



AKRA V SUSTAINABILITY REPORT 2025



TABLE OF CONTENTS

1. HISTORY OF AKRA HOTELS
2. VISION-MISSION-VALUES AND PRINCIPLES
3. MESSAGE FROM THE MANAGEMENT
4. OUR POLICY
5. CORPORATE RESPONSIBILITY
6. WHAT WE DO
7. OUR ENVIRONMENTAL APPROACH
8. WASTE MANAGEMENT
 - RECYCLABLE WASTES
 - HAZARDOUS WASTES
9. USE OF CHEMICALS
10. ENERGY MANAGEMENT
 - AKRA V ELECTRICITY CONSUMPTION DATA
 - AKRA V DIESEL FUEL CONSUMPTION DATA
11. WATER MANAGEMENT
 - AKRA V WATER CONSUMPTION DATA
12. CARBON FOOTPRINT
13. WATER FOOTPRINT
14. ACCESSIBILITY OPPORTUNITIES
15. PROTECTION OF CULTURAL HERITAGE
16. PRESENTATION OF CULTURAL HERITAGE
17. NATURAL LIFE

18. OUR SOCIAL RESPONSIBILITIES AND SOCIAL CONTRIBUTIONS

- COOPERATION WITH LOSEV
- OUR BLUE CAP PROJECT
- RUN ANTALYA MARATHON
- AKRA JAZZ FESTIVAL
- MAIN THEME: OUR FUTURE
- ATSO CONTRIBUTORS OF CITY AWARD
- UNDERWATER CLEANING
- TOMORROWS GROWING WITH HOPE (KACUV)
- KORUNCUK FOUNDATION
- GRAN FONDO

19. SOCIAL INVESTMENTS

- BAŞKA OL
- AKRA V PET FRIENDLY
- DONATIONS
- AKRA TALKS
- OUR CHILDREN ARE OUR FUTURE

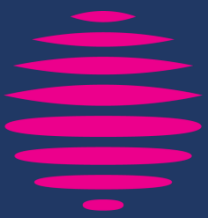
20. ENVIRONMENTAL EVENTS AND DRILLS

21. WORKING LIFE

22. CULTURAL ACTIVITIES

23. OUR AWARDS

24. OUR CERTIFICATES



HISTORY OF AKRA HOTELS

Akra V started operating in 2014 in the center of Antalya with a city hotel concept. Akra V is situated on an area of 4,000 m². With a capacity of 58 rooms, Akra V provides service 12 months a year. Our Akra V facility also welcomes our little animal friends with its “Pet Friendly” concept.

VISION

BHM Group continues to be an innovative and prestigious company powered by local values.

MISSION

It adds value to its stakeholders as based on the principle of "**Happy Staff - Happy Guests**".

VALUES

Fair, Reliable, Responsive

PRINCIPLES

Corporate governance principles;

Fairness, Responsibility, Transparency, Accountability, Consistency, Engagement-Involvement, Effectiveness and Efficiency

HISTORY

MESSAGE
FROM THE
MANAGEMENT

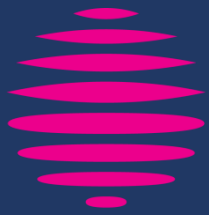


Timuçin HİNDİOĞLU
GENERAL MANAGER OF AKRA V

We, as Akra Hotels, adopt our Sustainability Strategies by taking into account our future-oriented improvement objectives and changing requirements as based on the Vision of BHM.

We are striving to offer the life of not only today but also of the future and the improvement thereof so as to protect natural resources and leave a better environment to the generations to come and establish a balance between the humans and the nature and meet the requirements and improvement of the next generations, while meeting the requirements of today.

We are committed to leaving a better world for the generations to come.



INTEGRATED MANAGMENT SYTEM POLICY

BHM Group undertakes to implement an effective Integrated Management System covering all its activities, ensuring compliance with and fulfilling the requirements of the following standards:

Quality ISO 9001, Food Safety ISO 22000, Environment ISO 14001, Guest Satisfaction ISO 10002, Occupational Health and Safety ISO 45001, Energy ISO 50001, and Sustainability standards.

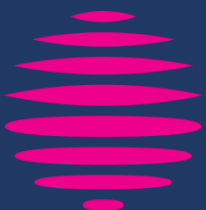
We are committed to providing uncompromised quality service by prioritizing the satisfaction of all our employees, guests, and customers.

Strategic Management Approach

As BHM Group, we accept compliance with legal requirements, standards, guest and customer conditions, and our internal rules in all product and service processes as a fundamental principle. We effectively manage risks and opportunities, set measurable targets, and continuously improve all our processes.

In this direction, we provide the necessary investments and employment. In all our activities, we adopt the principle of achieving business results that create value for our stakeholders and maintaining long-term cooperation by providing a transparent and reliable environment.

OUR POLICY



Food Safety – Hygiene

Providing suitable environmental conditions with good production and hygiene practices, producing and presenting healthy, delicious products that meet demands and expectations, and continuously improving, developing, and increasing the effectiveness of our food safety management system are our common principles across all our facilities and brands.

Employee Safety and Investment in People

The primary goal of BHM Group is to provide a fair, safe, and peaceful working environment that respects human dignity and offers equal opportunities, becoming an employer that all employees are proud to be part of and prefer to work for.

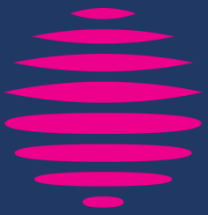
Our employees are our most valuable asset. To minimize risks that may endanger the health and safety of our employees and business partners and to prevent occupational accidents, we continuously improve all our processes with the active participation of our employees.

By adopting an approach that promotes educated and aware employees at every level, we carry out continuous training activities and provide educational support to enhance the knowledge and skills of our workforce.

Protecting human rights and ensuring equal opportunity regardless of language, religion, race, gender, sexual orientation, marital status, age, color, ancestry, national origin, disability, or other protected characteristics is our indispensable principle.

We prioritize local employment, develop social projects to support local communities, and collaborate with various institutions.

OUR POLICY



OUR POLICY

Respect for the Environment, Protection of Cultural Heritage, Natural Life, Endemic Species, and Sustainability

We aim to develop a corporate culture that is aware of the impact of sustainability on our existence and future.

We are committed to fulfilling our environmental responsibilities, ensuring sustainable use of resources, mitigating climate change, and protecting biodiversity and ecosystems.

Our main goals include using natural resources in the most efficient way, preventing environmental pollution, protecting nature, reducing waste at its source, promoting recycling, and rendering waste harmless.

We carry out our activities without harming cultural heritage, and we progress by aiming to preserve, promote, disseminate, and implement our cultural heritage and values, areas of spiritual importance, and traditions. We take pride and joy in incorporating the authentic elements of both traditional and contemporary local culture into our operations, design, and cuisine.

We collaborate with NGOs and support projects aimed at protecting cultural heritage, the environment, nature, endemic species, and natural life.

In the procurement of our products and services, we aim to leave a cleaner carbon and water footprint on our planet by choosing environmentally friendly and sustainable options that consume less energy and water and generate less waste.



OUR POLICY

Energy Efficiency and Management

As BHM Group, we consider ensuring energy efficiency one of the most important steps in sustainability.

Across all our facilities, we first measure energy consumption to identify issues and determine potential saving opportunities.

By using automation management and monitoring systems, we achieve long-term improvements. We continuously analyze energy savings through maintenance, supervision, and monitoring activities.

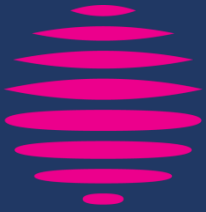
We demonstrate our sensitivity to electricity consumption by ensuring that all electronic products and equipment we purchase are energy-efficient.

We utilize renewable energy sources, develop projects aimed at reducing energy consumption, and support design activities that consider improvements in energy performance. In our projects, we take into account factors such as technology, investment costs, global warming, and greenhouse gas emissions.

Guest Satisfaction – Guest Safety – Guest Focus

Our guests are the reason for our existence. It is our principle to handle all guest complaints received from any source with confidentiality, resolve them effectively, and inform our guests throughout the process, turning complaints into opportunities for improvement.

We ensure compensation, equivalent service replacement, and proper redress for guests who are found to be justified in their complaints.



Support for the Local Economy

For the services and products we procure for our facilities and brands within BHM Group, we support regional development by sourcing from local producers, women entrepreneurs, and organizations that contribute to the sustainability of raw materials and service/product suppliers.

In this way, we help increase employment by enabling local communities to develop new lines of work. We also monitor our local and environmentally responsible purchasing rates.

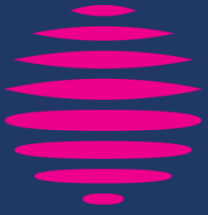
OUR POLICY

Protection of Specially Protected / Vulnerable Groups, Human and Child Abuse, Harassment, and Exploitation

We believe that everyone has a responsibility in ensuring the protection of specially protected / vulnerable groups and human beings, including children. We recognize that the well-being of these individuals and their protection from all forms of harm is of critical importance, and that safeguarding them from physical and emotional abuse, harassment, and exploitation is one of our fundamental duties.

Our company adopts the safety and well-being of specially protected / vulnerable groups and children as a core ethical principle. We maintain a zero-tolerance policy toward any form of exploitation or abuse against them, and in the event such cases are identified, we consider it a corporate obligation to report them to the relevant legal authorities.

Ensuring compliance with legal regulations and making necessary improvements to enhance accessibility and living comfort for disabled guests and employees within our facilities is among our primary objectives.



CORPORATE RESPONSIBILITY

While operating, Akra Hotels makes efforts towards maintaining positive relations between the establishment and the surrounding community, organizations and natural habitats, ensuring that its social and economic impacts are as beneficial as possible for the environment and the local population and that the adverse impacts are reduced and eliminated.

➤ **Being Environment Friendly**

Our primary aim is to make efforts towards bringing advantage for the protection of environment and cultural heritage and controlling our environmental impacts in the region where we operate and as beyond as possible.

➤ **Supporting Local Community**

We pay attention to the fact that the personnel we employ are from the local population. In this way, with the multiplier effect of the economy, we contribute to enlivening the economy within the region by the personnel we employ. We also help the local population to stay in the region, rather than looking for business opportunities outside their own region.

➤ **Sustainable Tourism**

Our sustainability activities are based on fulfilling the needs of our guests and local population by taking into consideration the next generations, protecting natural resources and wildlife, ensuring energy and water saving and increasing the quality of life.

➤ **Creating Opportunity**

We offer internship opportunities for tourism students to gain work experience. We support our personnel by trainings and career management programs. We aim to train and promote our employees to higher positions as much as possible and grow together with them.

2013-2014

At our facilities, our initial efforts have been initiated for the purpose of meeting the National Environmental Regulations at the building phase, and as of such phase, monthly inspections/reporting and the following thereof have been started for the purpose of starting the measurement, analysis and monitoring activities and drawing up the training plans and ensuring that such practices are of continuous nature as required for obtaining our environmental permit, establishment of the necessary procedures, waste management, use of chemicals, running water, air emission, etc. as carried out by our environmental officer. At the present, actions are taken to proceed accordingly.



2015-2016

For the purpose of raising the environmental awareness at our facilities and ensuring that our targets and experience to that end are communicated to our staff, guests and suppliers as well and also that any potential saving and improvement opportunity is utilized better and that the environmental awareness all across the facility is raised, we applied for the Environmental Awareness Campaign (the Green Star), carried out by the MINISTRY OF CULTURE AND TOURISM OF THE REPUBLIC OF TÜRKİYE, and our facilities have become Green Star Hotels between 2015-2016 following the completion of the preparation process.



T.C. KÜLTÜR VE TURİZM
BAKANLIĞI



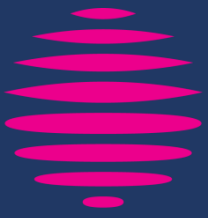
WHAT WE DO

2023

As a result of the integration of the concept of sustainability into the tourism sector, the Ministry of Culture and Tourism has decided that the practices carried out in facilities will continue in compliance with approval from the international organization GSTC (Global Sustainable Tourism Council). In line with this decision, an application for 3rd level certification was submitted for Akra V in 2023, and as a result of the audit we underwent, we were entitled to receive certification. We have made progress by adding new initiatives that contribute to our ongoing operations and have further strengthened the role of sustainability within our corporate culture.



WHAT WE DO



OUR ENVIRONMENTAL APPROACH

We respect the environment and World to be prestigious across the World...

We aim to control the amount of water, electricity, energy, chemical and solid waste, and minimize any damage to environment and natural resources, without compromising the comfort of our guests. Through the measures we take in the light of sustainable tourism principles, natural resource usage has been reduced, and the practices have been updated to minimize the damages to soil, water and air and if possible, to eliminate aforementioned.

These are some of the sustainable tourism practices being implemented at our facilities...

WASTE MANAGEMENT

RECYCLABLE WASTES

Waste management is a form of management involving minimization of wastes at source, separation by type, collection, storage, recovery, transportation, disposal and post-disposal controls and similar processes. With our Waste Management System, we, as Akra Hotels, primarily aim at reduction of the waste amount, proper waste management to ensure disposal with the least damage to environment, and recovery of the recyclable wastes. An information text is included in the environmental brochure, designed for the guests of our hotels, and they are asked for help.





www.akrahotels.com

Çocuklarımıza daha güzel bir dünya bırakmak için, atık kızartma yağlarımızı, ambalaj ve elektronik atıklarımızı çöpe atmıyoruz, topluyoruz.

Atık kızartma yağlarını
toprağa, çöpe ve suya
dökmeyin!

Kızartma yağları,
ölçüm cihazı ile ölçülmeli
ve 24 tpm değerini geçen
kızartma yağları ayrılarak
atık odasındaki özel
bidonlarında saklanmalıdır.

**GERİ DÖNÜŞÜM
MUHTEŞEM OLACAK!**

ÜRÜNLERİN DOĞADA YOK OLUŞ SÜRELERİ

CAM ŞİŞE 4000 yıl	CIKLET 5 yıl	KUTU KOLA 10 yıl	PET ŞİŞE 400 yıl	SİĞARA FİLTRESİ 2 yıl	PLASTİK MALZEME 1000 yıl
PLASTİK ÇANKAK 100 yıl	KAĞIT, GAZETE 3 ay	ALÜMİNYUM 100 yıl	TELEFON KARTI 1000 yıl	POLİÜRETAN 1000 yıl	PLASTİK TABAĞ 500 yıl

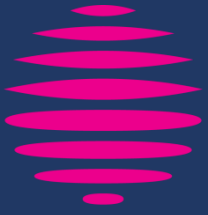
atıklarımızı doğaya terk etmeyelim,
ulusal ekonomiye kazandıralım...

