

An aerial night photograph of the Akra Antalya Hotel. The hotel is a large, modern building with many lit windows, situated on a hillside overlooking the sea. In the foreground, there are two large, rectangular swimming pools with blue water, surrounded by palm trees and other tropical vegetation. The sky is a deep blue, and the sea is visible in the background.

AKRA ANTALYA HOTEL SUSTAINABILITY REPORT 2025



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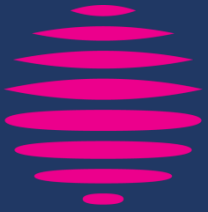
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HISTORY OF AKRA HOTELS

Akra Antalya started operating as a city hotel in the center of Antalya in 2014. it is located on an area of 45,000 m² and provides year-round service with a capacity of 471 rooms.

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



Gokhan POLAT
GENERAL MANAGER OF AKRA ANTALYA

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.

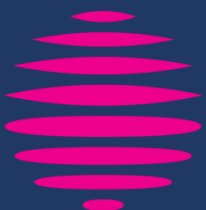
We are committed to providing uncompromised quality service by prioritizing the satisfaction of all our employees, guests, and customers.

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.

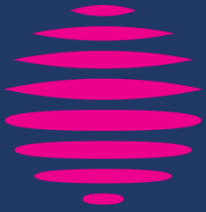
We demonstrate our sensitivity to electricity consumption by ensuring that all electronic products and equipment we purchase are energy-efficient.

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.

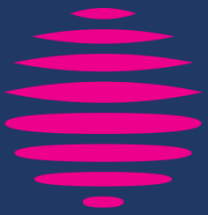
OUR POLICY

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

2016 -2018 -2020 -2022

In 2016, by becoming being a member to TRAVELIFE, an internationally-recognized certification body which carries out activities for the purpose of materializing the concept of sustainability in tourism industry and promotes the businesses by means of awarding, we started to steer our efforts in line with the determined criteria, and we became the holder of a TRAVELIFE GOLD CERTIFICATE in February 2016. We continue to take new actions and generate new ideas for the ever-continuity of such structuring we have founded.



2022

Having protected the values of Antalya as based on its environmentally friendly policy since it was established, we, as Akra, have taken a step toward a more livable world. We, as Akra, offer services as based on a bicycle-friendly hotel policy in order to preserve and transfer to future generations the historical and cultural texture of Antalya without any changes and to discover this historical and cultural texture through cycling. By revising the consumption and service policy with respect to the climate crisis, which have become a global issue, we are taking steps to reduce the carbon footprint.



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 Antalya Hotel 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.

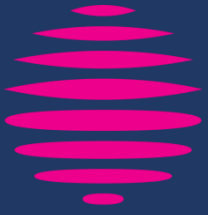


2025

As of 2025, Akra Antalya proudly holds the prestigious Blue Flag award on its beach, symbolizing environmental awareness and high-quality standards. This special beach, where it meets the crystal-clear waters of the Mediterranean, offers guests an exceptional experience through its cleanliness, safety, and sustainable environmental management. Combining modern comfort with respect for nature, our hotel continues to be an ideal choice for those who wish to relax, explore the city, and enjoy peaceful moments in harmony with nature.



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.



Our staff members are provided with informative trainings on the importance of waste sorting, and waste sorting processes are followed up by the respective departments. There are also warnings in the restrooms located at public spaces, requesting all our guests to throw toilet papers into the trash bins instead of the toilets for the benefit of both environment and our facility.

WASTE MANAGEMENT

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

Atık kızırtma yağlarını toprağa, çöpe ve suya dökmeyin!

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

GERİ DÖNÜŞÜM MUHTEŞEM OLACAK!

Sakın Dökmeyin!

1 LİTRE ATIK YAĞ
1 MİLYON LİTRE SUYU KİRLETİR

ÜRÜNLERİN DOĞADA YOK OLUŞ SÜRELERİ					
CAM ŞİŞE 4000 yıl	CIKLET 5 yıl	KUTU KOLA 10 yıl	PET ŞİŞE 400 yıl	SIGARA FİLTRESİ 2 yıl	PLASTİK KULLANIM 1000 yıl
PLASTİK ÇARMAK 100 yıl	KAĞIT, GAZETE 3 ay	ALÜMİNYUM 100 yıl	TELEFON KARTI 1000 yıl	POLİÜRETAN 1000 yıl	PLASTİK TABAK 500 yıl

atıklarımızı doğaya terk etmeyelim,
ulusal ekonomiye kazandıralım...

