



KIMEROS PARK HOLIDAY VILLAGE SUSTAINABILITY REPORT

2025



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1. ABOUT THE REPORT

As Kimeros Park Holiday Village, we carry out our sustainability activities with the principle of “Our Only Home is the Earth, Let's Protect It” with the awareness of the responsibilities brought by Sustainable Tourism.

At Kimeros Park Holiday Village, we carry out all our activities in accordance with the principles of transparency, fairness, responsibility and accountability, which are the foundations of corporate governance. We develop all our products and services to contribute to sustainability in the field in which we operate; we grow with the goals of creating social, environmental and economic value.

We aim to share the development we realize in this direction with our management, employees, guests, suppliers and all other partners and thus increase the awareness we will create at this point and turn it into common goals and achievements.

Kimeros Hotel, as an organization that attaches importance to social, cultural, environmental, economic, human rights, health and safety issues, especially employee rights, adopts the understanding of “Sustainable Tourism” and we transparently announce our work on this issue to the whole public on our website. We plan to publish this report, the second of our annual sustainability reports, in September 2025.

Our activities in the field of sustainability and the evaluation of our performance are open to the opinions and expectations of our stakeholders. Our contact information for any feedback that will contribute to our development together is as follows

Gamze Çiftçi Bilici
Quality Manager
T: +90 242 815 15 08
F: +90 242 815 18 76
M: +90 530 016 77 29
gcbilici@kimeroshotels.com
www.kimeroshotels.com

2. ABOUT US

Kimeros Park Holiday Village, which is in the all-inclusive category, was opened in 1985 and is built on an area of 97 thousand m². The facility has been operated by Özbek Turizm A.Ş. since 2014. The facility has been completely renovated as of 2016. Surrounded by forests and mountains, surrounded by nature, located in the town of Göynük, which has attractive features, quality, rich food varieties, fun, beautiful sea, is a holiday resort that families will prefer for their holidays and is only 37 km away from the city of Antalya.

Kimeros Park Holiday Village has a total of 453 rooms consisting of Standard and Family rooms in 54 blocks, all located in pine trees. All of the rooms are set in a magnificent pine forest, surrounded by the incredibly beautiful Mediterranean Sea and the nearby mountains. The rooms are tastefully furnished and fully equipped with private bathrooms, satellite television, free wi-fi, mini bar, direct dial telephone, air conditioning, safe box and hair dryer.



Kimeros Park Holiday Village is ideally located for exploring the Goynuk Antalya region and its natural and historical sites. Guests can spend an exciting vacation visiting the ancient sites of Phaselis and Olympos, rafting on one of the many rivers in the region, taking a Jeep safari or climbing the Taurus Mountains.

Kimeros Park Holiday Village is a facility that serves its guests between May and October. Active and entertaining activities between these periods, it offers active and entertaining activities, an internal swimming pool, sports center, traditional Turkish bath, sauna, massage and beauty salon.

Kimeros Park offers the most distinguished examples of Turkish and international flavors with its open buffet spread over 750 m² with its distinguished chef staff and the main restaurant with a view of 1000 people.

Appealing to different tastes, 6 restaurants serve “a’la carte” at various times every day of the week to provide our guests with an unforgettable holiday experience.

In an environment where you will enjoy the pleasure of being on the Mediterranean coast, we have 5 bars with alcoholic and non-alcoholic, hot and cold beverage service while watching the blue or green of the Mediterranean by the beach or in nature in the all-inclusive concept.

Our facility serves more than 20.000 guests from Turkey, Russia, Europe and the Commonwealth of Independent States every year with at least 130.000 overnight stays..

3. POLICIES

SUSTAINABILITY and QUALITY POLICY;

- While carrying out tourism activities, our business is aware of the principles of sustainability in the understanding of continuous development and in line with becoming a leading organization in the sector,
- Quality; In line with legal requirements and our own conditions, we provide safe products and services to our guests and personnel, and act in the light of science in cases outside the scope of laws and regulations,
- It tries to increase its competitive power by ensuring Guest Satisfaction, follows up guest complaints and requests, and provides fast feedback to guests,
- Food Safety tries to prevent all hazards before they occur in hygienic and appropriate environments by providing appropriate quality products and creates the necessary control measures,
- Occupational Health and Safety creates a safe environment and healthy living conditions for our employees, subcontractors, visitors and guests with the principles of “People First” and “Zero Accidents” by carrying out activities to improve system performance during all our activities and services,
- Human Rights; Our business is committed to respecting all nationally and internationally recognized human rights principles and complies with all legal regulations within this scope. At this point, it evaluates all our guests and employees equally without discriminating gender, race, color, language, religion, disability, sexual orientation,
- Child Abuse; No child is discriminated against regardless of language, religion, race, disability, status of elders and our facility stands against child abuse. Our business works with all its teams to ensure that all our child guests, the children of our employees and the children in our region are safe and happy,
- Environment: In terms of environmental sensitivity, we create a sustainable environmental system by minimizing the use of natural resources, energy consumption and waste production by providing all necessary environmental protection in order not to harm the ecological balance during all our activities and services,
- Local Community and Social Responsibility; we work to solve social problems in integration with our communities and support local communities through local activities,
- It strives to source the majority of its supplies from local producers in order to strengthen the local economy, contribute to the preservation of natural and cultural heritage, and improve the quality of life of local residents and visitors.

PURCHASING POLICY

Our policy has been established in order to determine and implement purchasing strategies that will contribute to Kimeros Hotel targets, to separate all purchasing decisions and processes and to maintain

them in accordance with company policies, to support business units to realize their goals, to carry out the purchasing process with the most appropriate quality, price and performance, and to carry out supplier relations in a sustainable and effective manner.