**Kullandıktan Sonra
Attığımız Bazı Şeyler
ÇÖP DEĞİLDİR!**

Geri Kazanım 7 Yaran:

- ❖ Ekonomimize katkıdır.
- ❖ Doğal kaynaklarımızı korumaktır.
- ❖ Enerji kaynaklarımızı korumaktır.
- ❖ Sosyal birliklilik oluşturmaktır.
- ❖ İş istihdam oluşturmaktır.
- ❖ Ülkemizin ekonomisine katkıdır.
- ❖ Çocuklarımıza güzel bir bahçe bırakmaktır.

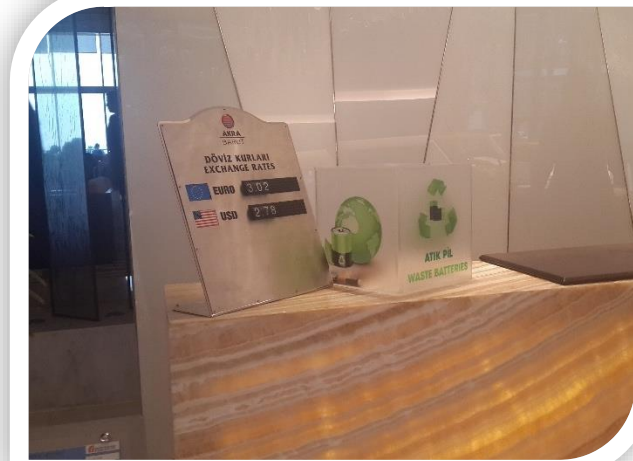
Kaynağında Ayrı Toplama



A sufficient number of trash bins are available across the facility to enable our guests to sort the wastes. We are working in collaboration with the respective companies for recycling of all sorted wastes, and we follow-up the entire process.

WASTE MANAGEMENT

Separate bins are available for each type of waste at all units for collection and recycling of all recyclable wastes separately, and our staff members are continuously reminded of the importance of this issue.

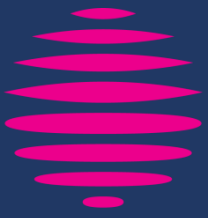


WASTE MANAGEMENT

By making use of the water dispensers equipped with water purifier at the staff dining halls, offices, fitness, Turkish bath and Panora Restaurant at our facilities, we not only decreased the dispenser size bottled water consumption but also prevented the use of paper/plastic cups.



Package waste has been reduced by use of large packaged boxes and bucketed products instead of disposable and boxed breakfast products.



During the "Meze Festival", held in 2017-2018, our guests used plastic plates, forks and spoons to taste the mezzes. As of 2019, at the Meze Festival, which have become traditionalized since it has been held on yearly basis, we started to use 100% organic bamboo plates, spoons and forks to reduce our plastic waste amount and raise awareness at an event that adds value to the city.

WASTE MANAGEMENT





ECO-FRIENDLY ROOM AMENITIES

WASTE MANAGEMENT



In all our rooms, in line with our sustainable usage approach, we prefer large-capacity dispenser systems, through which we provide guests with shampoo, hair conditioner, liquid soap, and body lotion.

We also offer beach bags made from 100% untreated natural fabric, free from dyes and chemicals, for our guests' use.

Further advancing our sustainability approach, we have eliminated the use of plastic bottles in our rooms and, as of 2025, we have switched to glass bottled water usage.



Our toothbrushes, shoehorns, and combs are made from starch-based, biodegradable materials.

The significance of and the requirement for storage of waste oil are being highlighted during each orientation training and in the on-site annual training plans.

Our staff members are reminded of the fact that they may bring the frying oil, they have used at home, to our facility for the purpose of preventing the contamination of the environment and our waters resulting from waste oil.



In 2025, approximately **940 liters** at Akra V Hotel of vegetable waste oil have been delivered to the recycling company for the production of bio-diesel fuel.

In 2025, an average of **0,85 tons** of bio-diesel have been produced from the waste oil delivered from our Akra V Hotel.

We are proud to share our recycling data for Akra V Hotel in 2025.



Approximately 4827 kg of paper and cardboard waste was recovered and recycled.

This contributed to saving around 82 trees.

12 m³ of landfill space was saved.

19790 kWh of electricity was conserved.

135 m³ of water was saved.

854 kg of greenhouse gas emissions were prevented.

To reduce paper consumption, we conduct most of our correspondence and internal/external communications digitally via email whenever possible.



It has enabled the recovery of approximately 1787 kg of metal waste.

2,31 tons of raw material were saved

5 m³ of landfill space was saved

1147 kWh of electricity was saved

170 kg of greenhouse gas emissions were reduced



It has enabled the recovery of approximately 16938 kg of glass waste.

20 tons of raw materials were saved

25 m³ of landfill space was saved

711 kWh of electricity was saved

508 kg of greenhouse gas emissions were reduced



It has enabled the recovery of approximately 3517 kg of plastic waste.

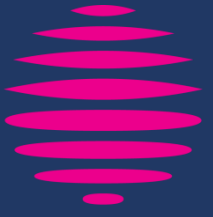
9251 liters of petroleum were saved

9 m³ of landfill space was saved

16727 kWh of electricity was saved

228 kg of greenhouse gas emissions were reduced

WASTE MANAGEMENT



HAZARDOUS WASTES

In order to ensure that all hazardous wastes, generated at our hotels, are disposed of without any damage to the environment, we collect and label all hazardous wastes at our hazardous waste chambers under appropriate conditions, and deliver such wastes to the licensed companies for disposal or utilization in accordance with the applicable laws.

In 2025, hazardous wastes of **60 kg** from Akra V Hotel have been delivered to the licensed companies. We collect and deliver all wastes to the licensed companies for disposal, and we provide our staff with the related awareness-raising trainings.

There are waste battery boxes at various points across our hotel to prevent any damage to the environment.

During all orientation trainings, our staff members are reminded of the fact that they should bring the waste batteries they have at their homes, to our facility.

In 2025, **40 kg** of waste batteries have been sent to the "TAP (Portable Battery Manufacturers and Importers Association)".



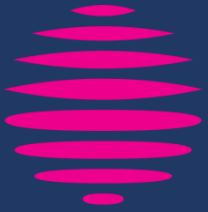
USE OF CHEMICALS

Chemicals are the substances we use in many areas of our lives, which can make our lives easier but also cause negative consequences by their harmful effects. We use chemicals in maintenance-repairing and cleaning activities in our facilities.

Cleaning by taking into consideration the environment means hygienic cleaning and affecting the health and environment as less as possible. Damage to the environment can be minimized not only by use of environment-friendly cleaning products, but also by use of such products economically and by proper adjustment of the dosage. In this way, the total damage to environment can be significantly reduced.

It is our priority that all the chemicals we use are approved, labeled and packed in appropriate packages, and that MSDS (Material Safety Data Sheet) of these chemicals are available at us. Our employees, who are going to use the chemicals, are trained by the department purchasing the chemicals about the use of chemicals, and information on MSDS, dosages and methods of application, personal protective equipment requirements and actions required to be taken is given in accordance with the "Instruction on Emergency Measures in Leakage of Chemicals".





USE OF CHEMICALS

The actions required for the cases such as leakage, spilling, etc. have been taken in chemical stores. Chemical storage is in accordance with the type of chemical, storage instruction of the manufacturer and regulations. Our staff members are provided with "Environmental Accidents" training and drills are performed for such purpose on periodic basis.

For safe disposal of chemicals, we work with the relevant companies and monitor chemical wastes.

We control the amount of chemicals we use, and train our personnel to avoid unnecessary use and misuse of chemicals. We prefer concentrated products as much as possible.

For proper hygienic application in our pools, we use automatic dosing systems enabling minimum chemical use.

We guarantee that the products used by the company offering outsourcing pest control services are not harmful to human health and the environment. We strive to utilize natural solution (fly catcher, adhesive paper, etc.) as much as possible.

In chemical stores, we use leak-proof trays on all shelves.



USE OF CHEMICALS



ENVIRONMENTAL FRIENDLY CARD

For guests staying 2 nights or more, we offer a coupon that can be used within the hotel if they choose not to request room cleaning and linen change.

In 2025, the Eco Card was used for 300 room nights at Akra V Hotel.



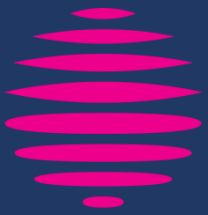
ENERGY MANAGEMENT

One of the most important steps in sustainability is to ensure energy efficiency. Firstly, energy use is measured to find out the problems, and potential saving areas will be determined, accordingly.

Low energy consuming equipment and systems are preferred. Automation management and monitoring sources are used to ensure long-term improvement. Energy savings are analyzed on continuous basis through maintenance, supervision and monitoring.

For the purpose of administering energy management and savings better throughout 2023, we planned to establish an ISO 50001 Energy Management System and initiated the actions accordingly.





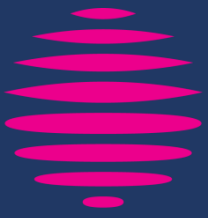
ENERGY MANAGEMENT

We aim to ensure that all the electronic products we procure are of energy-efficient, and that all our employees are provided with trainings on energy saving.

The below-listed actions are taken and maintained for energy saving at our hotels.

- Our hotel is equipped with 114 solar power panels, which enable an annual saving amount of 60,000 m³ in natural gas.
- All the minibars, TVs, air-conditioning systems available in the rooms are A++, ensuring up to 40% saving on electric energy per year.
- All rooms are equipped with the systems to deactivate the heating/cooling equipment if the door of the balcony is opened.
- Energy-efficient lighting equipment or LED lamps are used instead of incandescent lamps or mercury-vapor lamps to save energy and minimize the amount of hazardous wastes in all the rooms and public spaces across our hotels.
- The lighting, heating and cooling systems for the building surroundings are automated and remote-controlled across the hotel.

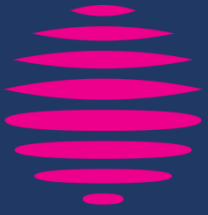




ENERGY MANAGEMENT

- Motion-sensitive lighting equipment is used at all the guest common spaces, and most of the personnel areas across our hotel.
- Many areas within the facility have been designed in a manner to maximize the daylight and minimize the energy consumption.
- Electronic key cards are used in our rooms.
- All our rooms are equipped with the TVs with low level of stand-by consumption.
- Employees have been made aware of the requirement to keep the curtains closed when the guests are not at the rooms.
- Our minibars have been located away from the source of heat to save energy.
- The curtains of the vacant rooms are kept closed during the summer season, and open during the winter season, minimizing the use of air-conditioning systems.
- Roller blinds are used at all the meeting halls, restaurants and bar units to save air-conditioning energy.

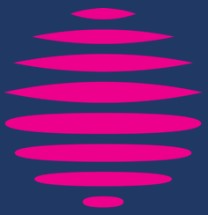




ENERGY MANAGEMENT

- All the doors opening to the areas, such as terrace, garden, etc., from the common spaces, where the cooling system is running, are equipped with cooling air curtains.
- All electrical equipment is subject to regular maintenance and cleaning processes, minimizing any potential energy losses.
- Gasketing and seals of the cooling units, freezers, ice machines and ovens are checked periodically, and if any, the worn-out ones are replaced.
- Attention is paid to opening the covers of the cooling units as short and infrequently as possible and cooling the hot food in the Blast Chiller before being placed in the cold units.
- Convectional cookers are preferred rather than traditional ones.
- User's manuals are available next to the machines used in the kitchen and laundry rooms, and all the employees are familiar with how these machines should be used.
- Power consumption is reduced by the frequency inverters available in heating system pumps, booster pumps and main air handling units.





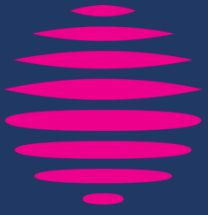
SOLAR POWER PLANTS

ENERGY MANAGEMENT

In line with our sustainability and energy efficiency goals, investments in renewable energy are among our strategic priorities. In this context, our Solar Power Plant (SPP) projects, implemented in various locations to maximize the use of solar energy, contribute to reducing environmental impacts while also supporting the optimization of energy costs.

These investments, carried out by BHM Hospitality Inc., Bartu Tourism Investments Inc., and other group companies, are diversified through both ground-mounted and rooftop applications, creating a significant renewable energy infrastructure with their total installed capacity.

Our SPP projects, detailed below, not only serve as an important source for meeting the energy needs of our current operations but also create value as a concrete reflection of our sustainable tourism approach.

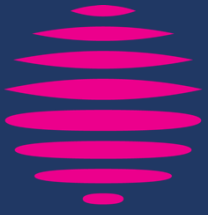


SOLAR POWER PLANTS

ENERGY MANAGEMENT

- **Afyon SPP:** These are four solar power plants with a total installed capacity of 3,840 kWe AC and 4,328.50 kWp DC, purchased by BHM Hospitality Inc. and in operation since November 1, 2023.
- **Alanya SPP:** These are six solar power plants with a total capacity of 5,096 kWe AC and 6,692.60 kWp DC, constructed by Bartu Tourism Investments Inc. on land and connection permits provided by Yeğenler Elektrik. Once completed, the facilities will be sold by Yeğenler to Bartu.
- **Elmalı Bayındır SPP:** These are two adjacent solar power plants jointly invested in by BHM Hospitality Inc. and Bartu Tourism Investments Inc. The BHM plant has a capacity of 2,500 kWe AC and 3,000 kWp DC, while the Bartu plant has a capacity of 1,500 kWe AC and 2,000 kWp DC.





