Gürsel Turizm

Sustainability Report

2023



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01
Introduction



About the Report

As Gürsel Turizm, we have been serving in the public transportation sector for 30 years and making people's lives easier. On this meaningful anniversary, we adopt transparency and accountability as the basic principle in our sustainability journey. Therefore, we proudly present our sustainability report for 2023. We provide efficient public transport so that more people can travel to work, school and leisure activities together. A well-developed public transport is an essential prerequisite for achieving a sustainable society. Our mission is to improve people's quality of life and contribute to a sustainable society by making public transportation more efficient and accessible.

With 30 years of experience, we transparently share our efforts and performance in reducing our environmental impact, improving the well-being of our employees and adding value to society in this report. Our partners and customers can be assured that we comply with legal regulations throughout our collaboration and strive to make every trip a positive experience.

Acting responsibly for a sustainable world, Gürsel Tourism proudly presents its Sustainability Report, which transparently reveals its economic, environmental and social impacts in 2023. Covering the period 01.01.2023 - 31.12.2023, this report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. In the report, you can find detailed information about our environmental performance, our social responsibility projects, our work on employee rights and equality, and our corporate governance approach. It also highlights our efforts in line with the United Nations Global Compact and the Sustainable Development Goals.

You can access our report on our website. Your opinions are very valuable to us in our sustainability journey. You can send your feedback and suggestions about our report to **surdurulebilirlik@gurseltur.com.tr.**



Message From **Chairman Of The Board**

Levent Birant
Chairman of the Board

We consider this important year, which marks the 30th anniversary of Gürsel Tourism and the 100th anniversary of our Republic, as a turning point. In the past 30 years, we have continued to grow and develop by assuming a pioneering role in the transportation sector, despite challenging conditions such as the pandemic, global climate change and economic fluctuations in recent years around the world. The quality and uninterrupted service we offer to our customers, reinforced by integrated, flexible and effective solutions, and our investments in technology have played a major role in this success.

This year's sustainability report is a window that sheds light on Gürsel Turizm's values and future vision. In our 30-year journey, we have focused on making people's lives easier and contributing to a sustainable future by assuming a pioneering role in the public transportation sector. Today, as one of the most established and reliable transportation companies in our country, we are proud to carry this legacy to future generations.

Our successful public transportation operations in Amman, the capital of Jordan, for the past 4 years are a testament to our international growth and competence in this field. Our new public transportation service, which we launched in Germany this year, is an indication of our commitment to grow internationally and make a difference in the transportation sector. With both operations, we are making both our country and our company proud in our 100th anniversary year.

The 100th anniversary of our Republic has a special meaning for us. Modernity, rationality and scientism, the core values of the Republic, have been our guiding principles since the establishment of Gürsel Tourism. In the light of these principles, we continue to pioneer our sector, based on continuous development and improvement.

Minimizing our environmental impact, increasing the welfare of our employees, contributing to social development and adhering to ethical values are the key elements of our sustainability strategy. To this end, we develop and implement solutions in many areas, from route optimization to the use of alternative fuel vehicles, from environmentally friendly driver trainings to online trainings. We constantly keep our fleet young and adopt environmentally friendly engine technologies.

Throughout 2023, we have taken important steps in sustainability and we are proud to publish our second sustainability report this year. This report is a demonstration of our commitment to our principles of transparency and accountability. We will continue to transform our business structure with a focus on contributing to the ecosystem and will continue to provide transparent communication to our valued stakeholders through our sustainability reports in the coming years.

We remain committed to developing new projects that will benefit society with the participation of all our stakeholders. We would like to thank our valued colleagues, customers, suppliers, business partners and all our stakeholders for their valuable contributions, which provide us with this motivation in our sustainability journey. As Gürsel Tourism, in our 30th year and in the 100th anniversary of our Republic, we continue on our way with our belief and commitment to the development of our country and a sustainable future.

Yours sincerely



Message From **Vice Chairman Of The Board**

Hürer Fethi Gündüz
Vice Chairman Of The Board

As Gürsel Turizm, we are proud to leave 30 years behind and we are taking firm steps forward on our sustainability journey. In 2024, we are targeting a turnover of nearly 7 billion Turkish Liras and EBITDA of 2 billion Turkish Liras. While achieving these goals, we act with an awareness of sustainability and environmental responsibility and take care to fulfill our responsibilities towards society and future generations.

As a company that offers end-to-end public transportation solutions, we serve a wide range of people from kindergarten students to university students, from employees to urban transportation networks. With a fleet of nearly 7000 vehicles and nearly 2000 employees, we are proud to be Turkey's flag carrier in public transportation.

Strong Financials and Growth

Following our IPO process, we further increased the trust of our investors in us. Our company's strong financials and growth strategies continue to create value for our investors. In line with our targets, we are taking firm steps towards our goals with the stability provided by our business model and contracts.

Environmental Responsibility

Sustainability is a holistic approach that includes not only environmental but also social and economic dimensions. With this understanding, we strive to improve the welfare of our employees, invest in occupational health and safety, promote equality and diversity, and develop projects that will create social benefits. To reduce our environmental impact, we renewed our fleet with Euro 6 engine vehicles and switched to the sustainable green office concept in our office. We have taken important steps in waste management.

International Operations

We also operate abroad as Turkey's flag carrier in the field of public transportation. We have been successfully operating the metrobus line in Amman, the capital of Jordan, for 4 years, and we also provide public transportation services in Germany. In 2024, we aim to strengthen our presence in Europe by entering the public transportation tender of a city in Greece. The shortage of buses and drivers in Europe, especially after the pandemic, offers an important opportunity for us. We aim to get a share of this market with our trained qualified drivers from Turkey and our investments.

Sustainability Index and Future Goals

We continue our efforts to be included in the sustainability index. We are aware that sustainability is not only limited to the environmental dimension and we take care to ensure that our business practices and management approach are also sustainable. We are hopeful and expectant for 2024. We aim to grow in Anatolia and the Aegean region. We are hopeful that municipalities in Turkey will transfer the public transportation business model to the private sector.

As Gürsel Tourism, we continue our sustainability journey and strive to leave a better world for future generations.

Sincere regards



Message From **General Manager (CEO)**

Kerem Birant
General Manager (CEO)

As Gürsel, we continue to contribute to a greener future with our environmentally friendly transportation solutions in our 30th year. In parallel with the growth of cities, we create more jobs and support social integration with our transportation networks. With the services we offer, we not only create new job opportunities, but also make people more easily accessible to their jobs.

For many companies, sustainability is mainly about offsetting the negative impacts of their operations. For Gürsel, it is the opposite. The more services we can provide and the more people can benefit from them, the more sustainable both we and society become. In this way, our entire business model is built on creating sustainability and making a difference.

On inclusion and diversity
One of the most important elements of sustainability for Gürsel is inclusion and diversity. In this area, we offer internship programs specifically designed to attract and develop our employees. If we want to create a more sustainable society and continue to grow, we need to expand our recruitment strategy to secure competencies for the long term and reflect the diversity of society. In line with this goal, we prioritize the employment of women and place importance on the development of all our employees.

The key to success is effective leadership, and we have taken important steps in this area over the past year. Providing opportunities for our managers to develop their employees' ideas and benefit from their experiences is a critical element that will support both individual development and our progress as an organization. To this end, we have reviewed our leadership criteria and updated them to focus more on coaching and support. At Gürsel, we encourage the growth and development of our employees through these innovations.

With this approach, we can also identify talent more effectively and make inclusion and diversity a natural part of how we manage and develop our company. This mindset shift will be one of the cornerstones of Gürsel's future success.

A more sustainable safety culture
A key element of our passenger promise is to ensure that our passengers always feel safe. This makes safety a key part of our sustainability efforts and involves both our employees and our passengers. We are already implementing many initiatives in this area, but I believe that safety is under-emphasized in our industry. In partnership with our customers, we aim to change this.
For example, existing timelines can sometimes contain stressful elements that can create unnecessary risks in day-to-day operations. This is why we need approaches that emphasize safety more and provide clear processes. I believe that more consensus on safety will lead to better risk analysis, more proactive solutions and, most importantly, a safer working environment for our employees. At Gürsel, we are committed to improving the safety culture in the industry.
And as a leading player in an industry where security is vital, we are confident that we have the know-how, courage and credibility to drive this change. We will continue to take decisive steps to maximize security.
The positive impacts of shuttle transportation on society are far-reaching; from reduced traffic congestion to lower carbon dioxide emissions to reduced noise pollution. As Gürsel, we aim to increase these positive impacts and play an important role for a sustainable future by expanding our public transportation services.

Through our services, we aim to contribute to society with low-emission and quieter transportation solutions. For this, we renewed 311 vehicles in 2023 alone. But we are not only looking for technical sustainability, we also want to make the transportation system more efficient and smarter. In collaboration with our customers and other stakeholders, we focus on developing solutions, including artificial intelligence, on route optimizations that will make transportation more efficient.

More efficient planning and collaboration not only optimizes resource use, but also brings significant benefits to society by reducing travel times. Furthermore, each individual who switches from their private car to a shuttle saves an average of 550 kilograms of CO_2 per year. This is just a fraction of the environmental and economic benefits that a more efficient and harmonized shuttle transportation ecosystem can generate.

Towards a Future Full of Innovation
In the post-pandemic period, the public transportation sector continues to recover rapidly. As Gürsel, we continue our sustainability and efficiency efforts with great confidence in this process. Thanks to our experience and know-how, we have a solid ground to lead innovation and change in the sector.
The transportation line we have launched in Jordan and Germany and the regular service of autonomous buses are noteworthy as a first in the world. In addition, with the reservation service we have launched in various projects, passengers can easily book their journeys via app or phone. These innovations make shuttle transportation more flexible and user-friendly.
As Gürsel, the work we have done for the GreenCheck certificate this year represents an important step towards achieving our sustainability goals. We would like to thank all our employees who contributed to this success. We will continue to work with all our strength to go even further on our sustainability journey.

Sincere regards

02
Corporate Profile

We are **Gürsel**



We are the largest student and staff transportation company in Turkey and we have around 1300 employees. Every day, all year round, 250,000 people choose to travel sustainably with us.
Together, we keep the community moving every day.

Founded in 1993 and built on strong foundations, Gürsel Tourism has been operating with the vision of creating added value to serve our country since 1993. Gürsel Tourism, which continues its activities without compromising the principle of quality service and unconditional customer satisfaction, continuously improves its service quality with the innovations it brings to the sector.
Gürsel Tourism, with its 7 regional representatives, over 1300 self-owned vehicles and drivers, over 5000 contracted shuttle drivers, we transport approximately 250 thousand people every day with an employment power of approximately 7000 people.

Since 2012, Gürsel Turizm has transformed from an operations company to a technology company with extensive technology investments realized with our transition to SAP, continues to work with the goal of a sustainable future. In 2022, Gürsel Turizm became one of the most important players in the sector thanks to the investments it made with its initial public offering. Gürsel Turizm serves hundreds of corporate customers and stands out as one of the most preferred business partners in the shuttle transportation sector.

Gürsel Tourism, which continues to contribute to the environment, society and economy as a company that pioneers transformation, published the first sustainability report of the sector in September 2023 with the aim of carrying today's valuable elements to tomorrow in all its activities. We are proud to transparently share the progress and future plans regarding sustainable focus areas and related goals through the 2023 Sustainability Report.

Our Vision	To be a model company in the transportation sector by taking part in the international platform.
Our Mission	Together with its employees, to provide solutions that make life easier by meeting the expectations of its customers at the highest level.
Our Core Values	Honesty, respect, teamwork, innovativeness and sense of responsibility.