In this context;

- Unnecessary purchases are minimized. The product that does not need to be purchased has the lowest environmental footprint.
- Species under threat of extinction are not purchased.
- We try to procure products from local suppliers in order to reduce carbon emissions by supporting local development and employment.
- Only the purchase price of products is not taken into account. Energy, waste or consumables costs can sometimes be more expensive than the product itself. Therefore, all cost items are taken into consideration when making decisions.
- Reliable certified products are purchased. Certified products are produced on the basis of quality that reduces environmental impact and gives all stakeholders the idea that the business is sensitive and friendly to the natural environment.
- Green suppliers are preferred. Support vendors and suppliers that incorporate sustainability into their practices and supply chains.
- Consumption is minimized. Recyclable and large packaged products are preferred. It is aimed to develop behaviors that will minimize consumption such as not using unnecessary printers, using two-way paper, choosing reusable materials in offices.

HUMAN RESOURCES POLICY

The aim of the Human Resources Policy is to maintain the innovative and dynamic structure of the organization, to ensure employee satisfaction and company loyalty, and to lay solid foundations for the years to come.

Accordingly

- To ensure and promote the establishment of honest, respectful and trust-based relationships.
- To organize trainings that will serve the goals of our company and the personal and professional development of our personnel and to measure their effectiveness.
- To prioritize the occupational safety and health of our employees and stakeholders,
- To ensure that our employees benefit equally and fairly from compensation, fringe benefits and social rights,
- To distribute tasks to our employees in accordance with the principle of equality,
- To keep the personal data of our employees in accordance with the Law No. 6698 on the protection of personal data and labor law, labor and social security legislation,
- Always prioritizing teamwork and commitment to the organization and corporate culture,
- To be sensitive to environmental and social factors in the recruitment process and to pay special attention to low-income groups and women in terms of equal opportunities,
- Not allowing women to be subjected to abuse, harassment, discrimination, suppression, coercion, slander, etc. in any way, and always being aware of the value they add to the world and our organization,
- Conducting employee satisfaction surveys to measure and monitor the satisfaction levels of our employees,
- To create a career plan suitable for professional development in line with the needs of the organization and employee potential,

is implemented as a human resources policy.

ENERGY POLICY

Kimeros Park Holiday Village acts in the light of certain objectives within the scope of establishing, operating and continuously improving the energy management system. In this context;

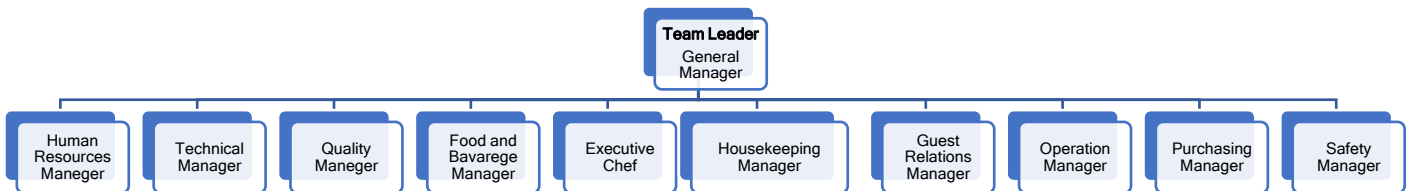
- To realize the system installation in accordance with ISO 50001 Energy Management System standard and to ensure its continuity,
- Establish an appropriate energy management system by identifying legal requirements, contractual obligations and technical requirements,
- Ensure compliance with procedures for the realization of energy efficient products, design and procurement processes with a focus on energy efficiency,
- To ensure that the energy management system is integrated into the organization with the continuous development strategy by establishing an Energy Management Team and to ensure continuous review activities,
- Minimizing energy consumption without compromising comfort and safety,

We declare and undertake to increase awareness and sensitivity by ensuring that our policy is understood and adopted by our stakeholders.

4. OUR APPROACH TO SUSTAINABILITY

As Kimeros Park Holiday Village, in the sustainability journey we set out with the approach of “Our only home is the earth, let's protect it.”, we carry out activities in a way that will leave a good environment for future generations, meet their needs and enable their development. While developing all our activities with a sustainability perspective, we grow with the goals of creating social, environmental and economic value. In this growth, our corporate vision, mission, culture, values and ethical principles are the only factors that guide us in fulfilling our goals.

Sustainability Team



The team convenes at least once a year, reviews sustainability-related policies, management systems, working principles, related practices, targets, performance realizations and, if necessary, submits proposals for changes for the approval of Senior Management and the Quality Department, with the final decision belonging to senior management.

The decisions taken are recorded and archived by the Quality Manager.

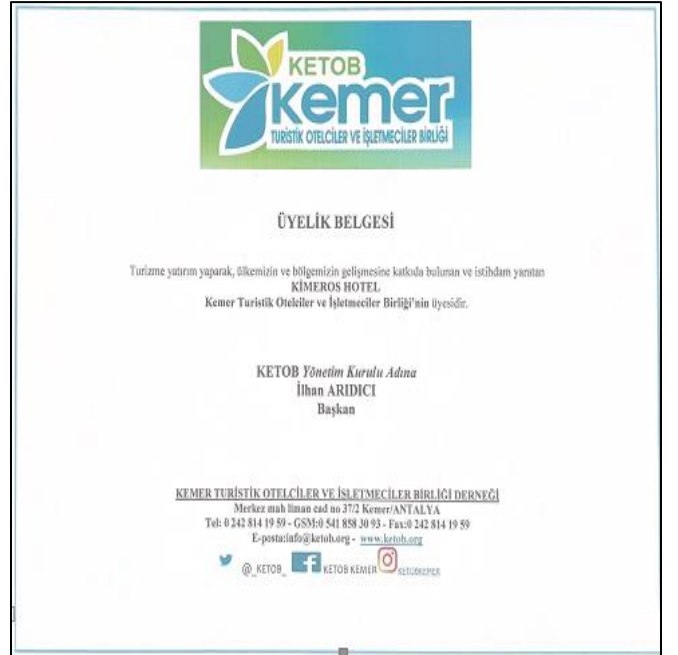
5. CERTIFICATES AND AWARDS

Our facility always acts with the awareness of being better. In this direction, it has some documents and awards. These are;

- In 2025, the Blue Flag Award was renewed after a successful audit.