SOLAR POWER PLANTS

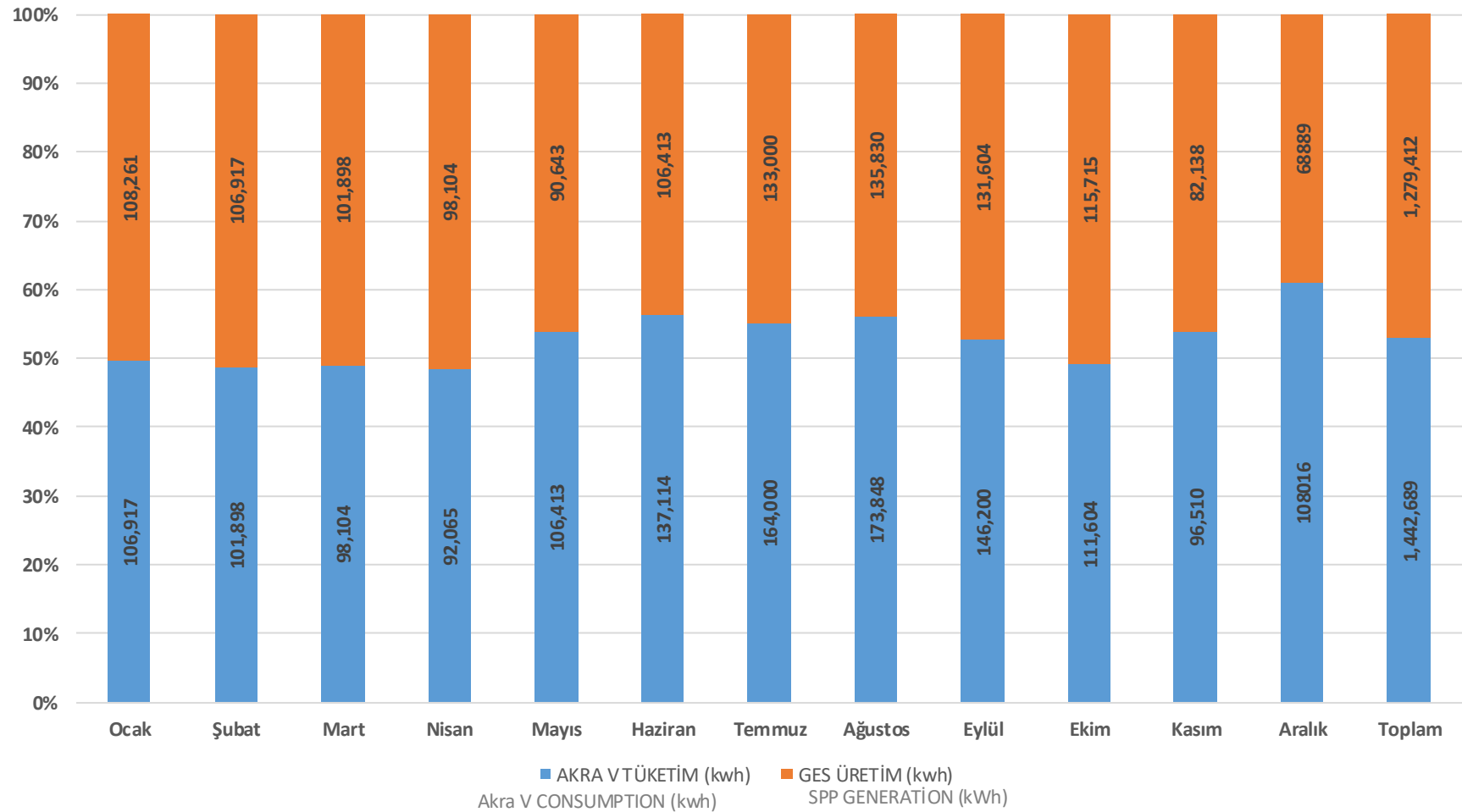
ENERGY MANAGEMENT

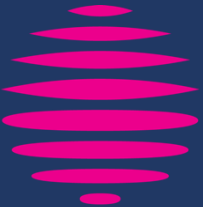
- **Elmalı Kışlaköy SPP:** These are two solar power plants with a total capacity of 3,200 kWe AC and 3,700 kWp DC. The investment was completed by Bartu Tourism Investments Inc. based on connection permits owned by Beral Energy Ltd., and following acceptance, the plants will be transferred from Beral to Bartu.
- **Buket Döşemealtı Rooftop SPP:** This is a rooftop solar power plant installed on the factory of Buket Laundry located in Antalya Organized Industrial Zone, with a capacity of 500 kWe AC and 575 kWp DC.
- **Buket Aksu SPP:** This is a rooftop solar power plant installed on the roof of the former Buket Laundry factory building located in Aksu, Antalya, with a capacity of 480 kWe AC and 535 kWp DC.



SOLAR POWER PLANTS

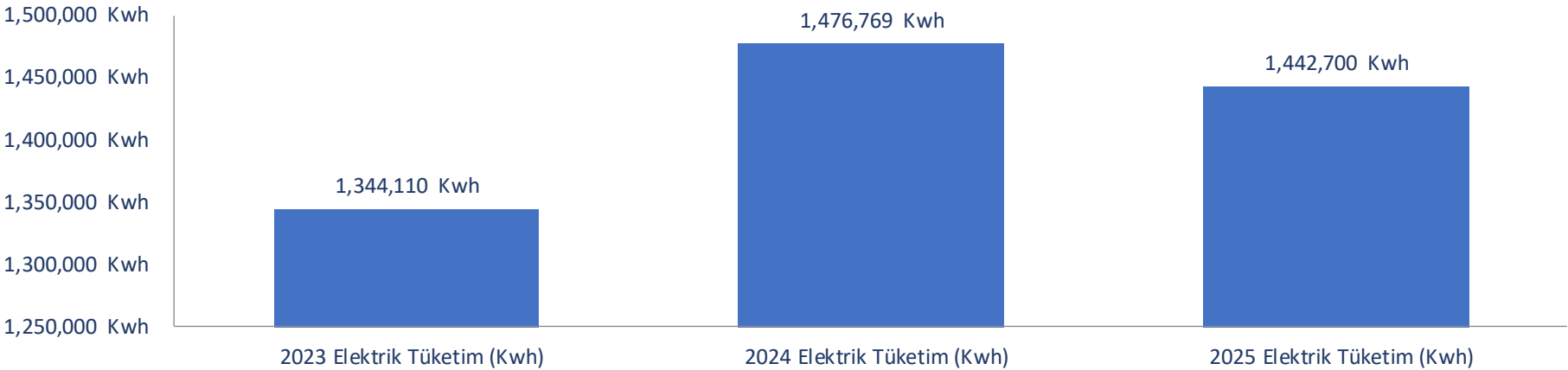
2025 Solar Power Plant Production vs. Facility Consumption Comparison Chart



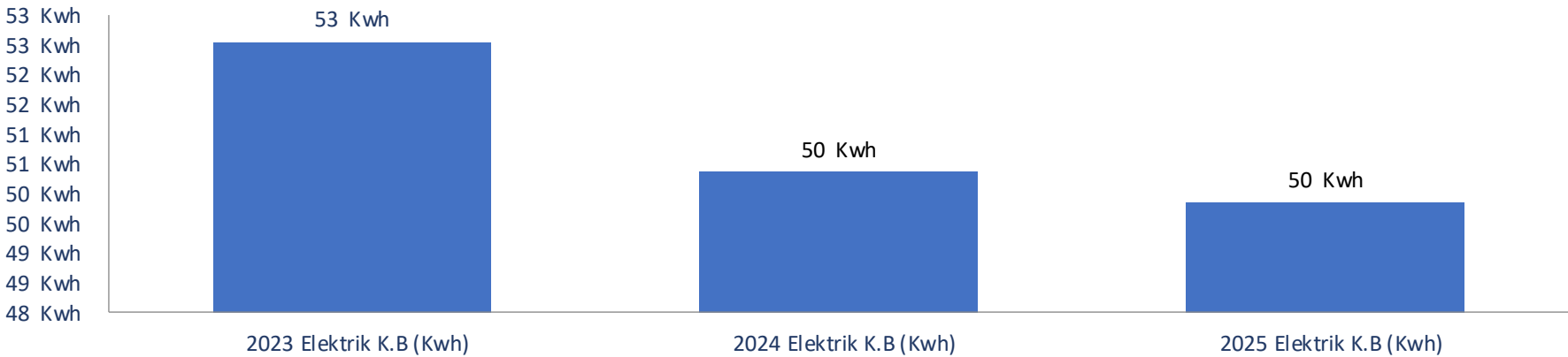


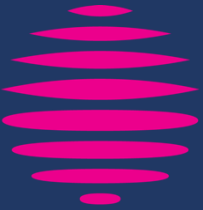
Akra V ELECTRICITY CONSUMPTION DATA

Electricity Consumption Comparison By Years (kwh)



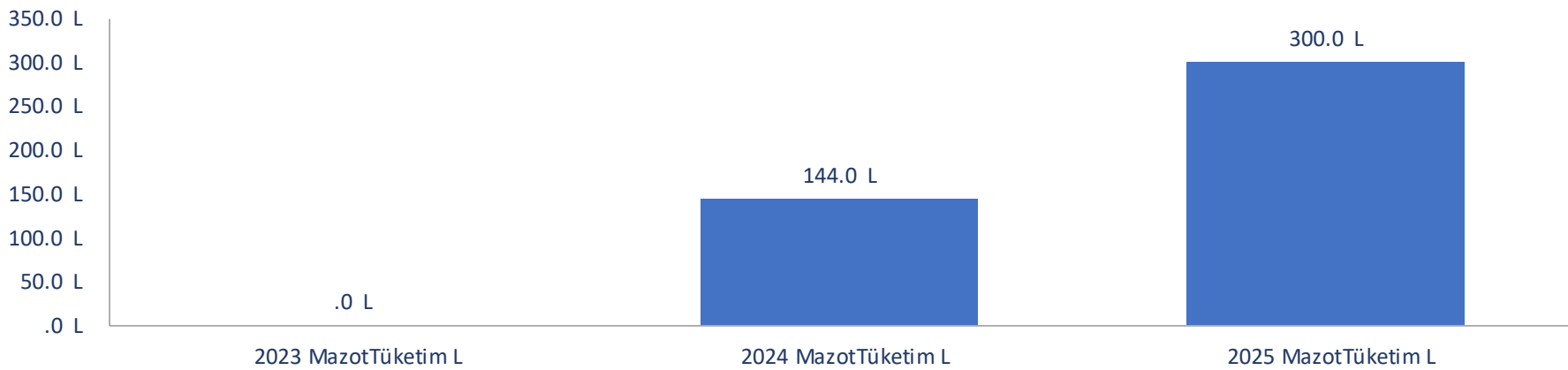
Electricity Consumption Comparison By Years (kwh-per person)



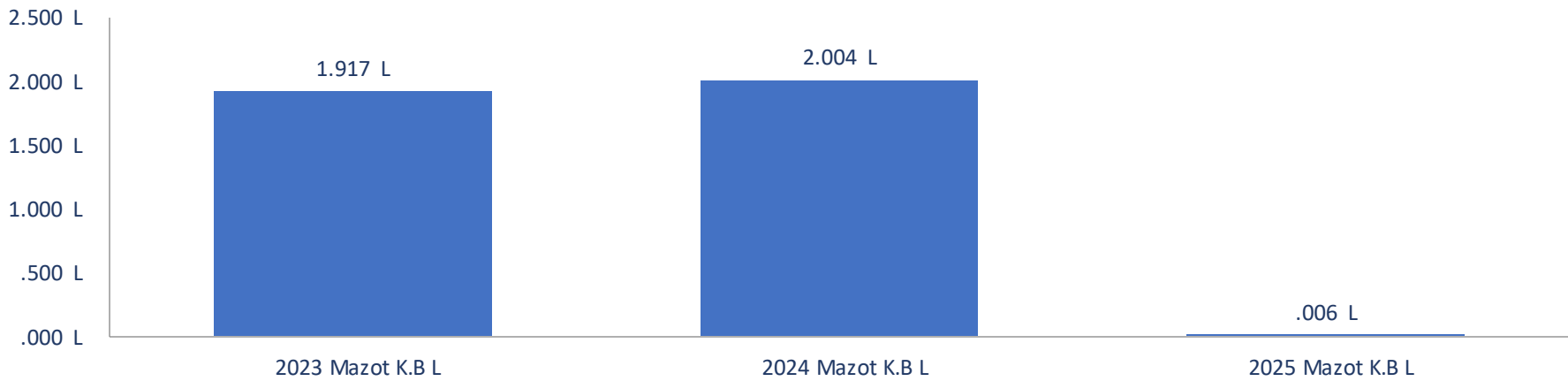


Akra V DIESEL FUEL CONSUMPTION DATA

Diesel Fuel Consumption Comparison Bey Years (L)



Diesel Fuel Consumption Comparison By Years (L-per person)





WATER MANAGEMENT

Water consumption in our facility is significantly high in daily activities, swimming pools, and living areas. Therefore, the efficient use and control of water is of great importance to us.

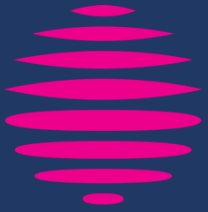
WATER MANAGEMENT

Without compromising health, hygiene, and guest satisfaction, we use water-saving equipment to reduce overall water consumption. We also place “Environmental Cards” in guest rooms to encourage water conservation and provide training to our employees on this issue.

The following water-saving practices are implemented in our hotel and their continuity is ensured:

- All room and public area fixtures are equipped with aerators (flow restrictors) to limit water flow. Regular inspections of aerators are carried out, and they are replaced when necessary.
- The water flow rate of all bathroom taps in rooms and public areas is adjusted not to exceed 5 liters, and showers are adjusted not to exceed 10 liters. Regular measurements are conducted to monitor compliance, and corrective actions are taken in case of high flow rates.

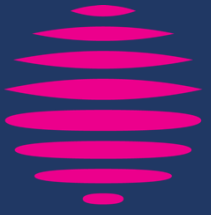




WATER MANAGEMENT

- Water-saving and/or dual siphon system is/are employed at the guests' and employees' toilets. It ensures that water consumption is limited to 6 liters per use. Stickers are also available at the restrooms for efficient use of water.
- There are urinals with photocell in public space restrooms.
- There are faucets with photocell in hand rinse basins of the kitchens.
- Drip and sprinkler irrigation systems are used at our gardens.
- Our guests are informed via the Akra's Card to Support Green that they will receive a discount voucher for the days they do not request cleaning during their accommodation for a minimum of two days as they reduce water consumption and chemical use.
- The towels and bed linen are changed upon guest request, and the guests are informed in this respect. In case of no guest request, the towels and bed linen are changed every two days.