Kullandıktan Sonra Attığımız Bazı Şeyler ÇÖP DEĞİLDİR!

Geri Kazanımın 7 Yararı:

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

Kaynağında Ayrı Toplama

ORGANİK ATIKLAR → KİTARMA STASYONU → DÜZENLİ DİPOLAMA ALANI

GERİ KAZANILABİLİR ATIKLAR → GERİ KAZANIM KONTENEYNERİ → AMBALAJ ATIKLARI TOPLAMA ARACI → AMBALAJ ATIKLARI AYIRMA TESİSİ → GERİ DÖNÜŞÜM TESİSİ

KAZIN **METAL** **PLASTİK** **CAM**

Her Ürünün İçeriğinde 3 Tane Resimdir:

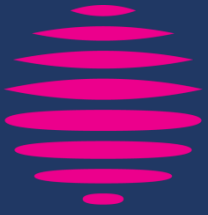
1. Kaynağına göre, doğrudan doğruya atılacak atıkların yerini gösteren resimdir.
2. Doğrudan doğruya atılacak atıkların, toplanma ve geri kazanım tesisine atılacak yerini gösteren resimdir.
3. Sıfırlama ve geri kazanım tesisine atılacak atıkların, geri kazanım tesisine atılacak yerini gösteren resimdir.
4. Doğrudan doğruya atılacak atıkların, geri kazanım tesisine atılacak yerini gösteren resimdir.
5. Her bir ürünün içeriğinde 3 tane resimdir.

(Geri kazanımın 7 Yararı) Kaynağına göre, doğrudan doğruya atılacak atıkların yerini gösteren resimdir.

ALM TME: Sıfırlama ve geri kazanım tesisine atılacak atıkların, geri kazanım tesisine atılacak yerini gösteren resimdir.

YENİLENEBİLİR ENERJİ: Sıfırlama ve geri kazanım tesisine atılacak atıkların, geri kazanım tesisine atılacak yerini gösteren resimdir.

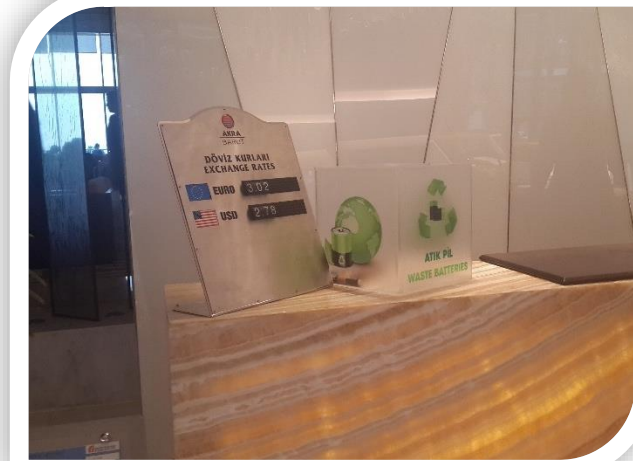
KİTARMA VE AYIRMA: Sıfırlama ve geri kazanım tesisine atılacak atıkların, geri kazanım tesisine atılacak yerini gösteren resimdir.



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.

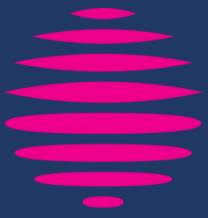


WASTE MANAGEMENT

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.



WASTE MANAGEMENT

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.



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.

ECO-FRIENDLY ROOM AMENITIES

WASTE MANAGEMENT



We use FSC-certified marble powder-based outer packaging for amenity accessories and fabric laundry bags.

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 **11326 liters** at Akra Antalya Hotel of vegetable waste oil have been delivered to the recycling company for the production of bio-diesel fuel.

In 2025, an average of **1,1 tons** of bio-diesel have been produced from the waste oil delivered from our Akra Antalya Hotel.

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



Approximately 76,350 kg of paper and cardboard waste was recovered and recycled.

This contributed to saving around 1,298 trees.

191 m³ of landfill space was saved.

313,035 kWh of electricity was conserved.

2,138 m³ of water was saved.

13,514 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 6,075 kg of metal waste.

8 tons of raw material were saved

18 m³ of landfill space was saved

3,900 kWh of electricity was saved

577 kg of greenhouse gas emissions were reduced



It has enabled the recovery of approximately 143,625 kg of glass waste.

193 tons of raw materials were saved

241 m³ of landfill space was saved

6,739 kWh of electricity was saved

4,814 kg of greenhouse gas emissions were reduced



It has enabled the recovery of approximately 12,589 kg of plastic waste.

