



# Vikingen Infinity Resort & SPA Sustainability Report 2024



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The journey to moments that will turn into unforgettable memories in the dreamy infinity of blue is beginning. Vikingen Infinity Resort & Spa, the new favorite of the region, offers guests "happiness at first sight" with its extraordinary architecture.

Located in Alanya-Türkler, 90 km from Antalya airport, 35 km from Manavgat, and 10 km from Alanya, our facility operates with an Ultra All-Inclusive system.

You will find traces of our special, unique, and modern architecture in every corner of our facility, on our private beach that brings you and your family together with every shade of blue, and in our rooms that will redefine comfort for you.



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It's high time we think more deeply about the impacts of the steps we've taken in solving global issues. The UN's 2021 Sustainable Development Report clearly demonstrated that progress made since 2020 in critical areas such as poverty, education, and gender equality has stalled or reversed. These negative developments show that the pandemic's widespread effects on the world are not limited to health; they have also profoundly shaken social and economic structures. Moreover, global CO2 emissions are once again approaching record levels, proving how challenging the fight against climate change still is.



The environmental commitments made by countries around the world during this period and the steps they have taken to combat climate change are promising for a sustainable future. However, the current emission levels and rates of environmental degradation are alarming. With global cooperation, we can build a more resilient society not only against pandemics but also against the climate crisis, poverty, and social inequalities. Now is the time to take real, concrete steps to achieve sustainable development goals.



## **MEHMET BAř**

General Manager

As Vikingen Infinity Resort & SPA, we deeply understand the value of the beauty that nature offers us and are aware of our responsibility to leave a more livable world for future generations. With this in mind, we embrace sustainability not just as a goal, but as a principle that forms the foundation of all our operations.

This sustainability report transparently presents the efforts of Vikingen Infinity Resort & SPA in environmental, social, and economic areas. We are proud to share with you the steps we have taken in a wide range of areas, from resource usage to waste management, and from energy efficiency to supporting local communities, through this report.

On our sustainability journey, we have made significant progress with projects aimed at reducing water and energy consumption, efforts to prevent food waste, our sensitivity in sourcing from local producers, and training to raise awareness among our employees on this issue. By involving our guests in this journey, we encourage them to contribute to the understanding of sustainable tourism.

We know that this journey will never end, and we will continue to work to achieve even better. This report includes not only our achievements to date but also our future goals and commitments. While fulfilling our responsibility to our environment and society, we will continue our commitment to providing our guests with an unforgettable and sustainable holiday experience.

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## ABOUT THE REPORT

As Vikingen Infinity Resort & SPA, we are committed to publishing meaningful and timely information about our Environmental, Social, and Governance performance and management approaches each year by focusing on important environmental and social issues for our services.

By preparing this Sustainability Report in digital format, we aim to make greater use of technology to communicate better with our stakeholders and help reduce our carbon footprint.

### Scope of the Sustainability Report

The scope of the key performance data in this report includes the data for the year 2024 for the newly operational Vikingen Infinity Resort & SPA. As data is generated, it will also include previous years for comparison purposes.

For questions regarding the report and its content;

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As Vikingen Infinity Resort & Spa Hotel, which is involved in accommodation activities in both global and Turkish tourism, we aim to integrate the concept of sustainability into our current operations, future investments, and value chain by evaluating environmental, social, and corporate governance practices.

We adopt a sustainable development approach that does not neglect future generations and meets the needs of today, researching conscious consumption methods and alternative resources to ensure the continuity of natural resources in line with the increasing world population and demands. In this context, we strive every day to contribute to a sustainable world and sustainable tourism. This approach is included in our business model, which will be applied to all our departments, starting from our board of directors.

Vikingen Infinity Resort & SPA aims to continuously support the sector and the country, primarily in Antalya.



