enhancing social solidarity by integrating the local population into the economic process. At Ali Bey Hotels & Resorts, we implement a fair wage policy for our employees and ensure that working conditions respect human dignity. We prioritize the formal employment of migrant and seasonal workers, ensuring their access to social security. We develop crisis management and emergency plans and periodically train our employees on them. Additionally, we provide training to support healthy communication between our guests and employees, emphasizing service quality improvements in line with sensitivity to cultural differences. Through these practices, we aim to reduce the risk of social unrest and ensure sustainable social stability in the areas where we operate. In our JOALI operations, we operate under a "one island–one resort" concept. Our island is legally leased to our brand for commercial activities and is protected under national laws and regulations aimed at safeguarding the sector. In this regard, the prohibition of protest activities at tourist facilities under Maldivian law contributes to the protection of operational security and social stability.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
SOCIAL	Occupational Health and Industrial Safety Risk	Inadequate safety measures in industrial operations increase the risk of occupational accidents and diseases. This poses a significant social risk to employee health and production continuity.	At Gürok Group, we consider occupational health and industrial safety risks in our industrial and tourism operations priority risk areas because they directly affect employee wellbeing and the continuity of production and services. In our industrial operations at GCA, one of our Group companies, we systematically manage the risks of occupational accidents and diseases through our Occupational Health and Safety (OHS) Management System. Through risk assessments, regular training programs, and preventive measures, we aim to protect employee health and ensure production continuity. Our OHS Employee of the Month and Year programs encourage employees to adopt a culture of safety. In our tourism operations at Ali Bey Hotels & Resorts, we regard occupational health and safety as a critical management area for employee wellbeing and the uninterrupted, safe delivery of services. We undertake a range of activities to prevent occupational accidents and diseases. We have structured our Gürok Tourism Group Integrated Quality Policy to cover OHS, documented the relevant procedures and instructions, and included OHS responsibilities in job descriptions. We provide mandatory OHS training when employees join us and at regular intervals thereafter. We also conduct regular drills covering emergencies, fire, first aid, and equipment use. We monitor OHS practices through internal audits and respond promptly to identified nonconformities. We prepare hazard analyses and risk assessment reports for areas that pose risks and take preventive measures. We provide employees with all required personal protective equipment (PPE) and inspect its proper use on-site. We implement additional safety measures in high-risk areas such as kitchens, cleaning operations, and technical maintenance. We conduct periodic health checks for all employees and preventive screenings for occupational diseases. An occupational physician and an occupational safety specialist serve on an ongoing basis. We record and analyze occupational accidents, near misses, and health incidents and develop improvement actions based on our findings. In this way, we protect our employees' physical and psychological safety while supporting the continuity of production and services. We regard occupational health and safety as an integral part of our corporate sustainability, as well as a legal requirement. In our JOALI operations in the Maldives, we also provide regular training, maintain incident reporting mechanisms, and carry out preventive maintenance to ensure a consistently safe working environment. We provide all employees with the PPE required for their duties. We have adopted supervisor and manager accountability for employee safety as a fundamental management principle. We also require contractors and suppliers to comply fully with the occupational health and safety standards applied at our facilities.
ECONOMIC	Economic Pressures and Political Impacts	Macroeconomic fluctuations, exchange rate volatility, inflation, and political uncertainties are fundamental economic risks that directly affect the cost structure, investment decisions, and market stability.	As Gürok Group, we regard economic pressures and political impacts as a significant risk area in our industrial operations, given the effects of macroeconomic developments on production, cost structures, and operational flexibility. In this context, at LAV and GCA, we focused in 2025 on increasing production efficiency, strengthening sustainable practices, and maintaining flexibility in the face of changing economic conditions, taking the dynamics of the glass industry into account within the current macroeconomic landscape. In the coming period, we aim to closely monitor global and local economic developments at both LAV and GCA, proactively take strategic steps to adapt to changing market conditions, and strengthen our operational resilience. For our JOALI brand operations, we regularly monitor changes in the legal framework in the Maldives and inform our relevant teams about necessary updates. We closely follow the legislative changes related to the Maldives tourism sector that have occurred over the past few years, ensuring that our facilities fully comply with all relevant laws and regulations in force in the Maldives.
	Energy Costs and Supply Security Risk	Fluctuations in energy prices and interruptions in energy supply are significant economic risks that can lead to increased production costs and disruptions in operational continuity.	As Gürok Group, we manage the risk of supply interruptions arising from the energy-intensive production structure at GCA through energy efficiency practices, renewable energy investments (SPP), and research into alternative fuels. With our Ali Bey Hotels & Resorts brand, we manage risks from energy price fluctuations and potential supply interruptions by regularly monitoring our energy consumption, implementing energy efficiency practices, evaluating alternative energy sources, and creating plans for emergencies. For our JOALI brand operations, we generate 100% of our energy on-site at our facility's powerhouse. We do not experience any interruptions in the energy supply for our island operations. We have backup generator systems that activate based on our facility's energy demand. Since our energy production costs are directly tied to diesel fuel prices, we manage our fuel procurement through a regular supplier to ensure the most favorable conditions.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	PHYSICAL RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ECONOMIC	Supply Disruptions and Dependency Risk	Delays in global supply chains or dependence on a single source pose a risk to production plans and financial sustainability.	At Gürok Group, we closely monitor potential supply disruptions and dependence on suppliers in our industrial and tourism operations as key risks to operational continuity and production and service performance. In our industrial operations at LAV, LAV HORECA, GCA, and GCA Spirits, we enter into long-term volume agreements with our main suppliers to ensure a continuous supply of raw materials and maintain high safety stocks of critical raw materials to keep our furnaces supplied. To avoid raw material shortages, we continually expand our global and local supplier pool, maintain high safety stock levels, assess alternative suppliers, and prepare for potential disruptions. To support a sustainable supply of cullet, we aim to increase recycling rates and awareness through projects such as EKOMAT. We also closely monitor regulatory developments such as the Deposit Management System and continue preparing for potential opportunities. In our tourism operations at Ali Bey Hotels & Resorts, we ensure supply continuity by maintaining adequate stock levels and working with at least three approved suppliers. We regularly assess supplier performance and keep alternative sources available in case of delays. In our JOALI operations in the Maldives, we maintain a diversified supplier base for critical operational items and minimum par stock levels. Where appropriate, we prioritize local suppliers to reduce our reliance on international supply chains and strengthen supply chain resilience.
	Risk of Inadequate Logistics and Infrastructure	Insufficient transportation, storage, and infrastructure capacity can cause delays in supply processes and increase costs, putting operational efficiency at risk.	As Gürok Group, we consider risks arising from logistics and infrastructure deficiencies in our tourism operations a significant risk area affecting operational continuity. At Ali Bey Hotels & Resorts, we maintain specified stock levels and increase the frequency of deliveries on certain days of the week to minimize these risks. Through these measures, we aim to reduce the impact of transportation and storage delays on our operations. At JOALI, our facilities are located on isolated islands, so supplies are delivered exclusively by sea. We organize procurement on a weekly cycle in line with our operational needs; this approach reduces the need for large-scale storage and ensures a regular, uninterrupted supply of materials. We also maintain a diversified supplier network for critical operational items and minimum par stock levels. Wherever possible, we prioritize local procurement to reduce our reliance on international supply chains.
	Facility Security and Production Disruptions	Security vulnerabilities, technical failures, or production interruptions at facilities can adversely affect both operational continuity and financial performance.	As Gürok Group, we consider disruptions that could affect facility security and the continuity of production and services in our industrial and tourism activities to be a significant risk area with an impact on operational continuity and financial performance. In our industrial operations at LAV and LAV HORECA, we implement proactive and predictive maintenance strategies to ensure the safety of our glass-melting furnaces and high-speed forming lines, which must operate continuously, 24 hours a day. We maintain redundant generator sets at our facilities to prevent power outages from shortening the service life of our furnaces. To ensure physical security and traceability, we control entry and exit throughout our facilities and monitor sensitive areas through access authorization mechanisms and camera systems that operate around the clock. We maintain fire detection systems and occupational safety protocols at the highest level to address the risks posed by high temperatures in production areas, and keep clearly defined evacuation plans and directional signage in place throughout our facilities for potential emergencies. At GCA, one of our Group brands, we apply a multilayered, systematic approach to security and risk management to reduce the potential impacts of security vulnerabilities, technical failures, and production interruptions at our facilities. We ensure physical security and traceability throughout the facilities through entry and exit controls, authorization and recording mechanisms, restricted access to sensitive areas, and camera systems that operate around the clock. To ensure operational continuity, we monitor critical equipment through periodic maintenance and inspections, use generator systems to address power outages, and implement emergency response plans. We manage risks associated with employees, suppliers, and visitors through established procedures, training, and audits, and integrate information technology and data security measures into our overall approach to security. Our Hazard and Risk Management Team regularly reviews these measures, and we continually improve them as part of our management processes to minimize the operational and financial impacts of security vulnerabilities. In our tourism operations at Ali Bey Hotels & Resorts, we provide physical security around our facilities and at building entrances through security personnel on duty 24 hours a day and closed-circuit television (CCTV) systems. We have installed fire detection, alarm, and suppression systems to address risks such as fire, theft, and sabotage, and maintain designated exit plans and directional signs throughout our facilities for emergencies. We carry out regular maintenance on infrastructure systems such as electricity, water, and natural gas and keep backup systems ready in case of failures. We use uninterruptible power supplies (UPS) and generator systems to maintain uninterrupted service during power outages. With our JOALI brand, we ensure the protection of our assets and the uninterrupted delivery of services through physical security systems, access control mechanisms, and preventive maintenance programs. To respond quickly to potential interruptions, we have dedicated teams in information technology (IT), engineering, and security, and we maintain our technical capacity to support operational continuity.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ENVIRONMENTAL	Risk of Limitations in Measuring Carbon Emissions	As regulations increase and efforts to meet international carbon reduction targets continue, ineffective management of emissions measurement, reporting, and reduction practices could give rise to operational, financial, and compliance risks. In this context, closely monitoring regulatory developments and technological transformation in the sector is critical.	As Gürok Group, we consider limitations related to the measurement and monitoring of carbon emissions within our industrial activities to be a significant risk area in light of increasing legal regulations and international carbon reduction targets. In this context, LAV, LAV HORECA, GCA, and GCA Spirits, which are part of our Group, regularly calculate their carbon footprint, monitor their emissions, and continuously improve their reporting processes. We manage operational and financial impacts through energy efficiency and emission reduction practices, and we strengthen our compliance capacity by closely following regulatory developments. Additionally, to evaluate technological developments in the glass industry within the framework of risks, impacts, regulations, and related compliance requirements, we are a member of FEVE and closely monitor sectoral developments.
	Industrial Compliance Challenges	Sectoral transformation and low-carbon production requirements challenge the ability of existing technologies and processes to adapt. This risk creates a need to restructure production processes and adopt new technologies.	As Gürok Group, we consider industrial compliance challenges within our industrial activities to be a significant risk area in the context of technological developments in the sector, transformation requirements in production processes, and efficiency expectations. In this context, through LAV, LAV HORECA, GCA, and GCA Spirits, which are part of our Group, we closely follow current developments and new technologies in the sector. Additionally, in collaboration with the Energy Committee, we carry out energy efficiency initiatives to support the compliance of our operational processes with current requirements.
	Trade Tensions	Trade restrictions implemented between countries due to climate policies and carbon regulations can negatively affect export and import balances. This situation is an economic and environmental transition risk that increases uncertainty in foreign trade policies.	As Gürok Group, we consider trade tensions within our industrial activities to be a significant economic and environmental transition risk in the context of the impacts of climate policies and carbon regulations on foreign trade. In this context, through our LAV, LAV HORECA, GCA, and GCA Spirits brands, we closely monitor the potential effects of climate policies and carbon regulations on foreign trade in line with our corporate risk management model. Since a large portion of our exports are to European countries, we are carefully monitoring the potential impacts on our competitiveness of additional taxes and reporting obligations that may be implemented under the Carbon Border Adjustment Mechanism (CBAM). Considering the potential for increased commercial and operational obligations due to carbon regulations to raise production costs and affect our customer portfolio, we are taking strategic steps to reduce our carbon footprint. In this context, we are implementing investments that increase energy efficiency and aim to use less raw material and energy in production through savings and product lightweighting projects. With our LAV and LAV HORECA brands, we also view climate policies and the effects of carbon regulations on foreign trade as a significant economic risk area; given our high export volume, we are closely monitoring the additional tax and reporting obligations under the Carbon Border Adjustment Mechanism (CBAM). To counter the risks of cost increases from carbon regulations, we are implementing investments that increase energy efficiency in production and aim to produce with less raw material and energy in our furnaces through innovative product design projects.
	Climate Policy Uncertainty Risk	Uncertainties in the direction and implementation timing of national and international climate policies make it difficult to plan long-term investment and compliance strategies. This situation creates a strategic risk in decision-making processes.	As Gürok Group, we address uncertainties regarding the direction, scope, and implementation timeline of national and international climate policies as a strategic risk area that could have decisive impacts on our long-term investment plans, compliance strategies, and decision-making mechanisms. Within this framework, we systematically monitor policy and legislative developments in the countries where we operate, focusing on strengthening the corporate flexibility to adapt quickly and effectively to changing regulatory requirements. In our JOALI operations in the Maldives, we regularly monitor potential changes in government policies and adopt full compliance with all relevant current legislation as a fundamental principle. We stay in contact with sectoral stakeholders and participate in relevant platforms, managing compliance processes for potential legislative changes in a planned and effective manner.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ENVIRONMENTAL	Carbon Border Adjustment Mechanism (CBAM) Risk	The taxation and reporting obligations imposed on carbon-intensive products under the European Union's CBAM implementation create financial and administrative burdens for exporting sectors and can affect their competitiveness.	As Gürok Group, within our industrial activities, we consider the taxation and reporting obligations imposed on carbon-intensive products under the European Union's Carbon Border Adjustment Mechanism (CBAM) to be a significant risk area that creates financial and administrative burdens for exporting sectors and can affect competitiveness. In this context, with our glass industry brands, we operate with the awareness that transformations brought by climate change, the emergence of new business models, and technological developments like artificial intelligence create a constantly changing risk environment and new legal regulations associated with these risks. We closely monitor the evolving risk environment and adopt proactive approaches. In 2024, we made global and local developments a focus of our risk management; while anticipating that macroeconomic risks such as inflation and uncertain growth expectations could create potential credit challenges, we identified compliance requirements with new regulations like TSRS and ESRS, increasing cyber-attacks, the integration of artificial intelligence into operational systems, and continuously evolving climate risks as significant new risk areas. With LAV, we aim to manage these risks with a transparent and integrated approach, thereby ensuring both operational continuity and protecting our sustainable growth target. In line with this, we accelerated our investments to reduce the energy-intensive nature of our glass production processes and our green technology-focused R&D efforts in 2025, aiming to reduce our environmental impact and increase our operational resilience. As part of our 2025 activities, we completed the necessary infrastructure work and integrated our data collection processes to meet the requirements of the new reporting standards. We expect the process regarding whether the glass sector will be included in the scope of CBAM to be clarified in the period ahead, and we are closely monitoring developments and continuing our necessary preparations. Within our industrial activities, a significant portion of GCA's sales are to European countries. Accordingly, we are aware of the potential impacts that additional taxes on carbon-intensive products under CBAM could have on our competitiveness, and we are closely monitoring regulatory developments. We aim to manage compliance and competition risks through our efforts to reduce carbon emissions. In our tourism activities, due to the service-oriented nature of our resort operations in Türkiye and the Maldives, we assess that we have no direct exposure to the Carbon Border Adjustment Mechanism (CBAM). However, we continue to monitor developments in global climate policies and analyze potential indirect effects within our holistic risk management approach.
SOCIAL	Brand and Image Challenges	A lack of transparency in sustainability practices or poor performance in environmental and social responsibility may create a negative perception of a brand. This is a social risk that could undermine stakeholder trust and damage brand value.	As Gürok Group, we regard brand and image challenges as priority risks in our tourism operations because of their potential effects on stakeholder expectations, transparency, and our corporate reputation. In this context, within Ali Bey Hotels & Resorts, we enable our guests to easily access our sustainability policies in their rooms; through our website, we share up-to-date information about our sustainability efforts with the public. With the sustainability reports we publish regularly, we present our performance transparently, and by sharing newsworthy practices via appropriate communication channels, we maintain open communication with informed consumers and other stakeholders. In our JOALI operations, we manage reputation risk based on a measured and verifiable communication approach. We align our sustainability commitments with our operational practices; we communicate the results we achieve in a clear, concise, and measured manner that preserves stakeholder trust and brand integrity.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
SOCIAL	Employee Dissatisfaction and Talent Loss	Poor working conditions, limited career development opportunities, or a mismatch in values weaken employee engagement and increase the risk of talent loss. This directly affects organizational productivity and sustainable growth.	As Gürok Group, we collaborate with universities to become an employer of choice for recent graduates. We prepare training plans to strengthen employee competencies and begin the development process during orientation. We provide individualized orientation programs for new hires and behavioral competency training through Gürok Academy's "Personal Leadership Program." Throughout their careers, we support employees with technical competency and development training, technical visits, trade fairs, congresses, and seminars. We plan on-the-job and in-house training in line with the changing employment profile, strengthening our brands' wellbeing and enabling employees to develop competencies that meet new job requirements. When employees move laterally or vertically within the organization, we provide training in the behavioral competencies required for their new roles. We have also established the Gürok Academy Directorate and launched the Gürok Academy online platform within the Group. Employees can view the courses in their training plans and track their participation through the learning management system. Through our LAV, LAV HORECA, GCA, and GCA Spirits brands, we regularly assess employees' expectations and needs through employee satisfaction surveys and take action based on the results to increase satisfaction. To prevent talent loss, we support employees with social benefits and fringe benefits. We also develop their behavioral competencies through Gürok Academy's Personal Leadership Program and support continuous learning throughout their careers through technical competency and development training, technical visits, trade fairs, congresses, and seminars. In addition, through the Reverse Mentoring Program introduced under GCA Career Forward, we encourage knowledge sharing across generations and aim to strengthen an innovative, inclusive, and sustainable corporate culture. As part of the program, our young employees and interns meet with GCA's General Manager and contribute to a sustainability mindset based on mutual learning and the creation of long-term value. At Ali Bey Hotels & Resorts, we conduct employee satisfaction surveys to increase satisfaction and engagement, and make improvements based on the results. We offer benefits and training and development opportunities, begin employee development during orientation through competency-building training plans, and provide structured orientation programs for new hires. We also support the development of employees' behavioral competencies through Gürok Academy's Personal Leadership Program. In our JOALI operations, we implement internal policies and practices to support employee engagement and participation. Where possible, we favor internal promotion over external recruitment and provide employees with a monthly calendar of activities and regular training programs. We also maintain an open-door policy under which all employees can communicate directly with managers, including department managers and Executive Board members. We regard employee engagement as a key driver of service excellence and long-term business continuity, and continually improve our practices accordingly.
	Social and Cultural Resistance	Resistance at the social or cultural level to corporate transformation or sustainability policies may hinder the adoption of change processes. This risk can cause adaptation difficulties among internal stakeholders and the wider community.	As Gürok Group, we consider social and cultural resistance that may arise in the sustainability and transformation processes of our tourism activities to be a significant risk area in terms of the effectiveness of practices and stakeholder alignment. In this context, we adopt a multi-stakeholder approach with Ali Bey Hotels & Resorts to address this resistance. Through regular training for staff, we aim to raise awareness, and through guest awareness initiatives, we encourage the adoption of sustainable practices. In addition, we invite local stakeholders to the environmental and social events we organize to ensure their active participation in the process.
	Changing Consumer Preferences	Consumers' shift toward products that reflect environmental and ethical values creates a risk of losing market share loss for companies with traditional production models. This shift may make it harder for brands to retain customer loyalty.	As Gürok Group, we regard changing consumer preferences as a significant risk area in our industrial and tourism operations because rising sustainability expectations are reshaping demand for products and services. With our LAV and LAV HORECA brands, we view changing consumer preferences and rising sustainability expectations in the global market as a strategic area that shapes our product portfolio. As consumers shift toward products sensitive to environmental and ethical values, we aim to increase the appeal of our glassware products, which stand out for their environmentally friendly properties. In this context, we integrate modern and sustainable design trends into our production processes to maintain our market share and customer loyalty. In our industrial operations at GCA, we recognize that, given current production methods, the carbon footprint of an individual glass package can be higher than that of some alternative packaging types. However, glass is one of the most sustainable packaging materials supporting the circular economy because it can be recycled 100% and infinitely without loss of quality. While preserving this advantage in line with increasing sustainability trends, we aim to continuously improve our environmental performance by continuing efforts to reduce the carbon footprint of glass packaging through production technologies, energy efficiency practices, and process improvements. Within our tourism operations, with our Ali Bey Hotels & Resorts and JOALI brands, we adopt an approach toward using more sustainable products and materials in line with changing consumer expectations. In this context, we implement practices in our procurement processes to prefer products and packaging with recyclable properties; we develop projects to reduce plastic usage, and we prioritize plastic-alternative products based on operational suitability criteria. Using a digital application, we actively monitor changing guest expectations by taking into account guest feedback shared across different platforms. We adapt the services and experiences offered to reflect responsible luxury while maintaining our brand standards; in this way, we aim to remain current and competitive amid changing market conditions.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
SOCIAL	Public Pressure and Activism	Growing social responsibility expectations among civil society organizations and the public can place reputational pressure on companies. This is a significant external stakeholder risk that can affect the sustainability of their social license to operate.	As Gürok Group, we regard public pressure and activism as a significant risk area in our tourism operations because of their effects on societal expectations, corporate reputation, and stakeholder relations. Within the Group, with our LAV, LAV HORECA, GCA, and GCA Spirits brands, we closely monitor the increasing social responsibility expectations from non-governmental organizations and the public in terms of our corporate reputation and external stakeholder relations. Accordingly, throughout the year we develop strategic partnerships with leading national non-governmental organizations, universities, and local stakeholders. In our focus areas—environment, education, and gender equality—we implement sustainable, impact-oriented social responsibility projects spread across the year. Thanks to our transparent, accountable, and inclusive corporate communication policy, we maintain stakeholder trust at the highest level, thereby safeguarding the sustainability of our social license. With our Ali Bey Hotels & Resorts brand, we adopt an approach that takes social responsibility expectations into account by working in cooperation with non-governmental organizations, associations, and local stakeholders. We maintain communication and collaboration with local stakeholders in the regions where we operate and carry out joint events and social responsibility-focused activities throughout the season. For our JOALI brand, we assess the risk of public pressure and activism as relatively low because of the regulatory framework in the Maldives and the isolated locations of our facilities. Aware that public pressure and dissatisfaction generally target public policy rather than resort operations, we act accordingly; we closely monitor relevant developments and manage our stakeholder relations with transparent and responsible communication.
	Social Media and Online Reputation Issues	Negative content circulating on digital platforms can cause crises to escalate quickly and damage corporate reputation. Weaknesses in social media management can also lead to a loss of trust.	As Gürok Group, we regard reputational risks arising on social media and other online platforms as a significant risk area in our tourism operations because of their effects on corporate image, stakeholder trust, and brand value. Within this scope, we treat reputation risks that may arise on digital platforms and social media for our LAV and LAV HORECA brands as a critical risk area due to their direct impact on our brand value and consumer perception. Recognizing our responsibility as a brand serving a broad consumer base, we monitor digital channels and customer feedback through tracking mechanisms. In line with our corporate communication policies, we operate rapid response and approval processes for potential complaints and crises, thereby protecting customer satisfaction and our brand reputation in digital environments with a proactive approach. At Ali Bey Hotels & Resorts, we manage reputation risks on digital platforms by regularly monitoring social media accounts, managing posts in line with our corporate communication policies, and establishing rapid response and approval mechanisms for potential crises. We also systematically evaluate negative feedback and take necessary actions in a timely manner. With our JOALI brand, we manage digital reputation risks through active monitoring mechanisms. If an incident occurs, our teams contact relevant stakeholders directly; they engage in constructive dialogue to understand concerns and expectations and to develop solutions. Through this approach, we manage our reputation on digital channels proactively and holistically.
	Diversity and Equality Compliance Risk	Failure to uphold equal opportunity principles in recruitment, compensation, or promotion processes may lead to perceptions of discrimination and legal sanctions. This undermines credibility in corporate social responsibility.	As Gürok Group, we regard compliance risks related to diversity and equality as a significant risk area in our industrial and tourism operations, with implications for human resources management, corporate culture, and legal compliance. In our industrial operations at LAV, LAV HORECA, GCA, and GCA Spirits, we apply the principle of equality in recruitment, compensation, and promotion and provide all employees with a fair and inclusive working environment through our zero-tolerance approach to discrimination. We conduct our human resources practices in accordance with legal regulations and corporate policies; by ensuring access to equal rights and opportunities, we support our corporate credibility and social responsibility performance. Within our tourism activities, at Ali Bey Hotels & Resorts, we base recruitment, compensation, and promotion processes on the principle of equality and provide a fair, inclusive working environment. We carry out our human resources practices within the framework of legal regulations and corporate policies; we ensure that all our employees have access to equal rights and opportunities. In our JOALI operations in the Maldives, we manage this risk through equal opportunity policies, fair recruitment and promotion practices, and full compliance with the Maldives Labor Law. In this regard, we systematically maintain human resources practices that are compliant with legal requirements, transparent, and equitable for all our employees.
	Data Security Breaches and Cyberattack Risk	Cyberattacks on digital systems, data security breaches, and unauthorized access can disrupt operations, damage information assets, and harm an organization's reputation. These risks directly affect operational continuity and customer and stakeholder trust.	As Gürok Group, within the scope of our operations, we consider data security breaches and cyberattacks to be a significant risk area that affects operational continuity, information confidentiality, and corporate reliability. In this context, in line with practices carried out across the group, we proactively manage cybersecurity and data privacy risks through a centralized SIEM system, strengthened access controls, secure file-sharing platforms, and end-to-end encryption solutions. In accordance with our information security policies, we continuously monitor our digital infrastructure, detect potential threats at an early stage, and ensure rapid response. In our tourism operations, under our JOALI brand, we manage data security risks through controlled system access and information technology (IT) policies. We configure system access based on authorization; within the framework of our corporate policies, we safeguard data privacy and the security of our information assets. Through this comprehensive approach, we support effective management of data security and cyber risks across Gürok Group.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRANSITION RISKS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS RISK ACROSS ITS SECTORS?
ECONOMIC	Cost Increases	Increases in energy, raw material, logistics, and labor costs raise production expenses and reduce profitability ratios. This is an economic risk that directly affects businesses' pricing strategies and competitiveness.	As Gürok Group, we regard rising energy, raw material, logistics, and labor costs as a significant risk area in our industrial and tourism operations because of their effects on profitability and competitiveness. We consider increases in energy, raw material, logistics, and labor costs to be a critical risk area for our LAV and LAV HORECA brands because of their direct impact on our profitability and global competitiveness. To that end, we control production costs in our furnaces by reducing raw material and energy use. In addition, in line with our continuous improvement approach, we regularly evaluate and reward cost-reducing and efficiency-enhancing suggestions from our employees, ensuring that the entire organization contributes to protecting our profitability. In the context of our industrial activities, at GCA, which is part of our Group, we use product lightweighting as a strategic tool to mitigate these impacts. We control production costs through the use of natural raw materials and energy in production, while also minimizing the carbon footprint of our products. With this approach, we strengthen cost management and support sustainable pricing strategies. In line with our continuous improvement mindset, we evaluate cost-reduction suggestions from our employees, implement those found suitable, and reward the suggestion owners. In our tourism operations at Ali Bey Hotels & Resorts, we increase the number of local suppliers and develop alternative supply channels to mitigate the impact of rising costs, thereby managing logistics costs and supply risks together. Through our JOALI brand, we implement backup power generation systems and redundancy measures in critical infrastructure to limit the impact of fluctuations in energy and labor costs. We prioritize proactive maintenance to reduce unplanned downtime and support our teams with cross-training to increase operational flexibility and cost efficiency. In this way, we aim for all our brands across the Group to contribute to maintaining a balance in profitability.
	Efficiency and Business Continuity Risks	Fluctuations in global supply chains, power outages, or operational disruptions may adversely affect production efficiency and business continuity. This risk is critical to financial performance and customer satisfaction.	As Gürok Group, we regard efficiency and business continuity risks as a significant risk area in our tourism operations because of their effects on supply continuity and operational resilience. We also have Group-wide business continuity and crisis management plans, which we regularly review and update to address potential operational disruptions. At Ali Bey Hotels & Resorts, we manage this risk by increasing the number of local suppliers and developing alternative channels for meeting our needs. In our JOALI operations, we implement robust business continuity plans suited to the nature of island operations. To manage power outages, we use backup power generation systems and build redundancy into critical infrastructure. We provide cross-training to our teams to maintain essential functions in the event of staff shortages or operational disruptions. We maintain buffer stocks of essential items such as fuel, food, and guest supplies, and prioritize proactive maintenance to reduce unplanned downtime. Through these measures, we safeguard operational continuity and the uninterrupted delivery of quality service.
	Increased Competitive Pressure	Market saturation, technological innovation, and the growing number of low-cost competitors put pressure on companies to compete on price and quality. This can narrow profit margins and lead to a loss of market share.	As Gürok Group, we consider the increasing competitive pressure within our tourism activities to be a significant risk area that affects profitability, market share, and operational performance. In this context, through our JOALI brand within the group, we manage this risk by focusing on exclusive experiences, shaped by the Joy of Creative Living and the Joy of Well-Living, that low-cost competitors cannot easily replicate, a personalized service approach, and ultra-luxury positioning. We adopt a disciplined revenue management approach to maintain the average daily rate (ADR) and profitability margins, and we support the sustainability of financial performance with strong pricing strategies. We strengthen our market position by maintaining strong partnerships with preferred agencies and consortia. Without resorting to heavy discounting strategies, we aim to preserve our brand value and competitiveness by continuously refreshing the offers and experiences we provide.
	Supply Chain Dependency and Resilience	Disruptions in supply chains caused by global or regional crises can lead to interruptions in production schedules. In particular, a high dependence on specific resources is an economic risk factor that reduces operational flexibility.	As Gürok Group, within our industrial activities we consider supply chain dependency and resilience to be a significant risk area affecting operational continuity due to vulnerabilities that may be caused by global and regional crises. In this context, at LAV, LAV HORECA, GCA, and GCA Spirits, which are part of our Group, we take measures to increase operational flexibility. To ensure supply security, we work simultaneously with multiple suppliers for each procurement item to reduce dependence on single sources. We regularly evaluate suppliers that provide strategic inputs according to criteria for quality, environment, delivery performance, and sustainability; in cases of inadequate performance, we implement corrective actions and, when necessary, engage alternative business partners. Through this systematic approach, we maintain the continuity of production plans and aim to make our supply chain more resilient and sustainable. Within our tourism activities, under our JOALI brand we adopt a similar resilience approach. To avoid dependence on a single source, we work with multiple suppliers and, where possible, prioritize local and regional suppliers to reduce lead times. By forecasting demand early, we carry out procurement planning in a timely manner, especially before peak seasons, and maintain safety stock for critical items with long replenishment times. To ensure priority access during global disruptions, we develop long-term, strategic relationships with suppliers and secure operational continuity.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