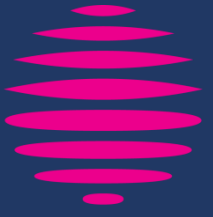
32,832 liters of petroleum were saved

30 m³ of landfill space was saved

72,689 kWh of electricity was saved

516 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 **457 kg** from Akra Antalya 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, **105 kg** of waste batteries have been sent to the "TAP (Portable Battery Manufacturers and Importers Association)".



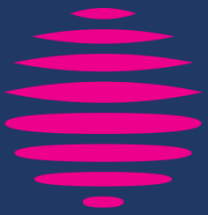
USE OF CHEMICALS

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 1,950 room nights at Akra Antalya Hotel.



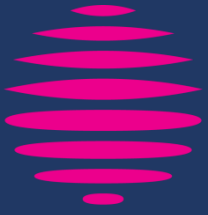
ENERGY MANAGEMENT

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.





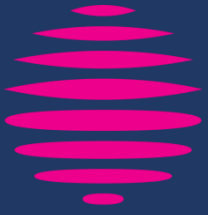
ENERGY MANAGEMENT

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.
- During the winter season of 2024–2025, as part of the renovation works carried out at Akra Antalya, all our rooms have been equipped with state-of-the-art smart room systems. Thanks to this innovative transformation, energy efficiency has been enhanced, preventing unnecessary consumption, while also contributing significantly to the reduction of carbon emissions in line with our sustainability goals. While prioritizing guest comfort, an environmentally responsible approach has been adopted.

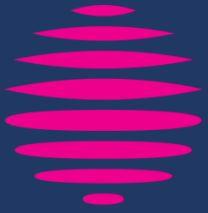




ENERGY MANAGEMENT

- 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.
- 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.

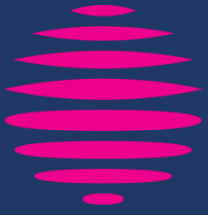




ENERGY MANAGEMENT

- 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.
- 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.

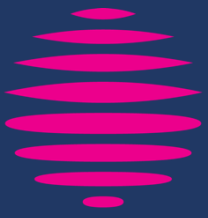




ENERGY MANAGEMENT

- 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.





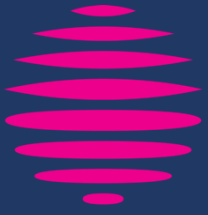
SOLAR POWER PLANTS

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.