- Our establishment is a member of KETOB and AKTOB. It participates in meetings and events held with the aim of promoting both Turkish tourism and the destination.



- By renewing the Music Licence Certificate every year, we contribute to those who create music and support them for the future of music. In this way, we ensure that composers, performers and those who record music continue to create the music you love.



- To increase energy efficiency, fulfil our responsibility in this area, and achieve savings, our company has been certified with the ISO 50001 Energy Management System Certificate.



- Our facility has been certified by Bureau Veritas with the ISO 9001:2015 Quality Management System Certificate, meeting all the requirements of the relevant standard in 2025.

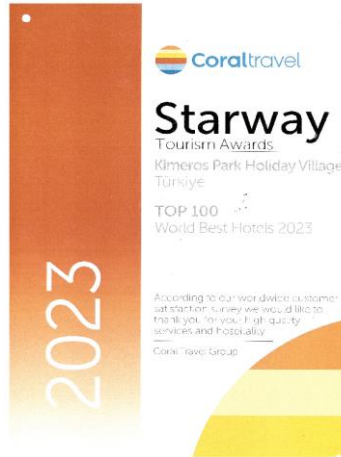
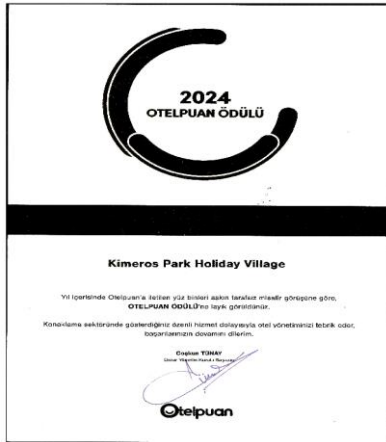
- Our facility has earned the right to receive the Sustainable Tourism Stage 3 Certificate for the first time in September 2023 by fulfilling all the requirements. With our annually renewed certificate and practices, we take society, nature, our cultural heritage and sustainability seriously, and we fulfil our responsibilities..



- Our facility undergoes monthly and annual health and safety inspections throughout the season, comparing the existing situation with the required standards to ensure compliance with regulations and legal requirements. As a result of these inspections, we were awarded the Safe Food Certificate by Cristal Intertek for the 2025 summer season.



- Our establishment receives guest satisfaction awards every year.



6. WASTE MANAGEMENT

Within the scope of the Zero Waste Project, wastes in hazardous and non-hazardous classes are effectively separated according to their source, group and hazardous classes, and more waste is recycled. In addition, all of our waste is disposed of through licensed companies.

- There are packaging waste bins separated by color (yellow, blue, green, black) for our guests to separate waste in public areas.



- Large packaged, recyclable and recyclable products that produce as little waste as possible are preferred for purchases made to our facility.
- The purchase and production quantities of food and beverages offered in our facility are planned according to the number of guests, aiming to prevent food waste and reduce the amount of organic waste.
- Organic waste that meets the appropriate standards and can be used as food for our animal friends is delivered to the Kemer Municipality Animal Shelter every month in specific quantities and at specific times.



- Our staff receive regular training sessions throughout the season on the importance of waste separation, and the process of waste separation is monitored by the relevant departments.



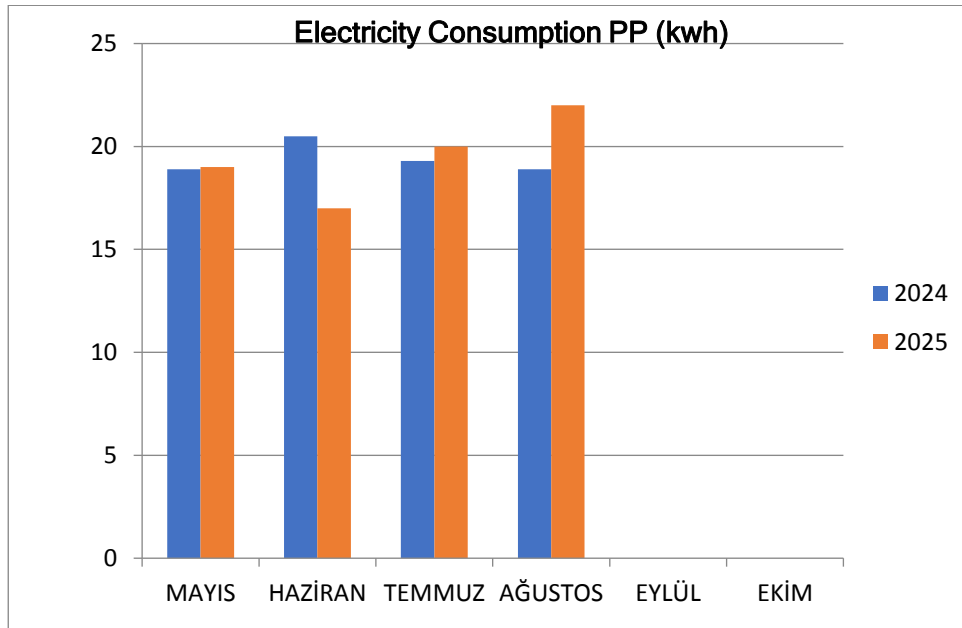
- At the Mini Club, activities are organised using recycled materials to reduce waste in nature and raise environmental awareness. Wall paintings and activities are carried out to raise awareness about nature and our animal friends. Additionally, seed-filled pen gifts are given out under the slogan 'every pen is a seed'..