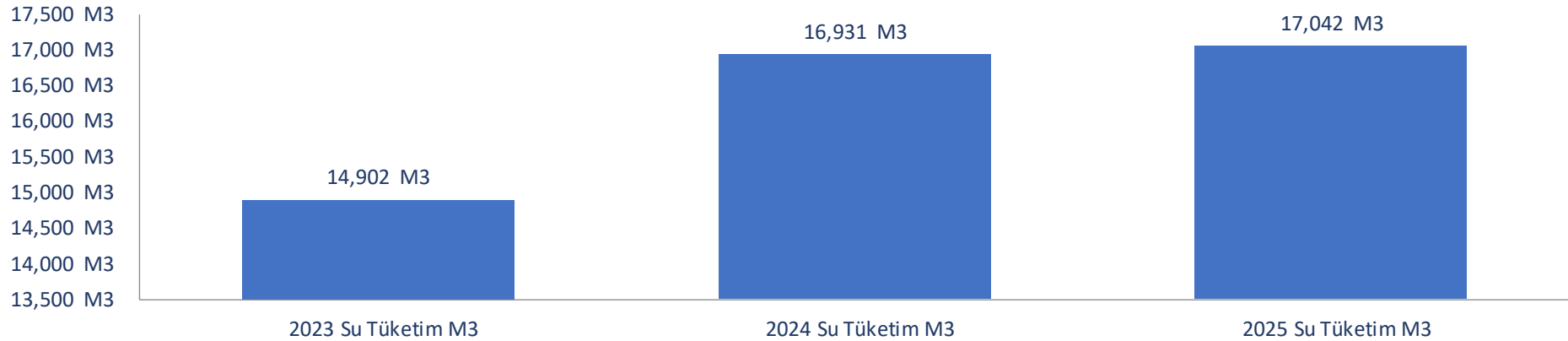




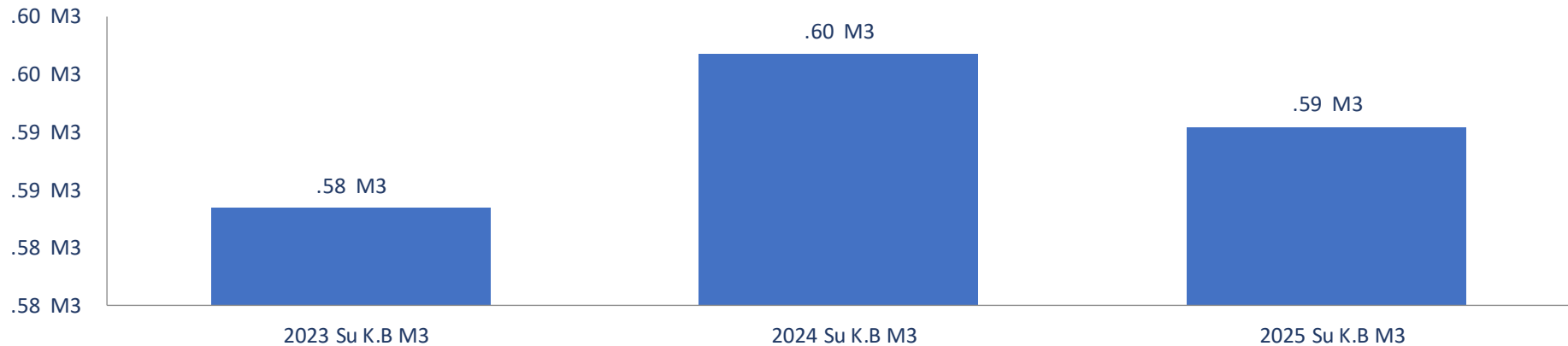
Akra V WATER CONSUMPTION DATA

WATER
MANAGEMENT

Water Consumption Comparison by Years (m3)



Water Consumption Comparison by Years (Per Capita-m3)





CARBON FOOTPRINT

CARBON FOOTPRINT

The presence of greenhouse gases in the atmosphere—such as water vapor, carbon dioxide, methane, and nitrous oxide—increases global temperatures and leads to climate change. The main cause of this is human activity. These activities can directly or indirectly result in greenhouse gas emissions. Heating, lighting, cooking, transportation, livestock farming, and industrial processes all contribute to the increasing amount of carbon dioxide equivalent released into the atmosphere day by day. This has brought the concept of the carbon footprint into focus.

A carbon footprint refers to the total amount of greenhouse gases, expressed in terms of carbon dioxide equivalent, emitted into the atmosphere as a result of the activities of an individual, a country, or an organization.

As Akra V, we calculate our carbon footprint with the awareness and responsibility of minimizing our impact on climate change and global warming, and of leaving a sustainable environment for future generations. At every stage, we monitor and control our consumption. Our targets and initiatives for reducing the carbon footprint are defined in line with these calculations. A **5%** annual reduction in the carbon footprint has been set as a target.

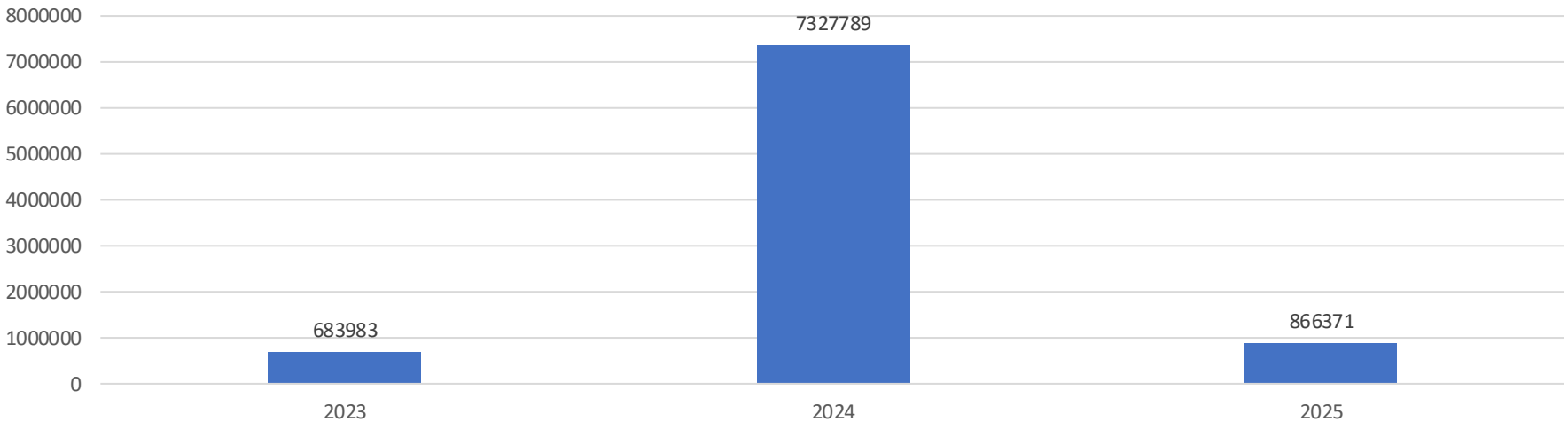




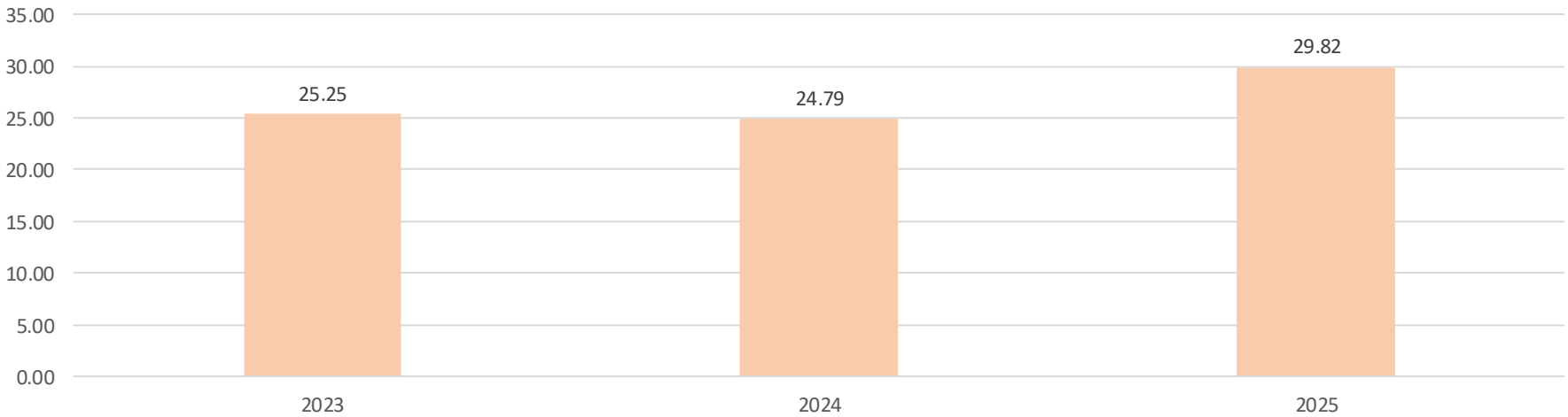
CARBON
FOOTPRINT

CARBON FOOTPRINT

Carbon Footprint (kg CO2e/ year)



Per Guest Night (kg CO2e/ year)





WATER FOOTPRINT

The water footprint is a multidimensional indicator that not only measures the volume of water used, but also distinguishes between the types of water (green, blue, and grey), as well as when and where it is used.

It is a criterion that evaluates both direct water use and indirect water consumption within production processes.

As Akra V, we calculate our water footprint with the awareness and responsibility of minimizing our impact on climate change and global warming, using increasingly scarce water resources more efficiently, and leaving a sustainable environment for future generations. At every stage, we monitor and control our consumption.

Our targets and initiatives regarding the reduction of the water footprint are defined in line with these calculations. A **5%** annual reduction in the water footprint has been set as a target.

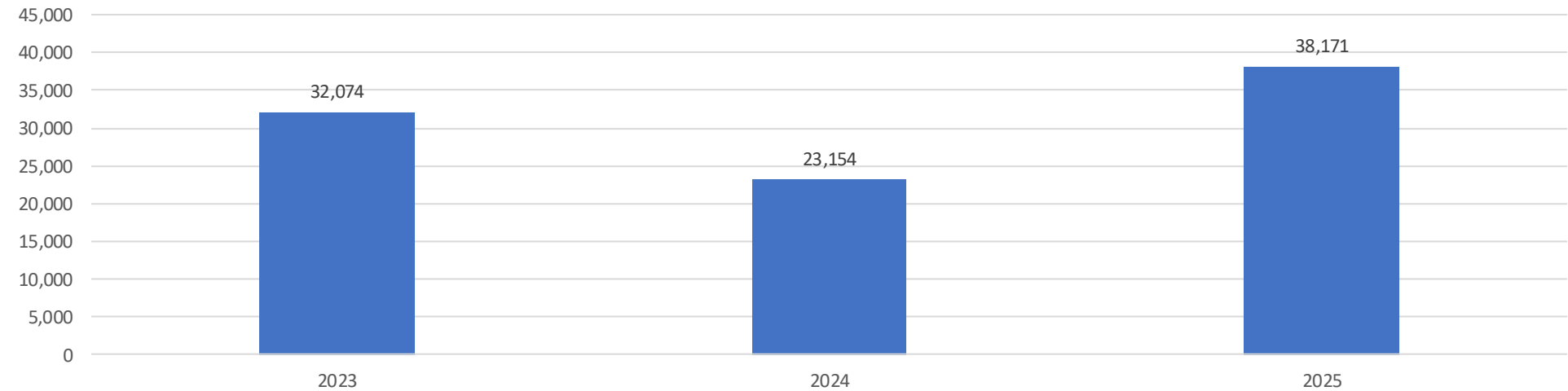




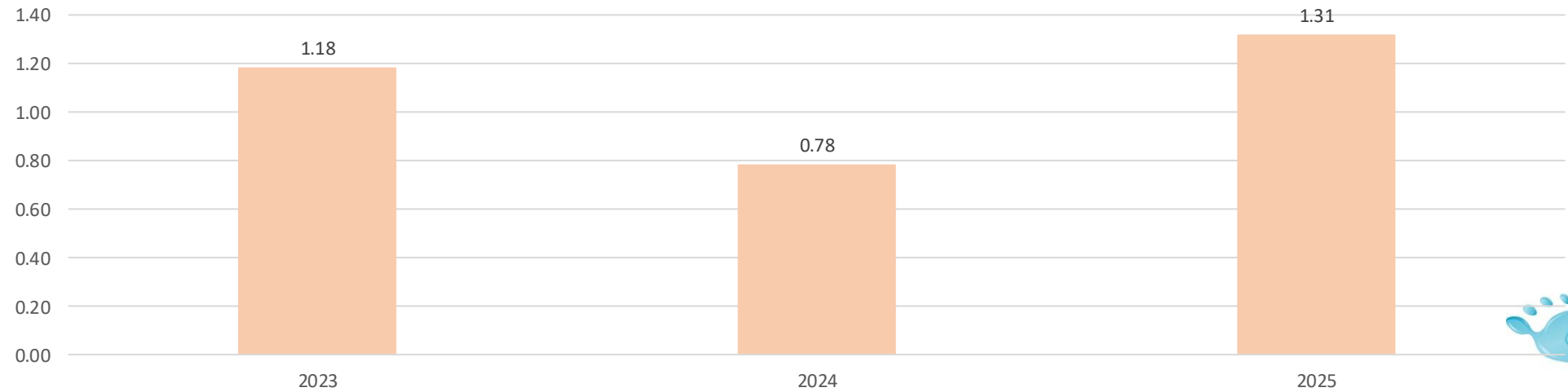
WATER FOOTPRINT

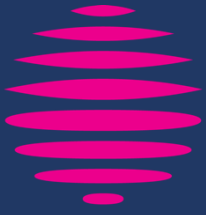
WATER
FOOTPRINT

Water Footprint (m3/ year)



Per Guest Night (m3/ year)