Sustainability Trends

CATEGORY	TRENDS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS TREND ACROSS ITS SECTORS?
ENVIRONMENTAL	Green Energy and Carbon Footprint Reduction	The increasing use of renewable energy sources and investments in energy efficiency are strengthening the global trend toward reducing carbon emissions. Brands are adapting to the energy transition by shifting toward low-carbon production models.	As Gürok Group, we consider the implementation of green energy practices and efforts to reduce the carbon footprint within our industrial activities to be a prominent trend in line with global sustainability developments and a strategic area of transformation. In our industrial operations, we continue to invest in improving energy efficiency in our production processes with our glass industry brands GCA and LAV, and we undertake efforts to reduce our carbon footprint through renewable energy projects (SPP). Thanks to the waste heat recovery system, we do not consume additional natural gas for heating needs; we continue our R&D efforts to optimize natural gas consumption and to transition to alternative energy sources. In our tourism operations, under our JOALI brand we also prioritize measures to reduce emissions. We are evaluating the use of solar energy as a renewable energy source, and we are deploying battery-powered vehicles in operational activities. To reduce electricity consumption, we implement LED lighting systems, energy-efficient equipment, and improved insulation; we apply energy-saving solutions through smart technologies. In line with this approach, in our tourism operations we aim to reduce the carbon footprint and increase energy efficiency.
	Circular Economy and Waste Reduction	Resource reuse, recycling, and longer product lifecycles are driving a trend toward minimizing waste in production. This approach is accelerating the shift from a linear to a circular economic model.	As Gürok Group, we regard the circular economy approach and waste reduction practices as a prominent sustainability trend in our industrial and tourism operations. With our LAV and LAV HORECA brands and under our circular economy model, we digitize our warehousing and logistics processes to minimize paper consumption and, by extending the service life of the hardboard materials used in shipments through effective maintenance and repair processes, we prevent waste generation. In our industrial operations at GCA, which is part of our Group, we work to increase the use of glass cullet in line with our circular economy approach and contribute to the circular economy through projects that support recycling and EKOMAT initiatives. At our GCA and LAV brands, we reduce raw material and mold-steel consumption by returning the molds used on our production lines to production through advanced engineering and refurbishment techniques; by maximizing the use of cullet in our furnaces, we both lower the need for primary raw materials and achieve energy savings in the melting processes. Through these practices, we strategically reduce our carbon footprint. Within our tourism activities, with our Ali Bey Hotels & Resorts brand, we carry out initiatives to reduce waste and support recycling in line with a circular economy approach; through these initiatives, we aim to increase resource efficiency and contribute to the circular economy. In our JOALI operations within our tourism portfolio, we are evaluating the use of solar energy as a renewable energy source to reduce emissions; we are introducing battery-supported vehicles into operational activities. We reduce electricity consumption through LED lighting systems, energy-efficient equipment, and improved insulation applications; we implement energy-saving solutions via smart technologies. With this approach, we aim to reduce environmental impact in our tourism operations and strengthen our sustainability performance.
	Water Management and Efficient Use	Climate change and increasing water stress have raised global awareness about protecting water resources and using them efficiently. Brands are turning to water-efficiency technologies and sustainable water management practices.	As Gürok Group, we consider water management and efficient use a strategic priority in response to global pressures from climate change and increasing water stress. To protect water resources and promote efficient use, we are expanding sustainable water management practices across our operations. In our industrial activities, together with our glass industry brands, we are increasing water efficiency by implementing closed-loop water systems and carrying out process optimizations; we ensure the sustainable use of water resources in our operations. In our tourism operations, with Ali Bey Hotels & Resorts, we raise staff awareness about efficient water use in operations; we also carry out guest awareness activities. As part of our tourism operations at JOALI, we deploy technologies aimed at conserving water; we recover graywater, use smart irrigation systems, and regularly detect and repair leakages. We implement policy-based water conservation measures to manage water use systematically. We also operate a closed-loop reverse osmosis treatment system for service water and apply an additional (secondary) treatment process for drinking water. This holistic approach supports the sustainability of water resources and strengthens our operational resilience.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRENDS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS TREND ACROSS ITS SECTORS?
ENVIRONMENTAL	Biodiversity Conservation	Protecting natural habitats and preserving species diversity have become a priority environmental trend for maintaining ecosystem services. International policies are increasing obligations to protect biodiversity.	As Gürok Group, we regard efforts to protect biodiversity in our tourism operations as a prominent sustainability trend. At Alibey Resort, we collaborate with partners in the region where we operate in line with our sustainability policy, contributing to biodiversity conservation through this work. Similarly, because JOALI operates in a sensitive marine ecosystem, we consider biodiversity conservation one of our core environmental priorities. We integrate coral reef conservation into daily operations and guest activities and conduct conservation initiatives in compliance with national environmental regulations.
	Innovation and Green Technologies	Green technologies such as clean production, energy efficiency, carbon capture, and the use of alternative raw materials have become the driving force of sustainable growth. R&D-focused innovation plays a critical role in improving environmental performance.	As Gürok Group, we regard innovation and green technologies as key drivers of sustainable growth through clean production, energy efficiency, and improved environmental performance. Through R&D and technology-focused initiatives, we aim to reduce the environmental impact of our operations and strengthen our long-term resilience. In this context, we conduct R&D on glass compositions and surface treatment technologies through LAV, LAV HORECA, GCA, and GCA Spirits, which are part of our Group, in line with our university–industry collaboration model. Through projects with internationally recognized universities such as Penn State University and Sheffield Hallam University, we develop new glass formulations, functional coatings, and energy-efficient production technologies. We protect the resulting innovations through international patent applications under intellectual and industrial property rights. With our JOALI brand, we implement smart energy management systems (EMS) and automation applications, and we develop various initiatives in water conservation, waste reduction, and waste management. We also integrate innovative solutions into our operations to reduce our environmental impact by using energy-efficient equipment and sustainable building materials. Through this approach, we make green technologies an integral part of our business model.
SOCIAL	Employee Health	Workplace practices that place physical and mental health at the center have become a global trend for enhancing employee wellbeing. Brands regard healthy work environments as a fundamental element of corporate sustainability.	As Gürok Group, we regard employee health and safety as a prominent sustainability trend in our industrial and tourism operations, in line with our people-centered management approach. To support our employees' physical, mental, and emotional wellbeing holistically, we run the "Denge 360 Wellbeing Program." Through this and similar Wellbees applications, we provide our employees with access to psychologists, dietitians, and fitness instructors. In our industrial activities specifically, together with LAV, which is part of the Group, we treat occupational health and safety (OHS) as one of our carefully managed priorities; in line with a 'safety first' approach, we provide our employees with a safe working environment. Within our industrial operations, with GCA and GCA Spirits we also create safe and healthy working environments that support employee health; through occupational health and safety practices, training activities, and preventive approaches, we enhance employee wellbeing. Through this approach, we regard people-centered management as a core element of corporate sustainability. Within our tourism operations, under our Ali Bey Hotels & Resorts brand, we create safe and healthy working environments for our employees and pursue continuous improvement efforts in this area. At JOALI, we prioritize and effectively manage employee health and welfare. Through the facility's clinic, we organize awareness sessions; together with our Human Resources unit and our management, we ensure that all our employees work in a safe environment free from discrimination and occupational hazards.
	Flexible Working Models	Remote and hybrid work arrangements, which became widespread in the post-pandemic period, have reinforced flexible employment trends that prioritize work-life balance. This model represents a transformation aimed at improving employee productivity and satisfaction.	As Gürok Group, we regard flexible working models as a prominent sustainability trend that supports employee wellbeing and work–life balance across our areas of operation. At LAV, LAV HORECA, GCA, and GCA Spirits, which are part of our Group, we offer hybrid working models and a supportive work environment to help employees maintain a healthy balance between their work and personal lives. At Ali Bey Hotels & Resorts and JOALI, where operational requirements permit, we support flexibility through shift scheduling for suitable positions and practices that prioritize employee wellbeing.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRENDS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS TREND ACROSS ITS SECTORS?
SOCIAL	Training and Awareness Raising	Training programs that raise awareness of sustainability, ethics, and digital transformation play a key role in transforming corporate culture. Increasing employees' knowledge has become a trend that supports sustainable value creation.	As Gürok Group, we view initiatives to increase training and awareness within our industrial and tourism activities as a prominent sustainability trend that supports adaptation to changing job requirements, the development of employee competencies, and organizational continuity. Specifically in our industrial operations, with our glass industry brands LAV and GCA, we plan our on-the-job and in-house training programs according to operational needs, changing employment profiles, and job requirements; we enable our employees to develop their technical and behavioral competencies to meet new job requirements. This increases our organizational flexibility and workforce productivity. When employees move laterally or vertically within the organization, we also provide development opportunities focused on the competencies required for their new roles, supporting their adjustment and organizational continuity. In addition, through the Ağaçköy Recycling Detectives Education Project, launched by GCA in collaboration with the ÇEVKO Foundation, we aim to promote environmental awareness from an early age. As part of the "GCA Recycling Detectives Primary School Education Project," we provide children at Kütahya Ağaçköy Primary School with practical, comprehensive training about caring for nature and the importance of recycling. Within our tourism activities, at Ali Bey Hotels & Resorts, we plan on-the-job and in-house training in accordance with operational needs and legal regulations; through training aimed at developing our employees' technical and behavioral competencies, we help them adapt to their roles. To make operational processes more efficient, we conduct daily "15 Minutes for Quality" training sessions. In our JOALI operations, we adopt a structured training approach to sustain service excellence and respond effectively to employee needs. Under a monthly training schedule, we conduct planned awareness and development sessions; through department-based activities and brief daily 15-minute training sessions, we ensure that on-the-job knowledge and competencies remain up to date. These practices strengthen a culture of continuous learning and support consistent service quality.
	Sustainability Programs in Education	Education curricula aligned with the Sustainable Development Goals and university-industry collaborations have created a strong trend toward nurturing informed individuals. Educational institutions play a leading role in promoting a culture of sustainability.	As Gürok Group, we regard practices that support sustainability in education as a prominent sustainability trend in our industrial operations because of their contribution to knowledge creation, innovation capacity, and corporate culture. Within our tourism activities, particularly in our JOALI operations, we closely collaborate with local schools to encourage students to pursue careers in the tourism and hospitality sector and to raise awareness of sustainability practices. To that end, we organize island visits and informative sessions to support the integration of younger generations into the sector and to strengthen their sustainability awareness.
	Experience- and Wellness-Focused Consumption	Consumers now demand not only products but also experiences that enhance quality of life and solutions focused on healthy living. This approach is a social trend that reinforces the notion of sustainable and conscious consumption.	As Gürok Group, we regard trends in experiential and wellness-focused consumption as prominent because they strengthen the focus on sustainable products and services across our industrial and tourism operations. In our industrial operations at GCA, we communicate to customers the strengths of glass, which is positioned as the healthiest alternative among refillable product packaging options. Through refillable (returnable) product partnerships, we both enable end consumers to contribute to waste reduction and aim to strengthen the market position of glass—a healthier alternative that does not interact with product contents—compared with single-use packaging. Within our tourism activities, we prioritize sustainability in the products consumed at Ali Bey Hotels & Resorts; we make a point of offering our guests recyclable products.
	Focus on Diversity, Equality, and Inclusion (DEI)	Organizations are moving forward in creating equal opportunities by developing policies that strengthen the representation of diverse identities and perspectives. The DEI approach has become central to social justice and workplace inclusion.	As Gürok Group, we consider diversity, equality, and inclusion fundamental to our corporate culture in our tourism operations and regard this approach as a prominent sustainability trend. At Ali Bey Hotels & Resorts, we place equality and inclusion at the heart of our corporate culture and provide all employees with a fair and inclusive work environment under our zero-tolerance approach to discrimination.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	TRENDS	DEFINITION	HOW DOES GÜROK GROUP MANAGE THIS TREND ACROSS ITS SECTORS?
ECONOMIC	Transparent Supply Chain	The growing expectation for traceability and transparency in global value chains has brought the transparent management of procurement processes to the forefront. Brands are turning to digital monitoring and reporting systems to make their environmental and social impacts traceable.	As Gürok Group, we consider transparent and traceable supply chain management a prominent trend in sustainability within our operations. In this context, we aim to extend sustainability throughout our entire value chain, managing our supply chain in a transparent and traceable structure in line with environmental, social, and governance (ESG) criteria. We assess our suppliers based on quality, legal compliance, product safety, and sustainability criteria, and we implement audits, performance monitoring, and corrective action processes for critical inputs. Through our application of Ethical Trading Initiative (ETI) principles, supplier audits, and social responsibility surveys, we are able to track environmental and social impacts, managing our supply chain processes systematically and transparently.
	Global Collaboration and Stakeholder Engagement	The growing need for collective action on the climate crisis and sustainability has strengthened international collaboration and stakeholder engagement. This approach accelerates global transformation through shared value creation and knowledge sharing.	As Gürok Group, we consider global collaboration and stakeholder engagement a prominent trend in sustainability within our industrial and tourism operations. Specifically in our industrial operations, we base our sustainability approach on the strong and transparent relationships we build with our stakeholders. We regularly analyze stakeholder expectations on environmental, social, and governance issues, directly incorporating their opinions and feedback into our decision-making processes. In addition to the continuous communication and evaluation mechanisms we maintain with our customers, employees, and supply chain, we take an active role in industry platforms and associations such as FEVE, ÇEVKO, and ASD. Through our collaborations with these organizations, we contribute to the dissemination of sustainability practices in the glass industry and to the creation of shared value. In this way, we work together with our stakeholders for a more inclusive and sustainable future. Within our tourism operations, our sustainability approach at Ali Bey Hotels & Resorts and JOALI is not limited to internal practices; we strengthen it through collaborations with local schools, non-governmental organizations (NGOs), and relevant public institutions in the regions where we operate. With our JOALI brand, we maintain strong and sustainable relationships with local stakeholders as part of our Corporate Social Responsibility (CSR) and sustainability practices, aiming to contribute to the protection of environmental and community values through these collaborations. We also involve our guests in this process through our facilities' communication channels, adopting a holistic approach to stakeholder engagement.
	Digitalization and Industry 4.0	Technologies such as the Internet of Things, artificial intelligence, and automation support the efficiency- and sustainability-focused transformation in the manufacturing and service sectors. Industry 4.0 applications are redefining the role of digital infrastructure in economic growth.	As Gürok Group, we consider digitalization and Industry 4.0 applications a prominent trend in our industrial and tourism operations for redesigning business processes, increasing operational efficiency, and supporting sustainability. Specifically in our industrial operations, at LAV, a part of our group, we approach digitalization not just as the implementation of technological tools, but as the redesign of business processes, the enhancement of organizational efficiency, and the equipping of employees with digital competencies. Within our industrial operations, at LAV, LAV HORECA, GCA, and GCA Spirits, we position digital transformation as a strategic tool that makes manufacturing and commercial processes more efficient, traceable, and sustainable. By continuously developing our software and machinery infrastructure, we use sensors and advanced image processing systems to make our production processes more autonomous and error-free, reducing human-induced errors and achieving process optimization and resource efficiency. As part of our Commercial Operations Transformation, we have restructured our sales, marketing, and customer management processes to create a customer-centric, data-driven, and KPI-focused management model. While monitoring production processes end-to-end with our Manufacturing Execution System (MES), we manage sales, shipment, complaint, and project processes holistically through a CRM infrastructure integrated with our ERP systems. Through this structure, which is integrated with our business partners, we aim to offer proactive, personalized solutions. In our tourism operations, at Ali Bey Hotels & Resorts, we view digitalization not merely as the use of technological systems, but as a means to improve business processes, increase operational efficiency, and support sustainability. Thanks to the digital infrastructure and automation applications we use in energy, maintenance, technical operations, and guest services, we monitor processes more efficiently and conduct them in an environmentally sensitive manner.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

Sustainability Opportunities

CATEGORY	OPPORTUNITY	DESCRIPTION	HOW DOES GÜROK GROUP MANAGE THIS OPPORTUNITY ACROSS ITS SECTORS?
Environmental	Low carbon footprint, energy cost savings, and a reputation for environmental sustainability.	Reducing carbon emissions through energy efficiency and the use of renewable resources is a significant opportunity that strengthens both cost control and environmental reputation. This approach is in direct alignment with sustainable growth objectives.	As Gürok Group, we consider waste recovery and resource efficiency practices a strategic approach for strengthening our cost structure, reducing our environmental impact, and supporting our brand reputation. Accordingly, we aim to strengthen our eco-friendly image and increase our competitive advantage while optimizing resource use. Additionally, by commissioning rooftop solar power plants with a total installed capacity of 8 MW on the roofs of our LAV and GCA facilities, we are increasing our use of renewable energy and contributing to the reduction of our operations' carbon footprint and the promotion of energy efficiency. In this context, at Ali Bey Hotels & Resorts, we implement practices aimed at increasing resource efficiency and reducing waste generation in our operational processes. Through efficiency-focused solutions in energy and material use, we both enhance cost-effectiveness and improve our environmental performance. With our JOALI brand, we are evaluating the use of solar energy as a renewable resource to contribute to emissions reduction. We are deploying battery-powered vehicles in our operational activities and reducing electricity consumption through LED lighting systems, energy-efficient equipment, and improved insulation practices. We also increase resource efficiency by implementing energy-saving methods through smart technologies.
	Reducing waste costs, reducing dependence on raw materials, and enhancing brand value.	Waste recovery and resource efficiency practices reduce production costs while strengthening an eco-friendly image. This trend provides the brand with a competitive advantage and an enhanced reputation.	As Gürok Group, we consider waste recovery and resource efficiency practices in our industrial and tourism operations a significant opportunity for reducing waste costs, decreasing raw material dependency, and strengthening our brand value. Specifically in our industrial operations, we see that practices for waste recovery and resource efficiency at GCA, a part of our group, offer significant opportunities both environmentally and economically. Through our EKOMAT Project, implemented in line with our circular economy approach, we have recycled 2.3 million units of packaging waste, a contribution that was recognized with the ÇEVKO Green Dot Incentive Award in 2024. Thanks to these projects that support the collection and recycling of cullet, we reduce raw material consumption, save energy and reduce emissions, and lower our production costs. Through EKOMAT-like applications, we aim to increase recycling rates and strengthen recycling awareness throughout society. Within our tourism operations, at Ali Bey Hotels & Resorts, we systematically carry out waste reduction, source separation, and recycling practices, thereby both reducing our environmental impact and increasing our operational efficiency. At JOALI, another component of our tourism operations, we prioritize longevity in product and material selection, opting for materials that are repairable, remanufacturable, or recyclable. We apply the "R" approach, which aims to eliminate waste generation at various sources, and manage waste at the source with a strict separation system, integrating our circular economy philosophy into our operations.
	Protecting water resources, operational efficiency, resilience to climate risks.	Sustainable water management practices provide protection against water scarcity while supporting efficiency in production processes. This opportunity enhances the capacity to adapt to climate change.	As Gürok Group, we consider the protection of water resources, the increase of operational efficiency, and the strengthening of resilience to climate risks a significant opportunity in our industrial and tourism operations. Specifically in our industrial operations, at LAV, a part of our group, we minimize water consumption by reusing water used in production through recycling systems. We also develop new projects for efficient water use, contributing to the conservation of water resources and the reduction of operational costs. With the closed-loop systems at GCA, we reuse our process water in our production processes. This allows us to reduce water consumption and decrease the amount of wastewater. Within our tourism operations, at Ali Bey Hotels & Resorts, we review our operational processes and carry out improvement works to support the economical and efficient use of water. We support these efforts with awareness activities for our guests and staff. With our JOALI brand, we implement water-saving technologies, provide graywater recovery, use smart irrigation systems, and regularly detect and repair potential leakages. By integrating policy-based water conservation practices into our operations, we ensure the effective and sustainable management of water resources.
	Reducing waste, enhancing brand value among consumers, and ensuring regulatory compliance.	Innovative practices in waste management processes meet legal requirements while attracting environmentally conscious consumers. This strengthens the brand's image as a responsible manufacturer.	As Gürok Group, we consider waste reduction practices in our industrial and tourism operations a significant opportunity for strengthening brand value in the eyes of consumers and increasing our capacity for regulatory compliance. Specifically in our industrial operations, at LAV, LAV HORECA, GCA, and GCA Spirits, part of our group, we strengthen our identity as a responsible manufacturer by going beyond legal requirements with the innovative and continuous improvement-focused practices we adopt in waste management. As part of our efforts to reduce excessive packaging, we prefer recyclable, non-toxic, and eco-friendly materials, and we reduce packaging weights without compromising quality standards. By integrating cullet into our production processes, we reduce waste, optimize resource use, and support a circular production model. We reduce waste from single-use packaging by preferring reusable packaging materials in the product transportation process. Furthermore, through the Spark Suggestion Award System, which encourages employee participation, we implement ideas for process improvement, the use of longer-lasting materials, and waste reduction. Thanks to the savings we achieve in plastic, cardboard, and wood use, we reduce both environmental impact and costs. With this holistic approach, we meet the expectations of environmentally conscious stakeholders while strengthening our brand's image as an environmentally sensitive and innovative manufacturer. Within our tourism operations, at Ali Bey Hotels & Resorts, we aim to minimize the use of single-use products by developing alternative projects to reduce plastic consumption. We increase resource efficiency with projects to prevent food waste and reduce waste generation by decreasing paper use through digitalization applications.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	OPPORTUNITY	DESCRIPTION	HOW DOES GÜROK GROUP MANAGE THIS OPPORTUNITY ACROSS ITS SECTORS?
Social	A more skilled workforce, stronger employee engagement, and long-term human resources management.	Investments in training, development, and career opportunities increase employee engagement and help retain institutional knowledge. This presents a significant opportunity to build sustainable human capital.	As Gürok Group, we consider creating a more competent workforce, increasing employee engagement, and strengthening long-term human resource management a significant opportunity in our industrial and tourism operations. Through our Project Internship Program, which we successfully run within our glass industry brands, we bring qualified young talent into our organization while they are still in their education. Based on their project performance during their internships, we directly include potential candidates in our recruitment processes. With this dynamic approach that prioritizes talent development, internal promotions, and early-career opportunities, we create lasting opportunities that reinforce our long-term corporate capacity and employer brand. Furthermore, when filling organizational roles, we prioritize our internal resources to support our employees' career development, thereby preserving corporate memory and maximizing employee engagement. Specifically in our industrial operations, at GCA, a part of our group, we aim to build sustainable human capital by strategically investing in training, development, and career opportunities under the Career Forward Program. Within this program, we bring together the knowledge of experienced employees with the innovative perspectives of young talent, and we strengthen employee engagement through flexible work models and a supportive work environment. With this approach, we preserve in-house knowledge and create a lasting opportunity that supports talent development and strengthens our long-term corporate capacity and employer brand. Additionally, through the reverse mentoring practice we conduct as part of the Career Forward Program, we encourage our young employees and interns to share knowledge and experience with senior management, supporting intergenerational learning and strengthening our innovative and inclusive corporate culture. Within our tourism operations, at Ali Bey Hotels & Resorts, we implement practices to enhance our employees' competencies by organizing technical, vocational, and personal development training. At JOALI, we focus on continuous training and career development paths, preferring internal promotions over external recruitment when possible to fill vacant positions, thereby strengthening employee engagement and corporate memory.
	Greater environmental awareness, community support, and long-term adaptability.	Increased environmental awareness and social sensitivity strengthen public support for sustainable practices. This awareness is a social opportunity that enhances companies' long-term resilience.	As Gürok Group, we consider the growing environmental awareness and social sensitivity in our industrial and tourism operations a significant opportunity for strengthening community support and increasing long-term adaptation capacity. Specifically in our industrial operations, at GCA, a part of our group, we actively support this awareness through our work in recycling and the circular economy, developing collaborations with public institutions, non-governmental organizations, and academic stakeholders. In this context, we were a Gold Sponsor at the Extended Producer Responsibility (EPR) Conference and Green Dot Industry Awards organized by the ÇEVKO Foundation, and our EKOMAT Recycling Project was honored with the Green Dot Incentive Award. Additionally, through the Ağaçköy Recycling Detectives Education Project, which we launched with the ÇEVKO Foundation, we aim to broaden environmental awareness from a young age. As part of the "GCA Recycling Detectives Elementary School Education Project," we provide hands-on and comprehensive training to children at Kütahya Ağaçköy Elementary School on the love of nature and the importance of recycling. Within our tourism operations, at Ali Bey Hotels & Resorts, we organize environmental awareness events for public schools, children with special education needs, and guest children. We contribute to increasing social awareness through beach and environmental clean-ups, recycling activities, and nature-themed events, supporting these efforts through collaborations and joint platforms with public institutions and non-governmental organizations. At JOALI, we actively involve employees and local communities in the process through various activities and awareness initiatives. Thanks to this shared awareness we have created regarding environmental responsibility, we strengthen public support and increase our long-term capacity to adapt to environmental and social changes.
Economic	Accessing new markets, strengthening brand reputation, and creating social impact.	Innovative products and services focused on sustainability strengthen perceptions of a brand's social responsibility and provide access to new customer segments. This creates opportunities for long-term growth.	As Gürok Group, we consider opening new market areas, strengthening our brand reputation, and creating social impact as one of the fundamental opportunities for sustainable growth. We believe that sustainability-focused innovative products and services strengthen perceptions of our brands' social responsibility and provide access to new customer segments. In this context, at JOALI, we position the brand in line with the concept of "Responsible Luxury," creating a strong brand identity in this area through collaborations with stakeholders and the implementation of sustainability practices. As our efforts are recognized with various national and international awards and accolades, we reinforce our brand reputation and create new opportunities that support long-term growth.
	Competitive advantage, rapid innovation, sustainable product and service diversity.	Innovative solutions developed through R&D investments enable the expansion of an eco-friendly and economical product portfolio. This strategy provides the brand with a long-term competitive advantage.	As Gürok Group, we consider R&D and innovation-focused practices in our industrial operations a significant opportunity for strengthening our competitive advantage, accelerating innovation processes, and increasing the diversity of sustainable products and services. In this context, at LAV, LAV HORECA, GCA, and GCA Spirits, part of our group, we develop innovative solutions through R&D and innovation investments that increase process efficiency, optimize raw material and energy use, and reduce waste and environmental impacts. By directly integrating these projects, which we implement with multidisciplinary approaches, into our production processes, we expand our portfolio of eco-friendly and high value-added products and offer differentiated solutions that meet customer expectations. With this strategy, we enhance operational efficiency while providing the brand with a long-term and sustainable competitive advantage.

MANAGEMENT OF SUSTAINABILITY RISKS, OPPORTUNITIES, AND TRENDS

CATEGORY	OPPORTUNITY	DESCRIPTION	HOW DOES GÜROK GROUP MANAGE THIS OPPORTUNITY ACROSS ITS SECTORS?
Economic	Market leadership in niche and wellness tourism.	The rise of wellness and experience-oriented tourism concepts offers significant opportunities for sustainable tourism practices catering to high-income groups. This trend creates an opportunity for differentiation in the global market with high value-added service models.	As Gürok Group, we consider niche and wellness tourism in our tourism operations a significant opportunity for differentiation, high value-added service delivery, and market leadership potential. In this context, at Ali Bey Hotels & Resorts, a part of our group, we offer our guests vacation experiences immersed in nature and prioritize renewal and enjoyable experiences. With this approach, we create an opportunity for differentiation through sustainable and high value-added service practices.
	Artificial intelligence (AI) and big data-driven efficiency.	Data analytics and AI-based systems enable highly efficient production process optimization and decision support. This transformation improves operational excellence and strengthens competitiveness.	As Gürok Group, we consider artificial intelligence and big data-driven digital transformation applications in our industrial operations a significant opportunity for increasing operational efficiency, strengthening process traceability, and sustainably reinforcing our competitive strength. Across the Group, through the artificial intelligence and data analytics units established within our shared IT structure, we support rapid and accurate decision-making processes in critical areas such as market analysis, customer service, and recruitment. Thanks to these digital transformation applications, we increase operational efficiency, optimize resource use, and sustainably strengthen our competitive strength. At LAV, thanks to our AI-supported quoting system, we have eliminated manual workflows and established a structure that can provide immediate, flexible, and accurate service to our customers. With ERP system integration and a CRM-based transformation model, we have increased process traceability and automation levels. We have implemented comprehensive training programs to enable our sales teams to conduct sales processes more quickly and effectively through the CRM system. Within our industrial operations at GCA, we use fully integrated ERP and CRM systems to make all our processes end-to-end traceable and data-driven. While strengthening our quality control processes with image processing-supported production systems, we achieve high performance in production optimization and process traceability.
	Reducing risks, strengthening supplier relationships, gaining customer trust.	Responsible supply chain management prevents operational disruptions and increases stakeholder trust. This approach is a strategic opportunity for long-term business continuity.	As Gürok Group, we consider responsible supply chain management in our tourism operations a significant opportunity for reducing risks, strengthening supplier relationships, and gaining customer trust. In this context, at Ali Bey Hotels & Resorts, a part of our group, we maintain regular communication with our suppliers and conduct on-site visits to closely monitor their business processes in line with our responsible supply chain management approach.