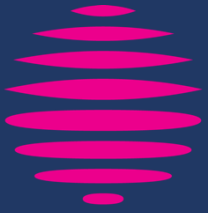


SOLAR POWER PLANTS

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

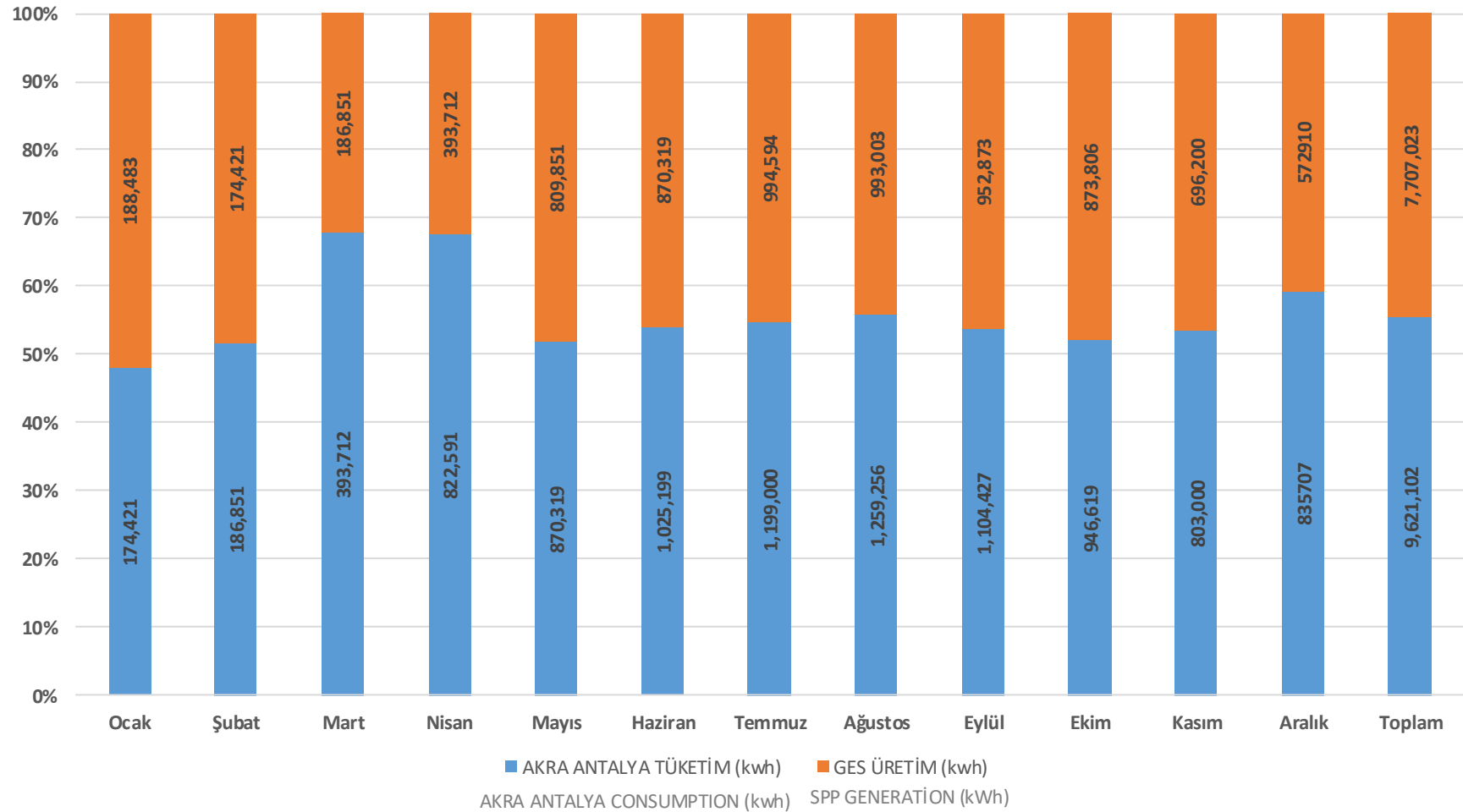
ENERGY MANAGEMENT

- **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

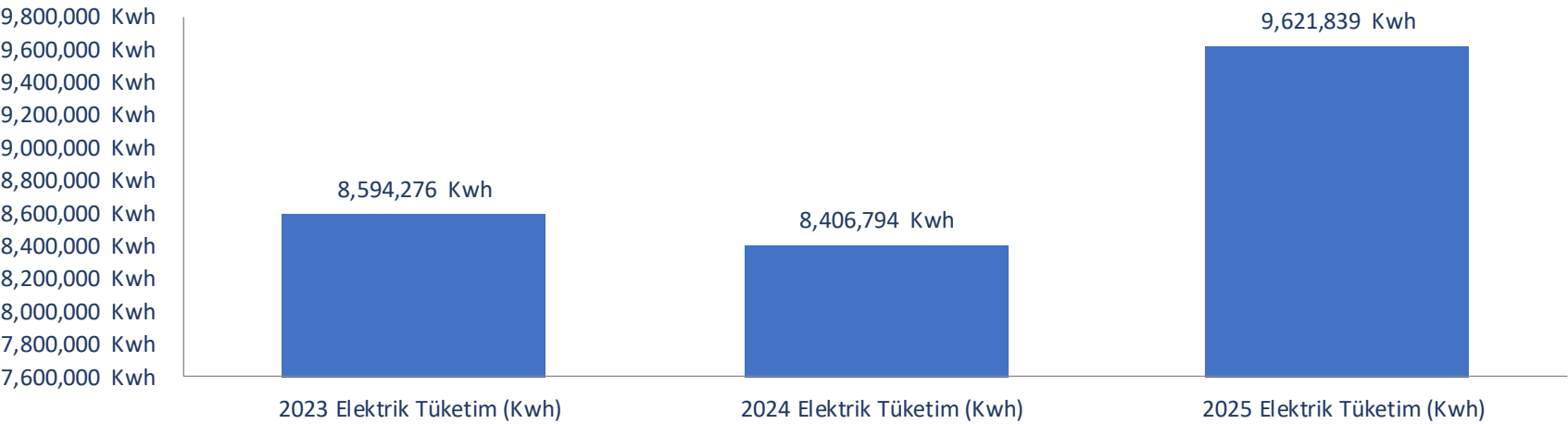
2025 Solar Power Plant (SPP) Generation – Facility Consumption Comparison Chart