908 Room



1 Restaurant  
1 A La Carte  
2 Snack



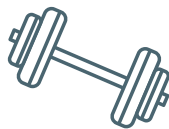
7 Bar



Meeting Room 2



2 Hamam & SPA



1 Fitness Area



11 Swimming Pools



12 Disabled Room



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Our 2024 Guest Count

**455.565**



Number of Markets Hosted for Guests

**50**



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## OUR PRIORITY TOPICS

### Our Guests

Guest Experience  
Health, Safety, and  
Security  
Food Safety  
Building and Fire Safety

### Our Employees

Human Resources  
Learning & Development  
Employee Experience  
Occupational Safety  
and Health

### Our Environment

Climate effects  
Water  
Conservation of  
biodiversity

### Our Community

Natural resource  
consumption  
Waste  
Volunteering







## ETHICAL POLICY

### **Honesty**

Honesty and integrity are our primary values in all our business processes and relationships. We act with honesty and integrity in our relationships with employees and all stakeholders.

### **Confidentiality**

Confidential and private information includes information that could create a competitive disadvantage for Vikingen Infinity Resort & SPA, commercial secrets, financial and other information not yet disclosed to the public, employee personal rights, and information under "confidentiality agreements" made with third parties.

As employees of Vikingen Infinity Resort & SPA, we take care to protect the privacy and private information of our customers, our employees, and other related individuals and organizations we work with. We protect confidential information related to the company's activities, use this information solely for the purposes of the company, and only share it with relevant persons within the defined authorities.

For us, it is absolutely unacceptable to obtain any commercial benefit, including trading stocks on exchanges, through the leakage of any confidential information belonging to the company (insider trading). When leaving our company, we do not take outside any confidential information and documents, projects, regulations, etc., that we have acquired due to our duties.





## **Personal Data Protection**

The employee shall not share, transfer, disclose, misuse, or gain personal benefit from special and general personal data belonging to the employer, employer representatives, employees, subcontractor employees, customers, suppliers, third parties, guests, job applicants, interns, and all individuals related to company activities, without the written consent of the data subject and the employer, in written, audio, or visual form in electronic media.

## **Conflict of Interest**

As employees of Vikingen Infinity Resort & SPA, we aim to avoid conflicts of interest. We do not derive personal benefit from individuals and organizations we are in business with, personally, via our family, or through our acquaintances by leveraging our current position.

We do not engage in external business activities that are based on an additional financial interest. We refrain from using the name and power of İlayda Vikingen Infinity Resort & SPA, as well as our corporate identity, for personal benefit.





## OUR EMPLOYEES



TOTAL NUMBER OF  
EMPLOYEES

**567**



NUMBER OF FEMALE  
EMPLOYEES

**179      % 26,88**



NUMBER OF MALE  
EMPLOYEES

**382      % 72,04**



DISADVANTAGED EMPLOYEE

**6      % 1,08**





## 2024 TRAININGS



10

MAIN  
TITLE  
EDUCATI  
ON

23

SUBTITLE  
TRAINING

112

HOURS  
OF  
TRAINING  
PER  
PERSON

OCCUPATIONAL HEALTH  
AND SAFETY  
"ENVIRONMENT AND ZERO  
WASTE"

FIRE SAFETY

HUMAN RIGHTS

SUSTAINABLE TOURISM  
AND ENVIRONMENT

BASIC HYGIENE

FOOD AND WATER  
SECURITY  
ORIENTATION



## ENVIRONMENTAL SUSTAINABILITY

As Vikingen Infinity Resort & SPA, our primary objective is defined as the prevention of pollution, and the protection of the environment and natural resources for sustainable development.

In all the processes we carry out, in addition to local regulations, international standards and special standards belonging to our guests are also considered, and we fulfill all the environmental and social requirements determined by these standards, support continuous improvement, and the use of the best available technologies to ensure their continuity.