OUR SUSTAINABILITY TARGETS

As Gürok Group, we place our "Think Unlimited, Act Brave, Do Good" philosophy at the core of our sustainability strategy. We set concrete and measurable targets to minimize our environmental impact, create social benefit, and integrate a transparent governance approach into all our business processes.

Our short-term targets for 2025 and beyond focus on operational excellence across a broad spectrum, from resource efficiency and women's employment to biodiversity conservation and responsible procurement operations. These targets, which we are committed to building upon each year, are a reflection of our promise not only to do our business well but also to "do good" for the world we live in.

ESG Area	Focus Area	Short-Term Targets	Alignment with Strategic Goals	SDG Alignment
ENVIRONMENT	Resource Management	**ALİ BEY:** Reducing water consumption by 1% during the season compared to the previous year **JOALI:** Reducing water consumption by 5% compared to the previous year **GCA:** Increasing the use of cullet in production to 35% compared to the 2023 baseline (Target year: 2030)	Think Unlimited for the World: **Responsible Resource Use**	6, 12
	Energy and Emissions	**LAV:** Reducing electricity consumption by 1% compared to the previous year **JOALI:** Reducing energy consumption by 5% compared to the previous year **GCA:** Reducing our emissions by 30% compared to the 2023 baseline. (Target year: 2030) **GCA:** Sourcing 30% of our energy from renewable sources and achieving 7% energy savings compared with the 2023 baseline (Target year: 2030)	Think Unlimited for the World: **Carbon Footprint Reduction**	7, 13
	Wasta management	**ALİ BEY:** Reducing single-use plastic consumption by 1% **GCA:** Recycling 80% of our waste compared to the 2023 baseline. (Target year: 2030) **GCA:** Supporting local recycling systems in the cities where production takes place, relative to the 2023 baseline (Target year: 2030))	Think Unlimited for the World: **Circular Economy**	12, 13
	Chemical Management	**ALİ BEY:** Reducing chemical consumption by 1% compared to the previous year	Think Unlimited for the World: **Eco-Friendly Approach**	12

ESG Area	Focus Area	Short-Term Targets	Alignment with Strategic Goals	SDG Alignment
ENVIRONMENT	Biodiversity	**ALİ BEY:** Making a donation at least once a year to an organization focused on biodiversity	Think Unlimited for the World: **Respect for Nature**	14, 15
SOCIAL	Human Values	**LAV:** Increasing the ratio of female blue-collar employees by 10% by 2030 **GCA:** Supporting employee development with 50 hours of training per employee per year relative to the 2023 baseline. (Target year: 2030) **GCA:** Doubling the number of female (white-collar) employees compared to the 2023 baseline. (Target year: 2030)	Do Good for People: **Gender Equality**	4, 5, 10
	Occupational Health and Safety	**GCA:** Ensuring a safe working environment with a target of "0" work-related accidents, compared to the 2023 baseline. (Target year: 2030)	Do Good for People: **Safe Working Environment**	3, 8
GOVERNANCE	Responsible Procurement	**ALİ BEY** Increasing the number of local suppliers by 1% each year **GCA:** Assessing the sustainability performance of 60% of our suppliers. (Target year: 2030)	Act Brave for the Society: **Contribution to Local Development**	8, 12, 17

CORPORATE GOVERNANCE APPROACH

Strong brands growing with a vision of transparency



We encourage our Group brands to share their environmental, social, and governance performance through annual sustainability reports.

At Gürok Group, we build our corporate governance approach on the principles of transparency, accountability, responsibility, and fairness. We conduct our management processes in line with international standards while pursuing sustainable growth in the industrial, tourism, construction, and fast-moving consumer goods sectors in which we operate.

The core elements of our corporate governance approach are ethical values, sustainability, risk management, and strategic planning. Through our corporate governance approach, we aim to build trust among our shareholders and other stakeholders.

In all operations we conduct at Gürok Group, in the management processes of our group brands, and in our stakeholder relations, we act in accordance with corporate governance principles, particularly transparency, accountability, and fairness.

Transparency
We take a transparent approach in every area, from reporting to communications, and regularly and openly share all financial and operational information concerning our group and its brands with relevant parties. We encourage our Group brands to share their environmental, social, and governance performance through annual sustainability reports.

Accountability
In line with the principle of accountability, we establish the areas of responsibility of all our managers and employees, from Gürok Group Senior Management to operational units, and define their duties and authority.

Fairness
Within the framework of the fairness principle, we structure our human resources policy to ensure all our employees benefit from equal rights and opportunities, and we support our supplier relations and customer processes with equal and impartial practices.

We assess the environmental and social impacts arising from our Group's activities with a high sense of responsibility, manage our risks proactively, and take decisive steps to improve our performance in line with our sustainability goals.

As Gürok Group, we have strengthened our corporate governance structure with an effective internal control and audit function. The processes we have implemented across our Group brands include financial and operational internal audits, risk assessment and monitoring mechanisms, and performance monitoring and improvement actions. In 2025, we also conducted internal audits to increase operational efficiency and align with our sustainability goals. We regularly update our risk monitoring activities and implement action plans for the areas of improvement we identify.

BOARD OF DIRECTORS, SENIOR MANAGEMENT, AND COMMITTEES

Effective communication through multi-layered management

Our multi-layered management structure enables continuous information flow and two-way communication.

The Gürok Group Board of Directors is the highest decision-making body that determines our group's long-term vision, strategic goals, and sustainable growth priorities.

Our Board of Directors is responsible for determining the strategic direction of all our group brands, overseeing corporate risk management, monitoring sustainability performance, and ensuring compliance with ethical management principles, all in line with the principles of financial strength, ethical governance, and environmental and social responsibility. Our Board of Directors, chaired by Mr. Rıza Güral, consists of five members, with Erol Güral and Esin Güral Argat serving as deputy chairs.

Our Gürok Group Senior Management team consists of executives who report directly to the Board of Directors and are represented in two separate groups. The first group comprises the General Managers of our brands operating under the Group—LAV, LAV HORECA, GCA, GCA Spirits, AVOYA, Gürok Kiremit, Lapis Yapı, and RYG TECHNIC—and the General Director of the Tourism Group. The second group comprises the C-level executives in our central organization—the Group Director of Finance (CFO), Group Director of Information Technology (CTO), Group Director of Human Resources (CHRO), and Group Director of Internal Audit (CAE)—as well as the Corporate Communications Director, Life Sciences Investments Director, and Investments and Business Development Director.

At Gürok Group, we structure our strategic decision-making processes in line with corporate governance principles, grounding them in data, involving multiple stakeholders, and focusing on creating sustainable value.

We manage the collaboration between the Gürok Group Board of Directors and Senior Management through regular meetings, periodic reporting processes, and committee structures.

We support our decision-making processes by evaluating the analyses, reports, and recommendations we receive from senior management through the Ethics Committee, Sustainability Committee, and Business Continuity Committee, which report directly to the Board of Directors. Our multi-layered management structure enables a continuous flow of information and two-way communication on matters of strategic direction, performance monitoring, and corporate risk management.

To monitor financial and operational performance across our group brands, we regularly conduct strategy workshops, hold annual planning and periodic review meetings, and prepare internal audit reports. Through these mechanisms, we ensure that Board of Directors decisions are implemented effectively and corporate governance standards are strengthened.



BOARD OF DIRECTORS, SENIOR MANAGEMENT, AND COMMITTEES

Business continuity activities conducted at each brand are subject to an annual Gürok Group internal audit.

Our Committees

Ethics Committee:
The Ethics Committee operates to strengthen the culture of ethical conduct at Gürok Group and its brands, prevent conflicts of interest, and ensure that employee conduct complies with the Gürok Group Code of Ethics. When necessary, it implements corrective measures with management and manages secure reporting mechanisms for all employees. The Ethics Committee upholds the principles of transparency and accountability in its decision-making processes.

Sustainability Committee:
The Sustainability Committee assesses the environmental and social impacts of strategic plans, ensuring that the sustainable growth approach is integrated into every stage. It monitors environmental, social, and governance (ESG) performance across Gürok Group and sets strategies in priority areas such as resource efficiency, energy management, social impact, and women's employment. In line with the "Think Unlimited for the World, Act Brave for Society, and Do Good for People" approach, it coordinates sustainable production, equal opportunity, and social contribution projects.

Business Continuity Committee:
The Business Continuity Committees at our brands consist of a Business Continuity Coordinator and Business Continuity Officers and are responsible for the Business Continuity Management System. They meet when necessary, but at least once a year, upon the recommendation and invitation of the Business Continuity Coordinator. Their purpose is to understand the organization and provide information on the prioritization of its products and services and how urgently its activities need to be restored. This information establishes the conditions that will determine the selection of appropriate BCM strategies.

Working under the coordination of the Business Continuity Coordinator, the Business Continuity Officers are responsible for communicating information on Business Continuity within their respective units or departments—including changes in personnel, processes, and competencies and the identification of teams to be analyzed—as well as the relevant group's requests, views, and suggestions concerning the scope of Business Continuity, to the Business Continuity Coordinator.

Business continuity activities conducted at each brand are subject to an annual Gürok Group internal audit.

Gürok Group Board of Directors

Senior Management

- General Manager of LAV
- General Manager of GCA
- General Manager of AVOYA
- General Manager of Gürok Kiremit
- General Manager of Lapis Yapı
- General Manager of RYG TECHNIC
- General Director of the Tourism Group
- Group Director of Finance
- Group Director of Information Technology
- Group Director of Human Resources
- Group Director of Internal Audit
- Director of Corporate Communications
- Director of Investments and Business Development
- Director of Life Sciences

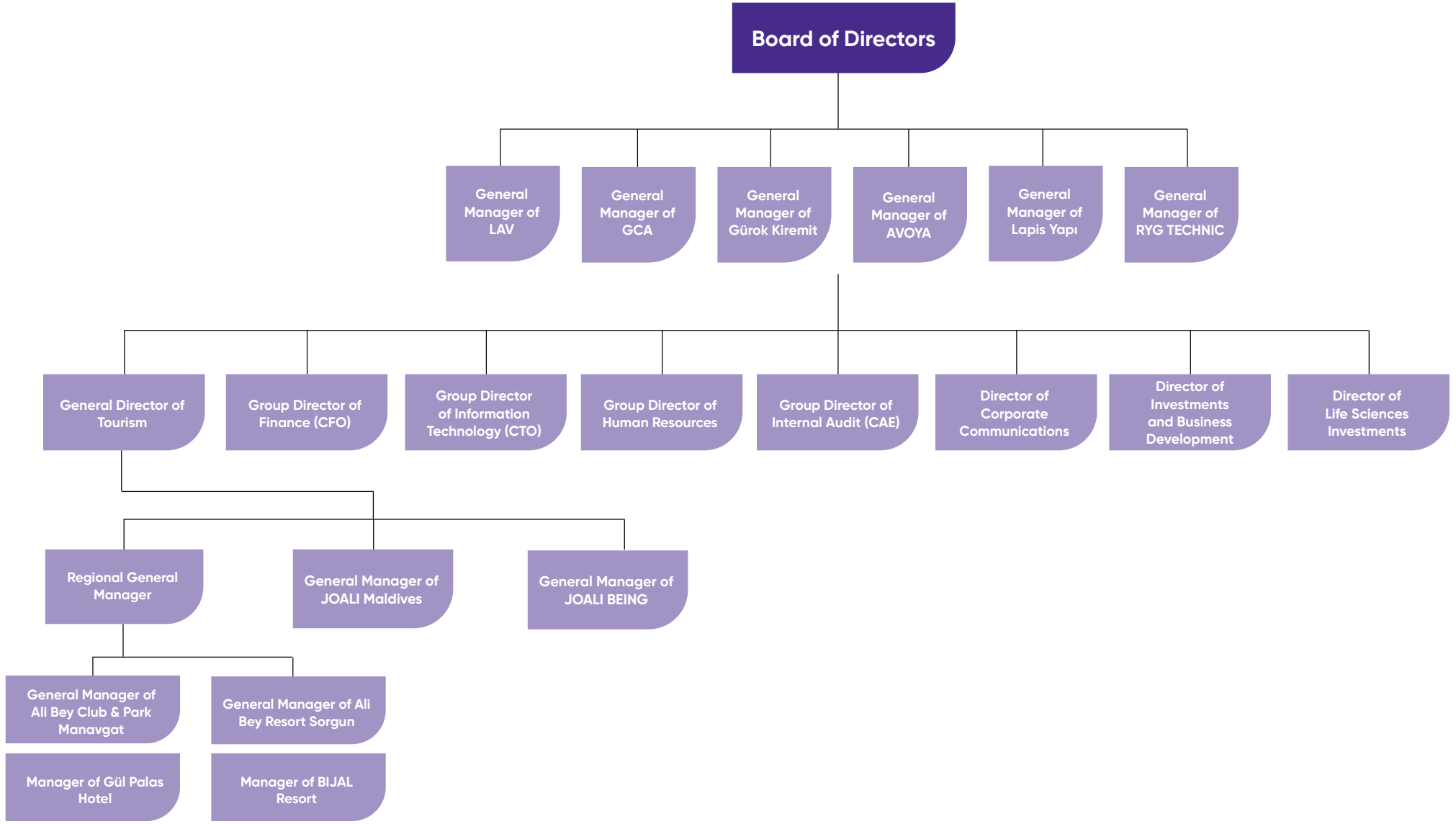
Committees

Ethics Committee
- CFO
- General Manager of GCA
- General Manager of LAV
- General Manager of Gürok Kiremit
- Regional General Manager of Tourism
- CAE
- CHRO
- CTO
- Director of Financial Affairs

Sustainability Committee
- Director of Corporate Communications
- Group Director of Human Resources
- General Manager of GCA
- General Manager of LAV
- General Director of the Tourism Group
- General Manager of Gürok Kiremit

Business Continuity Committee
- Business Continuity Coordinator
- Business Continuity Officers

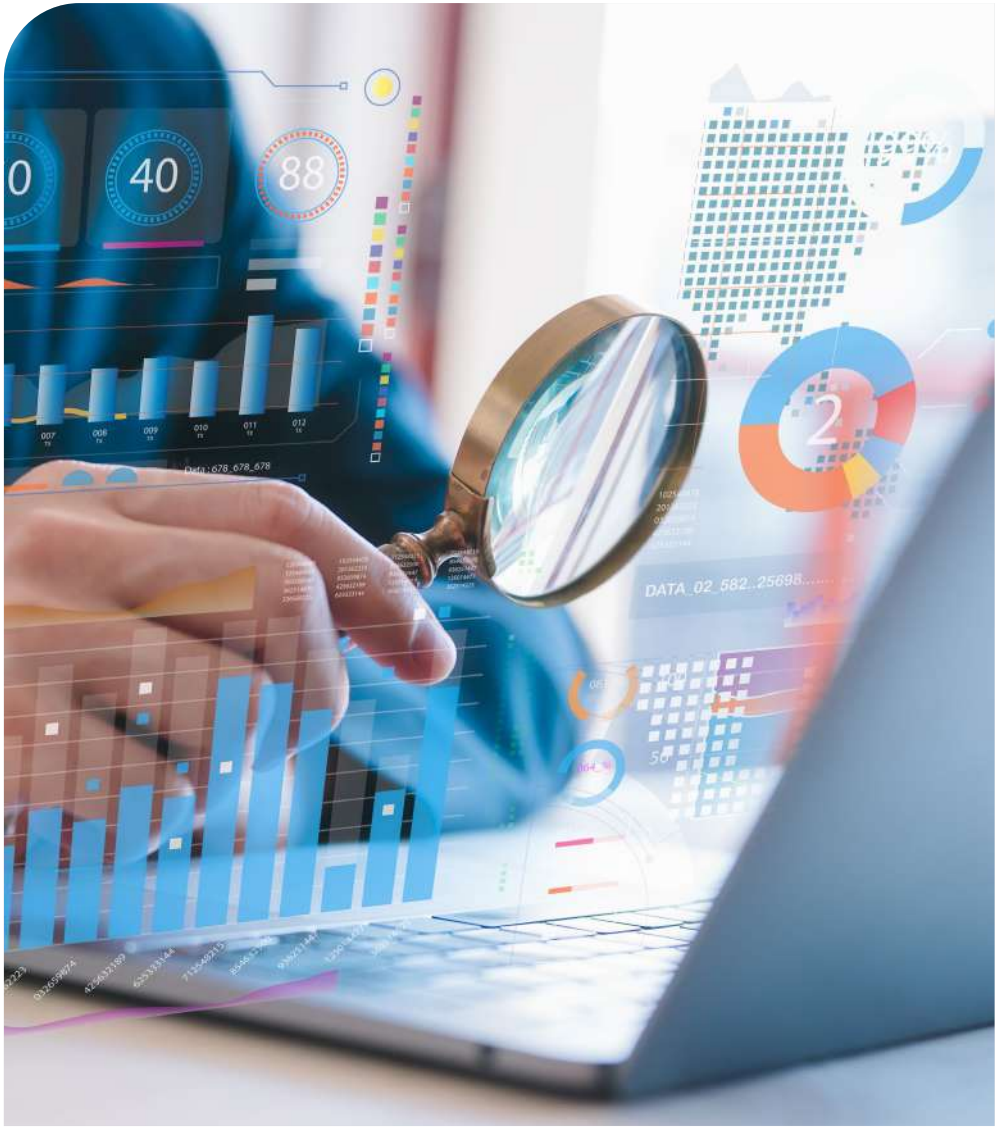
ORGANIZATIONAL CHART



BUSINESS ETHICS, LEGAL COMPLIANCE, AND TRANSPARENCY

A corporate foundation strengthened by compliance policies

In our compliance activities, we rely on the compliance policies and procedures established within Gürok Group.



At Gürok Group, we implement our Code of Ethics Policy, Ethics Principles Procedure, Business Ethics Rules Procedure, and all related supporting documents within the framework of our ethics hotline mechanism. We use our ethics hotline to record reports concerning the following topics:

- HR Practices and Respect in the Workplace
- Business Ethics Practices
- Accounting and Financial Reporting
- Theft, Fraud, and Misuse of Assets

In our compliance activities, we rely on the compliance policies and procedures established within Gürok Group. In this process, we focus on ethical principles, anti-bribery and anti-corruption, prevention of money laundering, and fraud risk management. In light of the risks identified, we assess how well all our branches and units comply with applicable legislation and internal company regulations. This allows us to establish a holistic view of risks, threats, and compliance status.

While taking these steps, we conduct the necessary interviews in accordance with the Gürok Group Code of Ethics and strictly observe the principle of confidentiality. Based on our assessments of supporting documents, we define risks and determine their levels. In line with our principle of transparency, we present our reports, which include our findings, identified risks, and proposed solutions, directly to our Board of Directors.

PROACTIVE RISK AND CRISIS MANAGEMENT

Strategic and measurable risk management

We assess risks with a proactive and systematic approach, developing effective risk management practices to protect our strategic objectives, business continuity, and stakeholders.



Proactive Risk Management

We manage our risks with a proactive approach based on shared responsibility at all levels of our organization. Within the scope of the Gürok Group Enterprise Risk Management (ERM) process, we identify, measure, and prioritize events that could prevent us from achieving our strategic objectives. We assess risks from both a threat and an opportunity perspective and choose to avoid, mitigate, share (transfer), or accept them. We hold all our group brands, units, and employees responsible for managing risks in accordance with this procedure.

We conduct our risk management processes under the leadership of our Internal Audit Directorate in collaboration with our Quality Assurance units. Within this framework, we ensure that:

- Business units take responsibility for the day-to-day management of risks,
- Quality Assurance functions take responsibility for establishing risk policies and strategies, fostering a strong risk culture, and reporting risk-related matters, and
- The Internal Audit Directorate oversees the process, coordinates risk assessments, and reports the results to the Board of Directors.

The Gürok Group Board of Directors is the highest governing authority responsible for approving and monitoring the Group's risk appetite.

Our Risk Management Strategy

We formulate our risk management strategy based on the principle of "taking the right amount of the right risk," and implement it upon the recommendation of the Internal Audit Directorate and the approval of the Board of Directors. We review our corporate risk appetite and tolerance assessment annually. We evaluate our risk management procedures each year and report the results to the Board of Directors.

Risk Assessment

We classify risks by type (financial, operational, strategic, reputational, etc.) and consolidate them into a single risk inventory. We assess risks using risk scores based on their impact and likelihood, prioritize them, and conduct a consolidated impact analysis.
By monitoring risks in different categories using the same methodology, the risk inventory strengthens our ability to manage them within a single framework.

We rate risks as high, medium, and low priority according to the risk management procedure and manage them based on this prioritization.

Impact-likelihood matrix:
Under our risk management procedure, we analyze risks using a 5 x 5 L-type matrix, scoring both impact and likelihood from 1 to 5.

In terms of impact criteria, we classify risks as very low, low, medium, high, and critical. In our assessments, we consider factors such as financial consequences, impact on the Company's reputation, effects on customer satisfaction, service continuity, and legal obligations.

For the likelihood criterion, we score the likelihood of a risk occurring on a scale of very low, low, medium, high, and certain. In this context, we assess the frequency of the risk's occurrence, its potential to cause service disruptions, possible sanctions, and its exposure.

PROACTIVE RISK AND CRISIS MANAGEMENT

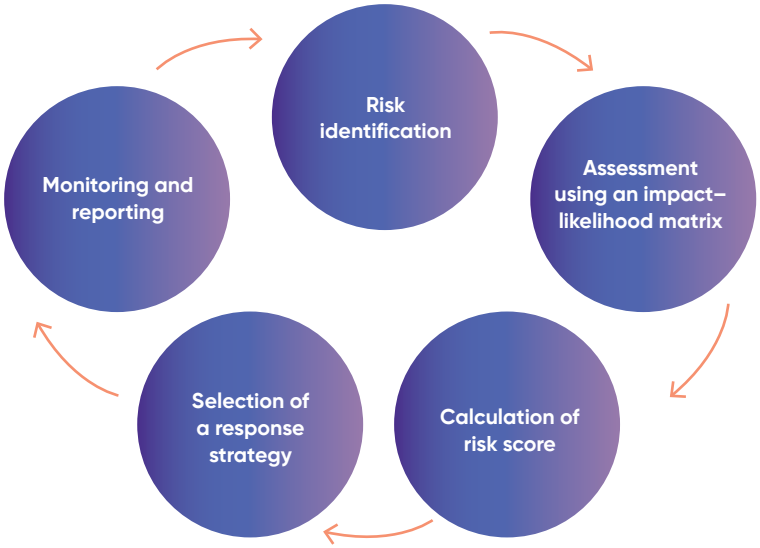
Within Gürok Group, we have established a business continuity procedure and corresponding crisis management plans to ensure business continuity.

Risk score:
In our annual meetings, we score risks based on impact (1–5) and likelihood (risk exposure 1–5) criteria and determine the risk scores by multiplying these two values.

We prioritize risks based on their risk scores (risk priority values): high (15–25 points), medium (10–14 points), and low (1–9 points). Based on the results of this prioritization, we select an appropriate risk management strategy and implement the necessary action plans. We require written action plans for risks rated high. With this systematic approach, we ensure that risks are minimized and the organization's business continuity is protected.

Enterprise Risk Management (ERM) Methodology

At Gürok Group, we use an enterprise risk management (ERM) methodology structured according to the COSO and ISO 31000 standards to organize our risk assessment and monitoring processes.





Business Continuity

Within Gürok Group, we have established a business continuity procedure and corresponding crisis management plans to ensure business continuity. Additionally, under the coordination of our Quality Assurance units, we develop, test, and report business continuity procedures, crisis plans, business impact analyses, and business recovery plans for our group brands, taking into account sectoral and operational requirements. In the event of a potential crisis, we aim to take swift and effective action guided by our crisis management plans to continue our operations with minimal disruption.

Internal Audit and Control Activities

Under our annual audit plan, we conduct periodic, risk-based audits across the Group and share the results transparently with the Board of Directors, senior management, and process owners. Following agreement with the manager of the audited unit, we communicate the audit reports containing the findings to the Board of Directors, the relevant company general manager, and the audited unit. We monitor whether corrective and improvement measures are taken regarding the findings and recommendations included in the reports and submitted to authorized managers, and we report the results to the Board of Directors.

R&D, INNOVATION, AND DIGITALIZATION

Servo-controlled transformation in production

Through our projects across the Group, we are converting production systems to servo-controlled systems that support production efficiency and digital transformation.



R&D and Innovation

As Gürok, we view R&D and innovation as the most critical elements enabling sustainable success in global competition. We shape our R&D and innovation investments around our vision for independent, environmentally friendly production across the Group that reduces reliance on external sources.

Through projects carried out with the Technopark across LAV, GCA, and Gürok Kiremit, we are converting production systems to servo-controlled systems that support production efficiency and digital transformation. While implementing transformation projects that reduce our carbon footprint and noise pollution, we are developing glass technologies that support the production of lighter and more durable products that stand out in the market. With our own software and programming infrastructure, we carry out digital transformation projects tailored to our needs and undertake machine design transformation projects that eliminate the need for importing machinery or parts.

Additionally, through our collaborations with universities, TÜBİTAK, and other industrial companies, we integrate domestically produced servo technologies into our system.

With our LAV and LAV HORECA brands, we are one of three glass manufacturers in the world that develop their own technology.

Our artificial intelligence team, which has been active for three years, is among the leading AI teams in Europe. We develop AI solutions that are the first of their kind in both the glass industry and the tourism sector. With our artificial intelligence team, established in 2022 within the Technokent affiliated with our group in Kütahya, we are making our business processes smarter and more efficient.

We continue to invest in R&D to produce products with low environmental impact and high added value across our group brands.

R&D, INNOVATION, AND DIGITALIZATION

With our focus on innovation and technology, we develop solutions that respond to changing needs and continuously advance our products and processes.



R&D and Innovation Activities at Our Group Brands in 2025

At our LAV and LAV HORECA brands, we also work with our creative team to manage design processes holistically, from the initial concept to the final visual output. We organize our work around three strategic pillars: product design, decoration design, and visual communication. We bring together all elements—from the shape of the glass to the pattern on it, and from the brand's language to the connection it establishes with the user—within a unified creative framework.

By blending trend research and user insights with a design-thinking methodology, we transform changing lifestyles and the needs of industry professionals into high-quality collections. By supporting aesthetic values with technical solutions suitable for mass production and a strategic approach to communication, we aim to offer a functional, inspiring experience that reflects the brand's identity at every stage of design.

At the Design Studio we established for our GCA brand, we work in harmony with all stakeholders involved in the creative process and manage design processes holistically. We meticulously define the design's aesthetic and conceptual values, the language used to communicate with the target audience, and the elements that reflect brand identity; we consider the packaging form, label design, cap, and other complementary elements as part of a cohesive strategic approach.

From the initial sketches, we use advanced hardware and software to develop design alternatives, which we then convert into three-dimensional models suitable for mass production. We then prepare renderings of these models and present them along with label and packaging design proposals that most accurately represent the product.

For every design alternative we develop at LAV, LAV HORECA, GCA, and GCA Spirits, we file for Industrial Design Registration with the Turkish Patent and Trademark Office, thereby legally protecting our original designs.

At GCA and GCA Spirits, we continued to contribute to our sustainability goals in 2025 through work on refillable products and efforts to reduce the weight of both existing and newly designed products, carried out with our manufacturing, product development (PD), and design teams.

Our University-Industry Partnerships

Within the framework of our university-industry collaboration model, we conduct pioneering work, particularly in the fields of glass compositions and surface technologies. In projects conducted with internationally recognized institutions such as Penn State University and Sheffield Hallam University, we develop new glass formulations, functional coatings, and energy-efficient production technologies. We register the resulting outputs through international patent applications under intellectual and industrial property rights.

Energy Efficiency-Focused Investments

At our LAV, LAV HORECA, GCA, and GCA Spirits brands, we continue our R&D investments aimed at increasing energy efficiency in our glass production processes. In 2025, we accelerated our R&D efforts to optimize our natural gas consumption and transition to alternative energy sources. By completing the installation of a solar power plant on the roofs of our production facilities, we have begun to meet a portion of our energy needs from renewable sources. While focusing on minimizing energy consumption through our waste heat recovery systems, we are strengthening our collaboration with national and international stakeholders to increase glass recycling rates and contribute to the circular economy.

R&D, INNOVATION, AND DIGITALIZATION

We aim to complete the business transformation across all our group brands by 2028.



Digitalization and Business Transformation
Global geopolitical fluctuations, volatility in energy prices, and the dizzying pace of technology are now fundamentally affecting not just certain sectors, but the way business is done in every sector.

As Gürok Group, we view global economic, social, and technological developments not merely through a crisis management lens, but as an opportunity for transformation, and we are shaping our group's new development initiative along this axis. We approach this process not just with technology investments, but with a holistic perspective that encompasses our culture, our human values, our way of doing business, and our entire value chain.

We act with a vision of creating the business models of the future by making effective use of the opportunities offered by technology.

We define digitalization as making all processes—from production to management and from the supply chain to customer relations—data-driven and managing them simultaneously, with our customers, business partners, and employees at the center.

We are strengthening our data-driven decision-making processes across our group brands and equipping our employees with technical skills to achieve this transformation together.

We have built our Transformation for the Future strategy on three main cornerstones:

- Creating a culture of digitalization and data-driven decision-making
- Making investments focused on energy and sustainability
- Preparing our human resources for the future

Our Transformation for the Future Program
As Gürok Group, under our strategic program conducted with the motto "Transformation for the Future," we aim to complete the business transformation across all our group brands by 2028.

We designed our strategic transformation program at the beginning of 2023 and launched its first phase with an investment of USD 11 million. Within the program, we prioritized the transformation at our LAV, LAV HORECA, GCA, and GCA Spirits brands in the first two years. We run our comprehensive transformation program under the name "Momentum" at LAV and LAV HORECA and "GCA for the Future" at GCA and GCA Spirits.

In the next phase, we plan to extend our transformation efforts to our tourism brands for two years, followed by our brands in the fast-moving consumer goods sector for one year. By the end of 2028, we aim to complete the transformation process for all brands under the Gürok Group umbrella. In this context, we plan to make a total investment of USD 25 million.