1993 Gürsel Tourism Established

1995 QMS-oriented process approach adopted

2000 FB sponsorship agreement

2005 ISO 14001 EMS Certification

2006 Start of Student Transportation Service

2007 OHSAS 18001 OHS Certification

2008 Acquisition of İzmit Travel

Use of Route Optimization

2009 Launch of Private Transfer service

Transition to Integrated Management System

2010 Inclusion in Fortune 500 list

2012 Transition to SAP

2014 Acquisition of UTS Tourism

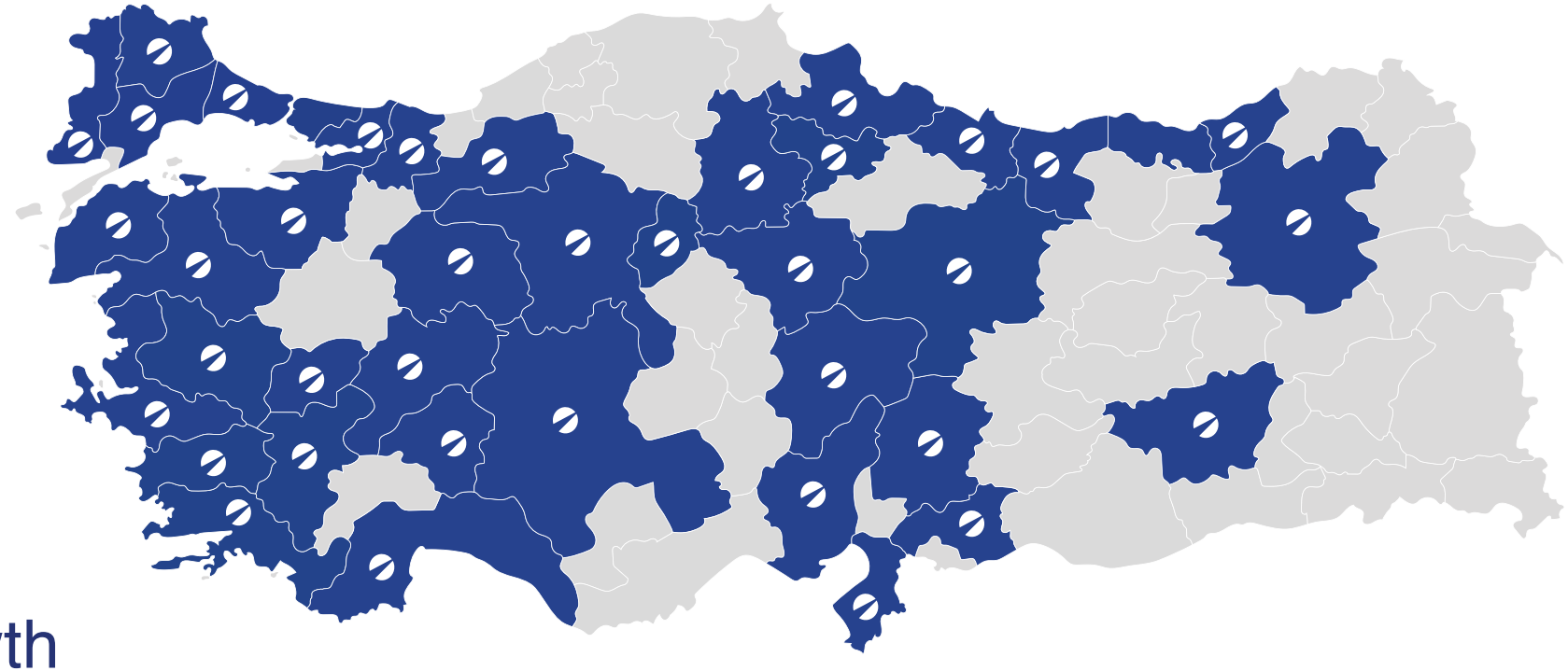
2019 Launch of Jordan-Ammanda Gürsel Autobus project

2022 IPO

2023 Number of self-owned fleet vehicles to exceed 1000

Launch of the Gürsel Mobility project in Germany





Growth **Strategy**

2023	2023-2027	2022	2022-2027	2024	2022-2024
Develop shared vehicle applications and become a major player in the market (Uber). Implement technology-driven developments in the transportation sector.	Increase market share in public transportation (urban transportation)	Acquire the second phase of the ongoing Jordan operation.	Gain market share in municipal and state-guaranteed transportation projects (e.g., IETT privatization). Take strategic actions to maintain a strong brand perception.	Distribute regular dividends to our investors and enter the dividend index.	After the IPO, invest in acquiring new vehicles and plates, software development, and vehicle maintenance services.
Goals	Value Maximization	Risk Maximization			

Economic Performance

As Gürsel Turizm, we have been operating in the public transportation sector for over 30 years and take pride in being a growing family with each passing day. In this era of rapid technological advancement and global transformation, we adapt to change and interpret mega trends accurately to sustain our growth. Despite global economic crises, we continue to maintain our growth momentum, contributing value to our country's economy and society.

Click on the link for the financial report:
https://bit.ly/4fQWeD4

The growth performance we have achieved in recent years is reflected in our revenue and workforce numbers. Our total assets, which amounted to 250,888,802 TL in 2020, increased to 5,174,338,747 TL in 2023. During the same period, our number of employees grew from 652 to 1,307. We continue to realize our investments and goals swiftly, sustaining our growth trend.

	2020	2021	2022	2023
Current Assets	150.067.930	242.321.067	771.301.406	1.865.181.178
Non-current Assets	100.820.871	560.476.381	1.844.281.528	3.309.157.569
Total Assets	250.888.802	802.797.448	2.615.582.934	5.174.338.747
Short-Term Liabilities	106.606.681	283.064.141	656.675.898	1.211.952.081
Long-Term Liabilities	60.237.433	145.163.754	407.890.596	772.278.907
Equity	85.044.686	374.569.553	1.551.016.440	3.190.107.759
Total Resources	250.888.802	802.797.448	2.615.582.934	5.174.338.747
Total Revenue	441.363.403	633.490.056	1.704.888.168	4.501.614.002
Gross Profit	60.488.171	100.478.554	288.179.269	1.127.043.570
Operating Profit	49.944.209	73.622.746	245.179.611	1.027.083.226
Net Profit	46.989.356	76.604.370	250.141.371	1.112.553.961

The subsidiaries included in the scope of the company's consolidation, their shareholding ratios, countries of operation, and primary activities are as follows:

Subsidiary Name	Geographic Region	Establishment Date	Ownership Ratio 2023	Ownership Ratio 2022
İzmit Seyahat Taşımacılık İnşaat ve Turizm Hizmet Limited Şirketi ("İzmit Seyahat")	Turkey	2005	99,00%	99,00%
UTS Taşımacılık Turizm Anonim Şirketi ("UTS Turizm")	Turkey	2004	99,60%	99,60%
Şenol Turizm Taşımacılık ve Ticaret Anonim Şirketi ("Şenol Turizm")	Turkey	1984	99,60%	99,60%
GT Anadolu Toplu Taşımacılık ve Turizm A.Ş.	Turkey	2021	100%	100%
Jordanian and Turkish for Managing (Gürsel Ürdün)	Jordan	2020	51,00%	51,00%
Gürsel Taşımacılık Servis Ve Turizm Ticaret Anonim Şirketi (Gürsel Taşımacılık)	Turkey	2000	100%	100%
Gürsel Mobility GmbH	Germany	2023	100%	100%

Our Services

Our Overseas Operations





JORDAN

Started 5 years ago, our active project continues in Amman, Jordan with 35,000 urban passenger transportation per day under the Gürsel-Autobus brand.

GERMANY

Gürsel Mobility, a subsidiary of Gürsel Turizm A.Ş. is a travel company operating in Germany. Specializing in passenger transportation, student transportation and sightseeing transportation, including touristic activities, Gürsel Mobility stands out with its quality and safe services in Germany. Gürsel Mobility strives to provide the best service to its customers and always attaches importance to customer satisfaction with its industry experience.

Our Domestic Operations

University On-Campus Transportation Solutions

We provide staff and student transportation services to 6 universities, namely Sabancı University, KOÇ University, Işık University, Okan University and Istanbul Health University.

As Gürsel Tourism, we provide staff and student transportation services at universities with 350 vehicles. Students can benefit from our shuttle service with the cards they receive from the universities integrated into the Gürsel transportation system. With these cards, which are unique to each student, they can enter the Gürsel Turizm transportation system and top up their credit;

Through the CARD Transportation software system developed by Gürsel Turizm, vehicle occupancy for each route and time is regularly monitored and additional line requirements are determined, thus preventing students from being victimized. Also in this way;

Additional line requests from students can be evaluated by the university administration based on concrete data, and student requests are evaluated and decided accordingly

- Instantaneous shuttle times
- Announcements regarding added and/or removed line services
- They can instantly access announcements regarding the additional and/or removed timetables.

Our children are **safe with Gürsel Turizm...**

In 2023, we safely transported our students to their schools with 786 vehicles in a total of 29 schools, mainly in Istanbul, Izmir and Ankara. School transportation is one of our sensitive service groups and every stage of our service is carried out meticulously. The primary demand of parents is that children are picked up late in the morning and dropped off at the earliest possible time in the evening. Our project team works meticulously to ensure this, prioritizing the needs of our children by adjusting route planning in the most optimal way. For each school being transported, project managers are responsible for ensuring that the operation is carried out in the most accurate way. In addition, it is also ensured through our project managers to determine customer needs in the most accurate way and to respond to these needs.

Gürsel Tourism in **Personnel Transportation**

As Gürsel Tourism, the biggest percentage of our activities belongs to our personnel transportation service. We provide services to over 500 contracted institutions with a daily personnel transportation capacity of 200,000, serving mainly factories and plazas in 47 provinces, 24/7 throughout Turkey.

Additional transportation services such as **special events, excursions, airport transfers**

We provide personalized allocation transfers, trips and organizations, fleet management with private driver for companies" services to our customers 24/7. We continue to support our customers by providing not only human transportation support but also administrative support to companies. With 157 self-owned vehicles and 47 subcontractor passenger cars, we are always with our customers!

Technological Services To Our Stakeholders

Gürsel Supplier/Driver Application

It is a portal where our biggest stakeholder, our service vehicle suppliers, can log in from their mobile phones to view their tally details and current accounts and upload their invoices and other documents. They can also follow the trainings they need to receive from this portal.

https://sapportal.gurseltur.com.tr/Kalite/Bilgilendirmeler/doc/Tedarilci_Uygulamasi_Tanitim2.pdf

Gürsel Passenger Application

It is a portal where passengers can see where the shuttle vehicles are located, access shuttle vehicle, driver and shuttle responsible information, and see what to do in case of emergency and gathering points. They can also see the route and share their suggestions and complaints with us via the mobile application..

https://sapportal.gurseltur.com.tr/kalite/Bilgilendirmeler/Mobile/Gursel_Yolcu_Uygulama.pdf

Supplier e-contract Application

It is the portal where supplier contracts are executed on tablets. With this application, significant paper savings were achieved.

Universities e-payment

It is the process of loading money into the card system used by university students when boarding shuttle service vehicles.

Gürsel Parent Application

A system where parents can see live where the shuttle buses are located, and where the shuttle bus, driver and shuttle responsible information, what to do in case of emergencies and where they can see the gathering points. They can also receive vehicle approach notifications and announcements through this portal.

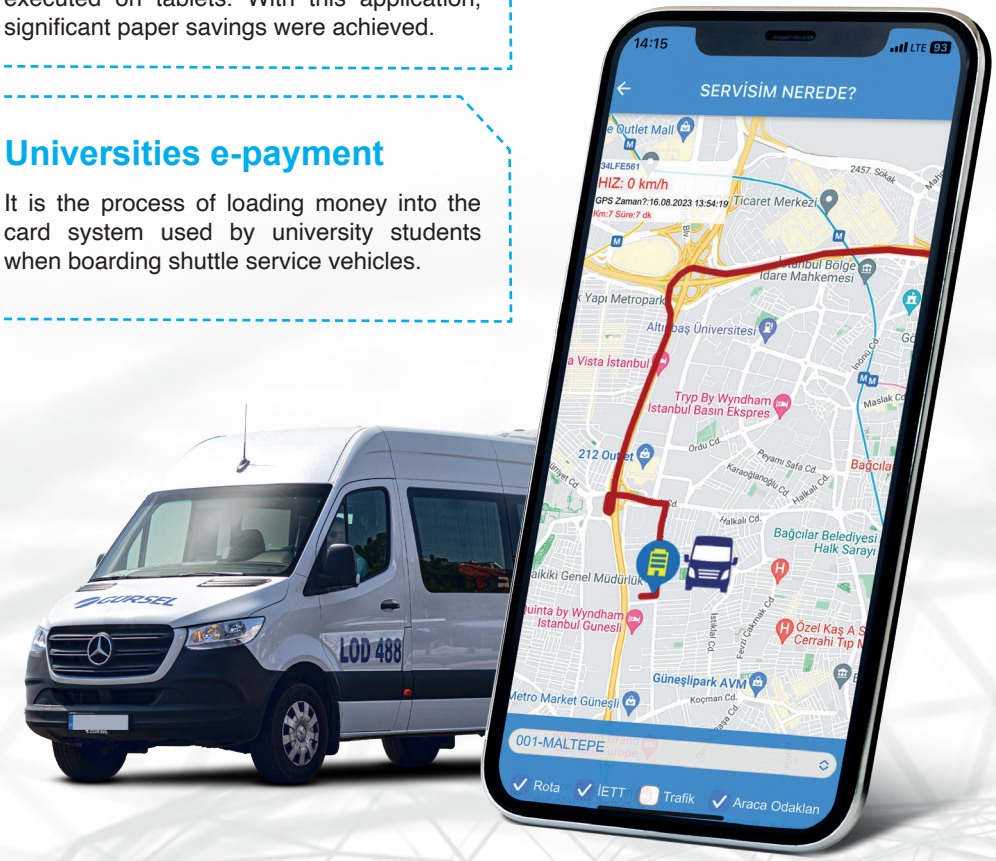
https://sapportal.gurseltur.com.tr/Kalite/Bilgilendirmeler/Mobile/Gursel_Veli_Uygulamasi_Tanitim_EN.pdf

Gürsel Driver

Our drivers can see the passenger list registered to their vehicle, the itinerary route, the stop where passengers will board and passenger contact information on the application.