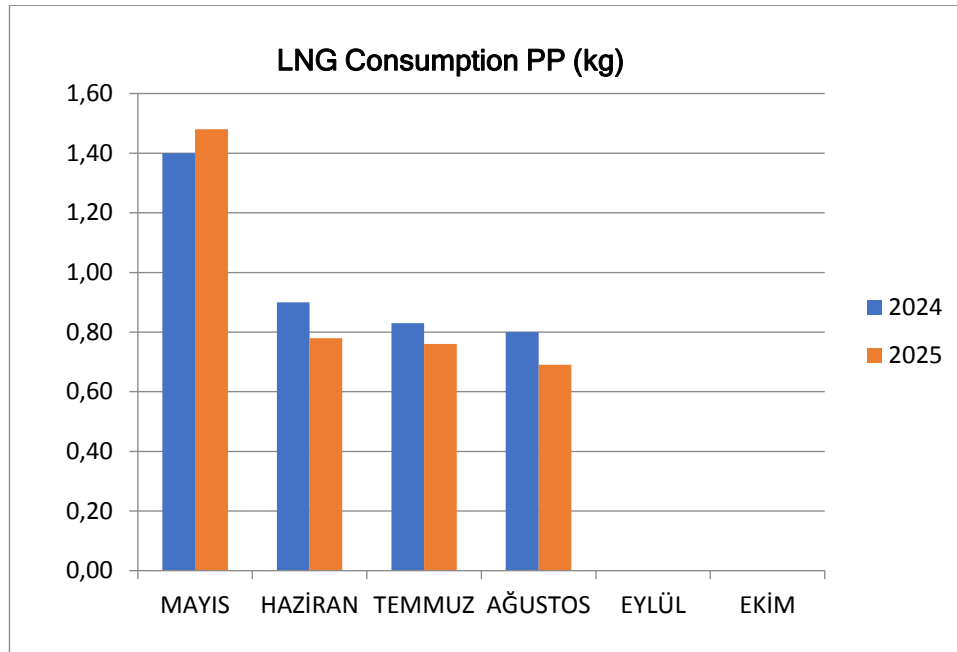
7. ENERGY WASTEMENT

- Aware of the negative effects of the rapid depletion of energy resources, we strive to reduce our carbon footprint in nature.
- Devices with reduced environmental impact and high energy efficiency are prioritized.
- Windows and balcony windows are double-glazed (double glazing) and protect the indoor air according to the season. In addition, energy savings can be achieved in summer with dark colored curtains with sun shading in the rooms.
- All lighting in front of the door of the rooms are light sensor.
- We prefer technological products with high energy efficiency. For example, all our room air conditioners are inverter. As of 2025, 308 rooms have wi-fi controlled air conditioners.
- Restaurant lighting and cold main storages are remote automation controlled.
- There are motion sensor lighting in the general area toilets.
- In order to make more use of solar energy, a solar heating system has been installed in our staff housing..

** The 2024-2025 assessment of electricity consumption showed that per capita consumption remained unchanged. The report will be updated as September and October data becomes available.



**A 5% decrease in per capita LNG consumption was observed in the 2024-2025 assessment. The report will be updated as September and October data becomes available.



8. WATER AND WASTEWATER MANAGEMENT

Mains water is used at the facility and we have an active water conditioning system. The water distributed to the facility is of drinking water quality. The quality of this water is monitored through daily, weekly and monthly measurements and is also verified through analyses.

- Wastewater is fed into the system via the ASAT line and is also documented with a Connection Quality Control Licence.
- Some of our environmental practices:
- Concentrated products and a dosing system are used in the chemicals used for room cleaning. In this way, more effective results are achieved with smaller doses, minimising environmental impact.
- All shower heads and sinks are fitted with aerators. The most important benefit of aerators is that they save water and increase water efficiency.
- Ozonation technology is used in the fruit and vegetable disinfection process, minimising negative effects on health and the environment.
- Sensor-operated taps are installed in frequently used public area sinks to save water.
- A “change my towel” and “wash my sheets” card system is available in our rooms.
- Under the auspices of the Ministry of Agriculture and Forestry, we are sharing the following visuals with our guests in relevant areas of our rooms to raise awareness of the Water Efficiency Campaign.

Dear Guests,
We can conserve our water resources by avoiding unnecessary use of the flush.
Be a drop of water for our future...

Değerli Misafirimiz,
Gereksiz sifon kullanımından kaçınarak su kaynaklarımızı koruyabiliriz.
Geleceğimiz için bir damla da siz olun...

Değerli Misafirimiz,
Yalnızca bir kez kullanılmış havlular için, her gün, milyonlarca litre su harcanıyor.
Aşkıda duran havlu «Tekrar kullanacağım», Yere bırakılmış havlu «lütfen değiştirin» anlamına gelir.
Havlularınızı tekrar kullanarak su kaynaklarımızın korunmasına destek verdiğiniz için teşekkür ederiz.
Geleceğimiz için bir damla da siz olun...