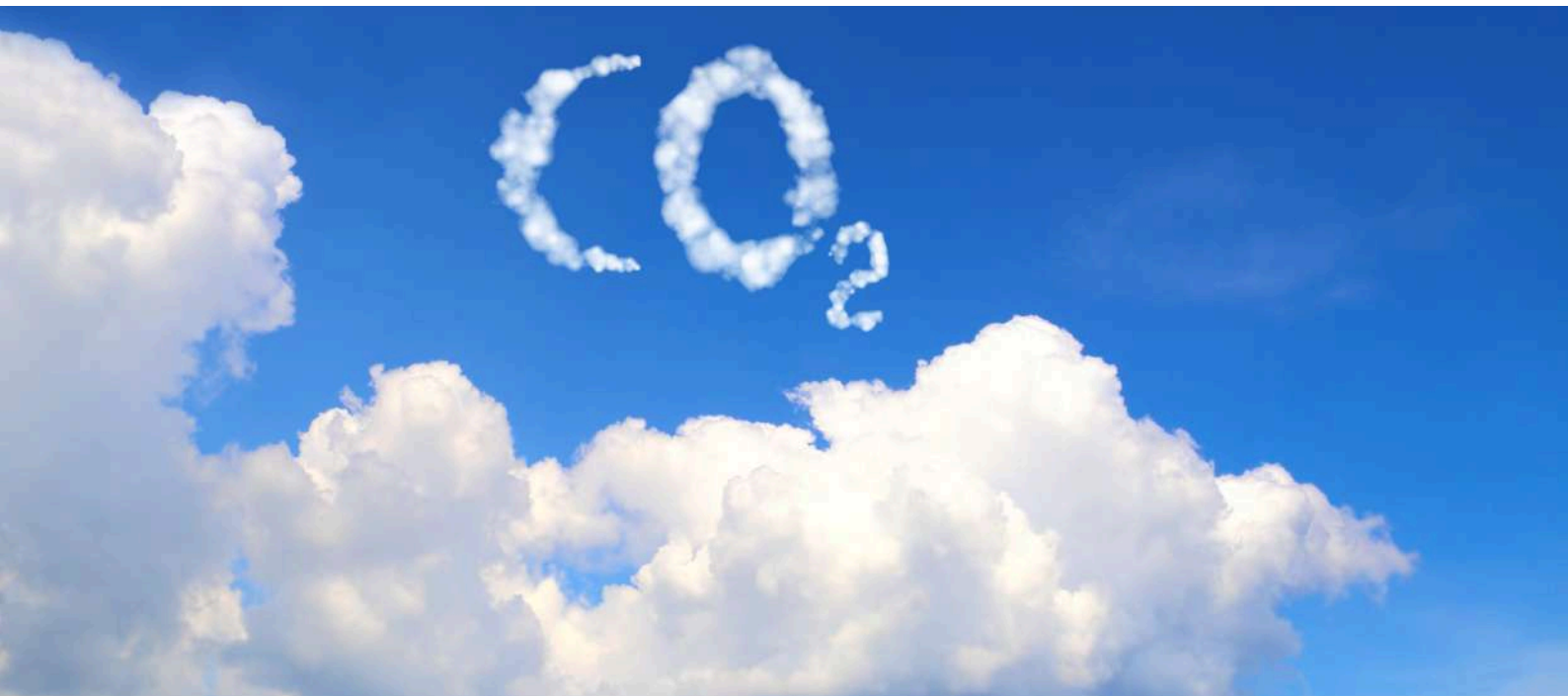
Our legal processes and the monitoring and implementation of our environmental processes, along with our declaration and reporting obligations, are meticulously managed by our environmental consultants.





## EMISSION MANAGEMENT

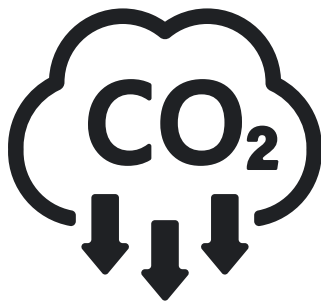
As part of our facility's activities, we meticulously track the calculation of greenhouse gases and calculate the corporate carbon footprint.