Student e-registration

It is the registration process made by the parent for his/her student through the portal.





Company Management **Documents And Certificates**

Gürsel's operating and management system is based on our core process of passenger transportation and various support processes. Areas such as environment, quality, road traffic safety, working environment and social sustainability are integrated into these processes. For each process, a clear purpose, responsibility definitions and method descriptions have been defined.

Our company is ISO 14001:2015 certified for environmental management and ISO 9001:2015 certified for quality management. We also operate in accordance with ISO 45001:2018 standards for work environment management.

The purpose of our management systems is to provide a structured and systematic approach to effectively realize our operational goals and create a sustainable way of working. For the Energy Management System, which we aim to be certified in 2024, preparatory work is underway to obtain ISO 50001:2012 certification.

Road Traffic and Road Safety

Road traffic safety has always been one of Gürsel's primary focuses. Extensive work has been carried out to obtain ISO 39001:2012 certification in this area. ISO certification means ensuring transparency and quality assurance of working practices, routines and methods. With this certification, our commitment to traffic safety and our practices are now even more explicit and standardized.

Green Control Certificate

We raise awareness on sustainability with Greencheck

We applied for Greencheck in 2023 in order to increase sustainability awareness among our employees and to transfer this to our business. We were entitled to receive the GreenCheck Silver certificate in 2023 by carrying the work we started last year even further with the audits carried out by Bureau Veritas. On page … under the Environment heading, we have given more detailed information about the work we have done on our Greencheck certification process.



Customer Health **And Safety**



In 2022, our activities to increase customer satisfaction, which ranked first in our prioritization analysis, continued at full speed this year. For Gürsel, good service and customer satisfaction, attracting new customers and retaining existing customers are of fundamental importance. Our values are customer focus, professionalism and responsibility. These values are emphasized in driver training and we attach great importance to service quality and hospitality.

We regularly monitor customer feedback and service quality through Gürsel mobile applications. In this way, we manage our continuous improvement processes more effectively.

Gürsel has ISO 10002 Customer Satisfaction certification to increase customer benefit and ensure operational excellence. Punctuality, satisfaction is recognized as a critical parameter for the customer and we are continuously making improvements in this regard. We also develop solutions by asking questions through surveys to increase accessibility with our customers and in the areas where we operate.

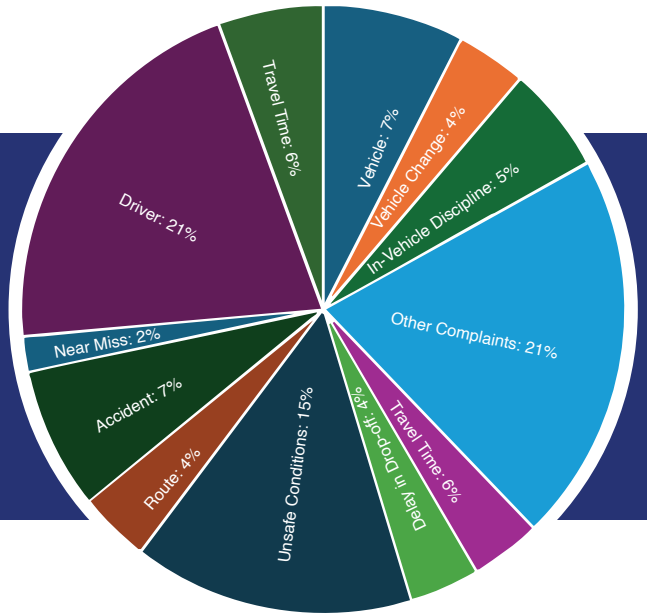
For Customer Satisfaction;

- Safe vehicles and periodic maintenance
- Driver training and safety programs
- Passenger safety, passenger complaints and satisfaction measurements

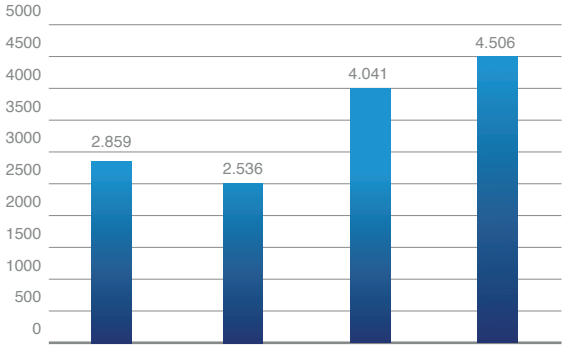
Via the web

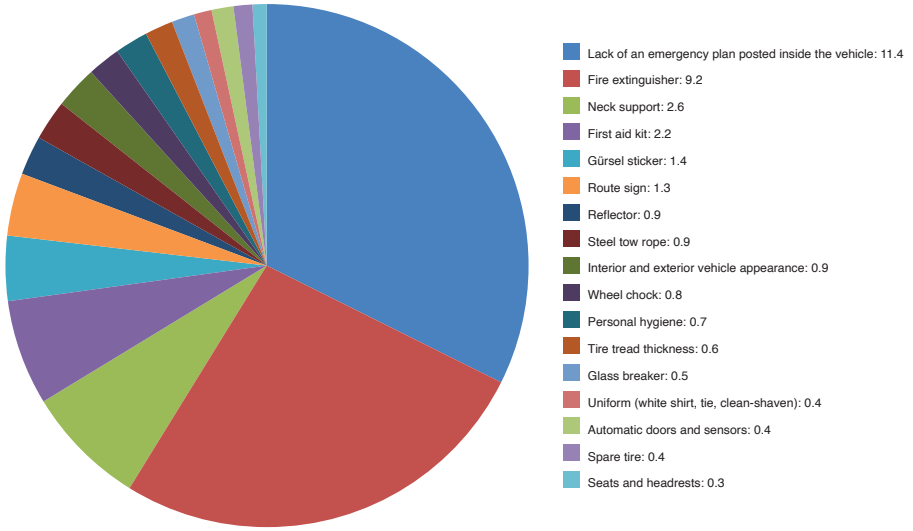
Number of Incoming Complaints: 54
Closed Complaint rate: %20

In 2023, a satisfaction survey was conducted with the passengers of 8 of our customers using personnel shuttle services and the overall satisfaction rate was 84%.



Service Vehicle **Inspections**





Regular inspections of our service vehicles are one of the important steps we take towards achieving our sustainability goals. These inspections have a positive impact on safety, environmental sustainability and social responsibility. **In 2023, a total of 4506 vehicles were inspected through foretold and spot check inspections.**

1. Safety and Compliance

Regular inspection of our service vehicles is a priority issue in terms of ensuring compliance with safety standards and the safe transportation of our employees. Safety elements such as traffic kits, tire condition, seat belts are regularly checked and inspected. We add a QR code to the stickers we compulsorily apply to in-vehicle seat belts, and with the help of this QR code, service users can access the video of what to do in case of an accident. These inspections are part of our goals to prevent accidents and provide safe transportation. In addition, our vehicles are in full compliance with legal inspection requirements and undergo regular maintenance processes to ensure safe and environmentally friendly operations.

2. Environmental Sustainability

Regular maintenance and inspections of service vehicles is an important way to minimize fuel consumption and emissions. In this way, we contribute to reducing our carbon footprint. Regular inspection of tires and air pressure optimization is an important step towards reducing fuel consumption and improving vehicle performance. This also extends the life of tires and reduces waste. In addition, using environmentally friendly cleaning products during vehicle cleaning, minimizing water consumption and recyclable setting new targets for the preference of materials will contribute to reducing environmental impacts.

3. Social Responsibility and Employee Welfare

Regular shuttle service inspections are carried out to ensure that our employees have a safe and comfortable transportation experience and are part of our social responsibility approach. The obligation to use seat belts in all shuttle buses is inspected and the safety of employees is kept at the highest level. Measures are taken to protect the health and comfort of our employees through in-vehicle hygiene inspections.

4. Sustainable Transportation Goals

In addition to our audit processes, we also aim to evaluate greener transportation alternatives and increase sustainability in fleet management. We are working on plans to switch to electric or hybrid service vehicles, trainings on fuel-efficient driving techniques and carbon footprint reduction strategies.

Service vehicle inspections are just the beginning of our steps towards a sustainable future. We will continuously strive for improvement and development to reduce our environmental impact, ensure safety and safeguard the well-being of our employees



Supplier **Management**

Our service vehicle suppliers are our biggest business partners and we work in cooperation, especially in qualifying drivers and service guides. We plan trainings that will contribute to the professional development of our own drivers and our suppliers without separating them from each other.

- Supply chain management and ethical practices
- Sustainability cooperation with suppliers
- Environmental and social performance criteria
- Mobile Supplier Applications

As Gürsel Turizm, we consider our environmental and social impact at every stage of our supply chain in line with our sustainability and responsible business principles. We ensure that our suppliers also adopt this understanding and improve their sustainability performance. With this purpose, we take environmental and social factors into account in our supplier selection process and guide our suppliers by constantly communicating with them.

Supplier selection is carried out in accordance with our "Corporate Procurement Policy" pub-lished in 2022. This policy is based on the prin-ciple that our procurement activities are carried out in a transparent and competitive environ-ment with the most appropriate quality time and cost, in line with the interests of Gürsel Tour-ism, and that we adopt a fair and reliable ap-proach towards our suppliers. Our policy also emphasizes compliance with the principle of separation of duties and the elimination of risks such as errors, deficiencies, inaccuracies and irregularities in procurement processes.

We have established the "Supplier Manage-ment Principles" to ensure that our suppliers fulfill their social, environmental and ethical responsibilities. These principles cover issues such as occupational health and safety, environmental protection, employee rights, equality and discrimination and are included in all supplier contracts. We expect our suppliers to use natural resources efficiently, adopt a circular economy approach, reduce their environmental impact, contribute to the fight against the climate crisis and comply with sustainability standards.

In addition, we do not compromise on the fight against bribery and corruption and demand that all our suppliers are transparent in their financial transactions. In line with our sustainable purchasing approach, we prioritize local suppliers, prefer recyclable products and attach importance to energy efficiency. We regularly evaluate the performance of our suppliers, check whether they have Management Systems certificates and subject them to international banned list controls. At the same time, we expect our suppliers to have the necessary permits and licenses, such as the MOYDEN certificate, to ensure that they operate in compliance with environmental legislation.



T.C. ÇEVRE, ŞEHİRCİLİK VE İKLİM DEĞİŞİKLİĞİ BAKANLIĞI

SIFIR ATIK

Motor Yağı Değişim

Değişim Numarası: 597630682104

(Araç Sahibi Nüshası)

Motor Yağı Değişim Noktası	70402 - HALİÇ OTO TİC. VE SAN. A.Ş. (ÇKN: 223758366)
Değişim Zamanı	26.03.2024 14:09
Araç Plakası	34FMY152
Araç Kilometresi	79878 km
Motor Çalışma Saati	-
Atık Yağ Miktarı	3.2 litre
Yeni Yağ Miktarı	3.9 litre

* Lütfen Motor Yağı Değişim Bilgilerini kontrol ediniz.

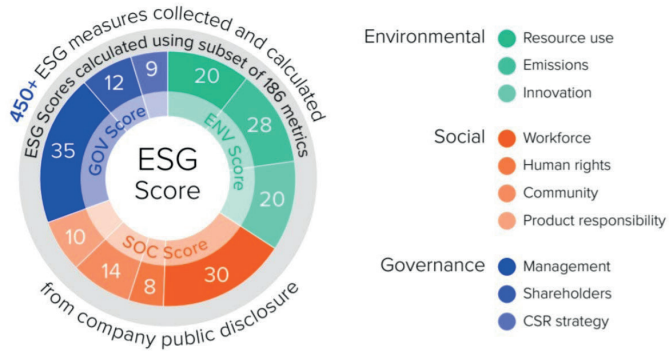
Bilgilerin hatalı olması halinde Çevre, Şehircilik ve İklim Değişikliği İl Müdürlüğüne bildirimde bulunmanız gerekmektedir.