2023–2025 Phase 1
- Transformation focused on glass industry companies
- The "Momentum" Program at LAV and LAV HORECA; the "GCA for the Future" Program at GCA and GCA Spirits

2025–2027 Phase 2
- Transformation focused on our tourism businesses

2027–2028 Phase 3
- Transformation focused on our brands in the fast-moving consumer goods sector

R&D, INNOVATION, AND DIGITALIZATION

We prioritize establishing a cultural foundation for the new management model and business transformation process designed under our Transformation for the Future program.

In the design phase of the transformation, we first laid the foundations of our strategy by identifying the growth plans and development areas for our group brands. Subsequently, we developed our new value propositions in line with these strategies. We developed these values across multiple areas—from commercial operations and organizational structure to business and cultural transformation—to align with our future business model and increase efficiency in operational processes.

To realize these steps, we identified detailed business processes, the new organizational structure, the governance framework, and the necessary technological infrastructure. Thus, we created a solid transformation framework that will enable Gürok Group to advance confidently toward a sustainable future.

In the first phase of our program, between 2023 and 2025, we focused on our brands in the glass industry. We conducted harmonization efforts to simplify processes at our brands LAV, LAV HORECA, GCA, and GCA Spirits, while preserving their unique processes and cultures. Within this framework, we began to actively use artificial intelligence and advanced data analytics technologies.

With the AI-supported quotation system we developed for LAV and LAV HORECA, our brands that produce glassware for the retail and hospitality sectors, we significantly reduced manual workflows and transitioned to a system capable of providing instant quotes. At our brands, we gained the capacity to respond instantly to customer expectations through a fast and flexible commercial process. We made it possible to respond to much of the quotation process immediately, whereas it previously took more than 10 days, and to track the remaining steps easily through a single application.

At LAV and LAV HORECA, we optimized our production processes by integrating Enterprise Resource Planning (ERP) systems. This integration allowed us to save time in our quality control processes. Through digital monitoring and optimization, we increased production efficiency while achieving the lowest energy and water consumption rates in the sector. With this transformation, we significantly improved operational efficiency and took a major step toward implementing innovative business models for the future.

At GCA and GCA Spirits, our glass packaging brands, we used AI and advanced data analytics to implement new projects centered on the process management experience and structured in line with project management methodologies. We also gained the capacity to respond instantly to customer expectations through a fast and flexible commercial process.

We are aware of the importance of agile decision-making mechanisms to increase our competitiveness in global markets. We adopt a data-driven approach to develop the ability to make fast and effective decisions by using information correctly.

In line with this, we implemented a Customer Relationship Management (CRM) system, making many processes such as planning, sales, and customer support traceable and data-driven from end to end. We significantly increased both our awareness of business processes and our employee productivity.

At Gürok Group, we believe lasting transformation is possible only through a shared understanding and shared ways of behaving. We prioritize establishing a cultural foundation for the new management model and business transformation process designed under our Transformation for the Future program. Accordingly, at our LAV, LAV HORECA, GCA, and GCA Spirits brands, we focused not only on technical changes but also on cultural development. With our pioneering approach in the sector, we bring different units together through regular and disciplined meetings to create a common language of transformation. In our new management model, we base our approach not just on meeting needs, but on integrating into the culture of our existing structure and building this culture together.



PRODUCT/SERVICE QUALITY AND SAFETY

A quality approach focused on environmental performance

We view product and service quality not only as an indicator of customer satisfaction but also of our environmental performance.

At Gürok Group, we prioritize respect for the environment and people and add value to all our stakeholders and our country through our approach to quality, safe production. We reinforce our efforts to ensure product/service quality and safety with internationally recognized standards and certifications. In line with the requirements of the management system standards we follow, we certify our quality processes through independent external audits.

We raise the quality of our products and services to meet international standards and offer them to our customers. We view product and service quality not only as an indicator of customer satisfaction but also of our environmental performance.

Through digital systems, we ensure the transparency of processes and the continuity of product/service quality, providing traceability, data management, and rapid response capabilities.

We manage our quality efforts across our group brands operating in different sectors, using a shared approach while applying differentiated processes.

During the reporting period, we provided a total of 5,299.80 hours of quality training to 5,757 employees across Gürok Group and our brands.



PRODUCT/SERVICE QUALITY AND SAFETY

Our Quality and Product Safety Approach at Gürok Group Brands

Brand	Our Quality and Product Safety Approach	Our Standards and Certifications	Highlights of 2025
LAV & LAV HORECA	Since 2015, we have adopted the EFQM Excellence Model as a management approach and continue our quality and product safety efforts without interruption. We meticulously observe product safety, quality, and durability criteria at every stage of our production processes.	ISO 9001:2015 ISO 50001:2018 (Energy Management System) SEDEX EcoVadis Higg Index CE (Capacity Serving Measures) UKCA (Capacity Serving Measures)	At LAV and LAV HORECA, we carry out our production processes in accordance with the highest quality standards to provide healthy products that comply with international standards. Our quality approach began with ISO 9001:2015 and gained strategic momentum with the adoption of the EFQM Excellence Model in 2015. As a result of this disciplined journey, we achieved the 6-Star Excellence Level in the EFQM assessment, earning national recognition for our operational capability and management quality. We continue to uphold product safety, quality, and durability criteria at every stage of production, drawing on this high level of competence. LAV and LAV HORECA hold ISO 9001:2015 and ISO 50001:2018 certifications issued by accredited bodies. With ISO 9001:2015, we guarantee sustainable quality at every stage of our production processes, while our ISO 50001:2018 certification supports our commitment to maximum energy efficiency and minimum environmental impact. As part of our global supply chain compliance efforts, our presence on the SEDEX platform and our EcoVadis and Higg Index reporting demonstrate our strong commitment to business ethics, human rights, and environmental protection worldwide. In 2025, we successfully completed the SEDEX-SMETA 7.0 audit, described as the most current and comprehensive standard for ethical trade, thereby reinforcing our approach to transparent production in the area of social responsibility. Our CE and UKCA (Capacity Serving Measures) certifications document our attention to precision in glassware with capacity markings and our full compliance with international safety standards.
GCA & GCA Spirits	To offer products that comply with international standards and are safe for health, we conduct our production processes according to strict standards. We design critical points affecting product safety in line with HACCP (Hazard Analysis and Critical Control Points) principles and continuously monitor safety and hygiene standards by subjecting our products to physical, chemical, and microbiological tests.	BRC-PM ISO 9001:2015 ISO 50001:2018 (Energy Management System) SEDEX EcoVadis	At GCA and GCA Spirits, we conduct our production processes according to BRC-PM Product Safety Management System standards to offer products that comply with international standards and are safe for health. We designed the critical points affecting product safety in our processes in line with HACCP (Hazard Analysis and Critical Control Points) principles. We continuously monitor safety and hygiene standards by subjecting our products to physical, chemical, and microbiological tests. Through the BRC-PM Product Safety Management System, our product safety and hygiene standards are assessed at the international level. **In 2025, we successfully completed an unannounced audit for the second time and became the only glass packaging manufacturer in Türkiye to receive AA+, the highest rating.** Under the ISO 50001:2018 Energy Management System, we continuously improve our energy performance and ensure the efficient use of resources. Our ISO 9001:2015 Quality Management System certification demonstrates our focus on quality and continuous improvement in our processes. Within the SEDEX framework, we confirm our compliance with international standards on labor rights, occupational health and safety, environmental protection, and business ethics. In 2025, we successfully completed the SEDEX-SMETA 7.0 audit. EcoVadis, one of the world's most trusted rating platforms aiming to improve sustainability performance and transparency in global supply chains, evaluates companies against international standards based on environmental, labor and human rights, ethics, and sustainable procurement criteria. We actively participate in its assessments to measure our progress on our sustainability journey objectively, manage our environmental and social impact proactively, and provide reliable data to our stakeholders. As a result of our continuous improvement efforts, our EcoVadis score rose to 59 in 2025, placing us in the 62nd percentile, and we earned a committed badge as a reflection of our strong commitment to sustainability.

PRODUCT/SERVICE QUALITY AND SAFETY

Brand	Our Quality and Product Safety Approach	Our Standards and Certifications	Highlights of 2025
Ali Bey Hotels & Resorts	We aim to protect the health of our guests and to maintain the highest level of service quality. We carry out our quality control processes in accordance with international standards. We systematically manage our risks related to food safety, environmental management, and customer satisfaction through a proactive approach.	ISO 10002, ISO 14001, ISO 22000, ISO 50001, GSTC, Blue Flag, Travelife LQA (Leading Quality Assurance)	Under the ISO 22000 standard, we systematically manage our food safety risks and maintain high hygiene standards in our kitchen and bar operations through traceability drills. We conduct regular hygiene audits in all food processing areas and ensure the implementation of cleaning and sanitation protocols. We identify critical control points and carry out monitoring activities in line with HACCP principles. Under the ISO 14001 Environmental Management System, we control our environmental impacts, regularly monitor our water and energy consumption in line with a sustainable tourism approach, ensure the efficient use of natural resources, and adopt an environmentally conscious business approach by segregating our waste at the source. Our practices aimed at reducing environmental risks in this context also directly contribute to the sustainability of our service quality. In line with our focus on sustainable tourism, we comply with GSTC and Travelife criteria to measure and improve our environmental and social impacts. Under the ISO 10002 standard, we systematically collect and analyze guest feedback, operating on the principle of continuously improving our service quality. To enhance the effectiveness of our quality management processes, we provide our employees with training on food safety, the environment, and sustainability. We support our quality control processes with regular field audits, agency audits, mystery shopper audits, international Leading Quality Assurance (LQA) audits, and legal audit processes. On a monthly basis, we have samples taken from kitchens, bars, and pools analyzed by independent laboratories, allowing us to identify potential risks at an early stage and take preventive measures.
JOALI	We follow internationally recognized hospitality standards and measure our service quality through LQA and Forbes Travel Guide assessments. We meticulously apply cleaning, sanitation, and health protocols, and conduct regular internal audits to ensure full compliance with system standards.	HACCP (Hazard Analysis and Critical Control Point), Forbes VERIFIED™ Responsible Hospitality, EarthCheck, LQA (Leading Quality Assurance), Forbes Travel Guide, Five Star	At our JOALI brand, we follow internationally recognized hospitality standards. We use comparative assessments from Leading Quality Assurance (LQA) and Forbes Travel Guide to evaluate and maintain our service standards. We annually certify the compliance of our food safety and hygiene practices at our properties with HACCP (Hazard Analysis and Critical Control Point) standards. With our focus on sustainable tourism, we follow the EarthCheck certification program at our JOALI properties to measure and improve our environmental and social impacts. In 2025, thanks to our efforts in line with our commitment to sustainability and a culture of conscious living, our JOALI Maldives brand earned the EarthCheck Gold Certification, and our JOALI BEING brand earned the Silver Certification. In 2025, we also maintained the VERIFIED™ Responsible Hospitality Certification from Forbes Travel Guide for both islands, confirming our compliance with over 100 international sustainability standards.

PRODUCT/SERVICE QUALITY AND SAFETY

We ensure the quality and safety of our products and services through management systems compliant with international standards, independent assessments by accredited organizations, and our commitment to continuous improvement.

Other Quality Initiatives

LAV and LAV HORECA
We take quality and safety measures in compliance with national and international legislation. In this regard, we meticulously observe product safety, quality, and durability criteria at every stage of our production processes through extensive analyses and tests to meet standards, including the principles of Commission Regulation (EC) No. 2023/2006 on good manufacturing practice. We conduct comprehensive quality control and product inspection activities at every stage of production, including hot-end and cold-end inspections, annealing stress (polariscope) tests, and thermal shock tests. Through these controls, we ensure that our products comply with legislation, standards, and customer expectations.

In line with EU legislation, the REACH Regulation, and ISO standards, we ensure that all materials in our products, including plastic and silicone lids suitable for food contact, are inspected through testing by independent, accredited laboratories. Additionally, we ensure that the decorative and spray paints used on our products do not contain chemicals listed in Annex XVII of Regulation (EC) No. 1907/2006 (REACH) or any SVHC (Substance of Very High Concern), which we verify through accredited third-party laboratory analyses in addition to documents provided by our suppliers.

As part of our Supplier Evaluation Plan, we closely monitor the quality and safety performance of our material suppliers who directly impact our final products through annual supplier audits.

We ensure that our Product Safety and Quality Management System is regularly evaluated each year by third-party organizations designated by our customers. We take necessary actions based on the findings from internal and independent external assessments conducted with the goal of continuous improvement.

GCA and GCA Spirits
We continue our production activities in compliance with international and local legislation regarding product quality and safety. We maintain product safety at the highest level within our corporate culture through internal and external training with our qualified product safety trainers, cross-site audits with our auditors, and behavioral awareness surveys.

We procure our raw materials and supplies in full compliance with the restrictions arising from the international and local compliance obligations of our suppliers, and we monitor their conformity to specifications during incoming inspection. We require Declarations of Compliance (DoC) for food contact and analyses for substances that come into contact with our final product during the production phase, and we monitor them through our input verification processes.

We also prioritize the quality and product safety performance of material suppliers who directly impact our final products. As part of our Supplier Evaluation Plan, we monitor the quality and safety performance of suppliers through ethical, social, and technical audits. Additionally, we conduct regular audits to measure the performance of our suppliers.

We work with accredited third-party laboratories to test swab samples taken from surfaces and personnel in our production environment, perform migration and total bacterial count tests on our products, and verify compliance with product safety and hygiene requirements.

At GCA and GCA Spirits, we systematically apply quality control mechanisms at every stage of glass production. We ensure 100% quality control of our glass packaging products using automatic inspection machines on our production lines. In addition, we subject our products to sample testing in a laboratory setting using various equipment to assess their physical and chemical properties. Using automated palletizing units, we arrange products that have passed quality control tests into pallets ready for shipment, following the requested layer configuration and stacking pattern.

Ali Bey Hotels & Resorts
At Ali Bey Hotels & Resorts, our tourism business, we aim to protect our guests' health and maintain the highest level of service quality. We conduct our quality control processes in accordance with national and international standards.

We also prioritize the quality and safety performance of our product suppliers. We procure our products from suppliers registered in our Approved Supplier System and ensure quality continuity by evaluating their quality and safety performance through on-site audits conducted throughout the year.

JOALI
We meticulously maintain cleaning, sanitation, and health protocols in all our areas and conduct regular internal audits to ensure compliance with system standards.

We support our holistic quality approach, which is integrated into every process from guest services to supplier selection, with regular audits, guest feedback monitoring, and compliance reviews.



OPERATIONAL EXCELLENCE AND BUSINESS CONTINUITY

Data analytics-driven smart manufacturing

We enhance process traceability, speed, and accuracy on our production lines through systems supported by artificial intelligence and data analytics.

Within Gürok Group, guided by our philosophy of "Think Unlimited, Act Brave, Do Good," we place technology and lean management disciplines at the core of our production culture. Through smart manufacturing technologies, AI-supported traceability systems, and digital business transformation projects, we are modernizing our operational processes end-to-end, aiming for global standards in speed and efficiency.

Our efficiency strategy is built on optimizing resource use with digital systems, preventing waste with lean manufacturing tools like 5S and TPM, and continuously developing the competencies of our human resources through specialized programs at Gürok Academy. With these efforts across all our industrial subsidiaries, particularly LAV, LAV HORECA, GCA, and GCA Spirits, we contribute to environmental sustainability while transforming our organizational structure to be more agile and customer-focused, thereby ensuring our business continuity.



Individual Productivity through the White-Collar Personal Leadership Program

We launched the Personal Leadership Program to enhance the individual productivity and core competencies of our white-collar employees. Within the scope of the program, which consists of five modules, we enabled 61 employees to complete their training. We contributed to operational performance by supporting development in areas such as emotional intelligence-based relationship management, time management, effective communication and presentation, teamwork, and results orientation.

Operational Excellence and Efficiency Initiatives at Our Industrial Sector Brands

We enhance process traceability, speed, and accuracy on our production lines through systems supported by artificial intelligence and data analytics. We strengthen intercompany data flow with ERP integrations and a next-generation CRM infrastructure, and we manage our order and logistics processes transparently through digital tracking systems. The sensor-based quality control mechanisms we have implemented allow for immediate intervention in case of production defects, enabling us to achieve both increased capacity and optimization of energy and resource consumption. Furthermore, we contribute to our sustainable production goals with digital systems that track parameters affecting our carbon footprint, while continuously supporting the effective use of these technologies through digital training programs offered to our employees.

Continuous Improvement Projects and Lean Training Programs

5S Project

At our LAV, LAV HORECA, GCA, and GCA Spirits brands, we apply the 5S method (Seiri-Sort, Seiton-Set in Order, Seiso-Shine, Seiketsu-Standardize, Shitsuke-Sustain/Discipline), a fundamental lean manufacturing tool, across all our operations, from workshops and warehouses to production areas and offices. Through this system, we prevent waste, ensure the most efficient use of resources, and enable the rapid detection of defects. We strive to make orderliness and organization a habit for our employees and a sustainable culture for our company, thereby directly contributing to increased efficiency and quality. As part of our 5S implementation, in the "Sort" step, we identify unnecessary items, manage our inventory more efficiently, and prevent resource waste by evaluating materials more accurately. In the "Set in Order" step, we continuously improve how we use our spaces. This step also enables proper stock management, contributing to sustainability in the supply chain. In the "Shine" step, we reduce the use of cleaning chemicals by identifying and eliminating sources of contamination.

We support cultural adaptation through training and open communication to make order and cleanliness sustainable in our work areas. We continuously improve our 5S approach to protect the environment, safeguard the future, and maintain system balance. We shape our business practices from a lean perspective and aim to implement other lean techniques in the future.

As Gürok Group, we conduct comprehensive development programs within Gürok Academy to enhance our employees' competencies in operational efficiency, quality management, and process optimization. Through application-oriented programs, we aim to strengthen the knowledge, skills, and awareness levels of both our white-collar and blue-collar employees.

OPERATIONAL EXCELLENCE AND BUSINESS CONTINUITY

We aim to optimize our resource use and enhance our process performance in all our operations, from production stages to support processes.

Lean Engineering Program (YMP):
The program aims to introduce our recent engineering graduates to lean management techniques used across the group and consists of eight training modules. We aim for participants to adopt a lean thinking culture and gain a process improvement perspective.

Lean Site Leadership Program (YASALİP):
Designed for our shift supervisors and technicians, this program covers the transfer of Gürok Lean Site Management practices through three task-based and three technical modules. With this program, we aim to strengthen efficiency and quality standards on the shop floor.

Statistical Quality Management Program (SQM):
The program consists of four training modules and aims to enhance competencies in statistical analysis and measurement techniques among employees working in our quality departments. We help participants develop an analytical approach to interpreting quality data and making decisions.

Creative Engineering Program:
Designed to help our engineers working at the Technopark and production site approach engineering problems using creative problem-solving methods, the program consists of 14 days of TRIZ Level 3 training and a workshop.

Total Productive Maintenance (TPM) Phase 1 Program:
At LAV and LAV HORECA, this program, consisting of one day of theoretical training and three days of on-site application, ensures our employees' active participation in autonomous maintenance and preventive activities. This allows us to increase equipment efficiency and process continuity.

We provide Total Productive Maintenance (TPM) training to increase equipment efficiency, minimize breakdowns and downtime, and build a sustainable maintenance culture by strengthening our operators' involvement in the processes. In this training, we comprehensively cover topics such as an introduction to TPM, the eight major losses, OEE calculation and improvement methods, autonomous maintenance, planned maintenance, and root cause analysis. After the training, we conduct pilot implementations on a critical production line or machine we have identified, analyze the current situation, and carry out kaizen projects to prevent the losses identified. We make problems identified on the shop floor by our operators and maintenance teams visible through issue cards posted on the equipment or relevant boards. This method allows us to prioritize problems quickly and assign the people responsible for resolving them. With this systematic approach we have implemented, we ensure that minor abnormalities are addressed before they turn into major breakdowns, while strengthening communication between our teams and supporting the culture of continuous improvement in our organization.



Standard On-the-Job Training Program (SİBEP):
Through this program, we communicate all on-site work processes to employees using standard work forms and training videos to refresh their knowledge and develop their competencies.

Lean Supply Chain Program (YTZP):
The program consists of nine training modules and aims to increase knowledge of lean supply chain management and planning approaches among our employees working in supply chain processes.

Operational Excellence and Efficiency Projects at LAV and LAV HORECA in 2025
The foundation of our sustainable production approach at LAV and LAV HORECA is our operational efficiency and continuous improvement efforts. In all our operations, from production stages to support processes, we aim to optimize our resource use and enhance our process performance by using systems based on lean manufacturing disciplines, digital applications, and employee participation.

Within the scope of our work throughout 2025, we focused on strengthening on-site standardization, visual management, and performance tracking. Through the Standard On-the-Job Training Program (SİBEP), 5S practices, KPI tracking, andon, and digital board systems, we increased the visibility of our processes. Regular asakai meetings and the application of lean techniques also strengthened our ability to identify problems and make improvements. We conduct our 5S audits via mobile applications to increase traceability in the field. We encourage teams that stand out for their achievements with visual flagging and on-site activities, thereby strengthening their participation in the process.

Through our suggestion systems, which place employee participation at the center, we evaluate projects with financial returns under the Spark Suggestion Award System and implement improvements that contribute to process efficiency under the Kaizen Suggestion System. Through this structure, we aim to increase the dissemination of ideas from the shop floor, thereby spreading the culture of continuous improvement throughout our entire organization.

OPERATIONAL EXCELLENCE AND BUSINESS CONTINUITY

We strengthen our operational excellence by continuously developing the competencies of our employees and the efficiency of our processes.

We regularly monitor the lean maturity level of our departments with our assessment model, which consists of standardization, visual management, performance indicators, and employee participation, and we systematically identify our areas for improvement. At LAV and LAV HORECA, we continue to view operational excellence as a holistic approach that supports our efficiency, employee participation, and sustainable production goals.

Efficiency Projects Focused on Operational Excellence at GCA in 2025

With our GCA and GCA Spirits brands, we take solid steps every day to increase our process efficiency for sustainable glass packaging production with a continuous improvement mindset. In 2025, in line with this goal, we implemented many initiatives, including lean manufacturing practices, digital transformation projects, technical and social skills training, and cost reduction efforts.

We increased our efficiency by standardizing our operations with the Standard On-the-Job Training Program (SİBEP), which we are gradually implementing in our units.

Digital transformation projects helped us redefine how we do business and make our organization more agile, more integrated, and more customer-focused.

Through the Spark Suggestion Award System, we give priority to collective thinking within our organization by encouraging employees to share innovative ideas for improving our processes and rewarding those who contribute to projects that are put into practice. Through this system, we improve quality and efficiency in our operations while making a habit of continuous improvement an integral part of our corporate culture.

During the reporting period, we achieved significant financial benefits and resource savings in our processes by implementing valuable suggestions from our employees at GCA. With new packaging and quality control methods developed based on our employees' innovative ideas, we prevented much of the waste of plastic, pallets, and separators in our shipment processes. Additionally, by starting to source some machinery and equipment parts from local suppliers, which we previously procured from abroad, we have both strengthened our domestic supply network and added value to the local economy.

Operational Excellence and Efficiency Initiatives at Our Tourism Businesses

Gürok Group's tourism investments employ a holistic excellence model that combines guest satisfaction with operational efficiency. In 2025, strategic efficiency projects were implemented at Ali Bey Hotels & Resorts to make quality standards an integral part of daily operations.

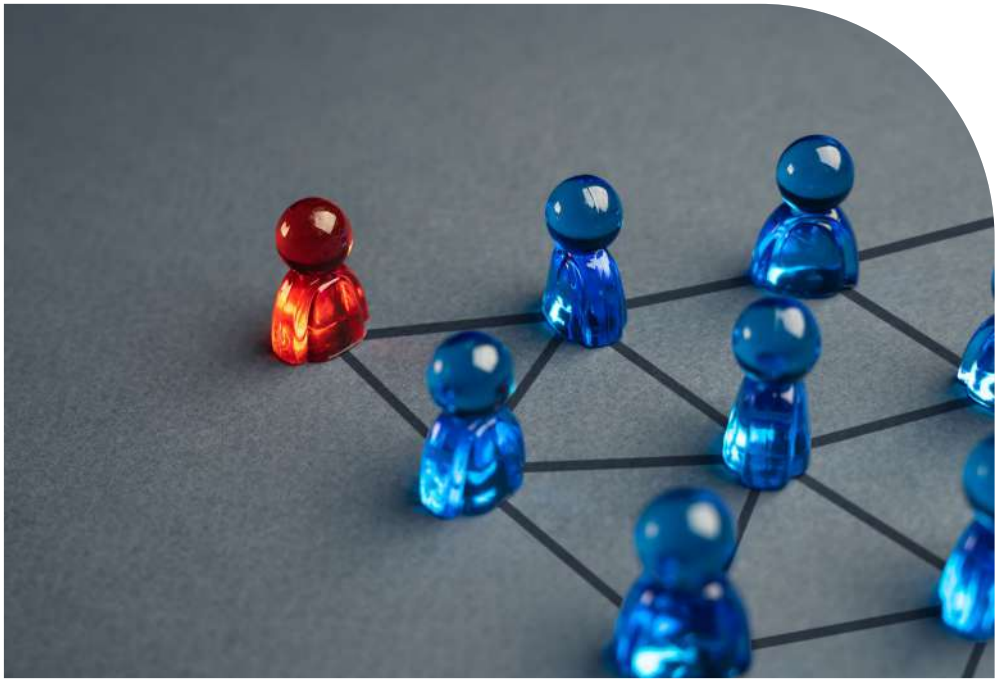
Efficiency Projects Focused on Operational Excellence at Ali Bey Hotels & Resorts in 2025

Holistic Operational Excellence Approach

At our Ali Bey Hotels & Resorts tourism facilities, we adopt an operational excellence and efficiency approach based on the principle of systematically and sustainably integrating quality standards into daily operations. In this context, we strengthen our corporate quality management approach by addressing process effectiveness, employee competency, and performance outcomes together.

Department Mentoring System and "15 Minutes for Quality" Practice

At Ali Bey Hotels & Resorts, we introduced the "15 Minutes for Quality" practice as part of the Department Mentoring System, which we implemented to bring operational quality to the workplace and integrate standards into daily work practices. With this practice, we provide all our employees with daily 15-minute micro-training sessions focused on quality, occupational safety, and professional competency development relevant to their specific roles. Through this practice, we ensure the continuity of learning and increase operational efficiency.



CUSTOMER EXPERIENCE AND SATISFACTION

Customer journey management with technological infrastructure



We leverage various digital tools and software to manage the customer journey and maintain a strong corporate memory.

A commitment to strong, sincere communication is at the heart of our approach to customer experience and satisfaction. We stand out in the sectors in which we operate because of the trust-based relationships we build with our customers and our commitment to fulfilling our promises.

With our brands that have a broad customer profile both locally and globally, we manage a highly diverse customer portfolio ranging from niche markets to large-scale international firms. With our LAV, LAV HORECA, GCA, GCA Spirits, and Gürok Kiremit brands operating in the glassware, hospitality, glass packaging, spirits, and roof tile sectors, we export to over 140 countries.

With our Ali Bey Hotels & Resorts and JOALI brands operating in the tourism sector, we serve approximately 1.7 million guests annually from all over the world.

Together with our Gürok Group Marketing and Business Development units, we periodically conduct market analyses, participate in industry trade fairs, and closely follow design and innovation trends. We analyze data gathered from our group brands and the field and adapt to changing customer expectations and industry dynamics. Drawing on the strength of synergies across the group and our agile organizational structure, we develop prompt, flexible solutions to changing conditions and needs.

We are aware that the first step in understanding our customers' needs and expectations is to "listen carefully to the customer." We offer our customers fast and easy communication platforms where they can convey any questions, suggestions, or complaints about our products and services. We design our customer experience and satisfaction processes based on the feedback we receive from our customers. We collect customer feedback throughout the year via numerous communication channels, including telephone, email, face-to-face meetings, consumer complaint websites, our corporate website, and social media. Additionally, we strengthen our interaction through regular customer visits, allowing us to assess potential complaints on-site and take timely and swift action.

We leverage various digital tools and software to manage the customer journey and maintain a strong corporate memory. In this context, we use globally preferred Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) software systems. Through our customer relationship management system, we track customer touchpoints on a single platform and digitize our after-sales services and proposal processes end-to-end. In this context, we manage many functions such as proposal management, complaint management, project management, customer portfolio management, and marketing communication through a single system. Thanks to these tools, we create a data pool in a single database and use this data in our decision-making processes.

Practices to Enhance Customer Experience and Satisfaction at Our Group Brands

LAV

With the extensive access network we provide through our LAV brand, we offer all our customers the opportunity to access our products at their nearest point of sale. We offer LAV-branded products at 56,000 points of sale across Türkiye and 92,000 points of sale abroad, as well as through lav-us.com in the US. With our 16,000 m^2 warehouse in the US, we manage an extensive distribution network spanning 50 states. As part of our aim to maintain the highest level of customer satisfaction in global markets, our LAV showroom in New York helps us engage closely with customers in the US market and strengthen perceptions of our brand.

At our LAV brand, we conduct a Customer Satisfaction Survey (CSS) every two years to measure how well we meet our customers' expectations.

CUSTOMER EXPERIENCE AND SATISFACTION

In line with our customer-centric approach, we effectively manage feedback mechanisms across all our brands, continuously improving our product, service, and experience processes based on the insights we gain.

LAV HORECA
With our LAV HORECA brand, we ensure our products reach hospitality sector professionals quickly and without interruption through our global distribution network. We offer products specially developed for hotels, restaurants, cafes, and catering businesses through our business partners and distributors in Türkiye and international markets.

With our 16,000 m² warehouse in the US, we run an extensive distribution operation covering 50 states and engage directly with industry professionals through our showroom in New York.

While meeting professional needs with our durable, aesthetic, and functional designs, we support the operational continuity of businesses with our customer-focused, flexible service approach and uninterrupted product supply.

GCA and GCA Spirits
At our GCA and GCA Spirits brands, we view our customers as business partners and implement product development and design projects collaboratively with them. We maintain regular contact through customer communication platforms and site visits, record all feedback in the CRM system under the coordination of our Customer Project Management Department, and use our dynamic organizational structure to evaluate and respond to it as quickly as possible. We regularly monitor our process performance through response time, resolution rates, and customer satisfaction scores (KPIs). Through periodic reviews with the relevant units, we conduct root cause analyses and implement corrective and preventive actions. Based on the data obtained, we conduct trend analyses, continuously improve our processes, and provide our customers with feedback on the evaluation results. Additionally, through annual Net Promoter Score (NPS) surveys that we regularly conduct, we analyze the customer experience and implement strategic improvements to enhance our service quality. As a result of these efforts, GCA and GCA Spirits were among customers' top two choices at a rate of 96% in 2025.