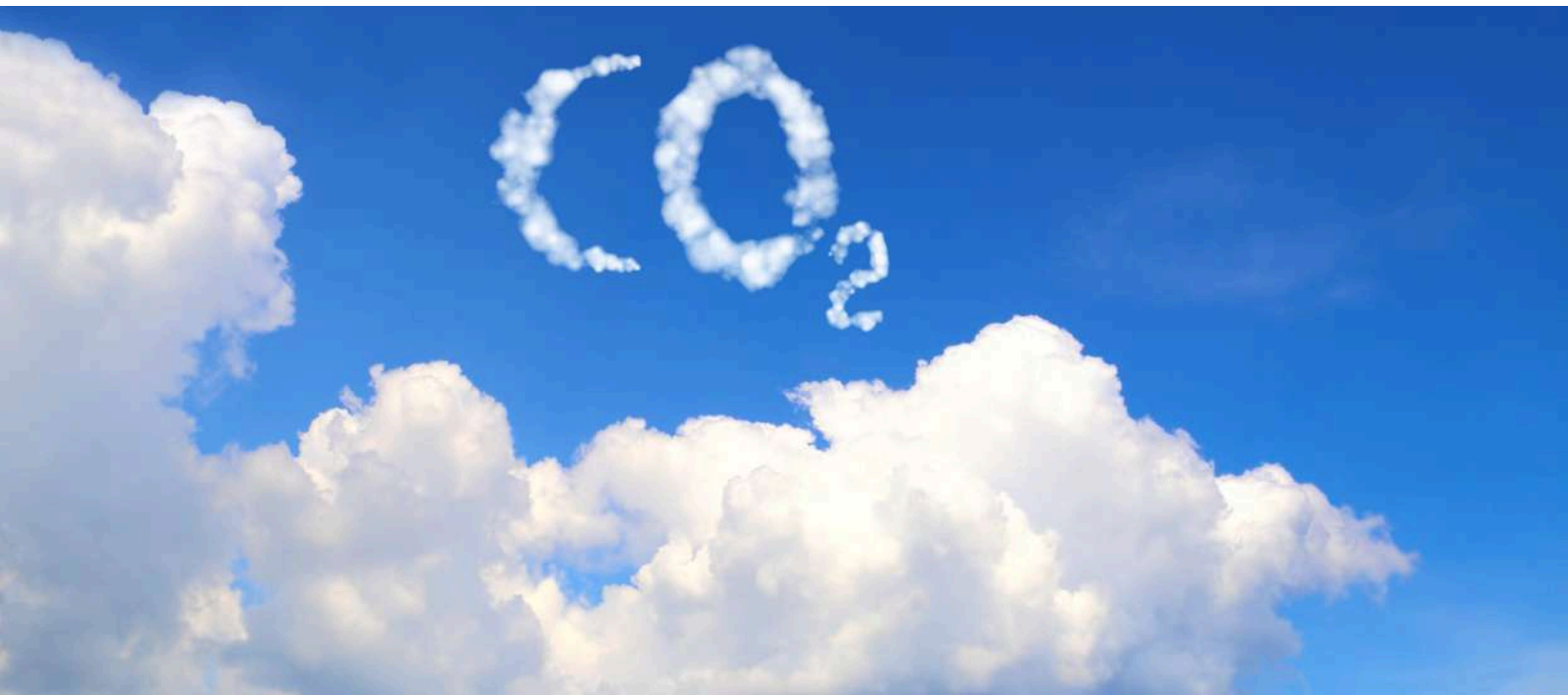


## EMISSIONS MANAGEMENT



OUR PER CAPITA CO<sub>2</sub>E  
EMISSIONS

31,77 kg CO<sub>2</sub>e





## ENERGY MANAGEMENT

Energy consumption, aimed at continuous improvement in energy efficiency, is monitored and reviewed on daily, monthly, and yearly periods.