Our Performance in Sustainability Indices

Gürsel Tourism evaluates its sustainability performance through international indices and continuously improves its performance in these indices. Gürsel Tourism received 51 points from the Ecovadis audit, a global platform that evaluates the environmental, social and ethical performance of companies, in the last evaluation made in 2020. This score is above the sector average and shows that our company's sustainability performance is good. In addition, our score in the Refinitiv index, which is a part of the Borsa Istanbul Sustainability Index, increased to 36.7 in the 2022 evaluation.

Our goal is to increase our social, environmental and economic performance and include our company in the Borsa Istanbul Sustainability Index by 2025. In line with this goal, we aim to continuously improve our sustainability performance through our energy efficiency projects, waste management practices and employee trainings.





Corporate Memberships **And Supported Initiatives**

- Aksaray Ticaret Odası
- Aydın Ticaret Odası
- Bafra Ticaret Odası
- Çerkezköy Ticaret Odası
- Deniz Ticaret Odası
- Gebze Ticaret Odası
- İstanbul Ticaret Odası
- İzmir Ticaret Odası
- Kırıkkale Ticaret Odası
- Samsun Ticaret Odası
- Kocaeli Toplu Taşıma Derneği
- Türkiye Odalar ve Borsalar Birliği
- İSTAB
- TURSAB
- DEİK
- Dünya Gazetesi
- Yaklaşım Dergisi
- Harvard Business Review Dergisi
- İDADER Dergisi
- Yenibiriş.com
- Kariyer.com
- Çöpüne Sahip Çık Vakfı



03

Strategy and Governance

Strategy & **Governance**

Before going public in 2022, our capital was 87 million TL. As of 2023, our capital obtained against our upper limit of 400 million registered capital is 102 million TL.

Gürsel Tourism is the largest student and staff shuttle company in Turkey and invests in various areas such as private equity, real estate, venture capital and public markets.

The Company's Board of Directors consists of 6 members, including the Chairman, and there are 2 independent members.

Click here for Sustainability Governance conditions : *https://bit.ly/3PtoXmM*

Board of Directors

- Vice Chairman of the Board of Directors
- Member of the Board of Directors
- Independent Member of the Board of Directors

- Number of Board of Directors meetings held in 2023: 38
- Average attendance at the Board of Directors meeting in 2023: 5 people (%83,3)

Sustainability Committee

- General Manager
- Assistant General Manager
- IT Coordinator
- Operations and Customer Relations
- Coordinator
- Human Resources Manager
- Quality Selection Training Manager
- School Services Coordinator
- University Services Coordinator
- Extra Services Coordinator
- Internal Audit Manager
- Cost Control Manager
- Marketing and Contract Management Manager

Sustainability Working Group

- Investor Relations Specialist
- HR Specialist
- Occupational Health and Safety Specialist
- Procurement
- Administrative Services
- Business Development Manager
- Corporate Vehicle Manager
- School Services Communication Team Leader
- University Services Specialist
- Operations and Customer Relations Anatolia Team Leader
- IT Hardware and Network Manager
- Financial Affairs Manager
- Marketing and Customer Services Specialist
- Extra Services and Training Supervisor

Materiality Analysis

In 2022, based on the stakeholder analysis and desktop studies, a materiality matrix was created. Out of the 21 issues assessed, 6 were categorized as “high priority” effective topics. 13 issues were classified as “medium priority,” while the remaining issues were placed under the “different priority topics” category. A total of 1053 people responded to the materiality survey, including 220 employees, 521 general vehicle suppliers, 130 school vehicle suppliers, 153 company drivers and 29 customers. In 2023, Gürsel continued its strategic efforts to address these priority categories.

Social sustainability

• Gürsel’s social sustainability policy means the following:

• Values its employees: Provides good working conditions, equal opportunities, open communication and healthy environments.

• Protects the environment: Uses natural resources efficiently, reduces ecological footprint, controls greenhouse gas emissions and supports recycling.

• Creates social awareness: Raises awareness on climate change and contributes to society through social responsibility projects.

• Adheres to ethical values: Complies with the law, adopts a transparent management approach and fights corruption.

• Aims for continuous development: Works for a more sustainable future by continuously improving all its processes.

To Mitigate Risks;

• Goals should be measurable and achievable: When setting sustainability goals, it is important to set measurable, achievable and time-bound targets.

• Regular monitoring and evaluation: The implementation of policies should be regularly monitored and evaluated, and improvements shoul be made when necessary.

• Involvement of employees and stakeholders: Employees and stakeholders should be actively involved in sustainability efforts.

• Transparent communication: A transparent communication policy on sustainability performance and targets should be followed.

Gürsel Tourism takes important steps towards achieving its sustainability goals by taking these risks into consideration and implementing the necessary measures.

Priority Topics	Relevant SDGs
Customer Satisfaction	8 DECENT WORK AND ECONOMIC GROWTH
Employee Health and Safety	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
Vehicle Procurement – Supplier Search Data	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Security and Privacy	8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Employee and Supplier Training	4 QUALITY EDUCATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Combating Corruption	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Priority **Topics**

	Priority Topics	Strategy & Indicators	2023	Our Goals
Corporate	Customer Satisfaction	Surveys	84%	Increase satisfaction rate to 90% by 2030
Corporate	Data Security and Privacy (KVKK)	Information Security Risk Analysis, Penetration Tests	psi dss conducted	Conduct penetration and leakage tests in 2024 to address and improve data security gaps
Social	Employee Health, Safety, and Well-being	Number of Accidents (excluding subcontractors)	38	Increase the number of safe driving training sessions for employees by 30% compared to last year
		Female Employee Representation (excluding drivers)	116 (excluding drivers)	Increase the ratio of female employees from 30% to 40% by 2030
		Female Manager/Expert/Team Leader Representation	13	Increase the ratio of female managers from 30% to 40% by 2030
Social	Supplier Sourcing	Vehicle Requirement Ratio / Total Vehicle Ratio	10%	Achieve 8% by 2024
Social	Employee and Supplier Training	Employee Personal Development Training	2076 person/hour	Increase annual employee personal development training to 4,000 person/hour by 2024
		Total Training Hours for Employees	35.302 person/hour	Reach 40,000 person/hour including remote training by 2024
		Total Training Hours for Suppliers	10.603 person/hour	Increase training hours provided to suppliers and their drivers to 20,000 person/hour by 2024
Social	Anti-Corruption	Ethics Training Provided to Employees (Hours/Person)	1 hour per person	Increase ethics training for employees to 1.5 hours per person by 2024 with remote options

Our Sustainability **Goals**

	Goals	Our approach	How?	Focus Areas
Environmental	Reducing the environmental impact of public transportation	Work actively and systematically with environmental issues through governance and goals in line with our process-oriented way of working.	Environmental policy, Environmental objectives, Environmental legislation, Environmental reporting, Environmentally sensitive only chemical products.	Vehicle selection, Fuel selection, Fuel-saving driving style, Noise-eliminating driving style, Continuous checks of heaters, Environmental requirements for our suppliers when purchasing services, spare parts, materials and other supplies.
Environmental	ISO 14064 and ISO 50001 standards management integrate into our systems	To comply with the requirements of these standards, existing environmental management and energy management reviewing the compatibility of their systems.	Environmental and energy data collection, monitoring and reporting processes will be established. Employees will be informed through trainings, and strategies will be developed to reduce energy efficiency and carbon footprint.	To reduce energy consumption, the use of warehouses and restrooms energy mapping of the rooms. Energy consumption, carbon emissions, energy saving measures, sustainability goals.
Environmental	Detailing waste accumulation activities to cover all waste classes	Management of all waste classes (hazardous, non-hazardous, recyclable, organic, etc.) processes in detail and establish an effective waste accumulation system.	Waste Classification and Identification, Identification of Suitable Collection Sites, Labeling and Monitoring Systems, Training and Awareness	Monitoring and control processes, Active participation of employees in waste management
Environmental	Establishing a designated and segregated area for hazardous and non-hazardous waste	By identifying suitable areas for the safe storage and segregation of waste will be brought up to standard.	Storage areas will be identified according to hazardous and non-hazardous waste classes, waste management processes and personnel training will be provided. These areas will be regularly checked for compliance with the regulation.	Waste management, safe storage, risk control, regulatory compliance.
Environmental	Increasing saving measures for water consumption	Implementation of innovative and environmentally friendly technologies to reduce water use.	Regular monitoring of water use, installation of low-flow faucets and water recovery systems. Water conservation training will be provided to employees to raise awareness.	Water monitoring and recovery, employee awareness, technological innovations.
Social	Arranging the environmental conditions to facilitate access and circulation of disabled employees and/or guests	Creating an accessible work environment for all employees and visitors.	Physical arrangements will be made to facilitate disabled access (e.g. ramps, wide doors, elevators). Access audits will be conducted regularly in workspaces and social facilities.	Accessibility standards, removal of physical barriers, user-friendly space arrangements.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

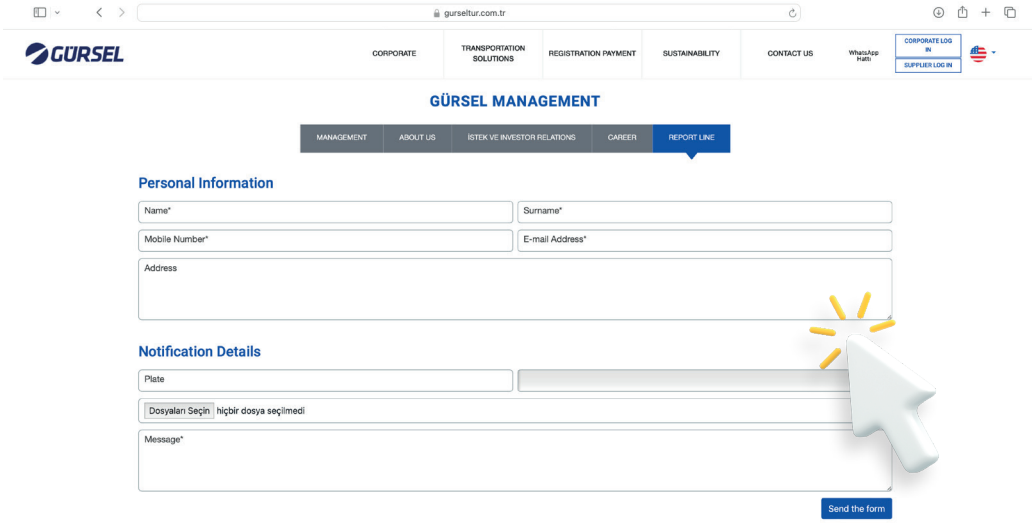
Fight Against Bribery **And Corruption**

Our Company has adopted a transparent and reliable corporate governance approach. One of the cornerstones of this approach is the fight against bribery and corruption. We apply a zero-tolerance policy against corruption and bribery and make all our business decisions based on objective criteria.

As detailed in our Code of Conduct and Ethics Procedure, we adhere to the principles of honesty and transparency in our relationships with third parties. We do not offer, promise or accept any improper benefits, directly or indirectly.

As part of the fight against corruption and bribery, we have established a tip line on our website. This line allows our employees and stakeholders to report unethical behavior. These notifications reach the Internal Audit Unit and the Chairman of the Board, and the necessary measures are meticulously evaluated and taken in cooperation. In 2023, 4 people received their defenses, 10 people were warned, and 2 people's employment contracts were terminated. 5 people also submitted their resignations.

We provide regular trainings to all our employees to raise their awareness on anti-corruption and anti-bribery and to prevent unethical behavior.



Month	Defense	Warning	Termination of Employment Contract	Resignation	Total
January					0
February		1			1
March		1			1
April					0
May		1			1
June			1		1
July					0
August	2		1	1	4
September		1		2	3
October		4		1	5
November		2			2
December	2			1	3
Overall Total	4	10	2	5	21

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Our Code **Of Ethics**

We continue to provide ethics and compliance trainings to raise awareness among our employees on anti-bribery and anti-corruption, which is one of the fundamental elements of our corporate governance.

Awareness of Responsibility

- Our Responsibilities to Suppliers
- Our Responsibilities to Customers
- Our Responsibilities to Stakeholders
- Our Legal Responsibilities
- Our Social and Societal Responsibilities
- Environmental Awareness
- Protecting Our Brand Value
- Our Responsibilities to Colleagues
- Our Responsibilities to Our Work

*By scanning the QR code, you can access our ethical guidelines.

Stakeholder **Relations**

As Gürsel Tourism, we adopt an approach that places our stakeholders at the center of our sustainability journey. We interact with a wide range of stakeholders with different expectations and needs, and we value the opinions of each of them. With this understanding, we aim to achieve our sustainability goals by establishing a strong communication and cooperation network with our stakeholders.