Ali Bey Hotels & Resorts
At our Ali Bey Hotels & Resorts properties in Antalya, we offer personalized services that enrich the guest experience and strengthen customer satisfaction with our high service standards. We manage customer feedback and complaints within the framework of the ISO 10002 Customer Satisfaction Management System standards. We systematically collect and analyze guest feedback, making improvements to our processes to increase customer satisfaction and safety. We collect and evaluate feedback through guest satisfaction surveys. We gather customer feedback through information provided by travel agencies and via email, and we strive to offer viable, positive solutions to our guests before they depart from our properties. During the reporting period, our repeat guest rate was 60%.

JOALI
At JOALI's properties in the Maldives, we maintain a consistent range of services that promote sustainable living and wellbeing, while incorporating guest feedback to ensure the offerings remain relevant and provide opportunities to continuously elevate the guest experience. We collect feedback through in-villa guest feedback forms, direct interactions with guests, information from travel agencies, and email correspondence. Based on this feedback, we strive to offer viable, positive solutions before guests depart from our properties.

At JOALI, we regularly conduct a Guest Experience Survey (GES) to measure how well we meet our guests' expectations. During the reporting period, our repeat guest rate was over 30%.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Prioritizing domestic producers in the supply chain



In line with our procurement policy, we prioritize domestic producers for the supply of goods and services to all our group brands.

Under the Gürok Group procurement policy, we focus on sourcing the right product in the right quantities, at the appropriate quality level, and at favorable prices. We manage the domestic and international procurement processes for services and materials needed at our production facilities and tourism businesses under the coordination of our Procurement Department, based on requests from our internal client departments.

Our centralized procurement processes help us minimize risks in sourcing critical products and services by securing cost advantages through bulk purchasing and priority treatment from suppliers. Within the framework of the Gürok culture, we aim to create a responsible and sustainable supplier network through our centrally managed processes, which are based on ethical trade.

In the industrial, tourism, fast-moving consumer goods, and construction sectors where we operate, we establish long-term relationships centered on ethical trade with numerous domestic and international suppliers. We develop collaborations by participating in national and international industry trade fairs and expand our portfolio with alternative supply sources.

In 2025, we continued to digitalize our processes through the electronic tendering system we introduced, reaching more than 66,000 suppliers.

In line with our procurement policy, we prioritize domestic producers for the supply of goods and services to all our group brands. We meet with domestic producers by participating in local trade fairs, creating business opportunities, and conducting supplier development projects.

2025	LAV & LAV HORECA	GCA & GCA Spirits	Ali Bey Hotels & Resorts	JOALI
Domestic Procurement Ratio	83.15%	80.42%	80%	61.14%

We take a more selective approach to choosing suppliers because of the global challenges experienced since the pandemic. We consider it a fundamental requirement that our suppliers provide products compliant with our quality standards, adhere to delivery schedules, and offer favorable payment terms. We integrate environmental, social, and governance criteria into our supplier selection, evaluation, and audit system.

We manage our supply risk, particularly against potential constraints and risks in the international supply chain, by establishing alternative sources from different regions of the world and implementing effective inventory management.

Supplier Evaluation and Audit Processes

As Gürok Group, we ensure sustainability in our supply chain by adhering to principles of environmental and social responsibility.

For our glassware and glass packaging production brands, we manage our supplier selection and evaluation processes under a comprehensive and detailed procedure. We include candidate suppliers in our approved supplier portfolio following quality control and trial production runs. We evaluate suppliers on our Approved Supplier List monthly based on predetermined performance indicators and share our assessments transparently. We terminate our relationships with companies that score below 60 points based on quality, quantity, delivery time, and price criteria. Within our continuous improvement approach and as part of our Corrective Action and Development Processes designed with a Risk-Based Thinking principle, we conduct on-site audits of our suppliers to ensure quality standards throughout our entire value chain.

Following evaluations and audits conducted by representatives of our Procurement Department and the quality units of our glass production brands, we recognize suppliers that score above 90 with a letter of commendation.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Through the practices we have implemented across the Gürok Group, we are building a supply chain based on ethical values, transparency, and environmental responsibility.

In this context, our criteria include the establishment of sustainability goals and policies by suppliers; the implementation of carbon footprint and energy management strategies; the effectiveness of waste and water management practices; sustainable product design and the use of recyclable materials; monitoring of sustainability practices in the supply chain and obtaining the necessary certifications; occupational health and safety; fair wages and employee satisfaction; and contributions to social responsibility projects, among other factors. This allows us to holistically evaluate our suppliers' operational as well as environmental and social sustainability performance.

For our domestic tourism businesses, we procure necessary products/services from companies on our Approved Supplier List. We visit local suppliers annually, conduct audits in accordance with the Supplier Company Evaluation Form, and report the results.

At the end of a supplier visit, we request action plans with deadlines from the companies to address any identified non-conformities and conduct on-site verifications. If the Tourism Group Strategic Planning and Quality Assurance Department determines that a company is "not suitable for the procurement of products or services," we remove that company from the Approved Supplier List until a second audit and cease procuring products from it. we remove the relevant company from the Approved Supplier List until a second audit and cease product procurement.

Compliance with ETI's Basic Terms and Conditions

As Gürok Group, we base our supply chain on ethical, rights-respecting, and sustainable business practices, adopting the core principles of preventing child labor, ensuring safe and healthy working conditions, fair remuneration, preventing discrimination, and respecting human dignity. Accordingly, we expect our suppliers of critical inputs to sign the Ethical Trading Initiative (ETI) Base Code and monitor their compliance with ethical trade principles.

Since 2024, we have implemented a "Supplier Sustainability Survey" for companies in the supply chains of our glassware and glass packaging production brands, aiming to increase awareness.

We regularly audit service suppliers operating at our production sites for compliance with occupational health and safety requirements. For short-term work, we ensure that proof of the required training and the necessary documents are submitted. We consider the signing of the OHS specification a mandatory condition for outsourced services. Through the practices we have implemented across Gürok Group, we aim to create long-term sustainable value by building a supply chain based on ethical values, transparency, and environmental responsibility.



DATA SECURITY AND PRIVACY

Secure and compliant data management

As Gürok Group, we are committed to protecting data security and privacy in all our areas of operation and ensuring full compliance with legal regulations.



As Gürok Group, we consider data security and privacy to be one of the fundamental elements of our digital sustainability approach. We manage information security processes under the leadership of our Information Security Manager, taking the necessary technical and administrative measures to protect personal data, ensure access controls, and maintain the security of information assets. We conduct activities to increase security awareness throughout the organization and ensure the continuous improvement of related processes in compliance with legal regulations.

Our data security and privacy policy is based on the principles of protecting the confidentiality, integrity, and availability of information assets. We record the information assets used in all our departments, prioritize them according to their impact on business processes, and subject them to regular risk analyses. We apply technical and administrative controls for the continuity, data integrity, and availability of critical systems. When necessary, we conduct personal data protection processes in coordination with our Legal, Human Resources, and Operations departments. We ensure these policies are implemented across all our operations, covering production, tourism, employee, and customer data.

As Gürok Group, we are committed to protecting data security and privacy in all our areas of operation and ensuring full compliance with legal regulations. We have structured our data security strategy around the objectives of protecting information assets, controlling access, and ensuring service continuity. In this context, we adhere to the Personal Data Protection Law (PDPL) No. 6698 and the ISO/IEC 27001 Information Security Management System Standard.

We manage the processing, transfer, storage, and destruction of personal data in accordance with the PDPL in Türkiye and the requirements of the European Union's General Data Protection Regulation (GDPR) in our international operations. While applying automated deletion policies for data destruction and anonymization steps, we ensure the sustainability of our digital infrastructure through our corporate procedures in network and system security, access management, incident and risk management, and software and physical security.

To increase employee awareness, an integral part of our information security culture, we provide all our employees with regular PDPL and Information Security Awareness Training through Gürok Academy, coordinated by our Information Security Manager. In these training programs, which we update at least once a year and include in the orientation process for new employees, we focus on topics such as secure password use, email security, social engineering, data leakage prevention, and mobile device security to continuously support our teams' compliance with regulations.

Throughout 2025, we strengthened our technical and administrative measures to protect customer, employee, and business partner data. We restructured access management processes according to the "principle of least privilege" and updated our data leakage prevention and malware detection systems. We conducted awareness training and social engineering tests for our employees, and added data privacy clauses to supplier contracts. Through these efforts, we have ensured the protection of all stakeholder data with a sustainable security approach.

DATA SECURITY AND PRIVACY

We proactively monitor risks related to data security and privacy through our defined corporate-level risk management processes.

As Gürok Group, we ensure data security through a multi-layered cybersecurity architecture. At the corporate level, we use technologies for email security, endpoint protection, data leakage prevention, sandbox analyses, identity and access management, privileged account auditing, and centralized monitoring in an integrated manner. At the network level, we use firewalls, IPS (Intrusion Prevention System)/IDS (Intrusion Detection System), web filtering, and segmentation to protect against both internal and external threats. We regularly analyze all event records and access logs. This structure allows us to guarantee data confidentiality, integrity, and availability across all our operations. In 2025, we updated our network security policies and tightened access rules. Additionally, we continuously enhanced our corporate cyber resilience through regular penetration tests, awareness training, and threat intelligence analysis.

We store and share all data exclusively on approved corporate platforms. We ensure that data is kept in encrypted environments and that access and sharing activities are logged. We ensure that external sharing takes place through secure email infrastructure or SFTP (Secure File Transfer Protocol), subject to authentication and IP (Internet Protocol) restrictions. We apply data masking and DLP (Data Loss Prevention) policies to sensitive information and destroy unnecessary or expired data using secure deletion methods. We protect data integrity through regular security tests and patches on software components.

To protect critical data, we implement integrated security protocols at the network, system, application, and physical layers. We segregated our network using a DMZ (Demilitarized Zone) architecture and restricted access through authentication and firewall rules. We ensure that access to critical systems is logged and that anomalies are reported automatically. We control physical access using card-based entry or biometric authentication. Through the strong password policies, device encryption, and document destruction rules we have implemented, we protect data privacy on an ongoing basis.

We proactively monitor risks related to data security and privacy through our defined corporate-level risk management processes. We evaluate our information assets based on confidentiality, integrity, and availability criteria, and we periodically conduct threat and vulnerability analyses. We implement preventive or mitigating measures for high-impact risks. We ensure continuous improvement by supporting our findings with log analyses, penetration tests, and DLP policies.

As Gürok Group, we currently use AI-powered threat analysis and anomaly detection systems. In the coming period, we aim to enhance these technologies to create a structure that automatically evaluates threat intelligence, classifies security incidents, and generates dynamic risk analyses. By doing so, we plan to transform our existing robust cybersecurity infrastructure into a more proactive, predictive, and continuously learning security model with AI-supported decision-making mechanisms.

As Gürok Group, in 2025, we had our maturity level in information security and cybersecurity assessed by the CyberVadis rating system, an internationally recognized independent evaluation platform.

In the CyberVadis assessment, we demonstrated strong and balanced performance across all functions—Identify, Protect, Detect, and Respond—and achieved high scores, particularly in data privacy, business continuity, and third-party security. As a result of our successful performance, we were rated 755 out of 1,000, placing us in the “Advanced” category. By scoring above the average for companies assessed by CyberVadis, we demonstrated the high level of maturity of our information security management, technical infrastructure, and information security governance and processes. We have confirmed that our approach to information security, cyber resilience, and the protection of digital assets is effective, sustainable, and compliant with international standards.



HUMAN VALUES

Employee management focused on strategic transformation

We consider Human Resources management not merely as an operational process, but as a driver of corporate strategic transformation.



As Gürok Group, we see our human capital as the architect of our success and sustainable transformation. As we carry our 78-year-old legacy into the future, we act with the awareness that our greatest strength is our more than 5,000 employees who live by the values of "Think Unlimited, Act Brave, Do Good."

We define our Human Resources vision as "A journey of development that centers on people, is empowered by digitalization, and aims for sustainable success." We consider Human Resources (HR) management not merely as an operational process, but as a driver of corporate strategic transformation.

While producing technology, we put people at the center and offer an inclusive, developmental ecosystem that unlocks our employees' potential and equips them with the competencies of the future.

BEING AN EMPLOYER OF CHOICE

Working at Gürok Group means more than filling a position; it means adding value to the future and making a difference. We build our employer brand strategy on ensuring that our employees feel not just like employees, but like partners shaping the future.

Digital HR and Data-Driven Management

We are digitalizing many processes, from recruitment to performance reviews and from career management to training tracking, by basing them on global talent management methodologies. We apply a data-driven, transparent, and agile management model in all our processes. We use digitalization as a tool that creates more space for people, simplifies routine tasks, and frees up time for creativity, rather than removing people from the system.

Developing Future Leaders from Within

As Gürok Group, we position ourselves as a school that develops our leaders from within. As of 2025, 81% of our current managers were appointed internally. We consider this ratio to be one of the most concrete indicators of the career opportunities we offer our employees and our sustainable talent management.

We do not see career management as consisting solely of promotion processes; we design it as a process for unlocking our employees' potential and supporting their development. We define the two main axes of our efforts as leadership development and structured, development-oriented career planning.

Through the program we launched under the umbrella of Gürok Academy for leadership development, we aim to enhance not only our managers' technical knowledge but also their visionary perspectives, communication skills, and team management abilities.

Regarding career management, we track each employee's development through an objective system supported by data and aligned with goals. We shape our employees' career journeys through annual performance reviews, competency assessment feedback, and one-on-one development tracking.

We offer opportunities for our employees to develop both vertically and horizontally, designing personalized development paths from specialist to manager and transitions between different business areas. In short, we see a career not as "a ladder," but as a journey. On this journey, we allow our employees' direction to be determined not only by their managers but also by their performance, potential, and aspirations.

With our competency mentoring program, we encourage employees with specific experience and expertise to guide their younger colleagues. Through these programs, we both facilitate knowledge transfer and strengthen internal cultural ties. With our coaching practices for newly appointed managers, we do not leave them alone as they transition into leadership roles; we monitor their development processes with professional support.

We conduct a multifaceted orientation process for new hires. With our onboarding program, we not only explain the Company's structure but also holistically convey Gürok's values, culture, way of doing business, and employee experience. During this process, we ensure that our employees attend special sessions introducing our corporate culture, meet their teammates and managers one-on-one, engage on our internal communication platforms and with social communities, and take the first step in their personal development through Gürok Academy.

HUMAN VALUES

In 2025, we focused on developing our employees' digital literacy, emotional intelligence, and effective communication skills, in addition to their technical competencies.

Young Talents and "Internstellar"
We see our relationship with young people not just as talent acquisition, but as an opportunity to shape the future together. Through the Internstellar Internship Program, we offer university students more than a short-term internship: a real experience in which they get to know Gürok's culture, take responsibility for projects, and prepare for professional life with mentoring support.

Our Internstellar Internship Program, which aims to help young people gain real work experience and prepare for business life by developing projects, was awarded third place in the Holding category at the TOP100 Talent Program Awards organized by toptalent.co in 2025. This significant achievement reinforced our belief in the program and served as a concrete indicator of our contribution to youth employment. We aim to improve the Internstellar program each year to reach more young people and better prepare them for the future.

Additionally, we strengthen young people's innovation and entrepreneurial skills with projects like the "Own Your Idea" Patent Hackathon Competition. In 2025, in collaboration with Kütahya Dumlupınar University and Kütahya University of Health Sciences, we supported young people in commercializing their projects.

EMPLOYEE DEVELOPMENT AND TALENT MANAGEMENT

Believing that development is a continuous journey, we prepare our employees not just for today's world, but for tomorrow's. We base all our human resources practices—from recruitment and orientation to performance management, training, and reward systems—on global talent management methodologies.

Under the umbrella of Gürok Academy, the heart of our internal learning culture, we offer training programs on the themes of leadership development, professional excellence, and sustainability, ensuring our employees are prepared for both today's needs and the world of the future. In 2025, we focused on developing our employees' digital literacy, emotional intelligence, and effective communication skills, in addition to their technical competencies.

At Gürok Group, we operate in many areas, from glassware production and tourism to fast-moving consumer goods and glass packaging. We enable our group brands to pursue development programs tailored to their own circumstances, meeting their training and development needs in line with the requirements of their respective sectors.



We track the skills of our blue-collar employees with "Skills Matrices," and we place the promotion processes for our white-collar employees on a transparent foundation with "Technical Competency Document" presentations. Together with our managers, we hold regular feedback meetings with our teams using the SMART (Specific, Measurable, Achievable, Realistic, Timebound), GROW (Goal, Reality, Options, Will), and COIN (Context, Observation, Impact, Next Step) coaching models, helping our employees unlock their potential.

HUMAN VALUES

We systematically measure and track our employees' satisfaction levels with employee satisfaction surveys conducted every two years.

EMPLOYEE EXPERIENCE, ENGAGEMENT, SATISFACTION AND WELLBEING

To enable our employees to make productive, creative, and sustainable contributions, we support their wellbeing and develop practices such as creating fair leave policies and a work culture that encourages transparent communication with managers. We ensure that this approach applies to and includes all our colleagues, not only in our head offices but also at production sites. We wholeheartedly believe that each of our employees will work more happily, productively, and with greater engagement in an environment where they feel good.

Holistic Wellbeing: Denge 360
We run the "Denge 360 Wellbeing Program" to support the physical, mental, and spiritual health of our employees from a holistic perspective. Within this scope, we provided psychologist, dietitian, and sports instructor support to our white-collar employees through the Wellbees application.

Throughout the year, we organize meetings with experts on health, nutrition, and mindfulness; we also support our employees' interests outside work through social communities such as the Theater Club, Music Club, and Search and Rescue Volunteers.

Reward System and Benefits
We value our employees' ideas. With the Spark Suggestion Award System, which we have operated since 2013, we evaluate and reward our employees' ideas for improving efficiency, quality, and sustainability. This system is an important part of our corporate culture, which encourages fresh perspectives and creativity.

As Gürok Group, another indicator of the value we place on our employees' opinions is the Employee Satisfaction Survey we conduct every two years, led by our Human Resources department. We will repeat our latest survey, conducted in 2024, in 2026, continuing to regularly listen to our colleagues' expectations and identify our areas for improvement.

In addition, we offer our white-collar employees benefits such as private health insurance, a foreign language bonus, a performance bonus, and a wellbeing program.

To enable our colleagues to share their opinions and concerns comfortably through a reliable, fair, and transparent channel, we launched our Ethics Hotline system across all our branches in collaboration with PwC. Through this structure we have created, we enable both our employees and third parties to report potential ethical violations to us, either by name or by keeping their identities confidential.

We make anonymous reports traceable through a password and code generated specifically for the applicant.

If a complaint directly involves members of the Ethics Committee or its subcommittees, we ensure the impartiality and transparency of the investigation by preventing the involved individuals from interfering in the review process. With this system we have implemented, we aim to reinforce ethical values, transparency, and mutual trust as a permanent element of our corporate structure.

Practices at Our Group Brands

LAV, LAV HORECA, GCA, and GCA Spirits: We carry out various practices to strengthen employee engagement and a sense of belonging to the organization. In this context, we reinforce team spirit with holiday gatherings we organize and enrich the employee experience with gifts on special occasions.

In line with our "Do Good for People" vision, we support our employees' participation in the Family University program, implemented as part of the 2025 "Year of the Family" under the coordination of the Ministry of Family and Social Services. Through training specifically for colleagues in their first five years of marriage, we help them take an informed approach to building a healthy and sustainable family life.

We see compliance with occupational health and safety (OHS) rules as one of the cornerstones of our corporate culture; we integrate awareness-raising activities into our daily work processes to ensure the continuity of a safe working environment. We systematically measure and track our employees' satisfaction levels with employee satisfaction surveys conducted every two years. We ensure continuous improvement by resolutely implementing the annual action plans we prepare in light of the results we obtain.

JOALI: At our resorts in the Maldives, we offer our employees unique opportunities through our "Host" culture. With amenities like a gym, swimming pool, recreation areas, and practices such as "Appreciation Weeks," we achieved a 90.8% employee engagement rate last year. Throughout the year, we celebrated all special occasions with our employees and organized various activities. Among these, the JOALI Sports Festival was the year's largest and most anticipated event, with the highest number of employees participating from all departments.

Ali Bey Hotels & Resorts: We recognize achievements through the "Star Employee Award" and recognition programs and enhance our employees' quality of life through staff housing, meals, and social amenities. We strengthen team spirit with football and bowling tournaments and end-of-season entertainment. Despite high turnover rates in the tourism sector, we aim to reduce our employee turnover rate to below 40% by increasing engagement and to increase our employee engagement rate, currently 77%, by at least two percentage points.



HUMAN VALUES

DIVERSITY, EQUAL OPPORTUNITY, AND INCLUSION

As Gürok Group, we see diversity and inclusion as the cornerstone of our corporate stance. As a signatory to the UN Women's Empowerment Principles (UN WEPs), we advocate for gender equality and uncompromisingly apply the "Equal Pay for Equal Work" policy.

As one of Türkiye's largest private sector companies, we successfully completed the independent audit process conducted jointly by the Sustainability Academy and Intertek through our practices that place gender equality at the center of our corporate culture and qualified to receive the "Equality for Women at Work Certificate."

We are taking determined steps forward on the issues of equal representation, equal opportunity, and inclusive leadership in the business world. With our long-standing practices regarding women's participation in the workforce, representation in management levels, and ensuring equal opportunity in work life, we have built a corporate structure that supports diversity in every area, from production to management.

With our "Equality Is the Gürok Way!" motto, we aim to increase the proportions of women employees and women managers across our group to 50%. Performing above the average for Türkiye, we maintain a 28% representation of women among mid-level managers and 27% among senior managers.

In glass production, we pursue an employment policy that challenges the perception that work in the industry is "men's work," with roles ranging from female shift supervisors to forklift operators. In tourism, we stand out at JOALI in the Maldives for making a significant difference in women's employment, with a proportion of women employees twice the national average.

With GCA, we are setting an example in the industry by pioneering the employment of women on the hot end of production processes in Türkiye. At JOALI, we strengthen the presence of women in business life with events for the International Day of Women and Girls in Science.

Inclusive and Safe Working Environment

At Gürok Group, we focus on providing a fair and ethical working environment that respects human rights.

At Ali Bey Hotels & Resorts, in collaboration with the Police Department and Social Services, we provide training on "Preventing Violence Against Women" and "Preventing Child Abuse," raising awareness among our employees to help build a safer society.

At JOALI, we celebrate the national days of our employees from different countries and embrace cultural diversity as an asset.

EMPLOYEE PROFILE

As Gürok Group, we are a large, dynamic family that embraces diversity. As of year-end 2025, the key indicators for our employee profile are as follows:

Brand/Group	Number of Employees	Distribution
LAV and LAV HORECA	1,500	30%
GCA and GCA Spirits	619	12%
Ali Bey Hotels & Resorts	1,544	31%
JOALI Maldives and JOALI BEING	872	17%
Other	500	10%
Gürok Group Total	**5,035**	**100%**

Training Type/Metric	Data
Total Training Hours	158,441.12
LAV and LAV HORECA (Total Training Hours)	63,319.96
GCA and GCA Spirits (Total Training Hours)	28,917
Ali Bey Hotels & Resorts (Total Training Hours)	50,062.91
JOALI (Total Training Hours)	16,141.25
LAV and LAV HORECA (Training Hours per Employee)	42.6
GCA and GCA Spirits (Training Hours per Employee)	46.7
Ali Bey Hotels & Resorts (Training Hours per Employee)	32.4
JOALI (Training Hours per Employee)	18.5
Ethics and Compliance Training Participation Rate (Group-wide)	90%+
LAV and LAV HORECA Ethics and Compliance Training Participation Rate	80%
GCA and GCA Spirits Ethics and Compliance Training Participation Rate	86%

Number of Employees Certified in First Aid	Data
Employees Certified in First Aid	420
Ali Bey Hotels & Resorts – BIJAL Employees Certified in First Aid	76
JOALI Maldives Employees Certified in First Aid	29
JOALI BEING Employees Certified in First Aid	20
LAV and LAV HORECA Employees Certified in First Aid	206
GCA and GCA Spirits Employees Certified in First Aid	89

Indicator	Female	Male
Total Employee Distribution (Group-wide)	23%	77%
Mid-level Manager Ratio (Group-wide)	28%	72%
Senior Manager Ratio (Group-wide)	27%	73%
LAV and LAV HORECA Employee Distribution	20.50%	79.50%
GCA and GCA Spirits Employee Distribution	13.3%	86.7%
Ali Bey Hotels & Resorts Employee Distribution	33.5%	66.5%
JOALI Employee Distribution	18%	82%

**Group-wide data includes other Gürok Group brands.*

OCCUPATIONAL HEALTH AND SAFETY

Full regulatory compliance in OHS processes

We define and manage our OHS processes in accordance with current local legislation and international standards.

Our Occupational Health and Safety Policy

At Gürok Group, we consider providing our employees with a safe and healthy working environment one of our primary goals. Under our Occupational Health and Safety (OHS) Policy, which is based on proactive risk management and continuous improvement, we aim to identify potential hazards and minimize risks in all units operating within our Group.

We define and manage our OHS processes in accordance with current local legislation and international standards. In this regard, we fully implement all requirements specified in the Occupational Health and Safety Law No. 6331 and related regulations. We reference the recommendations of the International Labour Organization (ILO) and best practice guidelines. We continuously monitor legislative changes and ensure compliance with legal requirements by updating our practices.

Our OHS Management System

At Gürok Group and our brands, we implement a comprehensive OHS management system to ensure employee safety and minimize risks. We strengthen our OHS management system with risk assessments, regular audits, performance checks, training and awareness activities, and emergency drills. While providing a safe working environment at our management centers, production facilities, and tourism businesses, we integrate technology into our processes to manage all activities effectively and efficiently.

We conduct risk assessments to identify potential risks in advance. We evaluate accidents that occur in our production areas and tourism businesses individually and ensure that corrective measures are taken based on root cause analyses. Additionally, we increase our employees' awareness through regular measurements, field audits, periodic OHS training, and drills; we maintain the highest level of safety in our production areas with machine guards, emergency equipment, and safe work instructions. We work with the relevant departments to improve existing processes in response to nonconformities identified during field audits and routine checks. Thanks to our proactive risk approach to occupational health and safety and the preventive measures we have taken, there were no accidents resulting in death or serious injury in 2025.

Our Preventive Practices

To prevent work accidents and provide a safe working environment, we regularly review and improve our OHS management system in accordance with legislation.

Provision of Personal Protective Equipment: We provide our employees with all the personal protective equipment (PPE) they need and encourage its use. We periodically check samples of PPE to ensure it is suitable for the worksite and employees, and make necessary changes based on feedback from employees working on site.

Machine and Equipment Safety: We conduct regular maintenance and checks for the safety of machinery and equipment. We install newly procured machinery after consulting unit managers and ensuring that occupational safety requirements have been met. Based on feedback from unit managers, we make the necessary occupational safety improvements to machinery and equipment.

Our Practices Prioritizing Employee Health and Ergonomics

To protect our employees' physical health and improve ergonomics in the workplace, we provide employees at our tourism businesses with detailed information on lifting techniques and load management, designate appropriate rest areas, and conduct periodic health checks. Across our manufacturing brands, we conduct comprehensive health screenings beginning with the recruitment process, and we regularly monitor our current employees' periodic health checks through contracted healthcare providers. Based on assessments by our occupational physicians, we refer employees who need further examination to specialized institutions to ensure that the necessary tests are performed. At our production facilities, we provide infirmary services staffed by Support Health Personnel (DSP) who are on duty 24/7, enabling us to respond immediately in the event of an emergency.



OHS Performance Monitoring

Across our Group brands, we conduct risk assessments, on-site audits, and periodic performance checks to regularly monitor and improve our OHS performance, promptly identify deficiencies, and implement the necessary corrective actions. We analyze incidents with expert teams and develop permanent solutions based on root cause investigations.

OCCUPATIONAL HEALTH AND SAFETY

Through the "Near Miss Boxes" we have placed in work areas, we enable our employees to easily report incidents.

OHS Committees:
At Gürok Group and our brands, OHS Boards and OHS Committees, which include employee representatives, are in place and play an active role in disseminating the OHS culture throughout the organization.

We hold periodic OHS Committee meetings with our employee representatives from all business units, and we take concrete actions on non-conformities, near misses, and areas for improvement identified in these meetings.

OHS Reports:
To improve our OHS performance, we continuously review and update our OHS management system by ensuring regulatory compliance, conducting awareness activities, and carrying out regular measurements. We track all the measures we take and activities we carry out through regularly prepared OHS reports, while systematically continuing our improvement efforts.

Performance Criteria:
We monitor our OHS performance based on concrete data such as the number of accidents, accident frequency rate, injury rate, number of lost workdays, number of near-miss reports, training hours per person, number of participants, etc.

Audit Function:
In addition to the field audits and performance checks we conduct internally, we ensure that OHS issues are independently assessed and reported within the scope of external audits conducted by the SEDEX platform, of which our group brands LAV and GCA are members.

Our OHS Training

Across Gürok Group, we conduct comprehensive training and awareness activities to promote an OHS culture and increase our employees' occupational safety awareness. Within the scope of the annual plan prepared for all our employees, we conduct OHS training, risk awareness training, PPE use training, and emergency and fire drills. In 2025, we provided 49,781 person-hours of OHS training to 3,509 of our employees.

OHS Projects Across Our Group Brands

LAV, LAV HORECA, GCA, and GCA Spirits
For our LAV, LAV HORECA, GCA, and GCA Spirits brands, we produced videos and incorporated them into our training programs as part of the department-specific OHS and Standard On-the-Job Training Program (SİBEP) to help employees at our production facilities adapt more quickly to safe working conditions.

At our glass manufacturing brands, we monitor workplace accident data weekly. During accident-free weeks, we offer dessert in our cafeteria to encourage our employees.