Each year, significant energy usage points are identified, and energy efficiency projects are prepared.

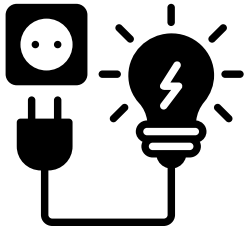
In addition to these efforts for existing facilities, new investments are evaluated in terms of energy efficiency, and reducing the specific energy intensity in products to be manufactured is targeted.

Alongside efforts to increase energy efficiency, feasibility studies related to the use of renewable energy are ongoing with the aim of reducing our carbon footprint in line with sustainable development goals and the process of aligning with the European Green Deal.



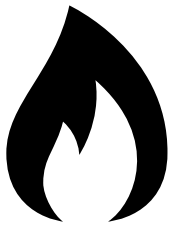


## ENERGY CONSUMPTION



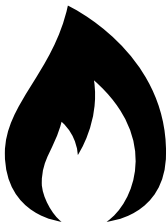
"ELECTRICITY"

4.442.683,03 kWh



L N G

2.105.110 m3



L P G

6163 kg



W A T E  
R

45.665 m3

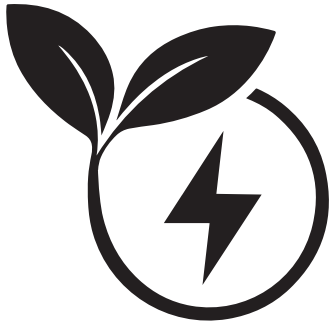




## RENEWABLE ENERGY

In Eđirdir district of Isparta, known for its natural beauty, we take pride in making a significant contribution to a sustainable future with our Solar Energy Plant (GES) investment, which became operational in March 2025. This project is a tangible demonstration of our environmental responsibility and belief in renewable energy.

With our Eđirdir GES investment, we not only present an environmentally conscious approach but also contribute to our country's energy transformation. In line with our sustainability principles, we will continue to do our part for a more livable world.



### OUR ELECTRICITY PRODUCTION CAPACITY

**2,7 MWe/Installed Capacity**



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## WATER MANAGEMENT

Our facilities are developing and implementing projects to reduce water consumption. Water consumption values are regularly monitored on a monthly basis, and water leakage checks are continuously carried out, ensuring the fastest possible intervention.

For a sustainable environment, we discharge water to the receiving environment with quality that complies with both the discharge limits we are subject to in the Water Pollution Control Regulation and international legislation and standards.





## GENERAL WATER RISK

Our hotel is located in an area where all indicators selected from the categories of Physical Quantity, Quality, and Regulatory and Reputational Risk are collected to measure all water-related risks.

### **Medium High (2-3)**

<https://www.wri.org/applications/aqueduct/water-risk-atlas>







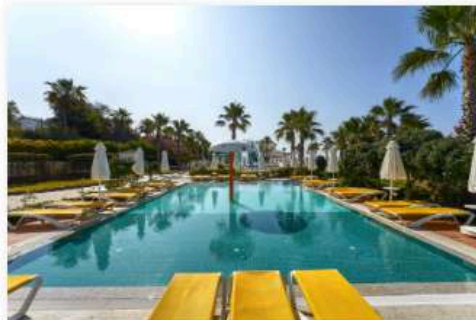
## WASTE MANAGEMENT

Our processes prioritize the reduction, source separation, and reuse of waste generated within our facility by considering the product life cycle.

In our facility, hazardous and non-hazardous wastes are generated. The hazardous wastes are collected in a temporary storage area authorized by the Provincial Directorate of Environment, Urbanization, and Climate Change, and are sent to licensed facilities with licensed vehicles and drivers via the MOTAT (mobile waste tracking) system.