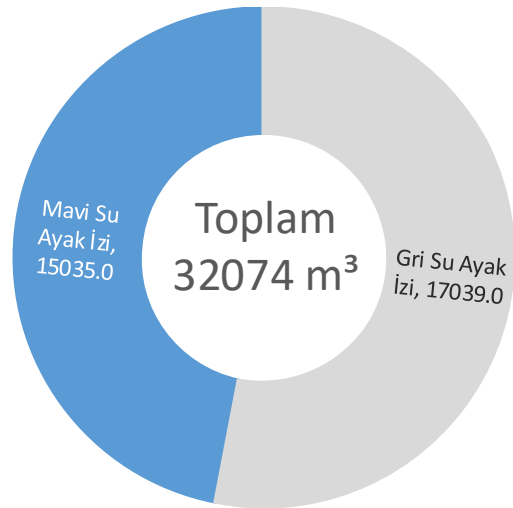




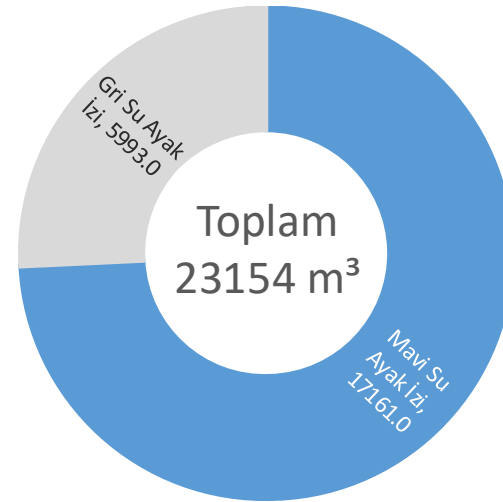
WATER FOOTPRINT

WATER
FOOTPRINT

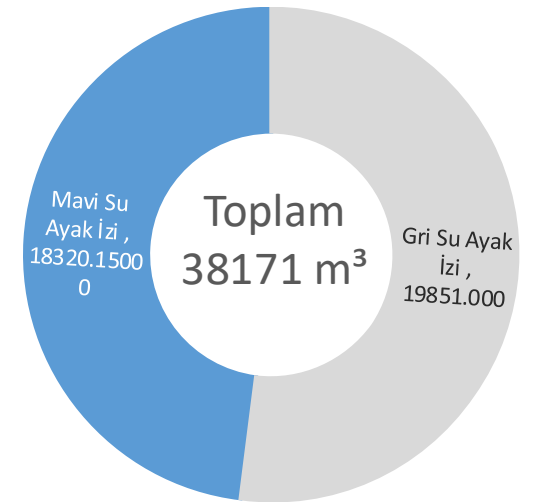
2023 Water Footprint Component (m³/year)



2024 Water Footprint Component (m³/year)



2025 Water Footprint Component (m³/year)



PRESERVATION OF CULTURAL HERITAGE

www.akrahotels.com



ANTALYA CULTURE CENTRE
The culture centre is close to a variety of

1922 yılında, 1. Dünya savaşı'ndan bölgeye gelen işgal güçlerinin yağmasından kurtarılan eserlerin korunması amacıyla kurulmuştur. Yılında "Avrupa Konseyi Özel Ödül"üne layık görülmüştür. Otelimizin Antik Müzesi'ne uzaklığı 8 km'dir.

MOSQUES
In Turkey, non-Muslims are allowed to visit mosques. Visitors should avoid visiting the mosques during Fridays, which is a sacred day for the religion of Islam. Before entering a mosque, visitors should take off their shoes and wear appropriate attire. Women should have their head, shoulders and legs covered. Men should not wear shorts that are above their knees.

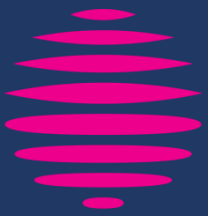
SHOOTS AND PHOTOGRAPHY
In general, you can take photographs

anywhere. In some museums and places of visit, photography may be forbidden, or it may be permitted to take photographs without flash, as this may damage artefacts. If someone does not want to be photographed, this should be taken into account. Photography and video is prohibited for the Turkish national flag, police and military installations.

Hayvanlara ve doğal yapıya
Otel dışında yaşanabilecek

! We would like to advise you to keep your animals and their habitats safe. In event of any emergency, please contact us at +90 (0242) 310 99 99 arayay.

hotel please call Akira +91 98201 22222



NATURAL LIFE

We, as a group of hotels operating globally, are aware of the fact that we can reach and set an example for people of all nations and nationalities and make them participate in our activities.

Here are the examples for some animals which live at and around our hotel garden:

White wagtails are generally found across some regions of the Europe and Asia, and the northern parts of the Africa. Despite being a non-migratory bird species of these regions, they are also observed to migrate to the Africa. They are populating on open lands and around small residential areas and water sources. It is a thin and tiny bird species with an approximate height of 18 cm. It is characterized by its black & white head, black neck, grey back and long tail. It has a black tail, and white feathers. They mostly build their nests inside the stone wall cracks and hollows.

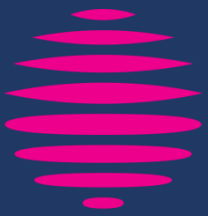
WHITE WAGTAIL



MEDITERRANEAN MONK SEAL



The Mediterranean monk seal (*Monachus monachus*) is a sea mammal belonging to the Phocidae family. Living along the eastern Mediterranean coasts and the eastern Atlantic coasts only around the world, the Mediterranean monk seal is the fewest one among the pinnipeds. They prefer coastal inns and coves for shelter and breeding. The Mediterranean monk seal is a giant sea mammal reaching up to 2-3 meters in length and 200-300 kilograms in weight.



NATURAL LIFE

Tropical two-wing flyingfish (*Exocoetus volitans*) is a fish species, belonging to the Exocoetidae family and peculiar to the Mediterranean Sea, and it can fly up to 200 meters. They live on the surface of the sea across the South Aegean and Mediterranean waters, without diving into the deep. It is capable of rising 25-50 cm above the sea level, and gliding for 50-250 m for a period of 2-13 seconds thanks to its big wings sometimes to escape from the big fish species, and sometimes due to the need to swim at 80 km/h. It is a common belief that it makes use of this gliding capability to escape from their big hunters.

Planktons are fed on invertebrates and fry. They can reach up to 20-30 cm in length.

TROPICAL TWO-WING FLYINGFISH



HEDGEHOG



Hedgehogs (*Erinaceus*) are nocturne and insectivore mammals belonging to the Erinaceidae family. They are around 30 cm in length. Their weights can differ from 500 to 1200 gr depending on their sexes, ages and living conditions. Their bodies are covered with spines with a length of 2-2.5 cm. When they get angry or feel themselves in danger, they turn into spiky little balls. They live at many areas ranging from bushes to parks and gardens. They shelter in the tunnels, they dig into the soil, and rock holes, and they like humid areas. They can be seen nearly anywhere across Türkiye, but they go into hibernation when the ambient temperature falls below 4 °C. Antalya is an ideal location for them to live during both summers and winters due to hot temperatures. They live approximately for 18 years.



LANDSCAPED AREAS

In 2023, we placed QR-coded identification cards for the plants in our landscaping areas, including their names and encyclopedic information.

	Total	Suitable for the Mediterranean Climate	Low Water Requirement
Trees and small trees	8	8	8
Shrubs	6	6	6
Groundcovers	9	9	8
Climbers and vines	1	1	1

We also classified the plants in our landscaping areas according to their climate and water requirements and created a comprehensive inventory.



HOMELESS ANIMALS ARE OUR FRIENDS

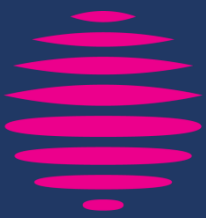
Wooden bird nests were built and placed on the trees by the carpenter of our hotel to preserve the natural life, which means that our birds now have their own nests.



NATURAL LIFE



We provided support in 2019 to meet the treatment, nutrition and caretaking needs of our animal friends kept under the control of the "*Bana Göz Kulak Ol*" association.



COOPERATION WITH LOSEV

2017

On April 23, 2017, we hosted 50 children with leukemia at the ForFun Entertainment Center, and gave them the opportunity to enjoy a day full of fun

2017

During the seminar, we have held on June 07, for our hotel personnel, we informed our staff members about the symptoms, causes of and the treatment methods and protective measures for Leukemia. The seminar also emphasized the importance of the sense of volunteering.

2017

On December 22, Saturday, we welcomed the family representatives and volunteers in the new year party held at Akra by the Foundation for Children with Leukemia (LOSEV) to give the local children with Leukemia moral support.

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS

2017

The guest of the 37th program, held on November 06, was Tutku Canidar, the Provincial Coordinator of Losev in Antalya. During the event, an informative conversation on the journey with Leukemia and cancer was held.

2017

Awareness-raising seminar was held jointly with the Turkish Red Crescent on June 19, followed by blood and stem cell donation on June 20, Wednesday



OUR BLUE CAP PROJECT

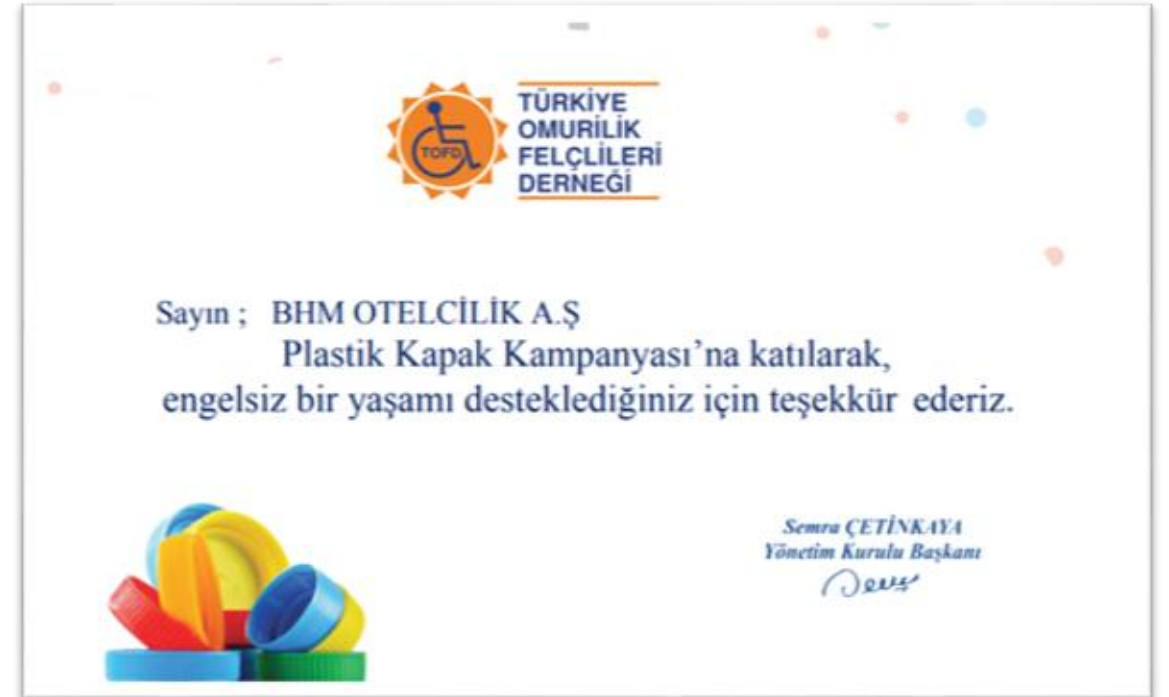
We collect blue caps for the Spinal Cord Paralytics Association

We, as Akra, support the "Plastic Cap Campaign", initiated by the Spinal Cord Paralytics Association of Türkiye engaging in national and international activities to bring solutions to the medical, professional, economic and social problems of all orthopedically handicapped persons, especially the ones suffering from paraplegia, and collect blue caps to that end.



OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS

We provide support to the Spinal Cord Paralytics Association of Türkiye by establishing cap collection centers at various fields within our hotels as based on the high level of volunteering of the staff members.



RUNATOLIA MARATHON



Donations were collected for the Anne Çocuk Eğitim Vakfı in 2018.



Donations were collected on behalf of Make-A-Wish Foundation in 2020.

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS

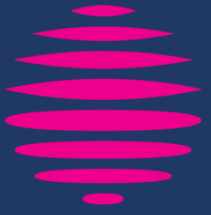
Our Runatolia Marathon team joined the event "Step by Step - Run After Goodness", and raised fund for such event.



Donations were collected on behalf of the Türkiye Omurilik Felçlileri Derneği in 2021.



Donations were collected on behalf of the Serebral Palsili Çocuklar Derneği in 2022.



RUNATOLIA MARATHON

Our Runatolia Marathon team joined the event "Step by Step - Run After Goodness", and raised fund for such event

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS



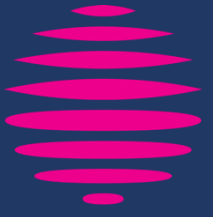
Donations were collected for the Çağdaş Yaşamı Destekleme Derneği in 2023.



Donations were collected for LÖSEV in 2024.



Donations were collected for the Koruncuk Vakfı in 2025.



AKRA JAZZ FESTIVAL

At the 8th Akra Jazz Festival held this year, our facility, which supports musical culture, brought jazz culture back to the city. Sponsored by Turkish Airlines as the official transportation partner, the festival brought together world-renowned artists and audiences between May 14 and May 31, 2025.

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS

As part of the festival, jazz talks are held every year under the Akra Talks program. Such event is being held as open for public participation and free of charge.



AKRA JAZZ FESTIVAL

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS



Music



Talks



Tourism



Entertainment

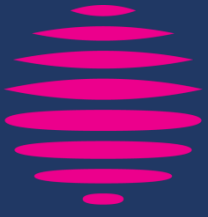


Culture



A STAR ALLIANCE MEMBER

Sponsorship

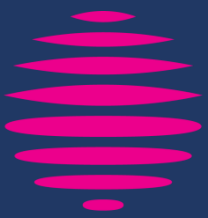


Main THEME: Our Future ...

We gave away young plants to TEMA (the Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats) in 2022, like the previous years, to protect the nature which is rapidly disappearing and polluted. By making use of the revenues from the ticket sales of Akra Jazz Festival, we planted trees at the fields destroyed due to the fire in Manavgat, and we built the Akra Jazz Festival Memorial Forest.

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS





Support for Our Next Generations Growing with Hopes (KACUV)

We donated monetary support to the Hope Foundation for Children with Cancer (KACUV), which ensures continuity of treatments of our children whose treatment processes bear the risk of interruption due to monetary problems, and provides psychological support, a must in fight against cancer, as well as an appropriate treatment environment for children's psychology.