Değerli Misafirimiz,
Millions of liters of water is wasted every day, in for towels that have been used only once. A towel placed on the rack means 'I will use it again', a towel left on the floor means 'please change it'.
Thank you for supporting the conservation of our water resources by reusing your towels.
Be a drop of water for our future...

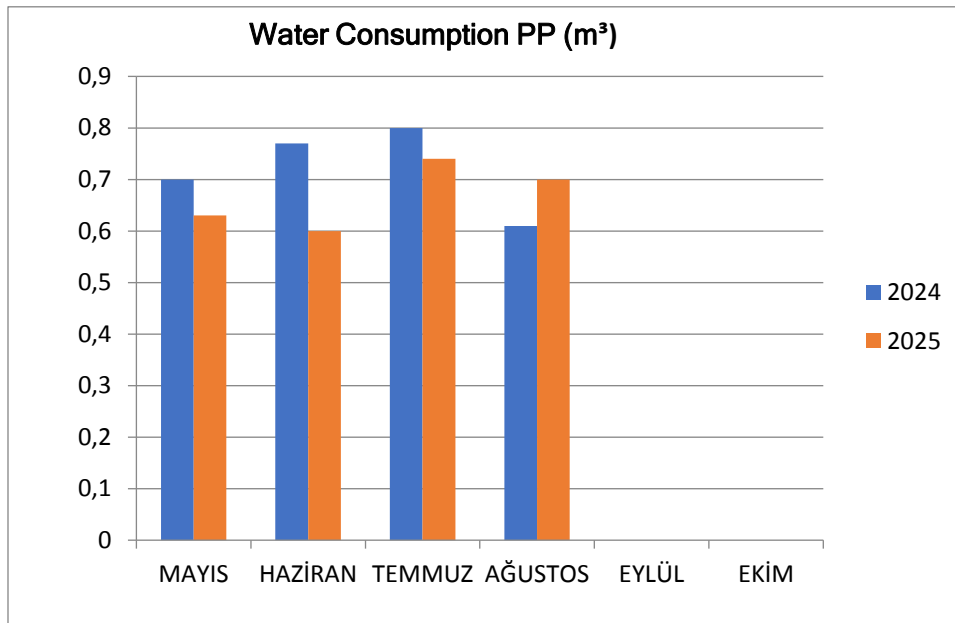
Dear Guests,
While washing our hands, brushing our teeth and shaving, we can protect our water and valuable water resources by closing the tap when we do not need water.
Be a drop of water for our future...

Değerli Misafirimiz,
Ellerimizi yıkarken, dişlerimizi fırçalarken ve tıraş olurken, suya ihtiyaç duymadığımız anlarda musluğu kapatarak suyu ve değerli su kaynaklarımızı koruyabiliriz.
Geleceğimiz için bir damla da siz olun...

Değerli Misafirimiz,
Duş alırken ihtiyaç duymadığınız anlarda musluğu kapatarak ve duş süresini «7» dakikanın altında tutarak, su kaynaklarımızı koruyabiliriz.
Su verimliliğine sağladığınız katkı için teşekkür ederiz.
Geleceğimiz için bir damla da siz olun...

Dear Guest,
During your shower, you can help conserve our water resources by turning off the tap when you don't need it and keeping the shower duration under 7 minutes.
Thank you for your contribution to water efficiency.
Be a drop of water for our future...

** A 7% decrease in per capita water consumption was observed in the 2024-2025 assessment. Data for September and October will be added to the report as it becomes available.



9. GREENHOUSE GAS MANAGEMENT

- Purchases are made from as close to the location as possible. This minimises CO₂ emissions from supplier delivery vehicles, thereby reducing environmental impact. The aim is to plan investments that prepare for tomorrow rather than make short-term expenditures, in order to reduce our carbon emissions caused by vehicle use and energy consumption.
- Bulk purchases have been increased to reduce carbon emissions.
- Ceiling fans are used instead of air conditioning and sliding doors are used instead of air curtains in our facility. Electric club cars have also been in use since the beginning of 2023.
- Information boards at the facility and the “rent a car” unit announce that bicycles can be rented and that public transport is available in the area.
- In addition, bicycle tours are organised twice a week for our guests.
- Our staff are provided with bicycles for their own use to facilitate their travel within our extensive facility.

10. HUMAN RESOURCES AND TRAINING

As an internationally operating facility, it is contrary to our working principles to discriminate among our guests on the basis of nationality, race, language, etc. Our employees are granted equal rights. During the hiring process, they are informed about matters such as their salary, payment dates, working conditions, and working hours.

We have internal initiatives in place to boost the motivation of all our employees and foster team spirit.

- Prompt and positive action based on the results of employee satisfaction surveys,

- Timely payment of salaries and employee benefits,
- Birthday celebrations with a buffet in the main restaurant and personalised gifts,
- Season closing dinner for managers,
- Staff support payments,
- Monthly collective birthday celebrations,
- On these birthdays, staff are given a thermos as a gift along with a birthday card, with the aim of reducing waste.
- Alongside mandatory training, we raise awareness among our staff through behavioural training for disabled individuals, awareness training on abuse and harassment, and the prevention of violence against women.
- Our goal at our organisation, which is constantly evolving in terms of training, is to increase participation rates for all our employees by 2026.