We are in constant dialogue with all our stakeholders, from our customers to our suppliers, from our employees to public institutions. This dialog is conducted through different channels and methods. Customer surveys, regular meetings with employees, meetings with suppliers, collaborations with NGOs and official correspondence with public institutions are just a few of these channels.

We carefully evaluate feedback from our stakeholders and shape our strategic decisions accordingly. For example, customer feedback helps us improve our service quality, while employee feedback helps us create a better working environment. Close relationships with our suppliers help us improve our sustainable supply chain management practices.

We value the active participation and support of our stakeholders in our sustainability journey. By establishing transparent communication with them, we understand their expectations and work to meet them. In this way, we aim to build a sustainable future that will benefit not only our company but also all our stakeholders. We honor our stakeholders who have served us for many years with a plaque every 10th anniversary.





04
Environmental Performance

Environmental **Performance**

Activities we focused on in **sustainability efforts in 2023**

We Stand Out with GreenCheck on Our Path to Sustainability

We are taking decisive steps forward on our journey to achieve our sustainability goals. Taking the efforts we started last year even further, we were awarded the GreenCheck Silver certificate in 2023. This success is the result of our efforts to raise sustainability awareness among our employees and to continuously improve our environmental performance.

We Strengthen Our Strength with Our GreenCheck Certificate

The GreenCheck audit report certifies our achievements in areas such as measuring and reducing greenhouse gas emissions, promoting environmentally friendly and safe driving performances, and reporting fuel savings return rates. We also aim to further systematize our sustainability efforts by integrating ISO 14064 and ISO 50001 certificates into our management systems.

Working for Continuous Improvement

The GreenCheck audit also helped us identify areas for improvement. We aim to further improve our sustainability performance by making further improvements in areas such as waste management, water saving, green procurement and accessibility.

Looking to the Future with Hope

GreenCheck certification is an important milestone in our sustainability journey. This achievement strengthens our determination to build a greener future together with all our stakeholders. In the coming year, we aim to further raise awareness and minimize our environmental impact by integrating environmental and sustainability trainings into all our operations.

We will continue to work together for a sustainable future!



Our environmental work is governed by our environmental policy, environmental objectives and standards. By systematically working in a preventive manner to minimize the risks of adverse environmental impacts, we strive to ensure that our stakeholders feel safe and have a positive perception of us.

Category	Score	Score Percentage
General	6	1%
Environmental Management	13	11%
Energy Management	6	5%
Greenhouse Gas Management	5	3%
Waste Management	11	9%
Water Management	8	7%
Occupational Health and Safety Management	15	8%
Communication and Participation	27	18%
Customer Feedback Management	15	8%
Supply Chain	6	3%
Environmental Conditions	8	4%
Improvement Efforts	2	2%
Total Score	80	
Evaluation Result	Silver	

Waste **Management Projects**

Globally, we use 5 trillion plastic bags a year. We throw away 6 trillion cigarette butts a year. We produce 2 billion tons of garbage per year. We throw away more than 90% of what we buy within 6 months. 50% of plastic waste is single-use products. Waste in the sea is 80% land-based. 70% of the waste in the seas consists of sin-gle-use plastics.

Everything we throw into the environment re-mains in nature, nothing disappears.

• Metals 300 years

• Plastic 1000 years

• Glass remains in nature for 4000 years.

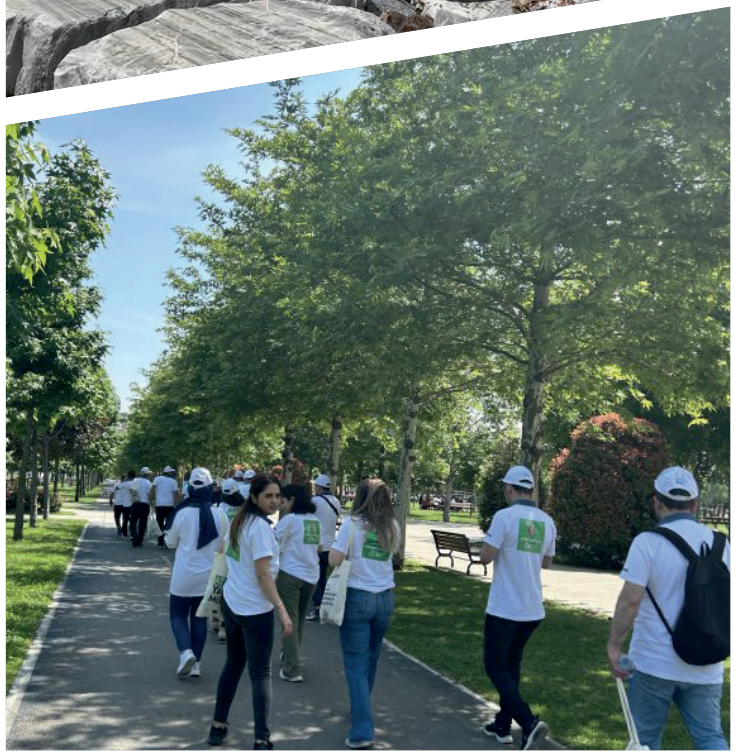
Waste batteries, cooking oils and other hazardous wastes continue to poison water and soil, threatening our food supply.

With this awareness, we took on the project of cleaning the Maltepe coastline and rocks, organized in collaboration with the Mind Your Waste Foundation and Maltepe Municipality, as part of the World Environment Week.









Climate Change And Greenhouse **Gas Mitigation Management**

Rooting in the Soil for a Green Future

As Gürsel Tourism, we are committed to doing our part to combat climate change and for a sustainable future. With this sense of responsibility, we donated 32,554 saplings to be planted in Balaban, Malatya in cooperation with TEMA in 2023. This project, which we have implemented in order to leave a greener world for future generations, also makes a significant contribution to our goal of reducing our carbon footprint.

As we know, trees play a vital role in the carbon cycle by absorbing carbon dioxide from the atmosphere. Every sapling we plant helps both to offset our carbon emissions and to protect biodiversity. Within the scope of this project, we invested in a greener future by offsetting 13,547 tons of CO2 emissions thanks to the sapling planting project we carried out within the scope of combating climate change.

As Gürsel Tourism, we are determined to fulfill our environmental responsibility in our sustainability journey. Our sapling planting donation project is just one of the important steps we have taken in this journey.

In the coming years, we will continue to work for a greener and more sustainable world by increasing our environmental investments and carbon offsetting.



Eco-Friendly And Economical Driving

Training Topics	Total Participants	Total Man/Hour
Eco-Friendly And Safe Driving Training	557	1114
Ems Policies And Practices	116	148
Sustainable Energy And Waste Management	69	71
Sürdürülebilirlik eğitimi	31	62
General Total	773	1395

Noise Reduction Efforts and Their Importance

Service vehicles can be a significant source of noise, especially in heavy traffic and school zones. Engine noise, exhaust, brake noise and even in-vehicle music systems can create a disturbing environment for residents, pedestrians and passengers. Noise pollution can lead to health problems such as stress, sleep disturbances, learning disabilities and even cardiovascular diseases. It can also have a negative impact on wildlife, disrupting the migration patterns of birds and interfering with the communication of other animals.
Reducing noise pollution in the shuttle transportation sector is crucial for both environmental and social sustainability. With this aim, we invest in quieter engine technologies every year. In 2023, we took an important step towards reducing the noise emissions of our fleet by replacing a total of 323 vehicles with new model vehicles. The advanced engine technologies used in our new vehicles operate with lower noise levels, providing a more comfortable environment for both our passengers and the surrounding residents.

We Use Technology on the Path to Sustainability with a Fleet Vehicle Tracking System

As Gürsel Tourism, we utilize the power of technology to achieve our sustainability goals. We changed our vehicle tracking system that we have been using for many years and switched to a more effective Fleet vehicle tracking system in 2023. Thanks to this system, we aim to reduce our environmental impact by monitoring the environmental and economic driving data of our vehicles in detail.

The system monitors factors that increase fuel consumption and emissions, such as sudden acceleration, sudden braking and idling time. The data obtained allows us to analyze the driving habits of our drivers and improve our awareness-raising efforts on economical and environmentally friendly driving techniques. In this way, we both save fuel and reduce our carbon footprint.

We regularly report and analyze the data we obtain with the fleet vehicle tracking system. These reports help us evaluate our sustainability performance and identify areas for improvement. We also provide feedback to our drivers and encourage them to adopt an environmentally friendly driving style.

In our sustainability journey, we aim to minimize our environmental impact by using technology effectively. The fleet vehicle tracking system is not only an important tool in achieving this goal, but also helps us increase efficiency and cost optimization.

According to 2023 data, the idling time of our self-owned service vehicles is 12%.

We aim to reduce this rate to 10% in 2025.

Improving Driver Trainings with Fleet Vehicle Tracking System Data

The data we obtain from our fleet vehicle tracking system not only monitors the performance of our vehicles, but also plays an important role in the training of our drivers. By analyzing data such as sudden acceleration, sudden braking, and idle time, we gain detailed insights into our drivers' driving habits. In light of this information, we organize customized trainings on environmentally friendly and economical driving techniques.

In our trainings, we inform our drivers about fuel saving, emission reduction and vehicle maintenance. We also use fleet vehicle tracking system data to provide personalized feedback to our drivers and help them identify areas for improvement. In this way, we encourage our drivers to drive more consciously and responsibly. **In 2023, a total of 1,114 man-hours of training were provided to 557 of our drivers on eco-friendly and safe driving topics**













Circular Economy / Waste Management And Recycling Practices

As a result of the GreenCheck audit conducted at Gürsel Tourism in 2023, areas for improvement in waste management were identified. Accordingly, a detailed waste inventory covering all waste classes has been created and necessary arrangements have been made for separate collection of waste at source. In addition, separate and safe areas have been established for the temporary storage of hazardous and non-hazardous waste. An agreement has been made with municipalities and a waste collection vehicle visits our company at certain intervals to collect waste.

Waste management plan and zero waste management:

Your waste management plan and zero waste management targets were updated in accordance with the relevant regulation, and employee trainings were organized for the implementation of this plan and supported with awareness-raising e-mails, sms and visual posters. Employees were constantly informed about the use of glass, porcelain or thermos instead of non-recyclable cardboard cups used for coffee and tea. By 2025, we aim to eliminate the use of non-recyclable cardboard cups.

As of 2024, we aim to increase the awareness of our employees by sharing awareness-raising videos on sustainability and waste management on TV during lunch in the staff cafeteria.



Two automatic bus washing tunnels with dirty water recycling in Amman, Jordan.

Gürsel Tourism in the Fight **against Climate Change**

Climate change is one of the biggest global challenges of our time. The devastating impacts of the climate crisis are being experienced all over the world, directly affecting economic, environmental and social activities. The IPCC 6th Progress Report makes it clear that without strong and sustained reductions in greenhouse gas emissions over the next decade, global warming cannot be limited to 1.5°C. This is a critical "make or break" period for our planet.

The fight against climate change has become a common goal of all humanity. As Gürsel Tourism, we are determined to do our part in this struggle.

Accordingly, we have been calculating and reporting our Corporate Carbon Footprint since 2021. In 2021, we created an inventory by including only our Scope 1 (Direct Emissions) and Scope 2 (Emissions from Electricity Use) emissions. Being aware of the importance of emissions from our subcontractors in our inventory, we also included our Scope 3 (Indirect Emissions) emissions in our inventory in 2022.

As of 2023, we took our efforts to combat climate change one step further and started reporting Scope 4 emissions. Scope 4 refers to **the emissions avoided** as a result of the use of our products and services. For example, Scope 4 emissions include **the reduction in the use of individual vehicles** by our passengers by using our public transportation vehicles and the resulting **reduction in carbon emissions.**

In this way, we aim to reduce emissions generated by our own operations

and contribute to reducing the overall emissions in society through our services.

As Gürsel Tourism, we are committed to the principles of transparency and accountability in the fight against climate change.

We will continue to regularly share our environmental performance through our sustainability reports and persist in our efforts to improve.