OUR SOCIAL RESPONSIBILITIES and SOCIAL CONTRIBUTIONS

We donated the proceeds, derived from the sale of the paintings we have sold during the Akra Painting Contest", to the Turkish Foundation for Children in Need of Protection.

We donated the proceeds, derived from the sale of the paintings we have sold during the "Traditional Akra Painting Contest", we have held for the 4th time in 2018 as part of the social responsibility project, to the Turkish Foundation for Children in Need of Protection. 35 individuals from various professional groups participated in the contest held with the motto "The Nature is in Your Hands".



Toward healthier tomorrows with Akra Gran Fondo...

Bringing a fresh perspective to Antalya's tourism and promotion, the Akra Gran Fondo holds great importance in contributing to the environment by aiming to reduce its carbon footprint. By encouraging the people of Antalya to cycle, it significantly reduces the use of motor vehicles and invites cycling enthusiasts to pedal more for a healthier lifestyle.



Within the scope of the Akra Gran Fondo, we organize awareness rides every year.

In 2023, under the theme #İyilikElçisiOl, bicycles were donated to children in the earthquake-affected region.



OUR SOCIAL RESPONSIBILITIES
and SOCIAL CONTRIBUTIONS

BAŞKA OL

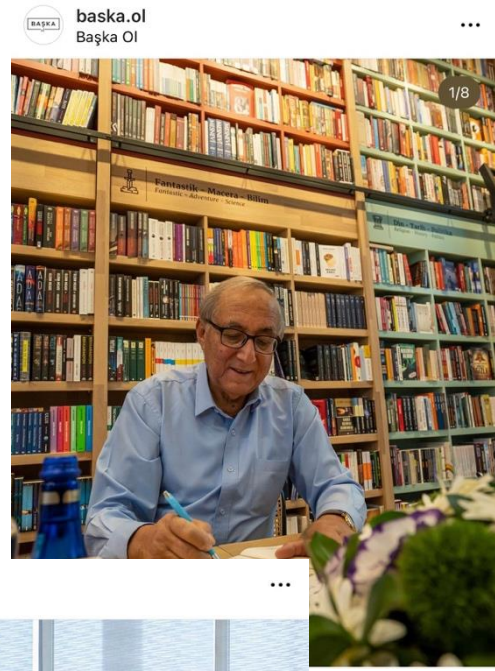
Books • Music • Cafe

At our café, established under Akra V Hotel and located in the city center, we offer a diverse selection of books representing different cultures and literatures.

Through book signing events held at various times, we bring authors, poets, and academics together with the public.

We also organize public talks at our Başka Ol Café as part of our cultural and artistic activities.

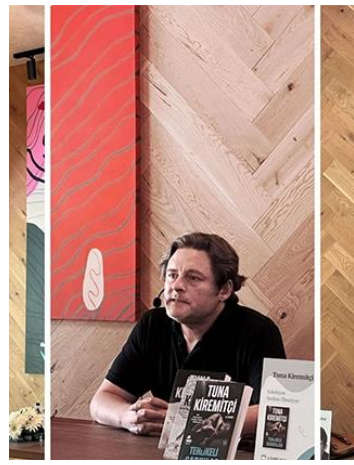
With its music concept, the cafe has also become a popular destination for vinyl enthusiasts.



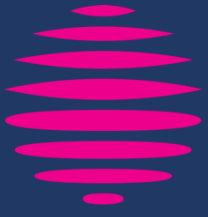
SOCIAL INVESTMENTS

BAŞKA OL

During our publicly held signing and talk events, we organized autograph and talk sessions with **7** artists/authors in 2025.



BAŞKA
ol

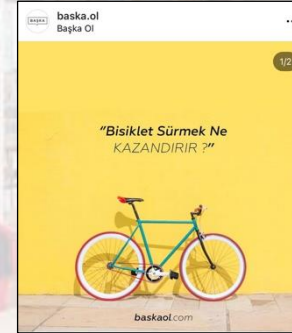


BAŞKA OL

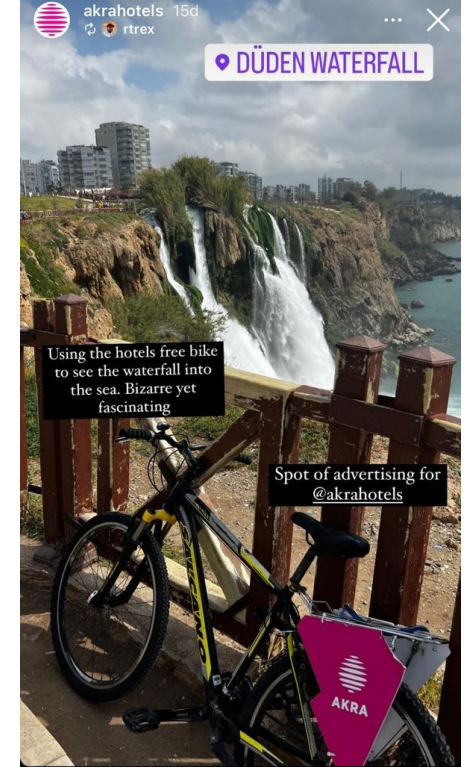
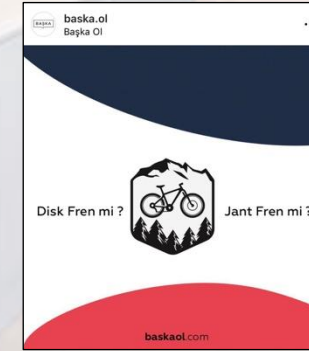
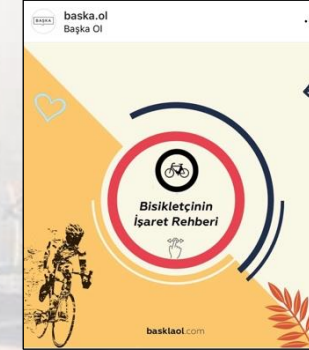
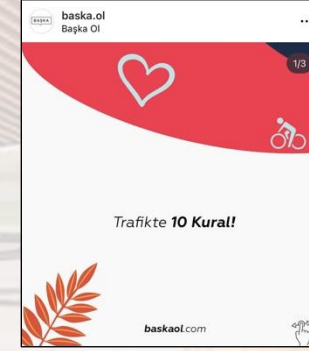
Bicycle • Skateboard

At our Başka Ol Café, we have created a dedicated space that embraces cycling culture, where bicycles, related equipment, and guides can be provided. We also offer bicycle repair and maintenance services.

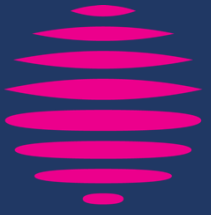
SOCIAL INVESTMENTS



Through our social media channels, we share informative content to raise public awareness about bicycle use.



Guests staying at Akra V can benefit from the complimentary bicycle service available at Akra Hotel, helping them explore the city while reducing their carbon footprint.



BAŞKA OL

Pet Friendly

Guests visiting our café have the opportunity to benefit from the designated areas and services provided for their animal companions.

SOCIAL INVESTMENTS



Leash



Pet
Perfume



Cat Collar

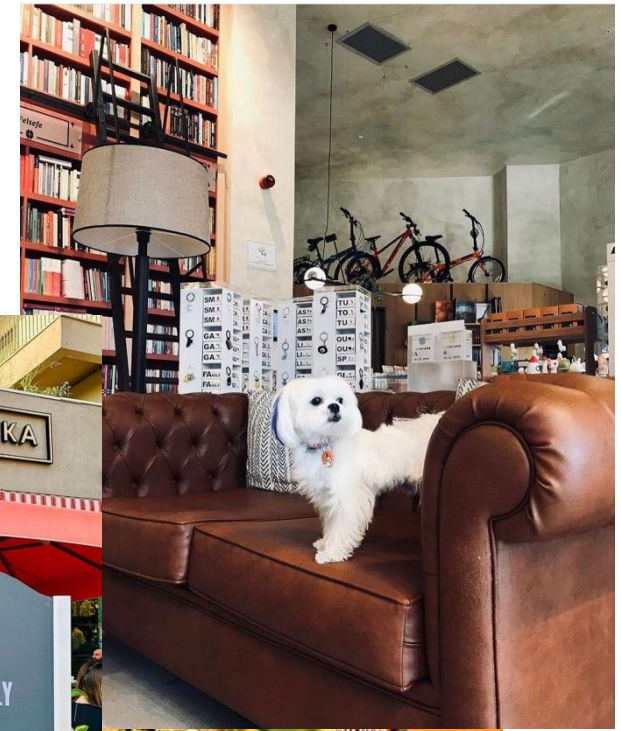


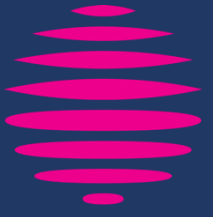
Dog Collar
with Bow
Tie



Food
Bowl

From designer collars to ceramic food bowls, everything you need for your furry friend is available at Başka Ol.





BAŞKA OL

Support for Local Products and Women Producers

At our Başka Ol Café, we prioritize products from women producers and local suppliers in our product selection.

SOCIAL INVESTMENTS



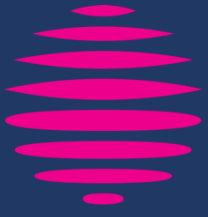
Support for
Local
Producers



Support for
Women
Producers



We allocate the revenues generated from the sale of handmade pet accessories to support stray animals.



SUPPORT FOR WOMEN PRODUCERS

On March 8, International Women's Day, handmade soaps produced by women workers were presented as gifts to our female employees.



SOCIAL INVESTMENTS



The women of Yırca Village, recognizing insufficient livelihood opportunities, established a cooperative named "Hanımeli" to improve their income sources. They carry out their production under the name Yırca Hanımeli Handicrafts and Home Products. With the slogan "The soot of coal, the scent of soap," they first produced olive oil soaps and later beeswax candles. These soaps and candles have become an important source of income for many households in the village.



AKRA V- PET FRIENDLY

SOCIAL INVESTMENTS

Vacation is also a right for our little friends!

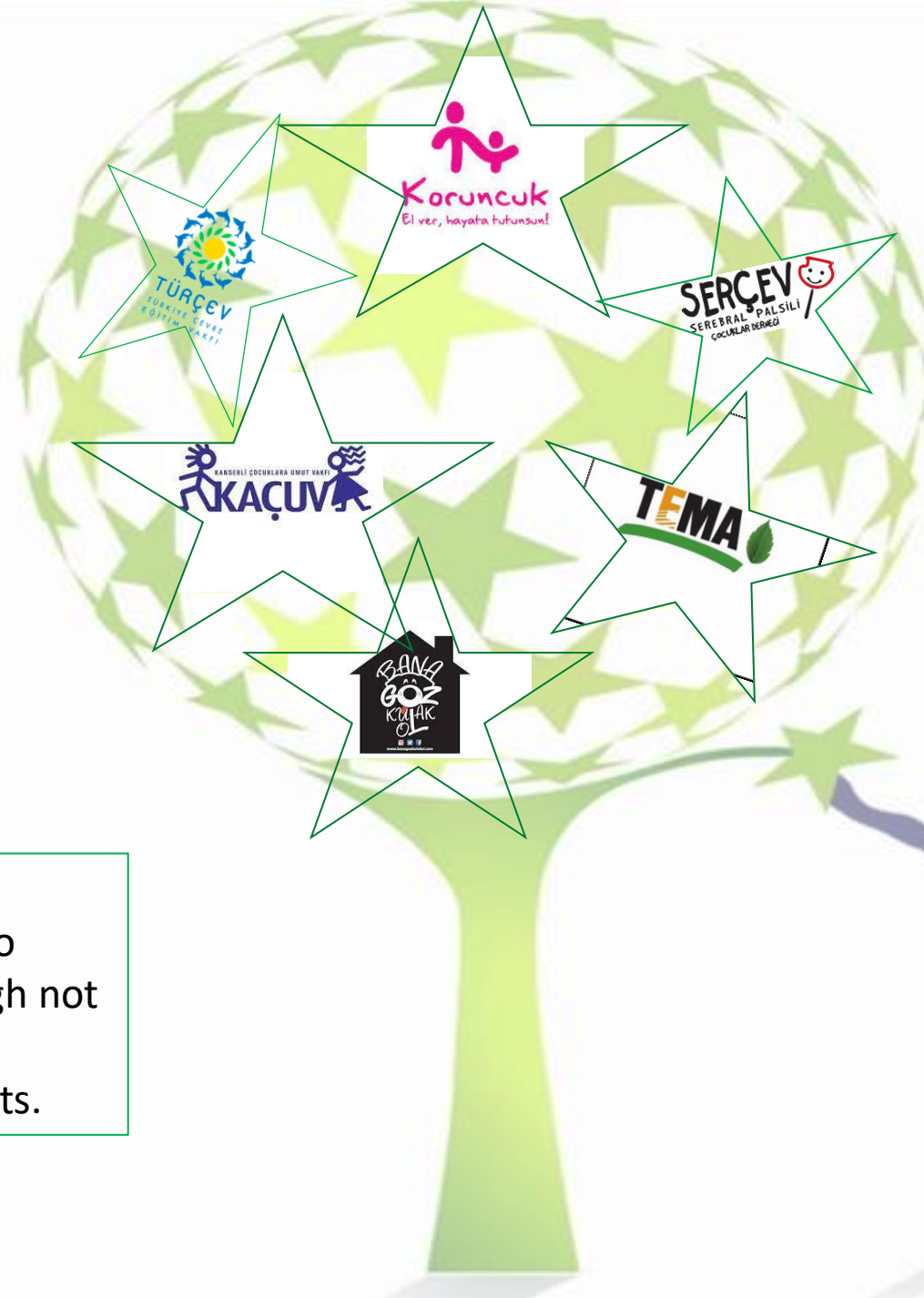
At Akra V, we offer you a comfortable and safe stay together with your cat or dog.