Our Human Resources Employment and Training Activities;

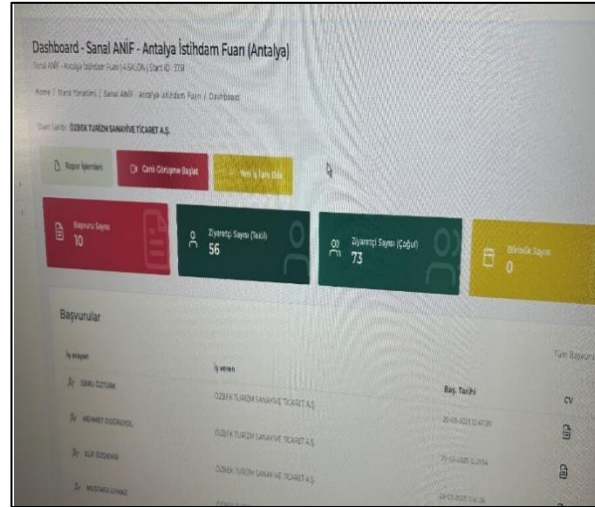
- At Kemer Vocational and Technical Anatolian High School in Göynük, our department managers provide training on Employment Opportunities in Tourism and Career Introduction.



- The aim was to support students and graduates in their job search by opening a stand at the South Career Fair, organised with the participation of seven partner universities at the Mimar Sinan Congress Centre.



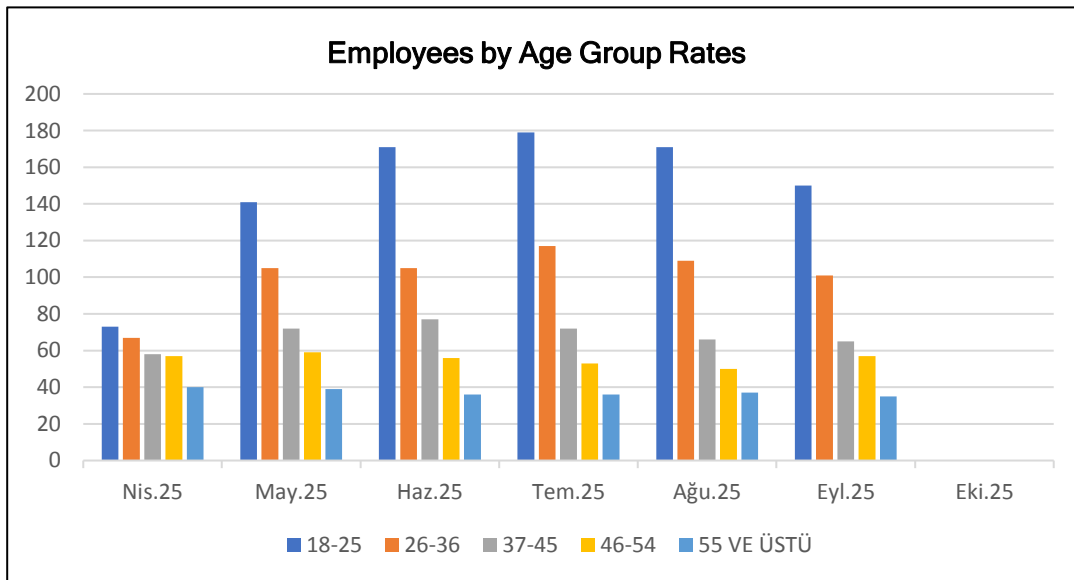
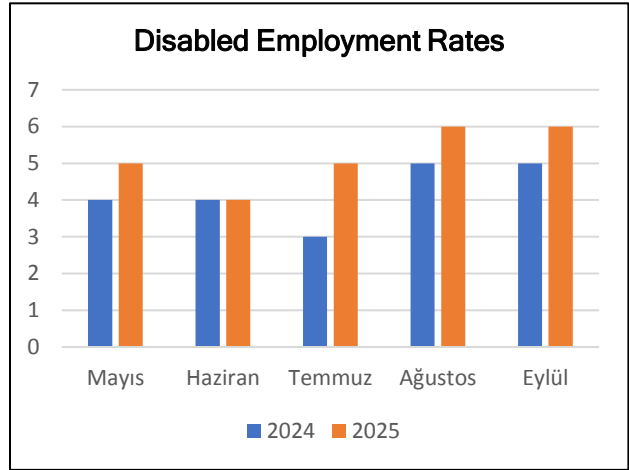
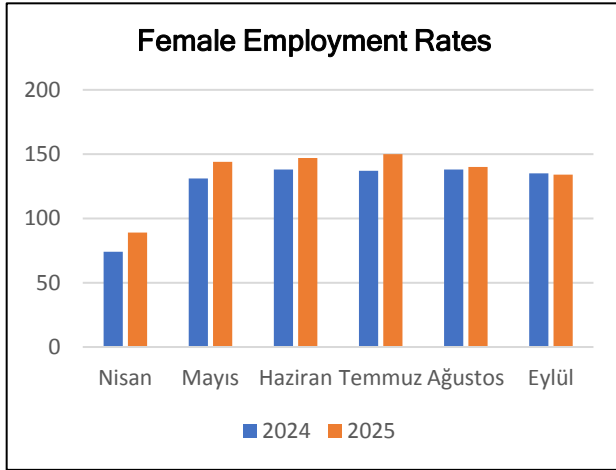
- Online registrations were created by participating in the virtual ANİF (Antalya Job Opportunities) fair organised by İşkur.



- Each member of staff commences work after completing Occupational Safety Training and Orientation Training.
- Every year, firefighting training and fire extinguishing and evacuation drills are conducted with teams from the Antalya Fire Department.
- Environmental responsibility training is provided by Environmental Consultants.
- General Awareness, Role-Specific, and Hazardous Materials Safety Training is provided by Hazardous Materials Consultants.
- Behavioural Training for People with Disabilities has been provided by the White Cane Association for the Visually Impaired.
- Training on Abuse and Harassment and the Prevention of Violence against Women has been provided by the Kemer District Health Directorate.
- Training has been provided to staff by the Kemer District Health Directorate to raise awareness on World Cancer Day.