2023 Hazardous Waste 5530 kg

2023 Electronic Waste 716 kg

2023 Recyclable Waste 1310 kg

GÜRSEL TURİZM	Unit	2021	2022	2023
Scope 1: Direct Greenhouse Gas Emissions	tCO2-eşd	11.703,56	221.062,37	16.308,1537
Scope 2: Energy-Related Greenhouse Gas Emissions	tCO2-eşd	103,50	544,06	114,4499
Scope 3: Indirect Greenhouse Gas Emissions	tCO2-eşd	-	89.729,32	33.568,9991
TOTAL	tCO2-eşd		311.336	53.890,7822

Fuel Efficiency And **Alternative Fuel Use**

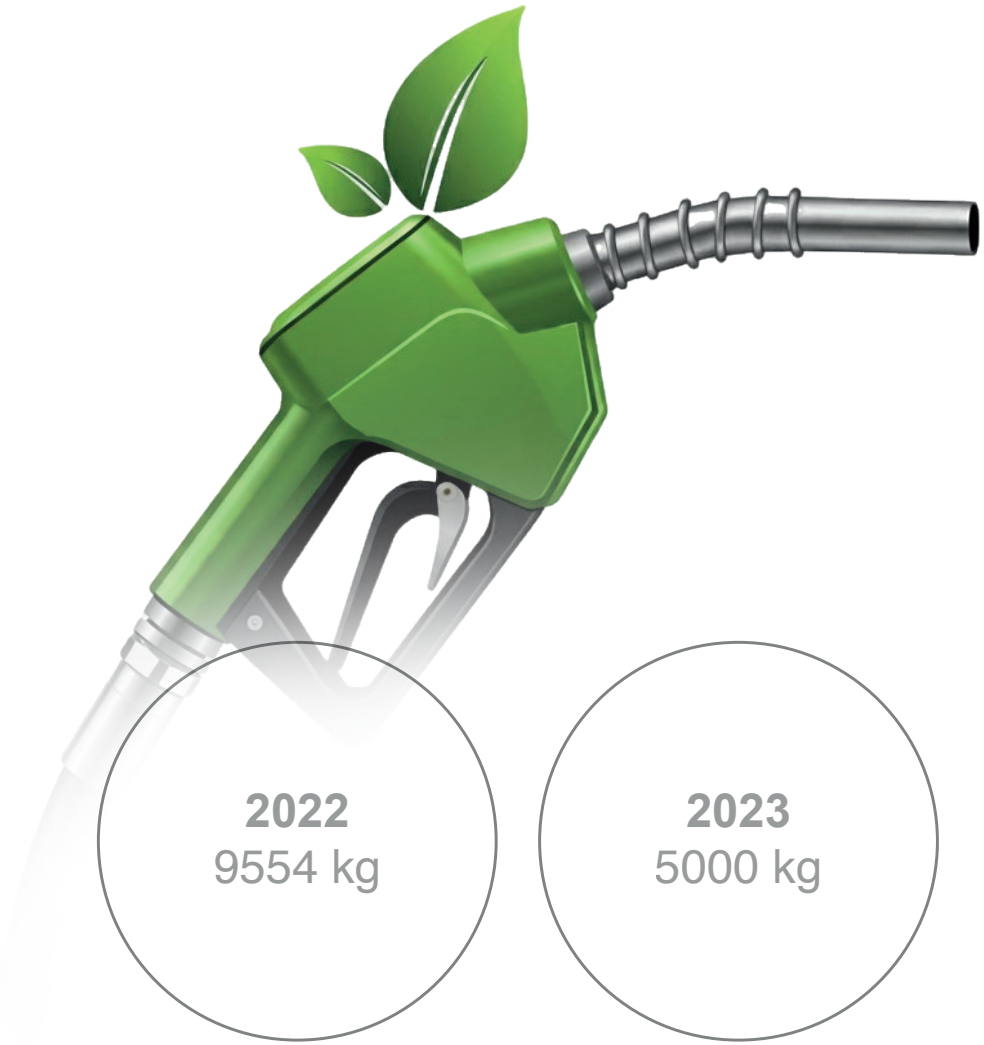
As Gürsel Turizm, in line with our fleet renewal strategy, we are renewing 311 service vehicles this year and switching to more fuel efficient and low emission models. Almost all diesel vehicles manufactured after 2015 and compliant with the Euro 6 emission standard have AdBlue systems. While renewing our fleet, we also take advantage of the AdBlue feature to reduce environmental impact and increase fuel efficiency. AdBlue improves air quality and contributes to human health by reducing harmful NOx emissions in the exhaust gases of diesel vehicles by 80-90%. Thanks to the use of AdBlue, while reducing NOx emissions, it contributes positively to both the environment and our operating costs.

We also organize training sessions to raise awareness among our drivers about fuel efficiency and encourage them to adopt eco-friendly driving techniques. These sessions provide detailed information on topics such as vehicle maintenance, optimal speed, gear usage, and route planning, guiding our drivers towards a more efficient and environmentally friendly driving style.

557 of our drivers participated in these trainings and received a total of 1114 man/hours of training.

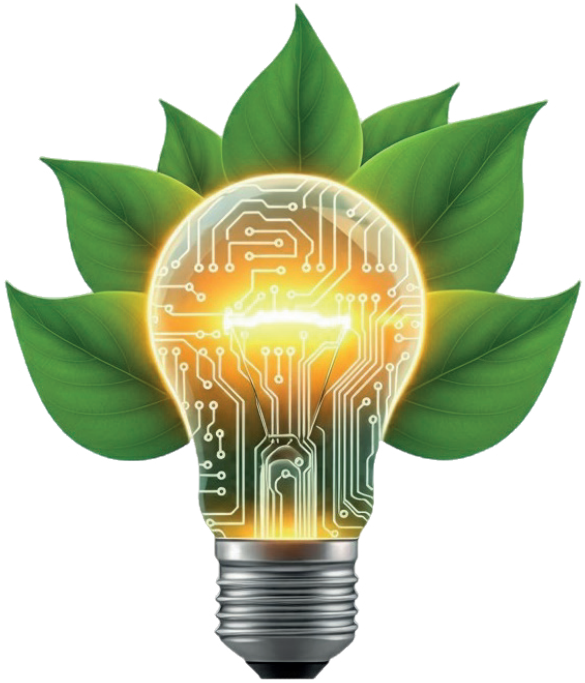
Plans to switch to electric or hybrid vehicles

As Gürsel Tourism, we aim to switch to electric and hybrid vehicles to contribute to the fight against climate change and reduce our carbon footprint. Although we currently do not have electric or hybrid models in our fleet vehicles, we plan to gradually include these vehicles in our fleet over the next 5 years. With the start of production of electric service vehicles, we will evaluate these vehicles and prefer the most suitable and efficient models. **In 2025, we aim to purchase 3 hybrid passenger vehicles.**



Motor oil was sent for recycling, contributing to the economy.

Energy **Efficiency**



As Gürsel Tourism, the efficient use of energy forms the basis of our sustainability goals. We are constantly working to reduce energy consumption and increase efficiency in our offices and vehicle fleet.

Energy Efficiency in Our Offices:

We organize regular trainings once a year to raise awareness of our employees on energy saving. In these trainings, we provide information on simple but effective methods that save energy (lighting, heating, cooling, use of devices, etc.). In addition, we increase energy efficiency by implementing the following practices in our offices:

Use of LED lighting devices in illumination

Lighting devices with motion sensors in common areas and corridors

Turning off and unplugging unused devices

Preferring energy efficient office equipment

Optimization of heating and cooling systems

Energy Efficiency in Our Vehicle Fleet:

Fuel consumption from transportation services accounts for a large part of our energy quantity.
We are aware that reducing fuel consumption will significantly reduce our greenhouse gas emissions. For this reason, we regularly train our drivers on “Fuel Efficient Driving Techniques”. We also determine our routes and minimize empty kilometers with the help of route optimization.

Looking to the Future:

Energy efficiency is an area of continuous improvement for Gürsel Tourism. We will continue our efforts in this area in the coming years and aim to reduce our energy consumption and environmental impact by implementing new technologies and practices. Our work for ISO 50001 certification continues. WE AIM TO BE CERTIFIED IN 2024. We received our green office Greencheck certificate this year.



Gürsel Turizm	Unit	2020	2021	2022	2023
Electricity Consumption (Buildings)	GJ	-	897,183	4.522,359	211.281
Natural Gas Consumption (Buildings)	GJ	-	240,000	320,000	7772
Diesel Consumption	GJ	-	153,72*10^6	3.219,23*10^6	6.068.312
Gasoline Consumption	GJ	-	0,74*10^6	-	-

Water Use



Water is an indispensable resource for human life and all living things. It plays a vital role in many areas such as agriculture, animal husbandry, industry and energy production.

However, the risk of water scarcity is growing due to increasing population and climate change in the world and in our country. This situation makes the conscious and efficient use of water resources even more important.

At Gürsel Tourism, we are aware of the importance of using and protecting water responsibly. We take various measures to reduce our water consumption and increase water efficiency in our offices and other areas, especially in our car washing activities.

This year, we have taken the following steps to reduce our water consumption and use water resources more efficiently:

• **Rainwater harvesting:** Starting 5 years ago, we started to store the rainwater collected in the garage of our project, which continues actively with 35,000 urban passenger transportation per day under the Gürsel-Autobus brand in Amman, Jordan, and started to use it in areas such as vehicle washing and landscape irrigation.

• We started collecting and storing rainwater from our Jordan-Amman project and using it in areas such as vehicle washing and landscape irrigation.

• **Agreements with car wash stations:** We are in negotiations to carry out car washing activities at our service points at professional car washing stations that save water. In this way, we aim to prevent individual washing operations, especially by subcontracted drivers, which cause high water consumption.

• **Water footprint inventory:** We prepared our water footprint inventory within the scope of ISO 14046:2014 standard and analyzed our water use in detail.

• **Training and awareness-raising:** We organized trainings to raise awareness of our employees and suppliers on the efficient use of water and water saving.

• **Water-saving equipment:** We started using water-saving fixtures (faucets, etc.) in our offices and garages.

• **Leak detection and repair:** We regularly carry out leak detection and repair works in our facilities to prevent water losses.

Areas of Focus Until 2025:

• **Gray water use:** We will assess the use of gray water in areas such as landscape irrigation and car washing.

• **Rainwater harvesting:** We aim to collect and store rainwater and use it in areas such as car washing and landscape irrigation.

Protection of water resources and sustainable water management is a priority issue for Gürsel Tourism. In the coming years, we will continue our efforts in this area to reduce our water consumption, increase water efficiency and minimize our water footprint.

Mains Water (m3) 2023
962 lt

Purchased drinking Water (m3) 2023
33881lt

Total amount of water consumed(m3) 2023
34843 lt

05

Social Performance



Social Performance

Human Resources, Gender Equality, Diversity And Inclusivity

At Gürsel Tourism, we recognize the value of our employees and invest in their personal and professional development. In line with this, we offer various programs and opportunities to increase employee satisfaction and maximize performance.

The health, safety and well-being of our employees is at the center of all our activities. We attach particular importance to occupational health and safety (OHS) practices and the dissemination of OHS culture. Our priority is to ensure that our employees work in a safe and healthy environment.

We are a company that embraces diversity and inclusion. We value differences and allow every employee to realize their potential. As an indicator of our commitment to gender equality, we aim to increase the ratio of female employees and to increase the participation of women in the transportation sector.

In our company, we offer flexible working hours to our disabled employees, taking into account their special needs. In addition, our project leaders, who are on operational duty in the field, are able to establish a work-life balance by providing flexibility in their entry and exit hours in line with the requirements of the projects they manage.

As Gürsel Turizm, we adopt the principle of equal pay for equal work between our male and female employees. As a result of our analysis, the wage percentage of our female employees who generally do the same job is 100% compared to our male employees. There is no gender-based wage discrimination in our company.

Goal: We aim to increase female driver employment by 10% in thenext 5 years.

Ensuring gender balance in the transportation sector and increasing the number of female employees are among our priorities as Gürsel Turizm. In line with this goal, we aim to increase female driver employment by 10% in the next 5 years. However, we face some difficulties in finding female drivers. Since the number of fe-male employees in the transportation sector is still in the minority, female drivers may have difficulties in gaining experience and finding role models. Therefore, it is important to increase the number of experienced female drivers in the sector and provide mentoring opportunities for women.

We believe that having a strong corporate cul-ture is indispensable for the success of our company. Therefore, with our “Code of Con-duct and Ethics” booklet, we have set out the ethical principles that all our employees and business partners must abide by. We oppose all forms of discrimination, comply with interna-tional laws and regulations and stand against child labor and forced labor.

As Gürsel Turizm, we are committed to creating an egalitarian, inclusive and ethical working environment that prioritizes the welfare of our employees.

Sustainable Growth with Qualified Human Resources

At Gürsel Tourism, we believe that our employees are the key to our success. For this reason, we attach great importance to training to support their continuous development and to create a qualified workforce in our sector. However, it is becoming increasingly difficult to find qualified employees in the transportation sector. We are constantly improving our training programs to overcome this challenge and unlock the potential of our employees in the best way possible. With the Consultancy Skills Training, which all our white-collar employees received this year, we aim to help our employees build stronger relationships with their stakeholders and achieve more successful results.