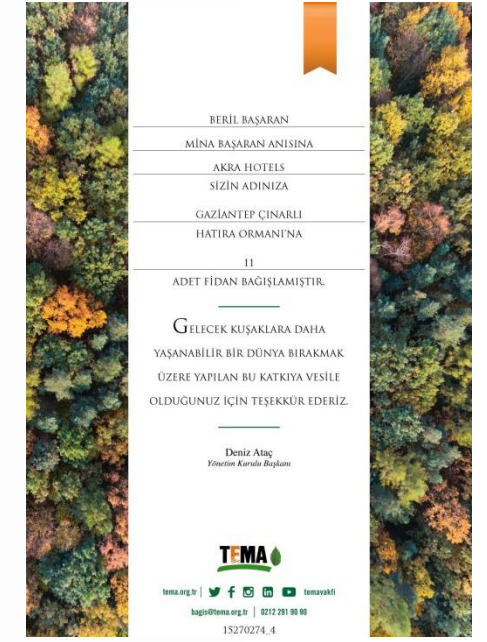
At our Akra V Hotel, there are 13 Pet-Friendly rooms available.



DONATIONS



Every year,
we are making donations to
various associations through not
only our organizations and
company but also our guests.



Donation in the name of
our guest

SOCIAL INVESTMENTS

We are holding our Akra Talks events free of charge and publicly. We are talking about numerous themes including culture, arts, science, music, sports, theatre and cinema.

SCIENCE



SPORTS



NATURE



CINEMA



CULTURE



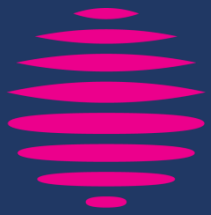
THEATER



CAMP

MUSIC

SOCIAL
INVESTMENTS



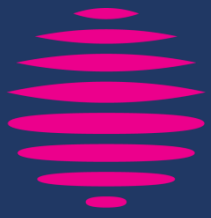
SOCIAL INVESTMENTS

OUR CHILDREN ARE OUR FUTURE

Shots from the "Planting Event", we held for the purpose of arousing their sense of wonder while supporting the mental, physical and social development of our children who are the architects of the future.



Vecto
Water



ENVIRONMENTAL EVENTS AND AND DRILLS

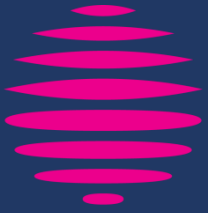
Environmental trainings are provided to our staff members in line with the annual training programs. The trainings involve reduction of consumption of natural resources, reduction and proper sorting of wastes, actions to be taken for hazardous wastes, Protection of Natural Life, etc.

Such training are being continued both internally and externally sourced. The awareness of our staff members has been raised by the trainings provided periodically by Our Environment Officer. In addition, it is aimed to raise the awareness of our employees, who use chemicals, by the trainings on chemicals, which are provided by our suppliers, towards ensuring standardization of chemical consumption.

Actions are taken to prevent any damage to thousands of trees in our facilities in the event of a fire. Accordingly;

- Fire trainings have been conducted for our staff members.
- Emergency response teams have been established.
- Fire drills have been held.





FIRST OF ALL, WHY NOT HUMAN RESOURCES BUT HUMAN ASSETS?

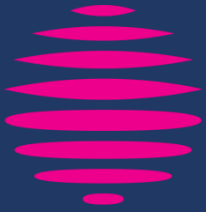
Any resource will deplete but an asset will appreciate. Any resource will be budgeted, spent and replaced. However, an asset will be appreciated, improved, valued and enhanced.

Recognition of a human being as an asset is aimed at arranging and enhancing the best fit environment to ensure that the potential of such human being reaches the maximum level so that such human being can proceed during her/his journey to reach to the best in due course...

We, as the BHM Group, are aware of the fact that our staff is the most pivotal asset that makes who we are, and we add value to our stakeholders as based on the principle of "Happy Staff, Happy Guests".

We at all times prioritize the themes such as the social rights and fringe benefits, rewarding of and the training and career management for and also the safety of our employees.





WORKING LIFE

➤ **Hiring**

At our facilities, hiring processes are carried out in accordance with the framework as drawn up by the Group Human Assets Directorate.

In respect of hiring, we conduct a gradual interviewing process which is fair, non-discriminatory, objective and whereby the general skills and talents are evaluated.

➤ **Fair Placement and Fair Compensation**

Minimum qualifications are determined as specific to the positions. Fair placement of the employees in respect of hiring and new position requirements has an improving impact on the management for their improvement and career planning.

Our employees are informed about the wage, payable to them, the employment terms and conditions, the working hours and the time of payment of their wages before their employment at our facilities.

➤ **Training and Career Management**

All of our employees can benefit from the right to be trained on equal terms. In addition to the statutory and vocational trainings as required by the hospitality industry, we provide our employees with training opportunities at numerous topics, which, in our opinion, would not make contributions to them in various fields such as personal development, consciousness, awareness, raising executives, foreign language trainings, but also improve their personal profile and competencies.

Our group, which has a point of view to invest in its employees, in particular in the field of training, prioritizes internal and intra-group promotion as well.

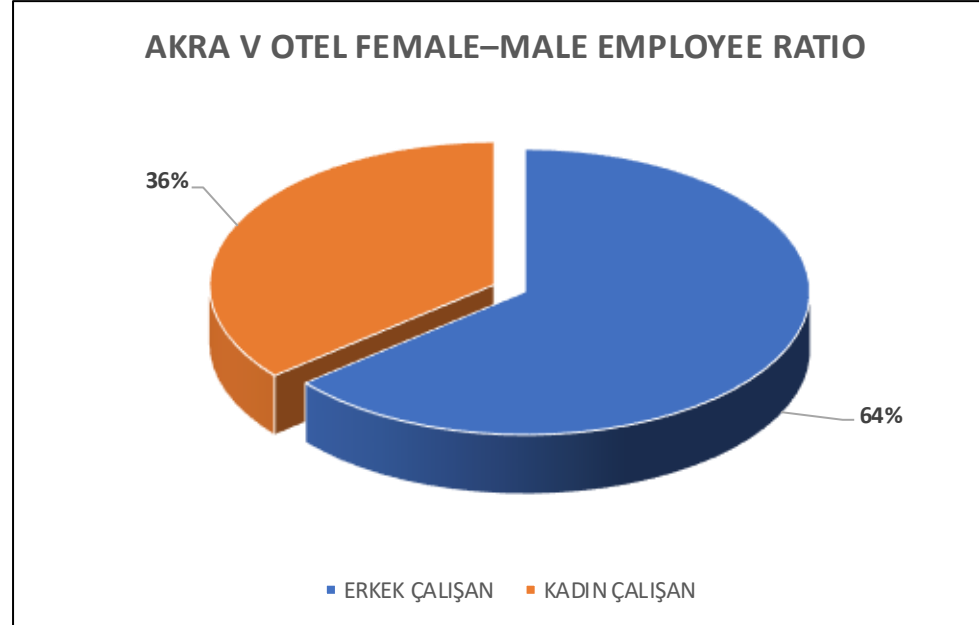


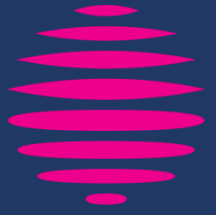
In 2025, **22** employees were promoted and **2** employees were included in the internal recruitment process.

➤ EMPLOYEE AND HUMAN RIGHTS

BHM Group believes that ensuring the absolute satisfaction of the employees is a priority issue that is of significance. As based on such point of view, the responsibility for the work environment, psychology, self-motivation, performance, in brief the entire comfort, including her/his statutory rights and some benefits provided as the fringe benefits by our business, of an employee at the workplace, remains with the management.

We pay regard the female-male balance at our workplace environments at the possible extent at the hospitality industry. Since we adopt the principle of equal pay for equal work, we do not offer compensation inequality to our female and male employees.

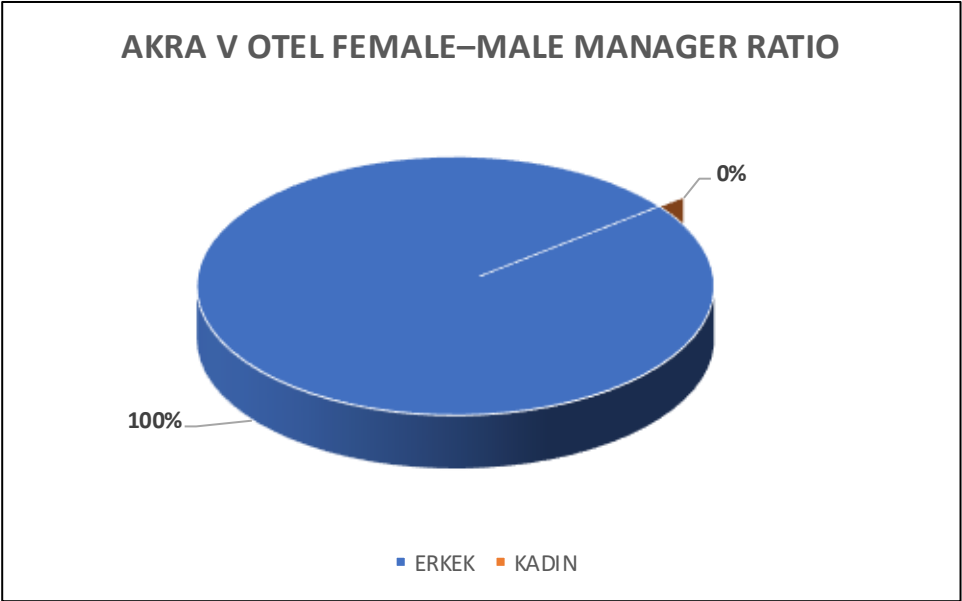




➤ **EMPLOYEE AND HUMAN RIGHTS**

Discriminating individuals in terms of nationality, race, language, etc. at our hotels would be in breach of not only hospitality but also our working principles. The personnel affairs for all of our employees are followed up at the same degree of care by our Human Assets Management Offices in compliance with the statutory regulations and the corporate knowledge we possess, and all of our employees at the hotel are provided with equal opportunities without considering any characteristics.

We are aware of the fact that labor productivity increases at an environment where our business, humans and community are treated with respect. We believe that it is of great importance to ensure internal employee diversity and equality. Thus, we promote cultural diversity and equal opportunities.





WORKING LIFE

OCCUPATIONAL HEALTH AND SAFETY

Our facilities place great importance on Occupational Health and Safety (OHS) practices to ensure the safety of both employees and guests. We recognize that the dynamic and intensive nature of the tourism sector brings various risks, making preventive measures in this area essential. Within our facilities, fire safety, hygiene standards, ergonomic working conditions, and emergency action plans are implemented with great care.

To protect the health of our employees, regular training programs are provided to help prevent potential accidents. In 2025, 15 employees completed Basic Occupational Health and Safety Training before starting their duties.

Regular field inspections are conducted across all general and operational areas of our facilities to identify potential risk sources, and necessary actions are taken to eliminate these risks. In addition, the use of personal protective equipment is encouraged and regularly monitored.

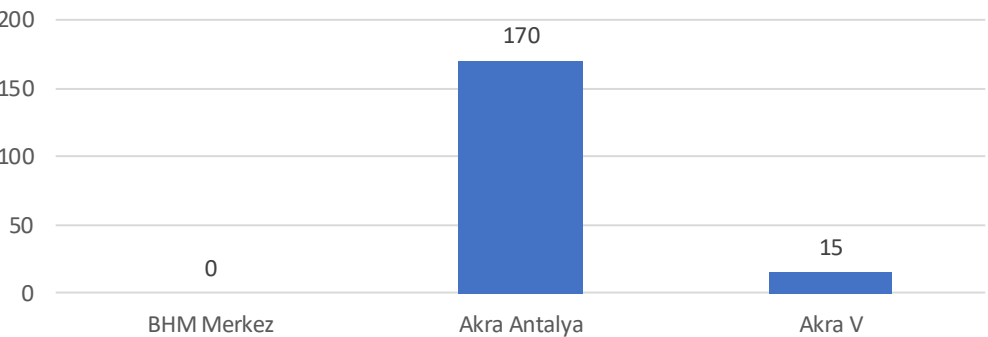
Guest safety is considered just as important as employee safety. Therefore, fire alarm systems, emergency exit plans, and security procedures are continuously checked throughout our facilities.

In conclusion, Occupational Health and Safety in our facilities is not only a legal requirement but also an important element that enhances service quality. Working in a safe environment increases productivity, while also ensuring that our guests feel safe and satisfied.