** In 2025, some employment rates were as follows. October data will also be uploaded.



11. PREVENTING CHILD ABUSE and VIOLENCE, VIOLENCE AGAINST WOMEN

Our company works with all its teams to ensure the safety and happiness of all our child and female guests, our female employees and their children, and other women and children in our region.

In accordance with Law No. 5395 on Child Protection, which concerns the protection of children and the safeguarding of their rights in our country, and Law No. 5237 of the Turkish Penal Code, which stipulates the penalties for non-compliance, training on child neglect and abuse is provided annually by experts on the subject to raise awareness.

Furthermore, training on violence against women and gender equality has been provided to prevent violence against women and to ensure that our women can live freely as individuals with equal rights to men in a secure environment.



12. SUPPLIER SELECTION AND EVALUATION

We believe that an environmentally conscious, reliable supply chain in terms of service quality and continuity will enhance our service success. For these reasons, we pay attention to the following issues when selecting our suppliers.

- Compliance with legal requirements,
- Production and storage of products in accordance with health conditions,
- Preferably, possession of ISO 14001 Environmental Management System Certification, ISO 50001 Energy Management System Certification, ISO 9001 Quality Management System Certification, etc., depending on the product to be supplied,
- Use of packaging made from hygienic and recycled materials or packaging made from recyclable materials,
- Produced sustainably or sourced from sustainable resources,
- Certified to sustainable standards such as FSC and MSC or certified organic,
- Energy and water-saving products,
- Environmentally sustainable.
- We prefer companies that prioritise gender equality in the workplace and support female employment..

13. REDUCTION OF NEGATIVE ENVIRONMENTAL IMPACTS

- Water dispensers with filters have been introduced at our facility to reduce plastic waste. They have been placed in staff areas. Plans are in place to install them in all public areas.



- We aim to reduce our carbon footprint by sourcing products from as close as possible.
- We are working to minimise exhaust emissions by replacing our petrol-powered buggy vehicles at the facility with electric club cars.
- The complimentary toiletries in our rooms (shampoo, conditioner, shower gel) have been replaced with bulk products.
- Our facility donates saplings every year and participates in environmental activities on a voluntary basis.



- The playground and other equipment in the Mini Club area have been completely refurbished using materials from an ISO 14001-certified manufacturer and FSC-certified wood. The aim is to minimise waste and contribute to nature by choosing environmentally friendly products

All documents can be found at the link below:

<https://www.eibe.net/service/knowledge-info/certifications>

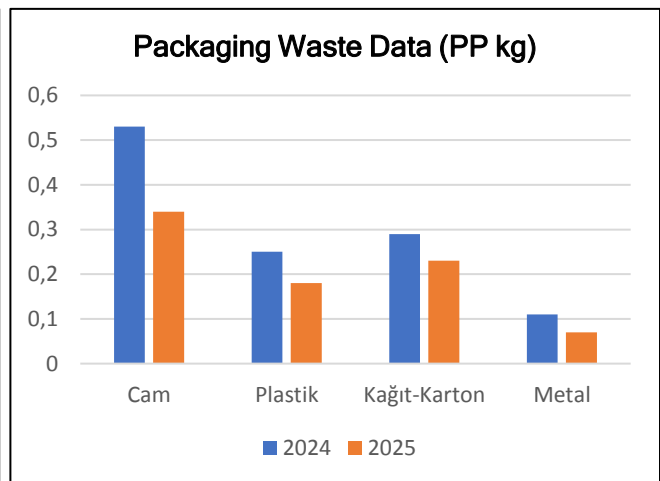
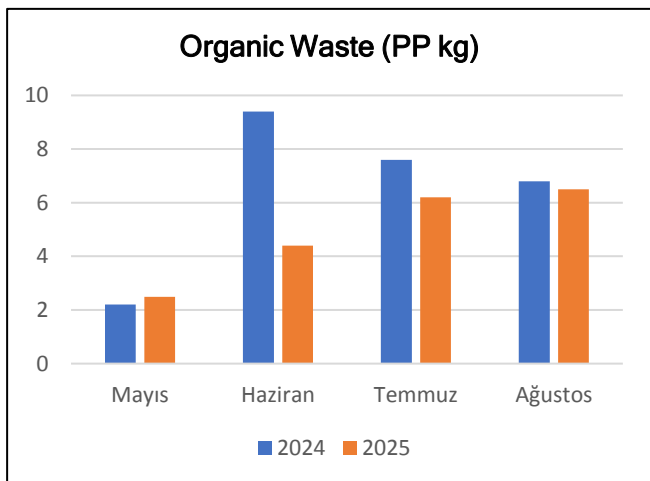


* Measurement of solid waste quantity

Hazardous waste, medical waste and waste oils are each collected separately in their own storage facilities and delivered to licensed companies. Waste oils are collected by our contracted licensed company for use as bio-diesel fuel. Declarations regarding the quantities of hazardous waste delivered to companies are recorded in the Ministry of Environment and Urbanisation system by the Environmental Consultant.

- Non-hazardous waste, such as packaging waste and organic waste, is collected daily by companies contracted by Kemer Municipality.
- Construction waste is also delivered to a construction waste company for disposal.

** While our efforts to reduce waste at source continue, it has been observed that waste quantities have decreased compared to previous years.