Strong Starts with On-the-Job Orientation Trainings

We implement a comprehensive on-the-job orientation program for our new employees. Through this program, our employees quickly learn our company culture, values and business processes and adapt to their teams. In orientation our trainings, we pay special attention to issues such as occupational health and safety, environmental policies, ethical rules and customer satisfaction.

Experience Sharing and Development through Mentoring

In addition to on-the-job orientation trainings, we also provide mentoring support to our new employees. Under the guidance of our experienced employees, our new employees gain sectoral experience and adapt to our company faster. Our mentorship program contributes both to the development of our new employees and to the sharing of knowledge within the company.

Challenges and Solutions for Finding Skilled Workers

One of the main challenges we face in finding qualified personnel in the transportation sector is that the sector is not seen as attractive enough by young people. In addition, changes in the qualifications required by the sector in line with technological developments increase the shortage of qualified personnel.

To overcome these challenges, we are implementing the following solutions:

• Reaching out to university students: We aim to add intern students to our organization by cooperating with universities. In 2023, we started the process with one intern.

• Vocational High Schools: We contribute to providing qualified personnel to the sector by recruiting intern students in cooperation with vocational high schools. Again this year, we recruited two interns from vocational high schools, especially for our IT department.

• Investing in employee development: We offer various training and certification programs to support the professional and personal development of our employees.

• An attractive work environment: We make our company an attractive employer by offering our employees competitive wages and benefits, career development opportunities and a positive work environment.

Employee **Satisfaction**

As Gürsel Tourism, we aim to keep the satisfaction and motivation of our employees at the highest level. For this purpose, we regularly conduct Employee Satisfaction Surveys and meticulously analyze the results. Our surveys help us understand our employees' opinions about our company and identify areas where we need to improve. The survey results show that our employees have the necessary competencies to fulfill their responsibilities successfully and that they are aware of their responsibilities. They also express that they are proud to work at Gürsel Tourism and feel a strong commitment to the company.

We use the data we obtain from surveys to improve our working environment and increase employee satisfaction. We listen to the voices of our employees and take their suggestions into consideration. With this approach, we aim to achieve sustainable success by creating a working environment where our employees are happy, motivated and engaged.

We evaluated the results of our 2023 employee satisfaction survey in terms of environmental, social and managerial dimensions and identified our strengths and areas for improvement.

Environmental Dimension: According to the survey results, most of our employees find the company's environmental policies and practices positive. They especially expressed satisfaction with energy efficiency, waste management and green office practices. Some of our employees made suggestions such as using more environmentally friendly fuels in company vehicles and offering more recycling options.

Social Dimension: Our employees stated that they are generally satisfied with the social opportunities offered by the company. The results of the survey indicate that improvements should be made, especially in the areas of health screenings of personnel and increasing the variety of cafeteria meals.

Managerial Dimension: Our employees appreciate the company's commitment to ethical values and transparent management approach. According to the survey results, some of our employees demand more participation in internal communication and decision-making processes.

In the results of the employee satisfaction survey, we were pleased that 80% of our employees stated that they see themselves as a member of the Gürsel Family. With this approach, we aim to achieve sustainable success by creating a working environment where our employees are happy, motivated and engaged. However, the fact that the participation rate in the 2023 survey was 50% may be

our employees are not able to make their voices heard. Therefore, we aim to increase the survey participation rate to 70% next year.

Employee Satisfaction Survey Participation Rate	50%
Employee Satisfaction Score	65%
Employee Engagement Score	81%



Investing in a Sustainable Future with Trainings

As Gürsel Tourism, we believe in the continuous development of our employees and attach great importance to training. A qualified and informed workforce is one of the cornerstones of our sustainable success. With this belief, we offer comprehensive training programs to increase the competencies of our employees, equip them with new skills and ensure that they keep pace with the developments in the sector.

Excellence in Education with Gürsel Academy
Established in 2005, Gürsel Academy offers high quality trainings to our employees and customers with its expert and competent trainers. The trainings provided within the Academy are approved by the Ministry of National Education and are carried out in an interactive format that includes theoretical and practical applications. Our modern training hall provides our employees with a comfortable and effective learning environment.
In addition, thanks to our technological infrastructure, we organize online trainings, making it easier for our drivers to participate in trainings from different locations.

Our Education Data

Between 2021-2023, we observed a steady increase in the number of employees receiving training and the number of man/hours of training. The participation rate of our female employees in trainings also increased significantly. These datas show that our training programs are effective and embraced by our employees.

Ethics and Environmental Awareness Oriented Trainings

We attach special importance to trainings on ethical principles, anti-bribery and environmental awareness. While 764 employees participated in ethical principles training in 2022, this number increased to 1401 in 2023. This increase shows the importance we attach to ethical values and our efforts to increase the awareness of our employees on this issue.

Subcontractor Service Vehicle Driver and Service Guide Trainings

We also attach importance to the training and development of our subcontracted employees. In 2023, the number of hours of training provided to subcontractors reached 10603 hours. These trainings cover vital issues such as road safety and prevention of traffic accidents, emergencies, first aid and safety awareness.

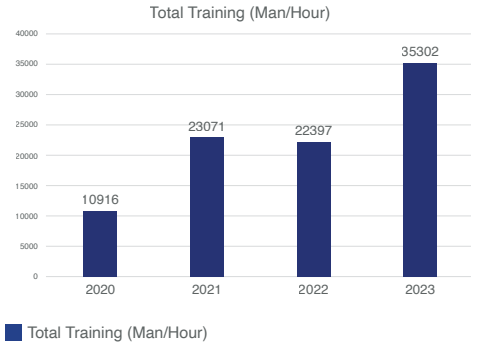
Development of Employees' Counseling Skills

Creating a corporate culture that encourages continuous development and learning is among our priorities at Gürsel Tourism. To this end, we organize various training programs to improve the competencies of our employees and provide them with new skills. In this context, we provided "Consultancy Skills Training" to our white-collar employees in 2023. With this training, we aimed to improve our employees' counseling skills such as;

- Effective communication
- Active listening
- Showing empathy
- Problem solving
- Solution-oriented approach
- Building relationships based on trust and respect

Through this training, we aim to enable our employees to advise our customers, business partners and each other more effectively, build stronger relationships and achieve more successful results.

Gürsel Academy's Contribution to Our Sustainability Goals:
As Gürsel Academy, we attach importance to distance education due to the fact that our employees and drivers work in different regions and we aim to make new technological investments for distance education in this field in 2024. In this way, we aim to increase the participation rate of our company drivers and white-collar employees in distance training from 15%-24% to 75%.
By continuing to support the personal and professional development of our employees and constantly updating our training programs, we will enable them to improve their skills and assume more effective roles in the future of our company. In this way, we will not only contribute to the personal development of our employees and the strengthening of our company's human resources, but also achieve our sustainability goals such as increasing customer satisfaction, improving our relations with our business partners and strengthening internal communication.



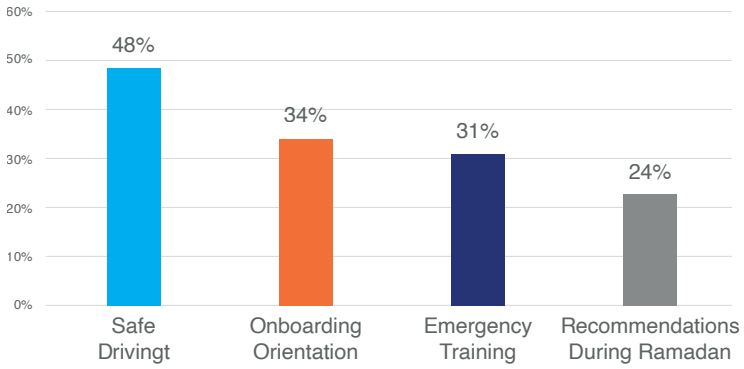
2024 TRAINING GOALS

Planning and organizing programs, processes, and initiatives focused on improving employees' skills.

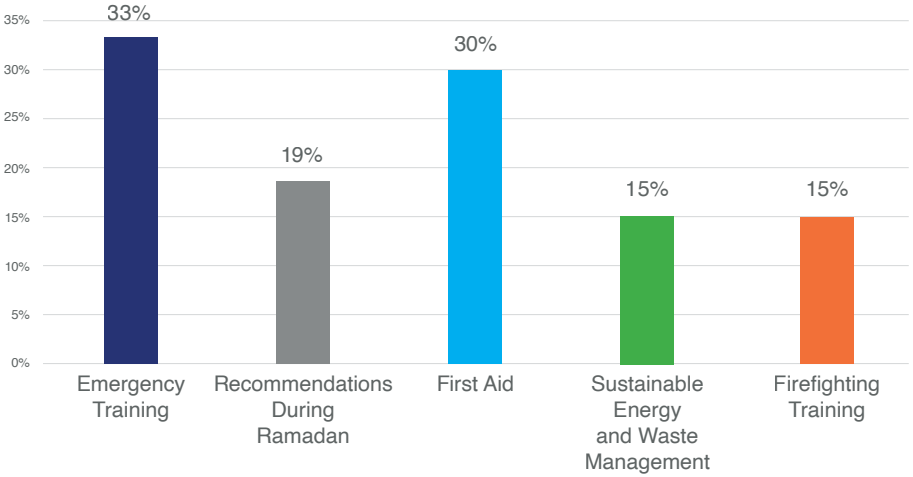
- Providing leadership training to non-managers or leaders to develop their skills for future managerial or leadership positions.
- Increasing the number of training sessions provided to current managers.
- Delivering Ethics Values Training to all personnel.
- Introducing incentives to increase participation in remote training programs.
- Providing anti-skid driving technique training to all personnel driving company vehicles.



Company Drivers Remote Training Participation Rates



White-Collar Employees Remote Training Participation Rates







Education **Statistics**

Gürsel Turizm	2020	2021	2022	2023
Total Training (Man-Hours)	10916	23071	22397	35302
Annual Average Training Hours per Employee (Hours/Employee)	7,01	6,04	7,05	7,94
Training on Ethical Principles (Hours/Employee)	0,2	0,2	0,05	1
Anti-Bribery and Corruption Training (Hours/Employee)	0,2	0,2	0,5	1
Sustainability and Environmental Training (Hours/Employee)	0,1	0,1	0,5	1,4

Safe Driving Training

Total Training Hours **3860**
Number of Participants **2390**

Personal Development Training

Total Training Hours **2076**
Number of Participants **616**

Mandatory Occupational Health and Safety Trainings

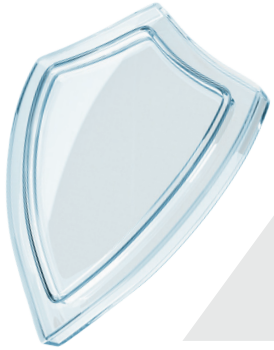
Total Training Hours **19044**
Number of Participants **2721**

Service Rules

Total Training Hours **4899**
Number of Participants **3544**

Training Programs for Employees in 2023

In addition to standard training programs, a total of 1,586 hours of environmental training were provided



Occupational Health **And Safety**

Health and Safety Management

Our OHS Board meets periodically to identify factors that threaten health and safety in the workplace and to take preventive measures. Our board organizes regular meetings to examine work accidents and occupational diseases, conduct risk assessments and develop improvement suggestions.

We work in close cooperation with our workplace physician to protect the health of our employees and ensure their safety in the work environment. During recruitment processes, we carry out health checks of candidates in accordance with the legislation and assess their suitability for the job. We also regularly organize health screenings, trainings and awareness-raising programs to ensure that all our drivers can drive in a healthy and safe environment.

We require our driver candidates to undergo comprehensive health screenings during the recruitment process. In 2023, 801 of our shuttle drivers, indicated by the blue line in the adjacent table, underwent health screening (new job entry + periodic repetitions) and 84 drivers were not hired or we had to part ways due to health problems such as heart attack risk, high sugar level and, color blindness.

With this practice, we prioritize the safety of both our drivers and passengers. **In 2023, 10% of drivers were found to be risky as a result of the screening and were not allowed to continue driving for their own safety and the safety of passengers and other traffic participants.**

Inspections

The safety and environmental performance of our service vehicles are of great importance for our sustainability goals. For this reason, we regularly inspect our service vehicles and carry out the necessary maintenance. In 2023, total 4506 vehicles were inspected by our inspection unit under the General Directorate through announced and unannounced inspections.

Raising Awareness of Our Employees

We carry out various practices to raise awareness and ensure the active participation of our employees on OHS:

• **OHS Committees:** We establish OHS Committees that address OHS-related issues at workplaces and include employee representatives.

Suggestion System: We use a suggestion system where our employees can convey their opinions and suggestions regarding OHS.