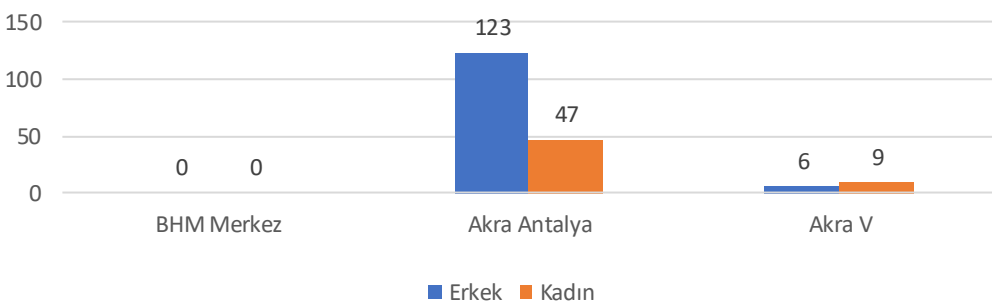


OCCUPATIONAL HEALTH AND SAFETY

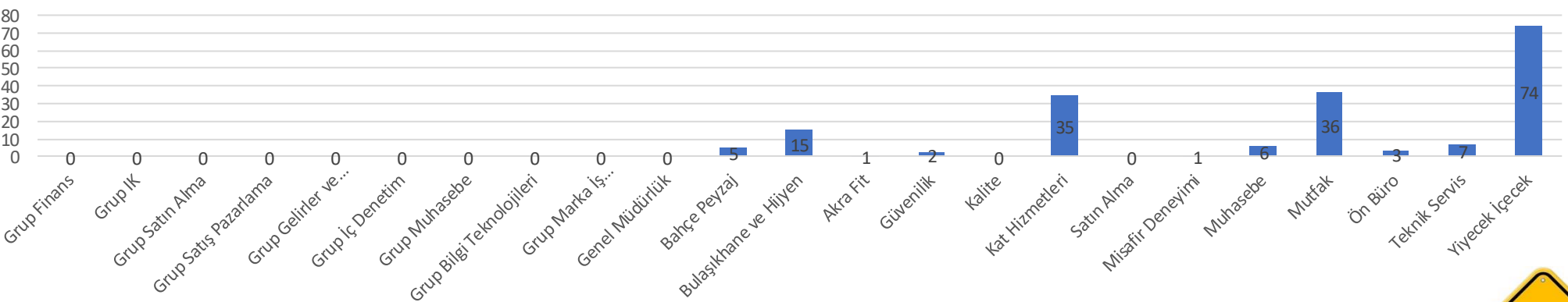
2025 Workplace Accident Distribution



Distribution by Gender

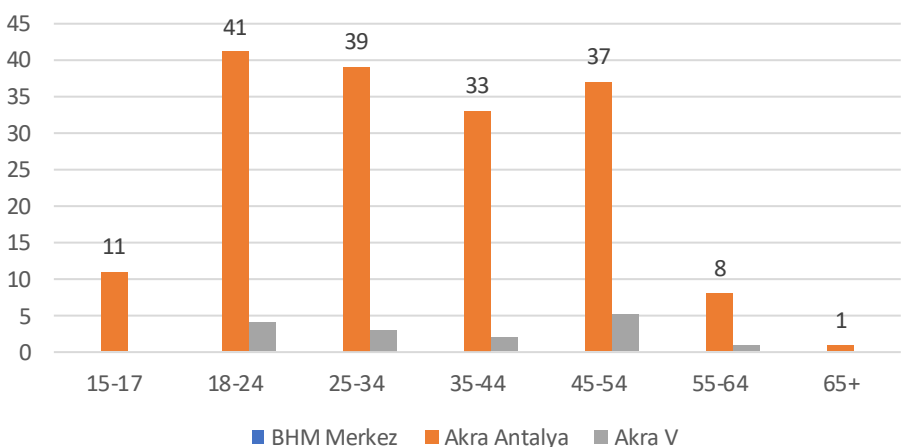


Workplace Accident Distribution

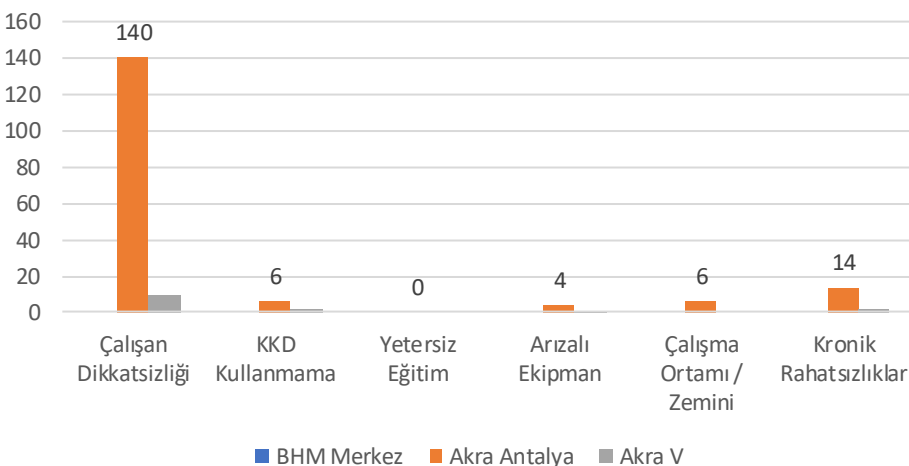


OCCUPATIONAL HEALTH AND SAFETY

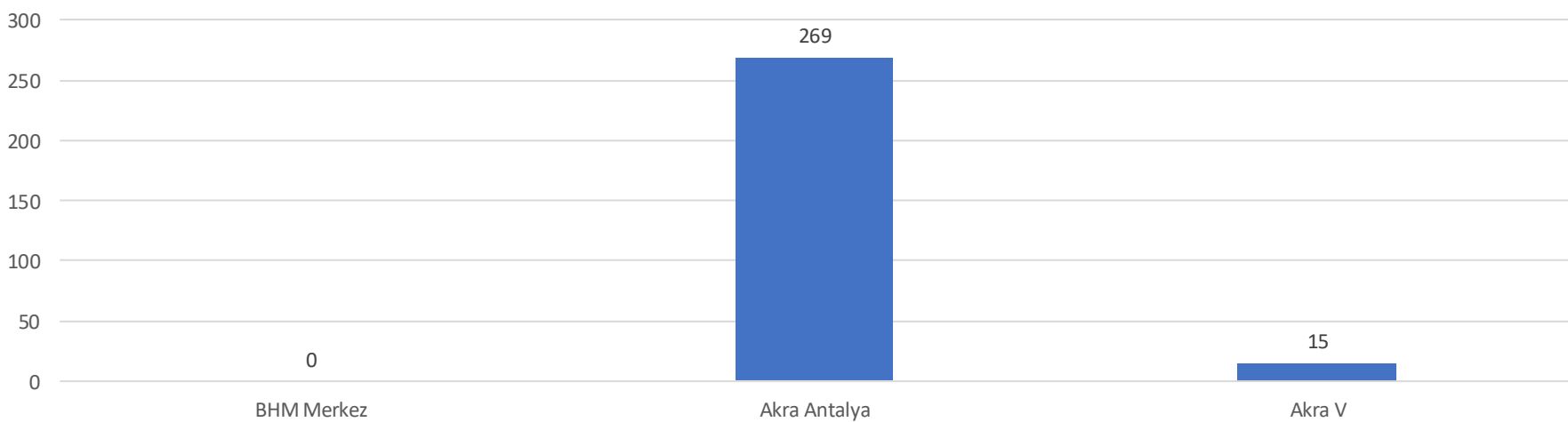
Distribution by Age Range



Distribution by Root Cause



Lost Workdays



OCCUPATIONAL HEALTH AND SAFETY

WORKING LIFE

In order to reduce occupational accidents, on-site inspections are carried out with great diligence and continuity. Potential hazards that may be encountered in working areas are identified in advance, and necessary precautions are taken, with the aim of eliminating risks at their source.

Near-miss reports are regularly monitored, and based on these reports, root cause analyses are conducted. Effective and sustainable corrective actions are implemented to prevent the recurrence of similar situations.

All these efforts are consistently carried out in line with the “zero workplace accident” objective, which aims to maximize employee safety, and are supported by a continuous improvement approach.

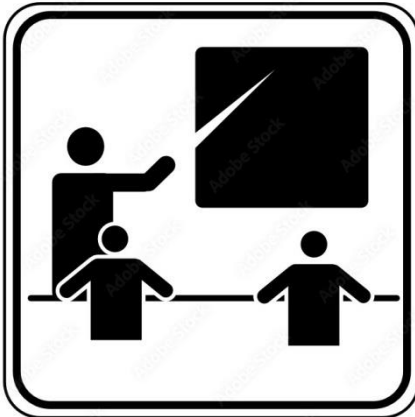


SUPPORT FOR DEVELOPMENT

Professional competence certificate enables our employees to exhibit their knowledge, skills and competences while applying for a job. Since the paths for career advancement have become more clear, career mobility is supported.

Individuals may achieve their personal development in a wider variety of and flexible ways since the national competencies enable the recognition of widespread and informal learning.

In 2025, **2** of our workmates, serving at our facilities, have obtained a Professional Competence Certificate.



LEARNING SUPPORT

In 2025, **18** of our colleagues benefited from learning support.

FOREIGN LANGUAGE SUPPORT

We are providing our employees with the support for German, English and Russian language training starting from the **A1** level to **C2** level.



In 2025, **31** of our colleagues benefited from foreign language support.

PATİKA
İnsan Kaynakları Yönetimi Eğitim & Danışmanlık

Sisteme giriş için SMS ile gelen kodu giriniz.

SMS kodu

[Yeniden SMS Gönder](#)

☐ Ben robot değilim

reCAPTCHA
Gizlilik - Şartlar

We have a platform in which our employee may log in on-line at any time as they may wish throughout the year. By means of such platform, the employee may participate in the employee satisfaction survey and share their feedback and proposals with respect to the company with the senior management or the Human Assets Management.

In 2025, **64** suggestions were submitted by our colleagues via the Patika platform, and **1** of these was accepted.

SOCIAL RIGHTS AND FRINGE BENEFITS

Employees who have children are given one full Republic gold coin as a gift.



Sports sponsorship is provided to our employee athletes. In 2025, sports sponsorship support was provided to **1** of our employees.

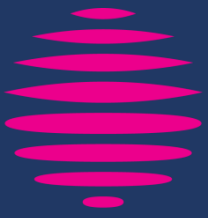


Any employee celebrating her/his birthday will be provided with a birthday cake for 6.



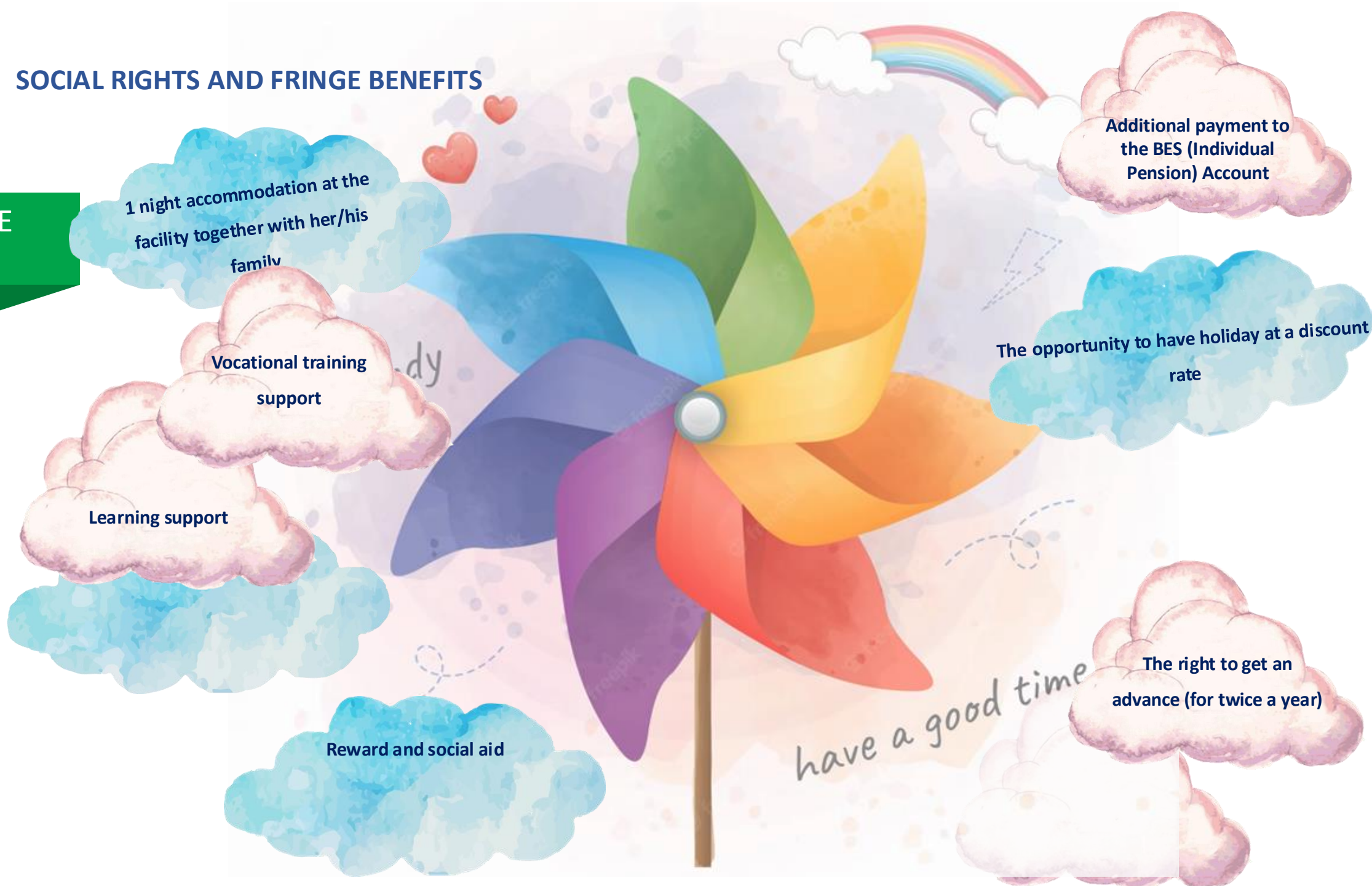
Employees who get married are given one full Republic gold coin as a gift. In 2025, gifts were presented to **1** employees due to marriage.

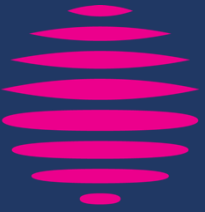
EMPLOYEE LIFE



SOCIAL RIGHTS AND FRINGE BENEFITS

EMPLOYEE LIFE





Bowling Tournament



Backgammon
Tournament



Our Technical Service Team



Our Barbecue Party



Our Akra Jazz Festival Front Office



Orientation Meal For Our
Employees



Thanks and Farewell Event For Our
Interns



EMPLOYEE LIFE

TOUR OF ANTALYA

Each year, through the routes determined for the Tour of Antalya Marathon, we promote the historical and archaeological sites of the city of Antalya to the world.

CULTURAL ACTIVITIES



TOUR OF ANTALYA

We also promote the historical sites located along marathon routes on our social media accounts



CULTURAL
ACTIVITIES





ISO 9001:2015 Quality Management System



ISO 45001:2018 Occupational Health and Safety Management System



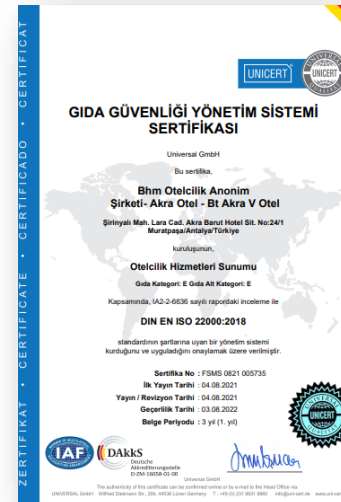
ISO 14001:2015 Environmental Management System



ISO 10002:2018 Customer Satisfaction Management System

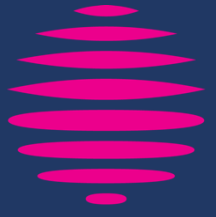


ISO 50001:2018 Energy Management System



ISO 22000:2018 Food Safety Management System

OUR CERTIFICATIONS



OUR AWARDS