Non-hazardous wastes are also collected in a non-hazardous waste temporary storage area and delivered to licensed facilities. In managing these processes, our Environmental Consultant and an employee responsible for the waste area are involved.

Almost 100% of the hazardous and non-hazardous wastes generated in our facility, such as plastic, glass, paper-cardboard, metal, batteries, and oil, are recycled by licensed facilities.





## WASTE MANAGEMENT



GLASS  
WASTE

8630 KG



PAPER  
WASTE

10150 KG



METAL  
WASTE

1780 KG



PLASTIC  
WASTE

1938 KG



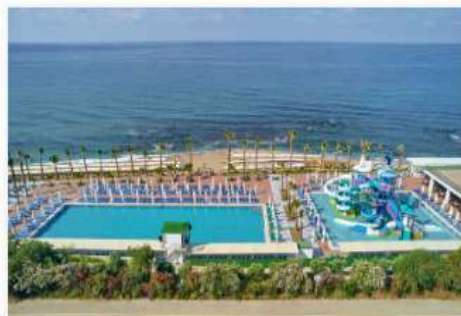
HOUSEHOLD  
WASTE

297462 KG



VEGETABLE  
WASTE OIL

4885 KG





Informing employees about current environmental issues.







## OCCUPATIONAL HEALTH AND SAFETY

As Vikingen Infinity Resort & SPA, we consider the prevention of all kinds of injuries, occupational diseases, accidents, and environmental pollution not just as a theoretical goal but as an achievable target in reality.

OUR GOAL: ZERO ACCIDENTS, ZERO RISK!

As individuals, we have principles that guide us both in the workplace and in our daily activities outside of work:

- All injuries and occupational accidents are preventable.
- Each of our employees is personally and directly responsible for preventing accidents and illnesses. Safety is a prerequisite for work, so every employee should take responsibility for working safely and do what is necessary.
- Safety training is a vital element for a safe workplace.
- Safety inspections should be conducted. Risks related to any security vulnerabilities should be quickly identified, and necessary corrective actions and procedures should be immediately implemented.
- It is important not only to investigate incidents resulting in injury and accidents but also to eliminate any practices and behaviors with potential hazards.
- Safety outside of work is as important as safety in the workplace.
- Preventing injuries and illnesses also brings commercial benefits.



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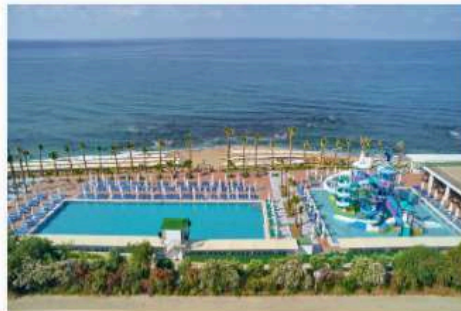


## SOCIAL RESPONSIBILITY

In line with the United Nations 2030 Sustainable Development Goals, we are conducting activities to fulfill our duties and responsibilities to society; we are working with various NGOs and developing Social Responsibility Projects. We are transferring our industry experience to young people preparing for professional life.

We continue many of our social responsibility projects without interruption.

- Collaborations with local municipalities;
- Support for local, national, and international meetings and venues;
- Donations;
- Collaborations with schools;





## SUPPORTED NON-GOVERNMENTAL ORGANIZATIONS



ALANYA  
TURİSTİK İŞLETMECİLER  
DERNEĞİ

ALANYA TOURISTIC HOTELIERS ASSOCIATION



—ALANYA—  
TİCARET VE SANAYİ  
—ODASI—

ALANYA CHAMBER OF  
COMMERCE AND INDUSTRY



## OUR STRATEGIC GOALS

Tracking sectoral and corporate development areas.

Effectively monitoring guest satisfaction.

Ensuring employee satisfaction and development.

Keeping sustainability audit mechanisms active.

Making our operational efficiency and processes more efficient.

Evaluating growth opportunities.

Keeping costs under control with a focus on profitability.