Through the "Near Miss Boxes" we have placed in work areas, we enable our employees to easily report incidents, thereby increasing participation and helping integrate OHS culture into every stage of work.

At LAV and LAV HORECA, we reward examples of good practice to encourage employees to adopt and implement OHS practices. We hold a drawing every two months among our employees who are found to comply with PPE usage rules during our monthly field audits, and in each drawing we award a grocery gift card to 16 employees.

In 2025, we implemented the "Red-Green Flag" practice at our LAV and LAV HORECA factories. Based on regular monitoring and monthly reports, we began hanging a "Green Flag" in departments with no workplace accidents for a month and a "Red Flag" in departments where a workplace accident occurred.

At GCA and GCA Spirits, we run the "OHS Employee of the Month/Year" program, which includes various awards, to promote OHS culture and raise employee awareness, and we encourage active employee participation in OHS processes. As a result, we observed an increase in near-miss reports.

To establish occupational health and safety not merely as a set of rules but as part of our corporate culture, we meticulously implement the "OHS Employee of the Month and Year Award System." Under this system, our employees are nominated by their departments based on their exemplary conduct in areas such as personal protective equipment (PPE) use, full compliance with occupational safety rules, near-miss and best practice reporting, active participation in risk analysis, and orderliness. Following the nomination process, employees who successfully complete our OHS unit's field audits earn the title of "OHS Employee of the Month. "In the final stage of the process—the selection of the "OHS Employee of the Year"—two of our colleagues, one woman and one man, are honored following a transparent vote or drawing among the employees of the month who have consistently demonstrated dedication to OHS processes throughout the year. Through this incentive mechanism, we aim to support a proactive approach to safety and strengthen our employees' sense of belonging as we work together toward our "zero workplace accidents" goal.

Ali Bey Hotels & Resorts
We have implemented a QR-based near-miss feedback system for employees to easily report hazardous situations and risks they experience during working hours.

We added content to our "15 Minutes for Quality" training sessions to increase OHS awareness.

OHS Performance Criteria	2023	2024	2025
Accident Frequency Rate	34.98	36.42	37.15
Accident Severity Rate	0.77	0.76	0.70
Injury Rate	7.47	7.61	7.81
Number of Lost Workdays	742	742	742
Occupational Disease Rate	1.21	2.07	0.82

EMERGENCY PREPAREDNESS AND ACTION PLAN

Emergency plans updated with drills

We review our emergency plans every two years at our production facilities and annually at our tourism businesses, and update them based on the findings of emergency drills.



Emergency Management
At Gürok Group and our brands, we carry out emergency preparedness and business continuity activities to keep our operations running safely and without interruption, thereby strengthening our operational reliability. We conduct scenario analyses covering earthquakes, fires, floods, tsunamis, workplace accidents resulting in death or loss of a limb, employee shuttle accidents, chemical spills, food poisoning, pandemics, constraints on the supply of critical raw materials, prolonged power outages, interruptions to system access, disruptions to employee shuttle and meal services, instability in key markets, loss of legal permits and certifications, cash flow problems, harm to end consumers, and similar situations. We develop our emergency management plans in line with applicable laws and regulations and our scenario analyses, and define the duties and responsibilities of our emergency teams. We maintain a state of readiness for emergencies through regular training and drills.

Emergency Plans: We evaluate natural disasters and other scenario analyses within the scope of our emergency plans, and we clearly define the steps that our emergency teams and other personnel must follow. We expect all our employees to follow our emergency procedures carefully. We prepare detailed evacuation plans to guide our guests, visitors, and employees safely to assembly areas during emergencies. We review our emergency plans every two years at our production facilities and annually at our tourism businesses, and update them based on the findings of emergency drills. We make interim revisions when legislation changes, new risks are identified, machinery or equipment at our facilities changes, or changes occur in our emergency teams.

Emergency Teams: To strengthen our ability to respond effectively to emergencies, we form emergency teams for each shift at our production facilities and tourism businesses and inform all team members of their duties and responsibilities. We support our emergency teams with training and drills so they can carry out their firefighting, rescue, protection, communications, and first aid duties in a coordinated manner.

EMERGENCY PREPAREDNESS AND ACTION PLAN

We maintained our emergency preparedness level through periodic training sessions and inspections.

Our Emergency Information and Training Activities

At Gürok Group, we regularly provide all our employees with training on emergencies, fire safety, earthquake safety, and first aid, raising their awareness of what to do in emergencies. We carry out all our training activities under the responsibility of our Human Resources Department using a planned, trackable approach focused on continuous improvement. We include emergency training within the scope of our annual OHS training.

In our tourism operations, we inform all our guests about the facility's safety standards and emergency procedures. Through the Safety Booklet available in rooms, villas, and key areas of our facilities, or through safety instructions, evacuation directions, and assembly area information displayed on boards in visible locations, we aim to increase all guests' awareness and preparedness.

Emergency Drills

We ensure that emergency drills are conducted at all our campuses, facilities, and businesses in accordance with emergency plans. At our group brands in Türkiye, we conduct all drills as planned and at regular intervals under the responsibility of our Occupational Health and Safety units. In our tourism operations abroad, we use the services of our third-party fire contractor to organize and supervise evacuation drills. We support our employees with informational training during emergency drills. We report the results of drills and develop action plans to address identified deficiencies.

Firefighting Drills: We conduct hands-on firefighting exercises with our employees at regular intervals each year.

Evacuation Drills: We conduct drills to ensure the rapid and safe evacuation of employees from buildings and to direct them to predetermined assembly areas when sirens are activated in emergencies such as fires, earthquakes, floods, and tsunamis.

Emergency Response Drills: We conduct drills to improve the response capabilities of emergency teams.

Chemical Spill Drills: We organize drills at our tourism businesses with the participation of technical service and housekeeping (HK) employees.

Kitchen Emergency Drill: We conduct food safety drills for risky situations that may arise from malfunctions in the cold rooms of our tourism businesses' kitchens.

Our 2025 Emergency Performance

In 2025, no emergency or hazardous incident requiring intervention occurred at our production facilities and tourism businesses. Throughout the year, we tested the effectiveness of our systems and emergency teams by organizing fire, evacuation, and response drills. We maintained our emergency preparedness level through periodic training sessions and inspections. A total of 4,512 of our employees actively participated in the 18 emergency drills we conducted group-wide.

Number of Employees Certified in First Aid	Data
Employees Certified in First Aid (Group-wide)	**451**
Ali Bey Hotels & Resorts – BIJAL Employees Certified in First Aid	76
JOALI Maldives Employees Certified in First Aid	29
JOALI BEING Employees Certified in First Aid	20
LAV and LAV HORECA Employees Certified in First Aid	206
GCA and GCA Spirits Employees Certified in First Aid	89

CONTRIBUTION TO LOCAL DEVELOPMENT AND EMPLOYMENT

Direct and multifaceted contribution to regional development

Beyond creating employment in Kütahya, we aim to contribute directly to the economic, cultural, and social development of our city.

As Gürok Group, we regard local development as one of our priority topics for which we bear responsibility. We strengthen diversity through our Human Values policies, which are based on the principle of equal opportunity.

As a company founded in Kütahya, we undertake many of our projects in the city where our roots lie. We believe that sustainable development is possible not only through economic growth but also by preserving cultural heritage and supporting social values.

In line with this vision, we are implementing various projects to transform Kütahya from just an industrial city into a center renowned for its tourism and cultural richness. Since 2020, we have provided continuous sponsorship support for the excavations at the Ancient City of Aizanoi, which is on the UNESCO World Heritage Tentative List. This support not only enhances Kütahya's tourism potential but also allows us to revive thousands of years of history.

As Gürok Group, we also strengthen our contribution to the local economy and employment through our sponsorships and support in the fields of education, sports, art, and technology.

Kütahyaspor Sponsorship: As the jersey sponsor, we support the club's achievements and the city's sports culture.

Education and Youth Investments: We strengthen the educational, athletic, and innovation skills of young people through the renovation of the Kütahya University of Health Sciences sports hall (Rıza Güral Sports Hall), laboratory support for Kütahya Technical and Vocational Anatolian High School, library support for Şehit Muhammet Yılmaz Primary School, and Teknofest booth sponsorships for Kütahya Dumlupınar University.

Culture and Arts Support: We support Kütahya's cultural heritage and artistic production through projects such as the Aizanoi Ancient City sponsorship, the Painter Ahmet Yakupoğlu statue, and the main sponsorship of the 1st International Aizanoi Ceramic and Tile Competition.

Innovation and Entrepreneurship: We help young people bring their innovative ideas to life through the "Own Your Idea" Patent Hackathon competition.

Local Media and Communication: As the main sponsor of Radyo Dumlupınar, based at Kütahya Dumlupınar University, we support young people in building their experience in media and communications.

With this comprehensive approach, we aim to go beyond creating employment in Kütahya and contribute directly to the economic, cultural, and social development of our city. Operating with a philosophy of giving back, we continue our activities by staying true to our roots, adding value to society, and building a sustainable future.



CORPORATE CITIZENSHIP

Equality and development-focused education programs

Through all our brands, we conduct training, scholarship, and aid programs focused on quality education, gender equality, and equal opportunity.

As Gürok Group, we protect our cultural heritage and future through social initiatives and sponsorships in a wide range of areas that contribute to society—from education to culture, science to sports, and environmental protection to social equality. We stand by young people, children, women, and families in need. With a sense of corporate citizenship, we act "Brave for Society" to contribute to social sustainability, not only economic sustainability.



ZÜCDER Conference Platinum Sponsorship and Our Sustainability Vision

As Gürok Group, we participated as a platinum sponsor in the "360° Global Perspective and Its Reflections on Türkiye" Conference, organized by the Houseware Association of Türkiye (ZÜCDER). At this valuable event, where we shared our vision for transformation and a sustainable future in the glass packaging sector, we highlighted the strategic importance of agility and sustainability in the business world, with a focus on "Transitioning to an Agile and Sustainable Business Model." We were honored with a plaque presented to our group by ZÜCDER for our contributions to the event.

Our Contributions Focused on Education and Youth

Through all our brands, we conduct training, scholarship, and aid programs focused on quality education, gender equality, and equal opportunity. Through partnerships with provincial directorates of the Ministry of National Education, local governments, universities, primary schools, and non-governmental organizations, we are expanding our reach and aim to help more students access quality education with equal opportunities each year.

Rıza Güral Scholarship Fund for the Future
As Gürok Group, we launched the "Rıza Güral Scholarship Fund for the Future" in collaboration with the Turkish Education Foundation (TEV). We support the scholarship fund through Gürok Group and our brands: LAV, LAV HORECA, GCA, GCA Spirits, Ali Bey Hotels & Resorts, AVOYA, and Gürok Kiremit. Through the fund we established to provide non-repayable scholarships to students continuing their education in Kütahya and Antalya, where we operate, we aim to support 700 students over ten years.

Anatolian Scholars Project
Through the "Anatolian Scholars Project," which we launched as part of our improvement efforts based on social equality, we provided educational support to two female students from Koç University.

Yıldız Education Project
Named after Ms. Yıldız Güral and launched in the 2006–2007 academic year, the Yıldız Education Project has supported our employees who want to provide a good future for their children. To prepare students for their exams, improve their academic performance, and boost their self-confidence by encouraging socialization, we provided education and scholarship support to over 600 students over four years.

Yıldız Güral Kızılay Kindergarten
In line with our commitment to supporting equitable education, we established the Yıldız Güral Kızılay Kindergarten in Burdur in 2021. With this investment, which helps prepare



children for the future in modern, safe, and high-quality learning environments, we continue to support education.

Ağaçköy Project
Through a project we launched in 2018 in Ağaçköy, Kütahya, to support programming training for primary and middle school students using microcontroller-based robotic development kits and programmable robotic construction sets, we introduced 94 students to programming and robotic coding. The students exhibited their projects at the TÜBİTAK Science Fair held in March 2020. In the 2021–2022 academic year, the Ağaçköy school team won second place in the province in the Scratch category at the Tekno Gediz Competitions, organized by the Gediz District Directorate of National Education.

Library Support for Şehit Muhammet Yılmaz Primary School
We increased children's access to information by establishing a library at Şehit Muhammet Yılmaz Primary School in Kütahya. We continue our contributions to equal opportunity in education.

CORPORATE CITIZENSHIP

With our contributions ranging from education to sports and from culture and arts to local development, we add value to the social, cultural, and economic progress of the regions where we operate.

Laboratory Support for Kütahya Technical and Vocational Anatolian High School
We inaugurated the Rıza Güral Hydraulics-Pneumatics Laboratory to support young people in developing their technical skills. We are proud to contribute to education and professional development.

Sponsorship of the "Own Your Idea" Patent Hackathon Competition
We sponsored the "Own Your Idea" Patent Hackathon Competition, organized in collaboration with Kütahya Dumlupınar University, Kütahya University of Health Sciences, and Destek Patent. We support young people in turning their innovative ideas into projects.

Main Sponsor of Radyo Dumlupınar
We served as the main sponsor of Radyo Dumlupınar, the campus radio of Kütahya Dumlupınar University, for one year. We enable young people to develop their experience in the media field and strengthen their communication skills.

Teknofest 2025 Dumlupınar University Booth Sponsor
We undertook the booth sponsorship for Kütahya Dumlupınar University at Türkiye's largest technology festival. We continue to support the productivity of young people in technology and innovation.

Sponsor of Istanbul Technical University EcoMat Conference
We contributed to the 4th EcoMat Conference, held at Istanbul Technical University from July 28 to August 1, 2025, as a Bronze sponsor with our GCA brand and as a beverage supporter with our AVOYA brand. The conference, which featured six symposiums, provided a platform for sharing research on materials and environmental technologies, where scientists, expert researchers from industry, and students presented their scientific work and its environmental contributions.

ITU Career Summit Platinum Sponsor
We participated as a platinum sponsor with our GCA brand at the ITU Career Summit, held on February 17–19, 2025, at the Central Classroom Building of Istanbul Technical University.

Our Sports-Focused Contributions

Kütahyaspor Sponsorship
Our sponsorship agreement with Belediye Kütahyaspor reflects both our commitment to Kütahya and our desire to support the city's football success. We continued this collaboration as the jersey sponsor in 2025



Rıza Güral Sports Hall Renovation Support
To contribute to the development of young people, we provided approximately TL 20 million in support for the renovation of the sports hall on the Germiyan Campus to modern standards, under the protocol we signed with Kütahya University of Health Sciences (KSBÜ). We aim for the renovated facility, named Rıza Güral Sports Hall, to become a multifaceted development area for young people.

Our Culture-Focused Contributions

We contribute to the preservation of cultural heritage through our main sponsorship of the Aizanoi Ancient City.
As Gürok Group, we are conducting a long-term support program for the excavation work at the Aizanoi Ancient City in the Çavdarhisar district to preserve the historical richness of our founding city, Kütahya, revitalize local tourism, and pass on cultural heritage to future generations. Home to the world's best-preserved Temple of Zeus, a theater-stadium complex dating back 5,000 years, and one of the world's first stock exchanges, the Macellum, the Aizanoi Ancient City has been on the UNESCO World Heritage Tentative List since 2012.

As Gürok Group, we have been supporting the excavation and restoration work at the Aizanoi Ancient City as the main sponsor since 2020, in collaboration with the Ministry of Culture and Tourism. We aim to restore our region to its appearance in antiquity and contribute to the tourism value of our founding city, Kütahya.

Between 2020 and 2025, the number of visitors to the Aizanoi Ancient City increased by 200%.

Social impact and local contribution:
Selecting workers and technical staff for the excavation site from the local community strengthens local employment. The growth in tourism due to increased visitor interest positively contributes to the commercial activities of small and medium-sized business owners and artisans in the region.

CORPORATE CITIZENSHIP

Focusing on social benefit, we establish long-term partnerships and implement projects in areas of social solidarity.

Main Sponsorship of the 1st International Aizanoi Ceramic and Tile Competition
We contributed as the main sponsor to the 1st International Aizanoi Ceramic and Tile Competition, organized in 2024 under the coordination of Dumlupınar University's Kütahya Vocational School of Fine Arts. We aimed to encourage young artists to create and to carry Kütahya's tile and ceramic tradition into the future.

Support for the Statue of Painter Ahmet Yakupoğlu
We supported the creation of the statue of Kütahya's esteemed painter Ahmet Yakupoğlu and unveiled it. With this contribution, we are preserving Kütahya's artistic heritage.

Our Environment-Focused Social Contributions
We support collaborations between our group brands and non-governmental organizations working in environmental sustainability, and we conduct activities to increase the environmental consciousness and awareness of our employees and guests.

Sponsorship of ÇEVKO Green Dot Student Awards
Through our GCA brand, we sponsored the "Green Dot Student Awards" competition organized by the ÇEVKO Foundation in 2025 to encourage university students to develop original environmentally friendly products, applications, and projects in packaging design, waste management, and social responsibility related to environmental issues, and to strengthen university–industry collaboration.

Collaboration with the TEMA Foundation
Within the scope of our collaboration with the TEMA Foundation, we enrolled our employees at our Ali Bey Hotels & Resorts property as members of the TEMA Foundation. In addition to our employees, we also organize activities to raise environmental awareness for the children of our guests staying at our facility.

Collaboration with DEKAFOK (Association for the Protection of Sea Turtles and Seals) and EKAD (Ecological Research Association)
In the Kızılağaç and Sorgun neighborhoods of the Manavgat district in Antalya, we collaborate with DEKAFOK (Association for the Protection of Sea Turtles and Seals) and EKAD (Ecological Research Association) to protect biodiversity and support sustainable tourism practices. In this context, our facilities became eligible to receive the following certifications from DEKAFOK: Sea Turtle Friendly Tourism Enterprise, Nature Friendly Tourism Enterprise, Ecosystem-Sensitive Tourism Enterprise, and Recycling-Supporting Tourism Enterprise.

Our Contributions Focused on Women and Children
In collaboration with the Ministry of Family and Social Services, we provide awareness training on Preventing Child Abuse and Violence Against Women to our employees at our Ali Bey Hotels & Resorts facilities. During LÖSEV Week and Disability Awareness Week, we host social responsibility projects and social and cultural events for primary school students.

In 2025, through sales stands for the Foundation for Children with Leukemia (LÖSEV) set up within our LAV, GCA, and GCA Spirits brands, we provided financial support and fostered strong social awareness among all our employees with a community-benefit-oriented approach.

As LAV, LAV HORECA, GCA, and GCA Spirits, we make our gift purchases for March 8, International Women's Day, from cooperatives and organizations that support women's labor, aiming to both contribute to society and raise awareness among our employees.

In this context, we made our gift purchases in 2024 from the Foundation for the Support of Women's Work (KEDV) and in 2025 from the Kütahya Frigg Women's Initiative Production and Business Cooperative. With this practice, we aimed to support women's participation in economic life.

In collaboration with our JOALI Maldives brand, we organize vocational training and social entrepreneurship activities for women and girls. While contributing to women's economic freedom with our "Joy of Empowering" and "Women of JOALI" projects, we support women interested in the arts through the "Women in Art" project.

Clothing Donation Bin
To support our citizens in need, as a result of our work with Manavgat Municipality Social Market officials and the Turkish Foundation for Waste Reduction (TİSVA), we installed clothing donation bins at two of our facilities in collaboration with Ali Bey Hotels & Resorts. Each year, we deliver approximately 850 pieces of clothing to those in need.



CORPORATE REPUTATION AND BRAND MANAGEMENT

Employee-focused corporate reputation management

We support reputation management not only through external communication but also through the strong internal communication we establish with our employees.



As Gürok Group, we view corporate reputation not just as a goal, but as a set of values that guides all our activities. We define our reputation management strategy with our principle of "consistency" at its core. By maintaining consistency between our words and actions, we build genuine trust with all our stakeholders.

We pursue a communication strategy that reinforces our brand's reliability by maintaining the same language and tone on every platform where we engage with our stakeholders. Creating messages fully aligned with our founding mission, vision, and corporate values, and maintaining transparent and continuous communication with our stakeholders are at the core of this strategy.

We strengthen our internal and external consistency in tandem by supporting reputation management not only through external communication but also through the strong internal communication we establish with our employees.

The Unifying Force of All Our Brands: The "Gürok Identity"

We bring together all our brands that operate in different sectors under a common "Gürok Identity." The elements that ensure this integrity are our corporate values, our consistent messaging, and the "Think Unlimited, Act Brave, Do Good" approach we have adopted across the Group. While each brand has customized strategies tailored to its sector's dynamics, we ensure that the same value system is maintained in all communications. Thus, we create a holistic brand perception that inspires trust among both internal and external stakeholders.

"Trust" Is the Foundation of All Gürok Group's Relationships

Trust is at the foundation of all the relationships we build with our stakeholders. Transparent communication, sustainability reporting, social contribution projects, and regular stakeholder meetings are the building blocks of this trust. We regularly gather the expectations and feedback of our stakeholders and shape our processes accordingly. By increasing our engagement on digital platforms, we establish a continuous and sincere communication network with our stakeholders. Thanks to this approach, we not only strengthen our business relationships but also support the formation of a long-term collaborative culture that creates shared values.

We Reinforce Our Reputation on the World Stage with Our Global Brands

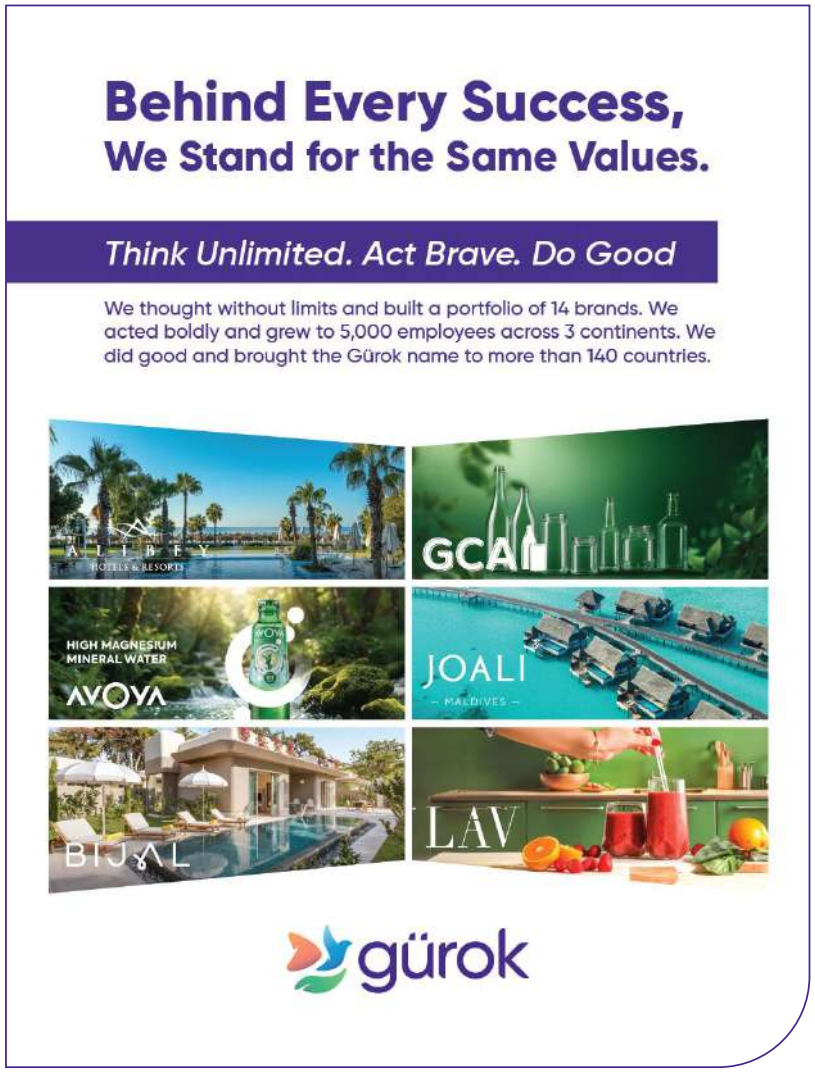
We have positioned our brands—LAV in the retail sector for glassware production, LAV HORECA in the hospitality sector, GCA offering an innovative approach in the glass packaging sector, GCA Spirits in the spirits sector, and JOALI in the tourism sector—as strong representatives of Gürok Group on the world stage.

Through our LAV and LAV HORECA brands, we have created an environmentally responsible and innovative brand identity by prioritizing sustainable production and design. We conduct communication campaigns in global markets centered on design, functionality, and sustainability.

Guided by the Joy of Creative Living at JOALI Maldives and the Joy of Well-Living at JOALI BEING, we transform luxury tourism into an artistic and emotional experience for our guests. Through the international media collaborations we have established, the global tourism awards we have received, and the PR strategies we have developed for target markets, we position our brands among the world's most exclusive destinations.

CORPORATE REPUTATION AND BRAND MANAGEMENT

As Gürok Group, we build our media relations on trust, continuity, and mutual respect.



We Add Value to Our Brands with a Focus on Sustainability

Creating sustainable brand value forms the backbone of our long-term business strategy. Our practices that support this vision include environmentally friendly production processes, energy efficiency investments, sustainable tourism principles, and social responsibility projects focused on community benefit. In every sector we operate, we develop policies that focus on both environmental and social sustainability. For us, sustainability encompasses not only protecting the environment but also building lasting relationships of trust with society, our employees, and our stakeholders, and upholding gender equality.

We Operate with a Holistic Approach to Reputation Management

We see reputation management as the shared responsibility of our entire organization. Under the sponsorship of Gürok Group's Senior Management, the Corporate Communications Directorate strategically manages the reputation management process, while we encourage the active contribution of the Human Resources, Marketing, and Internal Audit departments. We continuously improve our processes by organizing evaluation meetings, reputation performance analyses, and crisis scenario drills. As Gürok Group, we aim to maintain a proactive approach to reputation management at all times, not just during crises.

We Protect Brand Perception During Crises with Effective Communication Mechanisms

We have an approach that prioritizes fast, accurate, and transparent information sharing, even during crises. We support our crisis communication plans with pre-prepared scenarios, aiming to ensure that accurate information reaches all our stakeholders in a timely manner. Although we did not face any major crises during 2025, we maintained our ability to take swift action in response to operational or sectoral developments. We view crisis management not just as a defense mechanism but as a tool for reinforcing trust; therefore, consistency, empathy, and transparency are our fundamental principles in our communication processes.

We Increase Our Media Visibility Through Transparent and Continuous Communication

As Gürok Group, we build our media relations on trust, continuity, and mutual respect. By providing a regular flow of information, we create a foundation of open and reliable communication with all our media stakeholders.

As of 2025, we have achieved high visibility both locally and internationally.

The "It's the Gürok Way" Digital Advertising Campaign

We were actively present in the media in 2025 with our "It's the Gürok Way" digital advertising campaign, in which we released short films prepared for our Group's brands: LAV, GCA, AVOYA, Gürok Kiremit, Ali Bey Hotels & Resorts, JOALI Maldives, JOALI BEING, and BIJAL. We focused on the distinctive features of each of our brands, which uniquely blend nature, art, luxury, and quality, making a difference in their respective fields. Within the campaign, we highlighted our Group's strong identity and contributions to the industry by presenting the innovations we have brought to every sector in which we operate. We made continuous communication visible with our 360-degree communication approach.

Strategic Steps for 2026 and Beyond

In 2026 and beyond, we are entering a more digital, transparent, and participatory era in brand management. At Gürok Group, we prioritize increasing efficiency, digitizing processes, and strengthening employee engagement. Additionally, we plan to implement projects in the areas of sustainability, innovation, and social benefit that will reach wider audiences. By balancing "courage" and "stability" in our brand communication tone, we will continue to build a strong brand reputation both in the global arena and locally.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

Full compliance with the sustainable development goals

By placing environmental sustainability at the core of our business, we support the United Nations Sustainable Development Goals, including Responsible Consumption and Production and Climate Action.



As Gürok Group, guided by our principle of "Act Brave for the Society," we envision a more livable world for everyone. We are aware of our responsibility to create a more livable world. With all our brands and employees, we operate in line with the principles of responsible resource use, circular economy, and ethical production.

We continue to invest to contribute to combating climate change and to minimize our carbon footprint. We make a difference in the sectors where we operate through our energy efficiency efforts, renewable energy projects, and sustainable production technologies.

By placing environmental sustainability at the core of our business, we support the United Nations Sustainable Development Goals, including Responsible Consumption and Production and Climate Action. In this context, we establish our governance structures and integrate our strategic goals into the operational processes of our brands, progressing toward our targets with a systematic approach.

We meticulously follow the laws, regulations, and communiqués issued in line with Türkiye's sustainability, environmental, and climate policies, and we update our practices in parallel with this legislation based on the principle of full compliance. We view environmental laws and regulations as a responsibility rather than an obligation, and we comply with them.

Within the scope of the Regulation on the Management of Industrial Emissions, we monitor legal limit values for emission sources and minimize environmental risks. We conduct continuous monitoring and reporting activities in this regard.

Under the Water Efficiency Regulation, we conduct technical studies to reduce water consumption at our facilities and carry out measurement, analysis, and project development activities. Through this approach, we directly contribute to the conservation of water resources.

In the context of combating climate change and decarbonization, in addition to national regulations, we closely follow global regulations, particularly the European Green Deal, the EU Carbon Border Adjustment Mechanism, and the Emissions Trading System, and continue our preparations to ensure technical and managerial compliance.

ENERGY EFFICIENCY AND MANAGEMENT

Renewable energy-focused tourism investments

We are continuing our efforts to expand our renewable energy investments in our tourism facilities.

As Gürok Group, we aim to minimize our environmental impact by controlling the carbon emissions resulting from our activities. We adopt an energy management approach based on the effective and efficient use of energy resources in our operations at our production facilities and tourism establishments.

In our operations in Türkiye, we follow the ISO 50001 Energy Management System standard at LAV, LAV HORECA, GCA, GCA Spirits, and Ali Bey Hotels & Resorts, and undertake energy efficiency initiatives. Within the scope of our energy management system, we conduct regression analysis considering the past consumption of our energy resources and set our energy-saving targets. We monitor, measure, and report our carbon emissions for our LAV, LAV HORECA, GCA, and GCA Spirits brands in accordance with international standards such as ISO 14064 and the GHG Protocol (Greenhouse Gas Protocol).