14. SOCIAL AND ENVIRONMENTAL INITIATIVES

- On World Environment Day, a clean-up event was held in the wooded area opposite our hotel and on the beach.
- Children from the Mini Club planted saplings and took part in activities using recycled materials, teaching them about the importance of environmental sustainability.
- Handmade eco-friendly boards are being made from wine corks and displayed in the main restaurant..



- Our garden features locally sourced trees (such as persimmon and banana trees), and tree planting activities were carried out during Forest Week. Maintenance was performed on the bird nests in the trees.



15.
16.
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- On 19 September 2025, Kemer Municipality held its annual beach clean-up day event at Kindil Çeşme, which was attended by our Blue Flag representative and some staff members from our facility.



- Information sessions were held by our Department Managers at Kemer Tourism and Hospitality Vocational High School with the aim of supporting the local community and increasing local employment.



- On Women's Day, all our female employees were presented with gifts to celebrate the occasion.



- During Ramadan, an iftar meal for 750 people was organised in Kemer. In addition, 70 families were gifted Ramadan Cards through Kemer Municipality.

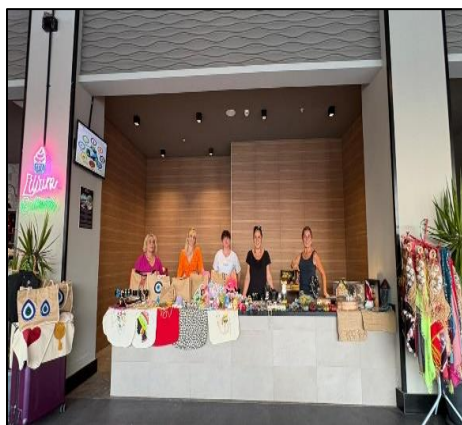


15. CULTURAL INTERACTIONS

- During Turkish Nights at our facility, guests are offered local and traditional flavours.



- During Turkish evenings, local women entrepreneurs are given the opportunity to display and sell their handmade products with the aim of supporting their families. The entrepreneurs are members of the Kemer Marifetli Eller platform.



- In collaboration with Rent a Car, we are encouraging our guests to use environmentally friendly bicycles.



- We are working on Turkish cuisine menus and presentations to ensure the transfer of our tangible and intangible cultural heritage from generation to generation and to introduce it to the whole world.
- Periodic workshops are organised with our chefs to introduce our food culture to guests from other nations.



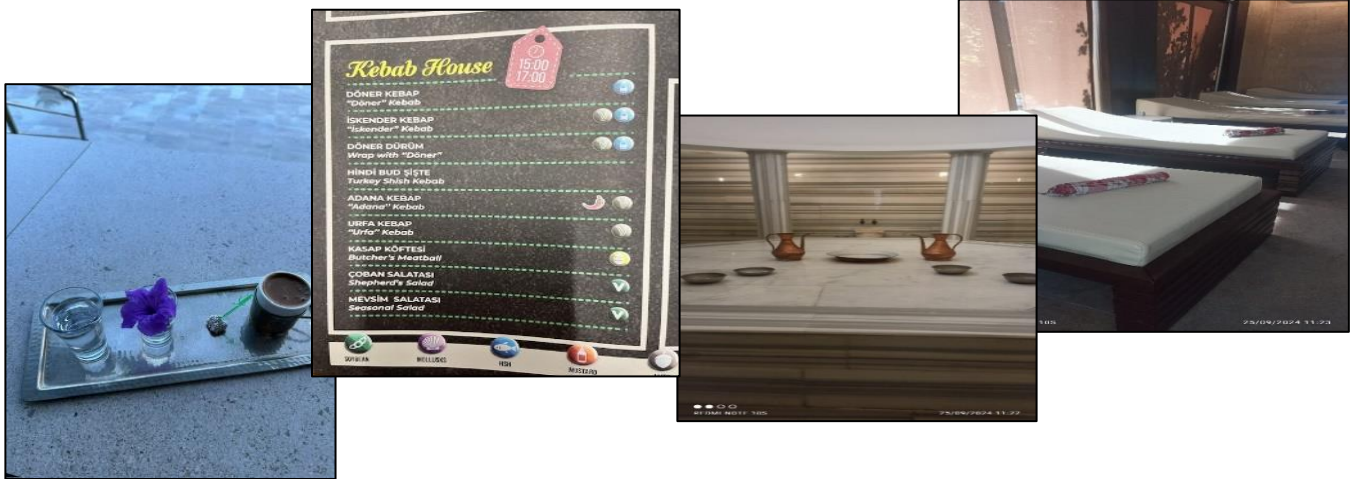
- We introduce our region to our guests by organising tours to natural, cultural and historical sites. Antalya's natural, cultural and traditional features are showcased through weekly trips to the canyon in Göynük and twice-monthly trips to Belen Village in Kumluca.



- Throughout Turkish history, horses have symbolised heroism and courage in battle. For this reason, we organise horse farm tours for our young visitors from all over the world.



- Information about Antalya is provided to our guests via the brochure available at the reception desk. In addition, all cultural areas worth visiting in Antalya are displayed on the LCD screen located behind the Rent a Car stand.
- Environmental, local and cultural presentations have been added to the information channel for our guests. A presentation on sustainable tourism is continuously displayed on the screens located in the general area.
- We strive to convey our culture to the whole world and keep it alive for generations to come by presenting traditional elements in every field.



16. COMMUNICATION



ÖZBEK TOURISM INDUSTRY AND TRADE INC.
 Göynük Mahallesi Ahu-Ünal Aysal Street
 No:41 Kemer/Antalya/TURKEY-07994
 Tel: +90 242 815 15 08
 Fax: +90 242 815 15 79
www.kimeroshotels.com