• **Trainings:** We regularly provide OHS trainings to our employees. In 2023, a total of 7,900 hours of OHS trainings were provided and these trainings included 1,336 employees participated.

• **Informing Activities:** We constantly inform our drivers and employees about OHS through toolboxes, SMS and e-mails.

• **Software:** By using Gürsel Driver/Passenger/Parent applications, we digitalize what to do in case of emergency and gathering areas for our drivers and passengers using shuttle buses and raise awareness.

• **Drills:** We prepare for fire and earthquake drills every year.

Driver Safety for Sustainable Transportation

At Gürsel Tourism, we place great value on our drivers, who are one of the most important parts of our business. Their safety, comfort and professional development are our top priorities. In our handbook that we share with our drivers, we cover many useful topics ranging from company policies to safe driving techniques, emergency procedures to first aid techniques. We provide comprehensive training to all our drivers during the recruitment phase and periodically thereafter. These trainings cover a wide range of topics from vehicle controls to road safety, economic driving and fuel efficiency, driving rules and safe passenger transportation.

We use satellite tracking systems in our vehicles. Thanks to these systems, we increase operational efficiency and communicate with our drivers by tracking data such as speed exceeding, idling times, sudden acceleration, etc.

In addition to trainings provided by professional institutions to contribute to the professional development of our drivers, we also offer “Environmentally Friendly and Safe Driving Techniques” training prepared by our in-house trainers. In this training, the types of accidents involving vehicles, the importance of vehicle controls, the concept of speed and planning, distractions, traffic hazards, use of seat belts, driving fatigue, working and resting hours, economical driving and new traffic signs are covered in detail.

To ensure the safety of our drivers, we conduct regular road checks on routes and produce awareness-raising videos on emergency procedures. Our management team analyzes all risks that may affect our drivers, takes necessary measures and provides resources.

Corporate Social **Responsibility**

Rooting in the Soil for a Green Future

As Gürsel Tourism, we are committed to doing our part to combat climate change and for a sustainable future. With this sense of responsibility, we donated 32,554 saplings to be planted in Balaban, Malatya in cooperation with TEMA in 2023. This project, which we have implemented in order to leave a greener world for future generations, also makes a significant contribution to our goal of reducing our carbon footprint.

Within the scope of World Environment Week, we undertook the project of cleaning the Maltepe coastal shore and rocks, which we organized jointly with the Mind Your Waste Foundation and Maltepe Municipality.



Earthquake Aid February 6





Official Road Transport Sponsor of Fenerbahçe Sports Club: Gürsel Turizm

We are proud to have provided transportation sponsorship support to Fenerbahçe Sports Club, one of Turkey's most established sports clubs, since the 1970s. Initially focusing on the football team, we expanded our sponsorship to include the basketball and volleyball teams, as well as meeting the nighttime transportation needs of Fenerbahçe TV staff.

We believe that sports are not just a game but also a vital tool for promoting healthy living among young people, strengthening societal values, and increasing our country's success in the sports arena. In this spirit, we are honored to stand alongside Fenerbahçe Sports Club, one of the most valuable representatives of Turkish sports in every branch, and to represent our country with pride. It brings us great joy to be by their side on this journey.









10 REDUCED INEQUALITIES

The 100th Anniversary Ball Of Our Republic

Gürsel Tourism celebrated the 100th anniversary of our Republic with pride and enthusiasm. At the magnificent ball organized to crown this meaningful anniversary, Gürsel Tourism family came together and experienced the spirit of national unity and solidarity. Our Chairman of the Board, Levent Birant made a special speech for the night and emphasized the achievements and importance of the Republic. In his speech, he expressed Gürsel Tourism's commitment to national values and the devotion we show for the development of our country. The ball was also enlivened by special shows and music performances prepared for Gürsel Tourism employees. As the 100th anniversary of our Republic coincided with the 30th anniversary of Gürsel Tourism, it was an unforgettable day for the Gürsel Family.



Gürsel Tourism 30th Anniversary Ball

Gürsel Tourism celebrated its 30th anniversary with a magnificent New Year's Eve ball. At the ball held with the participation of our employees, business partners and valuable guests, we experienced the joy of coming together as Gürsel Tourism family and celebrating 30 years of success. In the night accompanied by music, entertainment and pleasant conversations, we reminisced about the past and looked to the future with hope. The 30th anniversary ball was an unforgettable night for the Gürsel Tourism family.



Turkey Innovation Week Sponsorship

Sustainability and green innovation have become one of the most important agenda items in today's world. Increasing population, energy consumption and industrialization are deepening climate change and environmental problems. To combat these problems and leave a livable world for future generations, we need to focus on sustainability and green innovation.

The European Union announced the European Green Deal with the aim of becoming a climate neutral continent by 2050. Turkey is also working towards its 2053 net zero emission goal. To achieve these goals, cooperation and innovation in environmental protection, energy efficiency and sustainable development are of great importance.

As Gürsel Tourism, we are proud to contribute to initiatives that support sustainability and green innovation. This year, we are supporting "Turkey Innovation Week", Turkey's largest innovation event organized by the Turkish Exporters Assembly on November 3-24-25 at the Halic Congress Center with the participation of our President, by sponsoring transportation.



Barrier-Free Transportation

As Gürsel Tourism, we care about supporting not only our employees but also their families. With this understanding, we have implemented our "Barrier-Free Transportation" project to meet the transportation needs of disabled family members of our employees and to make their lives easier.

Within the scope of this project, we provide free transportation service to the disabled families of our employees with our disabled vehicles.

We try to make their lives easier and support their participation in social life by supporting their transportation needs such as hospital appointments.

Our "Barrier-Free Transportation" project both demonstrates our support for our employees and contributes to improving the quality of life of disabled individuals by raising awareness in society.





We Sponsored Food Transportation To Those In Need During Ramadan With Lösev Foundation

As Gürsel Tourism, which acts with a sense of social responsibility, we are proud to support projects that contribute to the welfare of society. In this context, we sponsored transportation for LÖSEV's "Ramadan Food Aid" campaign and supported the delivery of dry food collected from schools across Istanbul to patients and their families in need. Within the scope of this campaign, it was of great importance to transport the food collected from schools in different locations in hygienic conditions and quickly. With a limited number of vehicles, it was a challenging process to organize the family and hospital visits of our social service team and to ensure the transportation of food aid. At this point, we contributed to the successful execution of the campaign with the transportation support we provided to LÖSEV.

By continuing our collaboration with LÖSEV in the coming years, we aim to demonstrate our understanding of social responsibility and our commitment to society.





We Cleaned Maltepe Beach on Marmara Sea Day

On June 8, Marmara Sea Day, we participated in the Maltepe Coast environmental cleaning and awareness event organized by Maltepe Municipality together with Gürsel Turizm Mind Your Waste Foundation and Maltepe Municipality. In the event, we conducted coastal cleaning by raising awareness about the importance of Marmara Sea Day and keeping the Marmara Sea clean.





ANNEXES

Annex - 1: FINANCIAL, SOCIAL, AND ENVIRONMENTAL PERFORMANCE INDICATORS
Annex - 2: GRI CONTENT INDEX

Annex-1
Financial Performance Indicators

	2020	2021	2022	2023
Current Assets	150.067.930	242.321.067	771.301.406	1.865.181.178
Non-Current Assets	100.820.871	560.476.381	1.844.281.528	3.309.157.569
Total Assets	250.888.802	802.797.448	2.615.582.934	5.174.338.747
Short-Term Liabilities	106.606.681	283.064.141	656.675.898	1.211.952.081
Long-Term Liabilities	60.237.433	145.163.754	407.890.596	772.278.907
Equity	85.044.686	374.569.553	1.551.016.440	3.190.107.759
Total Liabilities	250.888.802	802.797.448	2.615.582.934	5.174.338.747
Total Revenue	441.363.403	633.490.056	1.704.888.168	4.501.614.002
Gross Profit	60.488.171	100.478.554	288.179.269	1.127.043.570
Operating Profit	49.944.209	73.622.746	245.179.611	1.027.083.226
Net Profit	46.989.356	76.604.370	250.141.371	1.112.553.961

Social Performance
Indicators

Employee Demographics	2020	2021	2022	2023
Total Workforce Count	652	951	1088	1397
Female	67	78	75	116
Male	585	873	1013	1281
Total Workforce Count by Category	652	951	1088	
Blue Collar	428	678	803	1076
Female	3	7	8	29
Male	425	671	795	1047
White Collar	224	273	285	321
Female	64	71	67	87
Male	160	202	218	234
Workforce Count by Age Group	652	951	1088	
Below 30 years old	102	147	163	145
30-50 years old	299	465	676	714
Above 50 years old	251	252	187	538
Employee Tenure	652	951	1088	
Female employees 0-5 years	52	57	52	80
Female employees 5-10 years	6	13	15	25
Female employees with over 10 years	9	8	7	11
Male employees 0-5 years	511	787	927	1134
Male employees 5-10 years	55	66	61	112
Male employees over 10 years	19	17	25	35

Employee Demographics	2020	2021	2022	2023
Turnover Rate	16	31	32	79,16
Newly Hired Employees	325	808	833	1282
By Gender	325	808	833	
Female	1	25	31	69
Male	324	783	802	1217
By Age	325	808	833	
Below 30 years old	68	135	166	190
30-50 years old	162	422	429	669
Above 50 years old	95	251	238	427
Employees Resigned from The Company	181	514	697	983
By Gender				
Female	8	15	34	28
Male	173	499	663	955
By Age	181	514	697	
Below 30 years old	45	82	137	164
30-50 years old	84	266	366	516
Above 50 years old	52	166	194	303
Voluntary Resignations By Gender	148	454	578	909 (%73)
Female	6	14	21	
Male	142	440	557	
Involuntary Seperations By Gender	33	60	119	74 (%6)
Female	2	1	13	
Male	31	59	106	

The year 2023
Number of employees : 1397
Average working years : 731 days
Average working period : 2 years
Number of employees over 10 years: 46 people
Average working period : 2 years
% of employees who voluntarily quit their jobs : %73

Equality of Opportunity	2020	2021	2022	2023
Management Team	24	23	25	33
By Gender				
Female	6	5	9	8
Male	18	18	16	25
By Age				
Below 30 years old	-	-	2	1
30-50 years old	22	20	18	14
Above 50 years old	2	3	5	3
Number of Disabled Employees	6	7	14	16
Female	1	3	3	
Male	5	4	11	

Accidents	2020	2021	2022	2023
Number of employee accidents, people / Injury rate	2	17	17	38 / % 2.79
Number of subcontractor accidents, people / Injury rate	4	10	14	15 / % 2.14
Total number of accidents, people / Total Injury rate	6	27	31	53 / % 5,41
Employee Lost Time Workdays - Injury rate	0-0	0-0	0-0	0-0
Contractor Lost Time Workdays - Injury rate	0-0	0-0	0-0	0-0
Number of Occupational Diseases among Employees	0	0	0	0
Number of Deaths Subcontractor / Employee	0-0	0-0	0-0	0-0

Training	2020	2021	2022	2023
Environmental training provided to employees Total Hours (person/hour)	280	676	763	1376
Occupational Health and Safety (OHS) training provided to employees Total Hours (person/hour	3.468	11.809	9.581	10.640
Total training provided to subcontractors (hours)	4.305	4.836	5.675	9375

Environmental
Performance Indicators

Carbon Footprint	2020	2021	2022	2023
Scope 1 emissions (CO2e/tons)	-	11.703,56	211.062,37	16.308,1537
Scope 2 emissions (CO2e/tons)	-	103,50	544,06	114,4499
Scope 3 emissions (CO2e/tons)	-	-	89.729,32	33.568,9991

Annex-2
GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION AND PAGE NUMBERS
GRI 2_ General Disclosures 2021	2-1 Organizational details	About Gürsel Turizm Page: 7-13
	2-2 Entities included in the organization's sustainability reporting	About Gürsel Turizm Page:7-13
	2-3 Reporting period, frequency and contact point	About Report Page:3
	2-4 Restatements of information	This report is Gürsel Turizm's second sustainability report.
	2-5 External assurance	No external audit has been carried out
	2-6 Activities, value chain and other business relationships	Our Services Page:12-13
	2-7 Employees	Human Resources Page: 39-40
	2-8 Workers who are not employees	Human Resources Page:18
	2-9 Governance structure and composition	Corporate Governance in Gursel Turizm Page:21
	2-10 Nomination and selection of the highest governance body	Committee's Duties And Responsibilities Page:21
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Content And Reporting

Gürsel Tourism Quality and
Selection Directorate

+90 533 281 99 04

www.gurseltur.com.tr

Concept And Design Application

Medya Baba


GÜRSEL