To continuously improve our energy performance, we increase our energy efficiency through system enhancements in energy-intensive production processes and optimization studies on production lines. We prefer energy-efficient machinery, equipment, and other devices in our operations, and we also consider the energy performance of our suppliers and business partners in our procurement processes.

At our tourism facilities, we save energy by choosing environmentally friendly designs, energy-efficient devices, and smart climate control and lighting systems.

As part of our energy management and efficiency efforts, we organize awareness and training programs for our employees. In 2025, we provided 1,779.3 hours of training to 1,948 employees in this context.

In 2025, we continued to take concrete steps to increase our energy efficiency and reduce our carbon footprint. With our SPP investment, we aim to meet a certain portion of our energy needs from renewable sources, thereby reducing our carbon emissions and environmental impact. Having completed our feasibility studies, we commissioned rooftop SPP systems with an installed capacity of 5 MW at GCA and 3 MW at LAV. With these investments, we anticipate that approximately 10% of the annual electricity consumption at both companies will be met by renewable energy sources.

We are continuing our efforts to expand our renewable energy investments in our tourism facilities. In this regard, we completed the feasibility and infrastructure studies for SPP installation at our JOALI companies in 2025. We plan to carry out the SPP installation in 2026.



ENERGY EFFICIENCY AND MANAGEMENT

We strengthened our compliance with international and European energy efficiency standards and increased our operational efficiency by reducing electricity consumption.

Energy Efficiency Efforts at Our Group Brands in 2025

Energy Efficiency Efforts at Our LAV, LAV HORECA, GCA, and GCA Spirits Brands
At our LAV, LAV HORECA, GCA, and GCA Spirits brands, we systematically monitor all our energy consumption, conduct performance analyses, and quickly identify deviations to take preventive actions within the scope of the ISO 50001:2018 Energy Management System. In cases of abnormal energy use, we analyze the situation and continuously assess opportunities for improvement. Our energy efficiency initiatives implemented in previous periods and still ongoing include:

Digital Tracking of Energy Consumption
We integrated high-precision flowmeters and meters into the system to monitor water, fuel gas, electricity, and natural gas consumption in our production processes accurately and reliably. With this investment, we have enabled detailed monitoring of consumption data. As part of our digitalization efforts, we have made the data reportable through a single system and automated daily tracking processes. This enables us to quickly identify and analyze consumption that exceeds targets and other abnormal conditions, and take the necessary corrective steps in a timely manner.

Compressed Air Optimization
We systematically identified and eliminated all leakage in the compressed air systems used in our production processes with ultrasonic leakage detectors. By analyzing our process needs in detail, we optimized air pressure levels, thereby preventing unnecessary energy consumption. Additionally, we performed maintenance on the dryers that protect the system's equipment and directly affect our production quality. By making necessary new equipment investments, we have improved the quality and continuity of the dry compressed air supplied to our system. Furthermore, by optimizing the difference between the compressor outlet pressure and the line pressure, we have increased our system efficiency and achieved a high level of energy savings.

We have commissioned automatic drainage equipment in our compressed air systems to manage condensate discharge more efficiently and with greater control. Through this implementation, we eliminated manual water discharge operations, preventing unnecessary compressed air losses caused by drainage; at the same time, we reduced our operational labor requirements and achieved significant efficiency gains in our processes.

Use of Energy-Efficient Equipment
We use energy-efficient motors and machinery in our production facilities. In this context, during 2025, we replaced low-efficiency IE1 class electric motors over 7.5 kW at the production sites of our LAV and LAV HORECA brands with high-efficiency IE3 class motors as part of our efficiency improvement projects. Thanks to this transformation, we have both strengthened our compliance with international and European energy efficiency standards and increased our operational efficiency by saving on electricity consumption.

Optimization of Cooling Fans
At our LAV and LAV HORECA brands, we improved our energy efficiency and the mean time between maintenance (MTBM) of our equipment by optimizing the temperature of the process water used in cooling towers. Additionally, by transitioning to a fully automated system using PID control, we standardized process management and eliminated operator dependency.

At our GCA and GCA Spirits brands, we optimized operating conditions by analyzing the seasonally changing energy consumption of cooling fans. We regularly monitored fan energy consumption, which decreases in winter and increases in summer, and through optimization efforts, we improved our energy efficiency by reducing electricity and natural gas consumption.

Optimization in Production Lines
We optimized energy consumption according to process needs by installing inverters on the motors in our production lines. In our vacuum systems, we achieved additional energy savings by controlling the motor power of vacuum pumps via drives based on process requirements. By preferring fan systems instead of compressors to meet the cooling air needs of the equipment and by using cooling towers, we achieved savings in both energy and water consumption.



ENERGY EFFICIENCY AND MANAGEMENT

In 2025, we expanded our energy management system to cover all our hotel and facility buildings.

At our GCA and GCA Spirits brands, we repositioned the cold-end coating unit, moving it from the rear to the front. Because the glass containers have already partially cooled at that stage of the process, this made it possible to turn off the cooling fans. With this improvement, we achieved energy savings by eliminating additional energy consumption. With this practice, which we implemented in the second half of the year, we anticipate achieving annual savings of approximately 129 MWh.

Sensor Application in Conveyor Systems
With our GCA and GCA Spirits brands, we achieve energy savings by ensuring that conveyors operate only when products are present, thanks to the sensors we have installed in the conveyor systems.

Energy Efficiency Efforts at Our Ali Bey Hotels & Resorts Brand
Our Ali Bey Hotels & Resorts brands hold ISO 50001 Energy Management System standards.

Tracking of Energy Consumption:
In 2025, we expanded our energy management system to cover all our hotel and facility buildings, incorporating our electricity and other fuel consumption into our monitoring and reporting processes.

Energy-Efficient Lighting and Heating Systems:
We saved energy by installing energy-efficient LED lighting systems and energy-saving heat pumps at our facilities.

Eco-Friendly Transportation
We provide transportation for our guests within the facility using electric buggies. At BIJAL, we provide our guests with bicycles for use within the facility.

Energy Efficiency Initiatives at Our JOALI Brand

Eco-Friendly Design:
We incorporated natural elements into architectural designs to cool spaces efficiently. We applied thermal insulation in our heated and cooled areas to prevent energy loss.

Monitoring Energy Consumption:
We installed submeters to regularly monitor energy consumption in specific areas of our facilities.

Smart Climate Control and Lighting Systems:
We optimized energy consumption by adjusting cooling and lighting conditions with smart systems based on the occupancy and usage of our facilities. We ensured that



unoccupied villas were kept in Sustainability Mode with minimal electricity use. We installed motion sensors in all possible areas to save energy by activating lights and electrical systems only when needed. We fitted the lighting in common areas with timers so that it operates only at night. We ensured the use of energy-efficient LED lighting throughout the island.

Energy-Efficient Devices and Automation:
We ensured the use of energy-efficient devices and automation systems in laundry and kitchen operations to reduce energy consumption.

Optimized Operations:
We maximized energy efficiency by operating our laundries on a limited schedule and only at full capacity. We provided bicycles and electric buggies for our guests and employees for environmentally friendly transportation on the island.

WATER AND WASTEWATER MANAGEMENT

Corporate collaborations focused on water security

At Gürok Group, guided by global goals, we support initiatives around the world and in our country to help build a water-secure future.

Water is a natural, limited, and vital resource not only for human life but also for the balance of ecosystems and biodiversity. The sustainability of water resources is critically important not only for protecting our planet and living beings but also for the welfare of future generations, socioeconomic development, and global peace.

As population growth, industrialization, and urbanization accelerate worldwide, they increase demand for water resources, while extreme weather events and droughts driven by climate change irreversibly affect those resources and limit access to clean water. According to the 2025 edition of the United Nations World Water Development Report (UN WWDR), published annually on March 22, World Water Day, an estimated 2.2 billion people worldwide lacked access to safely managed drinking water and 3.5 billion lacked access to sanitation in 2022.



Under SDG 6, "Clean Water and Sanitation," one of the Sustainable Development Goals, the United Nations calls on all institutions and individuals to take shared responsibility for water sustainability, with the aim of ensuring access to water and sanitation for all and their sustainable management by 2030.

Türkiye, located in the Mediterranean basin where the effects of global climate change are strongly felt, is considered to be among the high-risk countries because of climate change, rising water demand, uncontrolled irrigation in agriculture, and similar factors. With 1,313 m^3 of available water per person per year, our country is in the water-stressed category.

The Water Efficiency Mobilization was launched in Türkiye in 2023, where climate change is contributing to water stress, to prevent water losses in homes, workplaces, and industry, establish a legal framework, introduce modern irrigation methods in agriculture, and increase public awareness of water.

At Gürok Group, guided by global goals, we support initiatives around the world and in our country to help build a water-secure future.

Our Approach to Water and Wastewater Management

At Gürok Group, we closely monitor the laws, regulations, and communiqués published in line with Türkiye's sustainability, environmental, and climate policies, and update our practices across our Group brands in line with the applicable legislation. Within the scope of the Water Efficiency Regulation, we monitor our water consumption at our production facilities and tourism establishments, make investments to increase water efficiency, carry out technical studies to reduce water consumption, and take measures for water recovery and conservation. Through this approach, we directly contribute to the conservation of water resources.

Municipal water is our primary source for our production and tourism operations in Türkiye, while our tourism establishments in the Maldives use ocean water converted into freshwater through desalination.

Measurement and Monitoring of Water Performance

We regularly monitor and measure our water consumption at our group brands through automation systems, meters, and invoices. We track our water performance with indicators such as water consumption, water use per unit, amount of recycled water, total wastewater discharge, and water intensity.

Preventive Maintenance and Controls

We develop proactive practices to ensure the efficient operation of water management systems in our production and tourism facilities. We conduct periodic plumbing maintenance and routine inspections to detect and promptly repair water leakages, losses, and seepage.

Recovery

We reuse industrial wastewater generated in our production processes through recycling systems, thereby minimizing our water consumption. We also contribute to the conservation of water resources and the reduction of operational costs.

WATER AND WASTEWATER MANAGEMENT

To use and protect water resources efficiently, we reduce water consumption, expand recovery practices, and develop innovative solutions in our manufacturing and tourism operations.



Water Management Practices at Our LAV and LAV HORECA Brands

We Achieved the Lowest Water Usage Level in the Sector

At LAV and LAV HORECA, we significantly reduced water consumption, achieving the lowest levels of resource use in glass production. At our production facilities, we reduced the water consumed to produce one drinking glass from an average of 4.4 glasses of water in 2022 and earlier years to 2.2 glasses of water as of 2025.

In doing so, we significantly reduced water consumption in glass production to 2.7 m^3 per metric ton and achieved the lowest levels of water use in the sector. Thanks to these efficiency measures we implemented, we saved enough water in 2025 to fill 130 Olympic-size swimming pools.

In our LAV and LAV HORECA operations, we recycle all industrial wastewater and reuse it in our production processes. In addition, our facilities have a domestic wastewater treatment plant with a daily capacity of 200 m^3 to treat domestic wastewater.

Water Conservation Projects

We develop comprehensive conservation projects to manage the water used in our operations more efficiently; by implementing closed-loop water systems, we significantly reduce our total water consumption. In parallel with these improvements, we also achieve energy savings in the electrical equipment used in our water systems and increase our resource efficiency. We are implementing digitalization projects to gain full control over our water systems and to be able to respond quickly to potential disruptions. By monitoring water consumption continuously and regularly at all points of use, we effectively detect and repair leakages. In this process, we have automated our daily reporting operations without the need for human intervention. With these efforts, we are achieving significant savings in our water consumption and strengthening our vision of sustainable resource management.

Water Management Practices at Our GCA Brand

We Reduced Our Water Footprint with Closed-Loop Water Systems

At GCA, we reuse 1.7 million m^3 of water each year through closed-loop systems and use real-time measurements to improve the efficiency of our industrial water consumption, thereby reducing our water footprint.

We filter the process water generated during production and make it available for reuse. Each year, our closed-loop systems enable us to recover and reuse enough water to fill approximately 680 Olympic-size swimming pools.

Water Management Practices at Our Ali Bey Hotels & Resorts Brand

We Achieved Water Savings with Smart Solutions

At Ali Bey Hotels & Resorts, we use smart solutions to conserve water. At our facilities, we optimize chemical consumption in cleaning operations using automatic dosing systems, while minimizing water consumption with water-saving washing machines and dishwashers.

At our facilities, we use zoysia grass, which is known for its low water needs, thereby reducing irrigation and fertilization and contributing to environmental protection. We use water efficiently through the drip and sprinkler irrigation systems installed in our gardens, which deliver water directly to plant roots.

We aim to increase sustainability awareness by informing our guests through environmental information cards about changing linens only when needed.

WATER AND WASTEWATER MANAGEMENT

We organize training and awareness programs on water management and conservation for our JOALI Maldives and JOALI BEING employees.



Water Management Practices at Our JOALI Brand

Sustainable Water Management
Within the framework of sustainable water management implemented at our JOALI tourism facilities in the Maldives, we convert saltwater sourced directly from the ocean into freshwater using the reverse osmosis method. We have an independent external organization test samples of our desalinated water taken from random locations and maintain safe levels in accordance with local regulations and guidelines.

EarthCheck Audits and Reporting
At our JOALI Maldives and JOALI BEING facilities, we closely monitor water usage in all guest, employee, and operational areas through daily meter readings and trend analyses. Both of our JOALI facilities have been certified under the EarthCheck certification program. JOALI Maldives holds EarthCheck Gold Certification, and JOALI BEING holds Silver Certification. We ensure that all water usage is reviewed and reported annually through EarthCheck audits. The monitoring activities for both facilities cover desalinated water production, guest and employee consumption, and treated water, 50% of which is reused for irrigation.

Rainwater Harvesting
At our facilities, we collect rainwater through rainwater harvesting systems and reuse it for sustainable landscaping and operational purposes, further reducing our reliance on freshwater sources.

Eco-Efficient Fixtures and Infrastructure
We use low-flow faucets, dual-flush toilet systems, and water-saving showerheads throughout the island to reduce water consumption without compromising quality or guest satisfaction.

Green Landscaping Practices
We cultivate native plant species that require minimal irrigation to conserve water while maintaining the island's lush environment.

Green Linen Change Policy
We encourage guests staying at our facilities to participate in eco-friendly practices that significantly reduce water, chemical, and energy consumption by opting out of daily linen changes.

Awareness Campaigns
We organize training and awareness programs on water management and conservation for our employees at JOALI Maldives and JOALI BEING. Our efforts focus on daily water-saving initiatives, responsible use of desalinated water, awareness of graywater reuse, and leakage reporting. We carry out these efforts through informational meetings and posters in common areas.

WASTE MANAGEMENT AND THE CIRCULAR ECONOMY

Prioritizing recyclable materials in production

At Gürok Group, we regard the recyclability of materials used in production as a priority.

As Gürok Group, we adopt a waste management approach in our industrial facilities and tourism businesses aimed at reducing waste at its source, recovering as much as possible, and disposing of non-recoverable waste in compliance with legal regulations without harming the environment.

Waste Segregation at the Source

Based on the principle of segregation at the source, we classify all our waste as plastic, glass, metal, paper, organic, and hazardous waste. Whenever possible, we reuse materials identified as reusable among the waste segregated by type at our facilities. Waste that cannot be reused is stored in temporary waste storage areas according to its type and handed over to licensed recycling or disposal companies. We reintegrate a large portion of our waste into the circular economy at recovery facilities. We ensure that our non-recoverable waste with high calorific value is utilized in energy generation plants.

To facilitate waste segregation at the source, we place waste collection units classified by type throughout all our facilities and renew them annually.

Steadfastly Advancing Toward Our Zero Waste Goal

As Gürok Group, we base our waste management processes on the principles of waste reduction at source, segregation, and recovery in line with our zero waste goal. After completing the necessary infrastructure work at our glass production facilities, we obtained our Zero Waste certificates from the Ministry of Environment, Urbanization, and Climate Change. Accordingly, we segregate the waste generated in our factories at the source by type and store it in temporary storage areas in compliance with environmental legislation. We send all our waste to authorized facilities licensed by the Ministry of Environment, Urbanization, and Climate Change for recovery or disposal.

In addition, we conduct continuous improvement studies to minimize waste generation in our production processes and evaluate reuse and recycling opportunities. Through awareness initiatives and training on Zero Waste and Waste Management for our employees, we aim to foster a zero-waste culture throughout the organization.

Infinitely Recyclable Glass: An Enduring Materials

At Gürok Group, we regard the recyclability of materials used in production as a priority. Recognizing that glass is 100% recyclable and can be recycled infinitely, we are working to increase the amount of recycled glass used in production. Furthermore, by reusing the cullet generated in our production processes as a raw material, we reduce the amount of waste and ensure the efficient use of natural resources. By doing so, we minimize our environmental impacts and make our production process more sustainable in line with circular economy principles.

Best Practices at Our Group Brands

Circular Economy Initiatives at LAV and LAV HORECA

Throughout 2025, through improvement efforts implemented in line with our operational excellence approach, we aimed to reduce our resource consumption, increase our energy efficiency, and minimize our environmental impact. Through these projects, we improved operational efficiency and achieved measurable environmental benefits.

Reducing Paper Consumption in Warehouse Processes

Thanks to the digitalization and process improvement efforts we implemented in our warehouse processes, we contributed to resource efficiency by reducing paper consumption in our operations. Through these efforts, we simplified our operational processes and reduced our consumption of natural resources:

- We prevented the cutting of 17 mature trees.
- We saved approximately 1.4 million liters of water, equivalent to the daily water consumption of about 5,640 people.

Extending the Lifespan of Duralit

By making improvements to extend the service life of duralit, a component of our pallets, we increased the number of times it can be used and raised our reuse rate. Through this practice, which reflects our approach to operations focused on reuse and resource efficiency, we also reduced the amount of scrap:

- We prevented the use of raw materials equivalent to approximately 416 mature trees.
- We reduced the emissions that would have resulted from duralit production.

Mold Refurbishment and Reuse

Through repair and modification work, we made molds used in our production processes that were nearing the end of their service life reusable for different products. Through this approach, we increased circularity in our production processes and reduced resource consumption:

- We reduced the energy consumption required for new mold production and achieved savings equivalent to the monthly electricity consumption of 156 households.
- We prevented 1.5 metric tons of CO_2 emissions, an amount equivalent to the carbon sequestered annually by approximately 68 mature trees.

WASTE MANAGEMENT AND THE CIRCULAR ECONOMY

With the EKOMAT Project, we reduced our natural resource consumption by 218,000 kg and saved energy equivalent to the monthly electricity consumption of 897 households during the 18-month implementation period.

Circular Economy Initiatives at GCA

EKOMAT (Economic Ecological Vending Machine) Project
Together with GCA, we were among the main funders of the EKOMAT (Economic Ecological Vending Machine) project, one of the significant initiatives undertaken to collect glass waste in Türkiye, bring it into the recycling ecosystem, and raise consumer awareness.

Within the scope of the project, we, together with our business partners, supported the installation of fully automated reverse vending machines that ensure 100% recycling of glass, plastic, and metal beverage containers. To date, we have arranged for 34 glass packaging EKOMAT machines to be placed at 15 locations in Yalova, as well as one at each of our production locations in Kütahya and one at our office in Istanbul.

During the 18-month implementation period, we reached approximately 12,000 users and contributed to the collection of 2.3 million waste items. We achieved significant gains for the environment and the national economy.
In this context:

- We reduced the amount of waste sent to landfills by the equivalent of 61 garbage truckloads.
- We reduced the greenhouse gas effect equivalent to 270 trees.
- We saved an amount of oil equivalent to the daily fuel consumption of 20,760 vehicles.
- We reduced our natural resource consumption by 218,697 kg.
- We saved energy equivalent to the monthly electricity consumption of 897 households.

Thanks to the project, we made a tangible contribution to circular economy practices and resource efficiency.

Sustainable Production
At GCA and GCA Spirits, we return glass packaging products that fail quality control tests after production to the production process as cullet for use as raw material. By doing so, we reduce the amount of waste while supporting the efficient use of natural resources and sustainable production through the reuse of cullet. We aim to increase our cullet usage rate to 35% by 2030.

Protecting Natural Resources with Circular Pallet Management
By expanding the use of returnable plastic pallets, we prevented the use of 21,714 wooden pallets in 2024, thereby saving approximately 1,551 trees from being cut down. In 2025, we prevented the use of 23,767 wooden pallets, saving approximately 1,698 trees.



Giving Idle Molds New Life
As in previous years, we continued our efficiency efforts to minimize our resource consumption in 2025. To this end, we made minor modifications to idle mold parts so that they could also be used in newly introduced products. Thanks to this efficiency practice we implemented, we prevented the reprocessing of approximately 6.4 metric tons of cast iron in 2025.

WASTE MANAGEMENT AND THE CIRCULAR ECONOMY

We use resources efficiently, reduce waste, and strengthen our circular economy approach.

Repair of Ring Mold Parts
The ring mold parts we use in our glass packaging production are critical components made of cast iron that vary according to product size, shape the base of the bottle, enhance structural durability, and manage thermal stress. As of 2025, we began repairing these parts, which we previously scrapped at the end of their service life, and reintegrating them into our operations. With this practice, we have both reduced the number of parts we scrap and our need for new production, thereby minimizing our environmental impacts and increasing resource efficiency.

Optimizing Base Shroud
As part of our improvement efforts to increase operational efficiency and optimize resource use, we revised the dimensions of the base shroud used in our product shipments. We reduced the amount of material used by optimizing this important packaging component, which protects our palletized products against external factors such as impact, friction, contamination, and moisture from the bottom surface during shipment and storage and increases product stability, without compromising our quality standards and protective functions.

As a result of this practice, we reduced our base shroud consumption by 4%, avoiding the use of a total of 536.7 kg of plastic per year. With this achievement, we also directly contributed to reducing the potential environmental impacts from plastic production and recycling processes.

Our Product Lightweighting Efforts
Through our product lightweighting and right-weighting initiatives in 2025, we saved 1,253 metric tons of glass and prevented emissions totaling 1,416 metric tons of CO_2 equivalent.

Circular Economy Initiatives at Ali Bey Hotels & Resorts
At our Ali Bey Hotels & Resorts facilities, we minimize our waste and develop recovery practices in line with our sustainability goals.

- Instead of using plastic water bottles, we serve water in carafes in our restaurants.
- We provide water through filtered water dispensers in the staff cafeteria and rest areas.
- We prefer using paper straws instead of plastic ones.
- We produce compost from coffee grounds and other organic waste to use as fertilizer in our garden areas.
- Under our Zero Waste Certificate, we effectively operate a detailed waste segregation system at our facilities.
- We organize awareness and recycling-themed activities for our child guests at Mima Club using recyclable waste.
- We encourage the reuse of textile waste by installing clothing collection bins at our facilities.
- We make use of textile waste from our laundry operations through recovery and reuse practices.

Food Waste Prevention Project
As part of the Food Waste Prevention Project, implemented in line with our sustainability vision, we monitor the food waste generated at our facilities through detailed measurements and conduct a data-driven improvement process. With this project, which is still under development, we aim to reduce waste in our operational processes and use resources more efficiently. In 2025, we held informational activities in the staff cafeteria to raise employee awareness of food waste prevention.

Zero Waste Awareness Initiatives
In collaboration with district municipalities in Antalya, we organize events to raise zero waste awareness in the community. In 2025, we worked with the Manavgat Municipality Zero Waste Directorate to provide training for employees at our facilities and hold events attended by our guests.



WASTE MANAGEMENT AND THE CIRCULAR ECONOMY

To prevent organic waste from reaching landfills or the ocean, we utilize composting, reuse, and recycling.



Circular Economy Initiatives at JOALI

At JOALI, within the scope of our adopted waste minimization and management policy, we contribute to sustainability goals through the conservation of natural resources, waste reduction, and eco-friendly practices. To prevent organic waste from reaching landfills or the ocean, we utilize composting, reuse, and recycling. In 2025, we spent a total of USD 80,000 on waste management and circular economy initiatives at JOALI.

- We compost kitchen waste for use as natural fertilizer in the island's gardens and grind garden waste for reuse in landscaping at the facility.
- We donate excess compost to local farmers for use in agricultural activities.
- We donate unused wood, clothing, and fabric to islands in Raa Atoll for reuse and upcycling projects.
- At the water bottling facility we established, we produce glass water bottles for our guests, eliminating the use of single-use plastic bottles.
- In our villas, we use refillable toiletries supporting our waste minimization goal.
- Instead of plastic bottles, straws, and other single-use items, we prefer eco-friendly alternatives such as glass jars, biodegradable trash bags, and natural packaging like banana leaves.
- We segregate our waste at the source into glass, paper, packaging, cans, metal, and plastic and bring it into the recycling economy.
- We reduce our dependence on freshwater sources by reusing treated wastewater for landscaping and collected rainwater for watering gardens.
- We arrange for materials such as used cloth bags, broken glass, and wooden pallets to be creatively upcycled into new products, such as plant pots or construction materials.
- To promote proper waste disposal practices, we have installed waste bins across the island, ensuring that waste is segregated and handed over to authorized organizations for disposal.
- At our dedicated facility, we carry out secondary waste segregation to help ensure that waste collected from all areas, including villas, is properly categorized for effective waste management.
- We have enhanced our waste management area by procuring glass crushers, compost machines, and compactors.
- To reduce plate waste, we introduced a "bin-free day" practice in the staff cafeteria.
- By closely managing the waste generated on the island in 2025, our JOALI BEING resort went more than 100 days without sending any waste to a landfill.

BIODIVERSITY

Ecological restoration efforts at JOALI

At JOALI Maldives and JOALI BEING, we carry out ecological restoration programs in collaboration with our stakeholders.

As Gürok Group, we focus on protecting and restoring both terrestrial and underwater ecosystems in the regions where our tourism businesses are located. We recognize the importance of keeping coastal and marine areas clean to conserve biodiversity and support the continued existence of aquatic life.

To protect local habitats at our tourism facilities, we regularly organize clean-up activities on the coasts, in the seas, and in the region with the participation of our employees and local communities.

To keep the soil and water healthy, we conduct environmentally sensitive landscaping, promote the use of non-toxic cleaning products and organic fertilizers in our gardens, and take measures to minimize single-use plastics at our facilities. Together with our Ali Bey Hotels & Resorts brand, we are working to ensure our beaches are safe and clean for endangered species. We implement special measures in sea turtle nesting areas on the beaches where our facilities are located. We leave our beaches unlit in the evening, protect nests with cages, and raise visitors' awareness to help hatchlings reach the sea safely. Additionally, we conduct our activities in controlled areas to avoid harming the marine and coastal ecosystems.

Together with JOALI Maldives and JOALI BEING, we are working to restore the coral ecosystem on the reefs, protect marine life, and support sustainable living through creative awareness programs and strong community partnerships.

Our Ecological Restoration Programs

At JOALI Maldives and JOALI BEING, we carry out ecological restoration programs in collaboration with our stakeholders.

JOALI Reef Restoration Program (JRRP)

The JOALI Reef Restoration Program (JRRP) reflects our commitment to coral restoration in the Maldives. Through the program, we assist in the natural recovery of the reef surrounding JOALI Maldives by nurturing "fragments of hope"—tiny corals planted in our own nurseries. Once the corals reach an appropriate size, they are outplanted onto the existing house reef to support its regeneration. The program includes different nursery systems, including grid, rope, and Mineral Accretion Technology (MAT) systems. The MAT Project uses low-voltage current to promote the accumulation of calcium carbonate, helping corals grow faster.

In 2025, more than 2,035 coral fragments were planted in our coral nurseries. By maintaining the Christmas Tree Garden and Spider Frame reefs, we continue to support safe habitats for fish and other reef species.

Guest and Community Engagement: We encourage guests to participate in coral sponsorship and organize guided dives with our marine team, giving them the opportunity to observe the corals and learn more about reef restoration. We also organize educational sessions on coral planting for students at local schools in Raa Atoll.



BIODIVERSITY

The Sea Turtle Care Center enables injured turtles to be rehabilitated under the guidance of marine biologists and the ORP veterinary team before being released back into their natural habitats.



Olive Ridley Project (ORP)
In collaboration with the Olive Ridley Project (ORP), JOALI BEING supports sea turtle conservation in Raa Atoll. Our sea turtle biologist monitors turtle populations through photo identification and supports ORP's core initiatives, including sea turtle rescue, ghost gear recovery, nesting site monitoring, population studies, and educational sessions for guests, hosts, and community members. By the end of 2025, the number of turtles recorded in our database had reached 235. With 1,053 turtle sightings and five nesting activities recorded, our monitoring capacity increased by 3% compared with the previous year.

Sea Turtle Care Center: Opened in 2024 as part of our partnership with the Olive Ridley Project, the Sea Turtle Care Center enables injured turtles to be cared for and rehabilitated under the guidance of marine biologists and the ORP veterinary team before being released back into their natural habitats. In 2025, we carried out five rescue and rehabilitation operations for injured turtles, all of which were successfully released back into the wild.

Dive Against Debris and Island Clean-ups: Ocean waste poses a serious threat to marine life. To help protect fish, corals, and turtles, the JOALI team conducts regular dives and beach cleanups to remove plastic and other waste from the waters around our island. In 2025, together with our employees and the local community, we collected more than 4 tons of waste.

Mini Marine Biologists: Our Mini Marine Biologist program teaches young visitors about life underwater through interactive games on oceans, marine life, and the simple actions we can all take to make a difference.

Tree Planting and Environmental Awareness: To mark occasions such as World Environment Day and World Sea Turtle Day, we organize tree planting activities, awareness sessions, and guest and employee engagement events that promote care for nature and marine ecosystems.

PERFORMANCE INDICATORS

Environmental

Tourism Sector

	ALİ BEY CLUB & PARK	ALİ BEY RESORT
Energy Consumption	**2025**	**2025**
Total Energy Consumption (GJ)	**56,350.54 GJ**	**45,357.07 GJ**
Direct Energy Consumption (GJ)	**27,317.97 GJ**	**21,085.02 GJ**
Diesel (Generator, Heating)	1,138 GJ	2,096.17 GJ
Coal Consumption	328.27 GJGJ	514.8 GJ
LPG Consumption	25,851.70 GJ	18,474.05 GJ
Indirect Energy Consumption – Electricity (GJ)	**28,944.67 GJ**	**23,985.58 GJ**
Conventional Electricity	28,944.67 GJ	23,985.58 GJ
Renewable Electricity	0	0
Water Management	**2025**	**2025**
Total Water Consumption (m³)	341,029.00	288,464.00
Waste Management	**2025**	**2025**
Total Amount of Waste (tons)	**5,559.187 tons**	**3,050.605 tons**
Hazardous Waste (tons)	9.047 tons	5.165 tons
Non-Hazardous Waste (tons)	2,794.25 tons	1,536.99 tons
Food Waste (tons)	2,755.89 tons	1,508.45 tons
Recovered Hazardous Waste (tons)	9.005 tons	5.165 tons
Recovered Non-Hazardous Waste (tons)	2,794.25 tons	1,536.99 tons
Number of People Receiving Environmental Training	715 people	480 people

**JOALI 2025 gasoline consumption is 220,443 GJ. Other data will be calculated and presented in subsequent years.*

JOALI	
Water Management	**2025**
Total Water Consumption (m³)	**228.11**
Waste Management	**2025**
Total Amount of Waste (tons)	**1,403.2 tons**
Hazardous Waste (tons)	79
Non-Hazardous Waste (tons)	967
Food Waste (tons)	357.2

TOURISM TOTAL	
Energy Management	
Total Energy Consumption (GJ)	**101,332.24**
Direct Energy Consumption (GJ)	**48,402.99**
Gasoline Consumption	220,443
Diesel (Generator, Heating)	3,234.17
Coal Consumption	843.07
LPG Consumption	44,325.75
Indirect Energy Consumption – Electricity (GJ)	**52,930.25**
Conventional Electricity	52,930.25
Water Management	
Total Water Consumption (m³)	**629,721.11**
Waste Management	
Total Amount of Waste (tons)	**10,013.00**
Hazardous Waste (tons)	93.212
Non-Hazardous Waste (tons)	5,298.24
Food Waste (tons)	4,621.54
Recovered Hazardous Waste (tons)	14.17
Recovered Non-Hazardous Waste (tons)	4,331.21
Total Recovered Waste (tons)	**4,345.41**
Training	
Number of People Receiving Environmental Training	1,195

PERFORMANCE INDICATORS

Environmental

Industrial Sector					
LAV	**2025**	**GCA**	**2025**	**INDUSTRY TOTAL**	
Energy Consumption		**Energy Consumption**		**Energy Consumption**	
Total Energy Consumption (GJ)	**1,606,982**	**Total Energy Consumption (GJ)**	**1,662,958.3**	**Energy Management**	**3,269,940.30**
Renewable Energy Consumption (GJ)	15,628	Renewable Energy Consumption (GJ)	3,510.702	Total Energy Consumption (GJ)	19,138.70
Non-renewable Energy Consumption (GJ)	1,591,354	Non-renewable Energy Consumption (GJ)	1,659,447.6	Renewable Energy Consumption (GJ)	3,250,801.60
Direct Energy Consumption (GJ)	**1,384,488.61**	**Direct Energy Consumption (GJ)**	**1,453,113.47**	**Non-renewable Energy Consumption (GJ)**	**2,837,602.08**
Natural Gas Consumption (GJ)	1,384,488.61	Natural Gas Consumption (GJ)	1,453,113.47	Direct Energy Consumption (GJ)	2,837,602.08
Indirect Energy Consumption – Electricity (GJ)	**222,493**	**Indirect Energy Consumption – Electricity (GJ)**	**209,844.8**	**Indirect Energy Consumption – Electricity (GJ)**	**432,337.80**
Conventional Electricity (GJ)	206,865	Conventional Electricity (GJ)	206,334.1	Conventional Electricity (GJ)	413,199.10
Renewable Electricity (GJ)	15,628	Renewable Electricity (GJ)	3,510.7	Renewable Electricity (GJ)	19,138.70
Energy Intensity (GJ)		**Energy Intensity (GJ)**		**Emissions Management**	
Energy consumption per Ton of Packaged Product (GJ/t Net Glass)	12.28	Energy consumption per Ton of Packaged Product (GJ / t Net Glass)	7.93	**Scope 1 Emission Intensity (tCO_2e/ tons Gross Glass)**	**1.229**
Number of Energy Efficiency Projects and Amount of Savings (GJ)	**4 projects / 3,846 GJ**	**Emissions Management**		**Scope 2 Emission Intensity (tCO_2e/ tons Gross Glass)**	**0.297**
Emissions Management		**Scope 1 Emission Intensity (tCO_2e/ tons Gross Glass)**	**0.479**	**Total Emission Intensity (tCO_2e/ tons Gross Glass)**	**1.526**
Scope 1 Emission Intensity (tCO_2e/ tons Gross Glass)	**0.750**	**Scope 2 Emission Intensity (tCO_2e/ tons Gross Glass)**	**0.106**	**Water Management**	
Scope 2 Emission Intensity (tCO_2e/ tons Gross Glass)	**0.191**	**Total Emission Intensity (tCO_2e/ tons Gross Glass)**	**0,585**	**Total Water Consumption (m^3)**	**478,709**
Total Emission Intensity (tCO_2e/ tons Gross Glass)	**0.941**	**Water Management**		Municipal Water (m^3)	83,951
Water Management		**Total Water Consumption (m^3)**	**126,374**	**Groundwater (m^3)**	394,758
Total Water Consumption (m^3)	**352,335**	Municipal Water (m^3)	44,633	Amount of Water Recovered (m^3)	2,047,395
Municipal Water (m^3)	39,318	Groundwater (m^3)	81,741	Total Water Withdrawal (m^3)	478,709
Groundwater (m^3)	313,017	Amount of Water Recovered (m^3)	1,695,060	**Waste Management**	
Amount of Water Recovered (m^3)	352,335	Total Water Withdrawal (m^3)	126,374	**Total Amount of Waste (tons)**	**2,458.383**
Total Water Withdrawal (m^3)	352,335	Water Recovery Rate (%)	100%	Hazardous Waste (tons)	209.253
Wastewater Discharge (m^3)		**Waste Management**		Non-Hazardous Waste (tons)	2,249.13
Domestic	84,664	**Total Amount of Waste (tons)**	**1,044.823**	Recovered Hazardous Waste (tons)	209.03
Water Recovery Rate (%)	100%	Hazardous Waste (tons)	48.823	Recovered Non-Hazardous Waste (tons)	2,249.13
Waste Management		Non-Hazardous Waste (tons)	996	**Total Recovered Waste (tons)**	**2,458.16**
Total Amount of Waste (tons)	**1,413.56**	Recovered Hazardous Waste (tons)	48.8	Disposed Hazardous Waste (tons)	0.23
Hazardous Waste (tons)	160.43	Recovered Non-Hazardous Waste (tons)	996	Disposed Non-Hazardous Waste (tons)	0.00
Non-Hazardous Waste (tons)	1,253.13	Total Recovered Waste (tons)	1,044.8	**Training**	
Recovered Hazardous Waste (tons)	160.23	Hazardous Waste Recovery Rate (%)	99%	Number of People Receiving Environmental Training	1,635
Recovered Non-Hazardous Waste (tons)	1,253.13	Disposed Hazardous Waste (tons)	0.023		
Total Recovered Waste (tons)	1,413.36	Disposed Non-Hazardous Waste (tons)	0		
Hazardous Waste Recovery Rate (%)	99.87%	Number of People Receiving Environmental Training	604		
Disposed Hazardous Waste (tons)	0.207				
Disposed Non-Hazardous Waste (tons)	0				
Number of People Receiving Environmental Training	1,031				

PERFORMANCE INDICATORS

Environmental

Gürok Group Consolidated	2025
Total Energy Consumption (GJ)*	3,371,272.54 GJ
Direct Energy Consumption (GJ)*	2,886,005.07
Indirect Energy Consumption – Electricity (GJ)	485,268.05
Conventional Electricity (GJ)	466,129.35
Water Management	
Total Water Consumption (m^3)	**1,108,430.11**
Waste Management	
Total Amount of Waste (tons)	12,471.375
Hazardous Waste (tons)	302.465
Non-Hazardous Waste (tons)	7,547.37
Food Waste	4,621.54
Recovered Hazardous Waste (tons)	223.2
Recovered Non-Hazardous Waste (tons)	6,580.34
Total Recovered Waste (tons)	**6,803.57**
Training	
Number of People Receiving Environmental Training	2,830

**JOALI's 2025 gasoline consumption is 220,443 GJ. Other data will be calculated and presented in subsequent years. Due to limitations in the scope of the data, it was not included in the consolidated direct energy consumption and total energy consumption calculations.*

PERFORMANCE INDICATORS

Social

Tourism Sector				
ALİ BEY CLUB & PARK and ALİ BEY RESORT	**ALİ BEY CLUB & PARK**	**ALİ BEY RESORT**	**JOALI**	
	2025	**2025**		**2025**
Total Number of Employees	848	696	Total Number of Employees	872
Distribution by Age			**Distribution by Age**	
Under 30	415	396	Under 30	314
30–50	332	246	30–50	536
Over 50	101	54	Over 50	22
Distribution by Gender			**Distribution by Gender**	
Female employees	292	227	Female employees	156
Male employees	556	469	Male employees	716
Distribution by Education Level			**Distribution by Education Level**	
Primary school	253	188	Primary school	46
High school or equivalent	419	336	High school or equivalent	19
Vocational school	65	71	Vocational school	20
University	110	97	University	12
Master's degree / PhD	1	4	Master's degree / PhD	3
Distribution by Employment Type			**Distribution by Employment Type**	
Permanent	158	174	Permanent	696
Contract	682	516	Intern	3
Intern	1	0	Average Employee Tenure (years)	2.86
Senior Management	27		**Diversity, Equity, and Inclusion**	
Middle Management	51		Female Employee Ratio	17.88%
Average Employee Tenure (years)	5.97	2.3	Ratio of Employees with Disabilities (%)	21.52%

PERFORMANCE INDICATORS

Social

Tourism Sector							
ALİ BEY CLUB&PARK and ALİ BEY RESORT	**ALİ BEY CLUB & PARK**	**ALİ BEY RESORT**	**JOALI**		**TOURISM TOTAL**	
	2025	**2025**		**2025**	Total Number of Employees	2,416
Diversity, Equity, and Inclusion			**Diversity, Equity, and Inclusion**		**Distribution by Age**	
Female Employee Ratio	34.44%	32.61%	Female Employee Ratio	17.88%	Under 30	1,125
Ratio of Employees with Disabilities (%)	1.18%	0.86%	Ratio of Employees with Disabilities (%)	21.52%	30–50	1,114
Occupational Health and Safety (OHS)			**Training, Development, and Talent Management**		Over 50	177
Accident Frequency Rate	65.03	42.83534273	Total Training Hours (hours)	16,141.25	**Distribution by Gender**	
Accident Severity Rate	1.72	1.731447949	Average Training Hours (hours/person)	18.5	Female employees	675
Injury Rate	8.96	6.609195402	**Corporate Citizenship**		Male employees	1,741
Number of Lost Workdays	277	233	Community Investment Expenditure (TL)	107,245	**Distribution by Education Level**	
Number of Occupational Disease Cases	0	0	Number of CSR Projects	31	Primary school	487
Occupational Disease Rate (‰)	0	0			High school or equivalent	774
Number of Injury Incidents	76	46			Vocational school	156
Total Number of Accidents	84	48			University	219
Total Work Hours	1,291,703	1,120,570			Master's degree / PhD	8
Total Workdays	161,316	134,567			**Distribution by Employment Type**	
Average Number of Employees	848	696			Permanent	1,028.50
Total OHS Training Duration (hours)	5,304	4,472			Intern	4
Training, Development, and Talent Management					**Occupational Health and Safety (OHS)****	
Total Training Hours (hours)	26,056.25	24,006.66			Number of Lost Workdays	510
Average Training Hours (hours/person)	30.73	34.49			Number of Occupational Disease Cases	0
					Number of Injury Incidents	122
					Total Number of Accidents	132
					Total Hours Worked	2,412,273
					Total Days Worked	295,883
					Total OHS Training Duration (hours)	9,776
					Training, Development, and Talent Management	
					Total Training Hours (hours)	66,204.10

*** Tracking of OHS data at JOALI is planned for future periods; therefore, the relevant data have not been included in this year's metrics.*

PERFORMANCE INDICATORS

Social

Industry Sector			
LAV	**2025**	**GCA**	**2025**
Total Number of Employees	1,500	Total Number of Employees	619
Distribution by Age		**Distribution by Age**	
Under 30	417	Under 30	331
30–50	992	30–50	272
Over 50	91	Over 50	16
Distribution by Gender		**Distribution by Gender**	
Female employees	307	Female employees	82
Male employees	1,193	Male employees	537
Distribution by Education Level		**Distribution by Education Level**	
Primary Education	472	Primary Education	152
High school or equivalent	647	High school or equivalent	315
Vocational school	99	Vocational school	61
University	251	University	71
Master's degree / PhD	31	Master's degree / PhD	20
Distribution by Employment Type		**Distribution by Employment Type**	
Permanent	1,500	Permanent	619
Intern***	132	Intern***	64
Distribution by Management Level		**Distribution by Management Level**	
Senior management	39	Senior management	19
Middle management	52	Middle management	25
Diversity, Equity, and Inclusion		**Diversity, Equity, and Inclusion**	
Female Employee Ratio	20.5%	Female Employee Ratio	13.3%
Ratio of Women in Senior Management (%)	46.2%	Ratio of Women in Senior Management (%)	38.09%
Ratio of Employees with Disabilities (%)	3.58%	Ratio of Employees with Disabilities (%)	4.68%
Remote Work Ratio (%)	72%		

Industry Sector			
LAV	**2025**	**GCA**	**2025**
Occupational Health and Safety (OHS)		**Occupational Health and Safety (OHS)**	
Accident Frequency Rate	20.49	Accident Frequency Rate	53.46
Accident Severity Rate	1.36	Accident Severity Rate	2.78
Injury Rate	5.27	Injury Rate	13.73
Number of Lost Workdays	741	Number of Lost Workdays	589
Number of Occupational Disease Cases	1	Number of Occupational Disease Cases	2
Occupational Disease Rate (‰)	0.67	Occupational Disease Rate (‰)	3.2
Number of Injury Incidents	79	Number of Injury Incidents	85
Total Number of Accidents	84	Total Number of Accidents	85
Number of Fatal Occupational Accidents	0	Number of Fatal Occupational Accidents	0
Number of Employees in High-Risk Roles	865	Number of Employees in High-Risk Roles	160
Total Hours Worked	4,099,372	Total Hours Worked	1,589,828
Total Days Worked	546,583.93	Total Days Worked	211,977.07
Average Number of Employees	1,500	Average Number of Employees	619
Total OHS Training Duration (hours)	28,205	Total OHS Training Duration (hours)	10,968
Training, Development, and Talent Management		Number of Employees Receiving OHS Training	670
Total Training Hours (hours)	63,320	**Training, Development, and Talent Management**	
Average Training Hours (hours/ person)	42.58	Total Training Hours (hours)	28,917.5
		Average Training Hours (hours/ person)	46.72
		Personal Development Training Hours (total)	2,180

****Intern data include all short-term, long-term, and high-school interns.*

PERFORMANCE INDICATORS

Industrial Sector	
INDUSTRY TOTAL	
Total Number of Employees	2,119
Distribution by Age	
Under 30	748
30–50	1,264
Over 50	107
Distribution by Gender	
Female employees	389
Male employees	1,730
Distribution by Education Level	
Primary school	624
High school or equivalent	962
Vocational school	160
University	322
Master's degree / PhD	51
Distribution by Employment Type	
Permanent	2,119
Intern	196
Distribution by Management Level	
Senior management	58
Middle Management	77
Occupational Health and Safety (OHS)	
Number of Lost Workdays	1,330
Number of Occupational Disease Cases	3
Number of Injury Incidents	164
Total Number of Accidents	169
Number of Fatal Occupational Accidents	0
Number of Employees in High-Risk Roles	1,025
Total Work Hours	5,689,200
Total Workdays	758,561.00
Total OHS Training Duration (hours)	39,173
Training, Development, and Talent Management	
Total Training Hours (hours)	92,237.50

Gürok Group Consolidated	2025
Total Number of Employees	4,535
Distribution by Age	
Under 30	1,873
30-50	2,378
Over 50	284
Distribution by Gender	
Female employees	1,064
Male Employees	3,471
Distribution by Education Level	
Primary Education	1,111
High School or equivalent	1,736
Vocational school	316
University	541
Master's degree / PhD	59
Distribution by Employment Type	
Permanent	3,147.50
Intern	200
Occupational Health and Safety (OHS)	
Accident Frequency Rate	37.15
Accident Severity Rate	0.70
Injury Rate	7.81
Number of Lost Workdays	742
Occupational Disease Rate	0.82
Number of Injury Incidents	286
Total Number of Accidents	301
Number of Occupational Disease Cases	3
Total Work Hours	8,101,473
Total Workdays	1,054,444
Total Number of Employees	3,663
Average Number of Employees	3,663
Training, Development, and Talent Management	
Total Training Hours (hours)	158,441.60

***Tracking of OHS data at JOALI is planned for future periods; therefore, the relevant data has not been included in this year's metrics.*

PERFORMANCE INDICATORS

Economic

Tourism Sector					
ALİ BEY CLUB & PARK and ALİ BEY RESORT	**2025**	**JOALI**	**2025**	**TOURISM TOTAL**	
Number of Domestic Suppliers	895	Number of Domestic Suppliers	330	Number of Domestic Suppliers	1,225
Number of Foreign Suppliers	15	Number of Foreign Suppliers	261	Number of Foreign Suppliers	276
Number of New Suppliers	97	Number of New Suppliers	0	Number of New Suppliers	97
Domestic Sales / International Sales Distribution (%)	Ali Bey Club Domestic: 18.33% Ali Bey Club International: 81.67% Ali Bey Resort Sorgun Domestic: 19.33% Ali Bey Resort Sorgun International: 80.67%	Domestic Sales / International Sales Distribution (%)	JOALI BEING Domestic: 0% JOALI BEING International: 100% JOALI Maldives Domestic: 0% JOALI Maldives International: 100%		

Industry Sector					
LAV	**2025**	**GCA**	**2025**	**INDUSTRY TOTAL**	
Number of Domestic Suppliers	870	Number of Domestic Suppliers	614	Number of Domestic Suppliers	1,484
Number of Foreign Suppliers	127	Number of Foreign Suppliers	68	Number of Foreign Suppliers	195
Number of New Suppliers	215	Number of New Suppliers	24	Number of New Suppliers	239
Supplier Satisfaction Score (%)	85%	Supplier Satisfaction Score (%)	85%*	Number of Export Countries	140+
Domestic Sales / International Sales Distribution (%)	Domestic: 67%; International: 33%	Domestic Sales / International Sales Distribution (%)	Domestic: 74%; International: 26%		
Number of Export Countries	115	Number of Export Countries	40		

**Result from the Sia research company.*

Gürok Group	2025
Number of Domestic Suppliers	2,709
Number of Foreign Suppliers	471
Number of New Suppliers	336
Number of Export Countries	140+

PERFORMANCE INDICATORS

Governance

Tourism Sector					
ALİ BEY CLUB & PARK and ALİ BEY RESORT	**2025**	**JOALI**	**2025**	**TOURISM TOTAL**	
Number of Employees on the Board of Directors		**Number of Employees on the Board of Directors**		Number of Data Breach Incidents	0
Percentage of Women in Senior Management (%)	-	Percentage of Women in Senior Management (%)	22.5%		
Number of Data Breach Incidents	0	Number of Data Breach Incidents	0		

Industry Sector					
LAV	**DATA**	**GCA**	**DATA**	**INDUSTRY TOTAL**	
Number of Employees on the Board of Directors		**Number of Employees on the Board of Directors**			
Percentage of Women in Senior Management (%)	46.2%	Percentage of Women in Senior Management (%)	38.1%	Number of Data Breach Incidents	0
Number of Data Breach Incidents	0	Number of Data Breach Incidents	0		

Gürok Group	Data
Number of Data Breach Incidents	0

GRI CONTENT INDEX

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of use	Gürok Group has reported in accordance with the GRI Standards for the period January 1–December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	As the GRI Sector Standards for the glass, tourism, building materials, and fast-moving consumer goods sectors have not yet been prepared, no sector standard has been used.

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	**Organization and Reporting Practices**	
	2-1 Organizational details	About the Report, page 7 About Gürok Group, pages 11-13 Our Global Reach and Operations Network, page 32
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 7
	2-3 Reporting period, frequency and contact point	About the Report, page 7 Contact: info@gurok.com
	2-4 Restatements of information	There are no restatements of information.
	2-5 External assurance	No external assurance statement has been obtained for the report.
	Activities and Employees	
	2-6 Activities, value chain and other business relationships	About Gürok Group, pages 11-13 Our Group Brands and Business Segments, pages 14-31 Our Global Reach and Operations Network, page 32 Sustainable Value Chain, page 37 Responsible Supply Chain Management, pages 92-93
	2-7 Employees	Human Values, pages 96-99 Performance Indicators, pages 123-132
	2-8 Workers who are not employees	Human Values, pages 96-99 Performance Indicators, pages 123-132
	Governance	
	2-9 Governance structure and composition	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75
	2-10 Nomination and selection of the highest governance body	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75
	2-11 Chair of the highest governance body	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance and Organization, page 38 Sustainability Approach and Strategy, pages 39-45
	2-14 Role of the highest governance body in sustainability reporting	About the Report, page 7 Sustainability Governance and Organization, page 38 Sustainability Approach and Strategy, pages 39-45

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Board of Directors, Senior Management, and Committees, pages 73-74 Business Ethics, Legal Compliance, and Transparency, page 76
	2-16 Communication of critical concerns	Sustainability Governance and Organization, page 38 Sustainability Approach and Strategy, pages 39-45 Stakeholder Map and Stakeholder Relations, page 46 Business Ethics, Legal Compliance, and Transparency, page 76 Responsible Supply Chain Management, pages 92-93
	2-17 Collective knowledge of the highest governance body	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75
	2-18 Evaluation of the performance of the highest governance body	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75
	2-19 Remuneration policies	Human Values, pages 96-99
	2-20 Process to determine remuneration	Human Values, pages 96-99
	2-21 Annual total compensation ratio	As Gürok Group is a privately held company, this data is classified as confidential and therefore cannot be publicly disclosed.
	Strategy, Policies, and Practices	
	2-22 Statement on sustainable development strategy	Message from the Chair of the Board, pages 8-9 Sustainability Governance and Organization, page 38 Sustainability Approach and Strategy, pages 39-45
	2-23 Policy commitments	Business Ethics, Legal Compliance, and Transparency, page 76 Proactive Risk and Crisis Management, pages 77-78 Responsible Supply Chain Management, pages 92-93
	2-24 Embedding policy commitments	Business Ethics, Legal Compliance, and Transparency, page 76 Proactive Risk and Crisis Management, pages 77-78 Responsible Supply Chain Management, pages 92-93
	2-25 Processes to remediate negative impacts	Stakeholder Map and Stakeholder Relations, page 46 Business Ethics, Legal Compliance, and Transparency, page 76 Customer Experience and Satisfaction, pages 90-91
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Map and Stakeholder Relations, page 46 Business Ethics, Legal Compliance, and Transparency, page 76 Customer Experience and Satisfaction, pages 90-91
	2-27 Compliance with laws and regulations	No non-compliant developments with laws occurred during the reporting period, and no penalties for non-compliance with laws and regulations were received. Business Ethics, Legal Compliance, and Transparency, page 76
	2-28 Membership associations	Corporate Affiliations and Supported Initiatives, pages 47-48
	Stakeholder Engagement	
	2-29 Approach to stakeholder engagement	Stakeholder Map and Stakeholder Relations, page 46
	2-30 Collective bargaining agreements	There are no collective bargaining agreement practices within Gürok.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Materiality Matrix, pages 49-50
	3-2 List of material topics	Material Topics and Materiality Matrix, pages 49-50
	Biodiversity	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Biodiversity, pages 121-122
GRI 101: Biodiversity 2024	101-2 Management of biodiversity impacts	Biodiversity, pages 121-122
	101-3 Access and benefit-sharing	Biodiversity, pages 121-122
	101-4 Identification of biodiversity impacts	Sustainability Risks, Opportunities, and Trends Management, pages 53-70 Biodiversity, pages 121-122
	101-8 Ecosystem services	Biodiversity, pages 121-122
GRI 3: Material Topics 2021	**Combating Climate Change and Decarbonization**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Combating Climate Change and Decarbonization, page 110
GRI 102: Climate Change 2025	102-2 Climate change adaptation plan	Sustainability Approach and Strategy, pages 39-45 Sustainability Risks, Opportunities, and Trends Management, pages 53-70
	102-5 Scope 1 GHG emissions	Performance Indicators, pages 123-133
	102-6 Scope 2 GHG emissions	Performance Indicators, pages 123-133
	102-7 Scope 3 greenhouse gas emissions	Performance Indicators, pages 123-133
	102-8 GHG emissions intensity	Performance Indicators, pages 123-133
GRI 3: Material Topics 2021	**Energy Efficiency and Management**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, page 49-50 Energy Efficiency and Management, page 111-113
	103-1 Energy policies and commitments	Energy Efficiency and Management, page 111-113
GRI 103: Energy 2025	103-2 Energy consumption and self-generation within the company	Energy Efficiency and Management, page 111-113 Performance Indicators, page 123-133
	103-4 Energy intensity	Performance Indicators, page 123-133
	103-5 Reduction in energy consumption	Performance Indicators, page 123-133
GRI 3: Material Topics 2021	**Business Ethics, Transparency, and Legal Compliance**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, page 49-50 Business Ethics, Legal Compliance, and Transparency, page 76
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics, Legal Compliance, and Transparency, page 76
	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were encountered at Gürok Group during the reporting period.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, no legal actions were initiated against Gürok Group for anti-competitive behavior, anti-trust, or monopoly practices. Business Ethics, Legal Compliance, and Transparency, page 76
GRI 3: Material Topics 2021	**Water and Wastewater Management**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, page 49-50 Water and Wastewater Management, page 114-116
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management, page 114-116
	303-2 Management of water discharge-related impacts	Water and Wastewater Management, page 114-116
	303-4 Water discharge	Water and Wastewater Management, page 114-116 Performance Indicators, page 123-133
	303-5 Water consumption	Water and Wastewater Management, page 114-116 Performance Indicators, page 123-133
GRI 3: Material Topics 2021	**Waste Management and Circular Economy**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, page 49-50 Waste Management and Circular Economy, page 117-120
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, page 117-120
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy, page 117-120
	306-3 Waste generated	Waste Management and Circular Economy, page 117-120 Performance Indicators, page 123-133
	306-4 Waste diverted from disposal	Waste Management and Circular Economy, page 117-120 Performance Indicators, page 123-133
	306-5 Waste directed to disposal	Waste Management and Circular Economy, page 117-120 Performance Indicators, page 123-133
GRI 3: Material Topics 2021	**Occupational Health and Safety**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, page 49-50 Occupational Health and Safety, page 100-101
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, page 100-101
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, page 100-101
	403-3 Occupational health services	Occupational Health and Safety, page 100-101
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, page 100-101 Performance Indicators, pages 123-133
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, page 100-101
	403-6 Promotion of worker health	Occupational Health and Safety, page 100-101

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 100-101
	403-9 Work-related injuries	Occupational Health and Safety, pages 100-101 Performance Indicators, pages 123-133
	403-10 Work-related ill health	Occupational Health and Safety, pages 100-101 Performance Indicators, pages 123-133
GRI 3: Material Topics 2021	**Employee Development and Talent Management**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Human Values, pages 96-99
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Values, pages 96-99 Performance Indicators, pages 123-133
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Values, pages 96-99
GRI 3: Material Topics 2021	**Equal Opportunity, Diversity, and Inclusion**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Human Values, pages 96-99
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors, Senior Management, and Committees, pages 73-74 Organizational Chart, page 75 Human Values, pages 96-99 Performance Indicators, pages 123-133
	405-2 Ratio of basic salary and remuneration of women to men	There is no gender-based pay gap at Gürok Group. The principle of equal pay for equal work is applied.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred during the reporting period.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Gürok Group respects the rights to freedom of association and collective bargaining.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Gürok Group does not employ child labor in any form and complies with the age provisions specified in the relevant laws and regulations.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Gürok Group does not engage in forced labor in any form.
GRI 3: Material Topics 2021	**Corporate Citizenship**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Corporate Citizenship, pages 105-107
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Citizenship, pages 105-107

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	**Data Security and Privacy**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Data Security and Privacy, pages 94-95
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding breaches of customer privacy or loss of customer data during the reporting period. Data Security and Privacy, pages 94-95
GRI 3: Material Topics 2021	**Customer Experience and Satisfaction**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Customer Experience and Satisfaction, pages 90-91
	Corporate Heritage and Brand Management	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Corporate Reputation and Brand Management, pages 108-109
	Access to Global Markets	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Our Global Reach and Operational Network, page 32
	R&D, Innovation, and Digitalization	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 R&D, Innovation, and Digitalization, pages 79-82
	Contribution to Local Development and Employment	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Contribution to Local Development and Employment, page 104
	Operational Excellence, Business Continuity, and Efficiency	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Operational Excellence and Business Continuity, pages 87-89
	Sustainable Product and Service Design	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 R&D, Innovation, and Digitalization, pages 79-82 Product/Service Quality and Safety, pages 83-86
	Product/Service Quality and Safety	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Product/Service Quality and Safety, pages 83-86

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	**Gender Equality**	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Human Values, pages 96-99
	Corporate Governance	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Corporate Governance Approach, page 72
	Responsible Raw Material and Resource Use	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Sustainability Approach and Strategy, pages 39-45 Our Sustainability Targets, page 71 Waste Management and Circular Economy, pages 117-120
	Proactive Risk and Crisis Management	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Proactive Risk and Crisis Management, pages 77-78
	Emergency and Action Plan	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Emergency and Action Plan, pages 102-103
	Employee Engagement, Satisfaction, and Wellbeing	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Human Values, pages 96-99
	Responsible Supply Chain Management	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Responsible Supply Chain Management, pages 92-93
	Effective Stakeholder Communication	
	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 49-50 Stakeholder Map and Stakeholder Relations, page 46

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