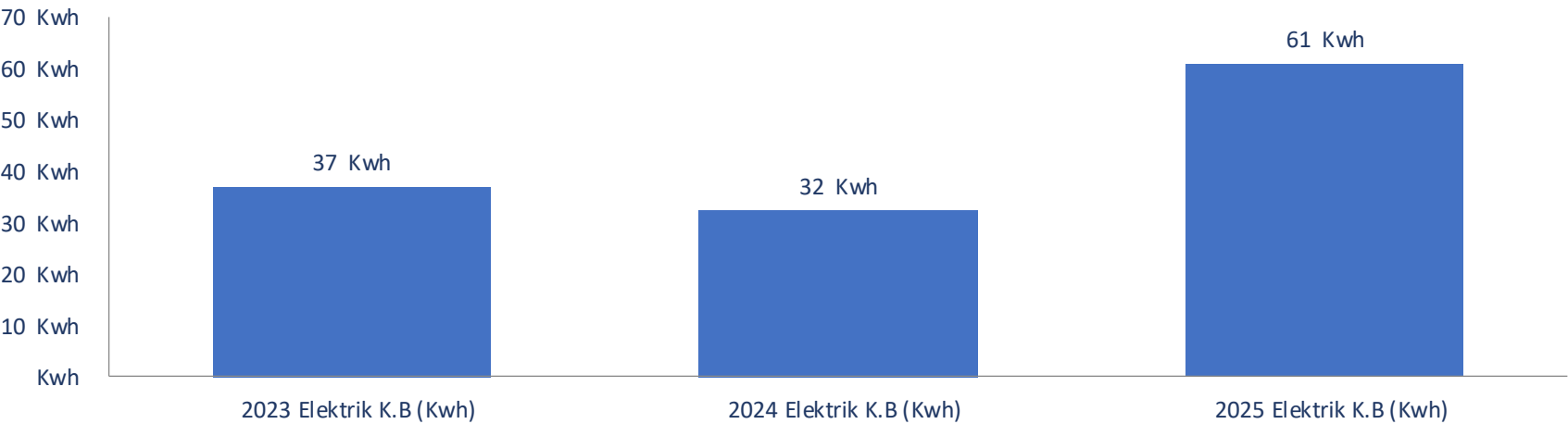


AKRA ANTALYA ELECTRICITY CONSUMPTION DATA

Electricity Consumption Comparison By Years (kwh)

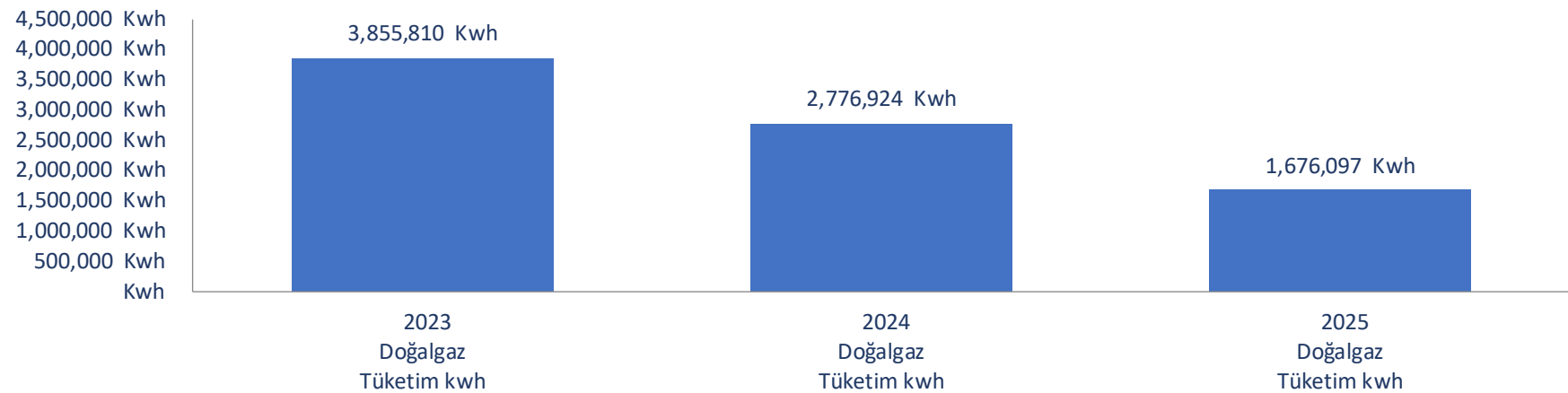


Electricity Consumption Comparison By Years (kwh-per person)

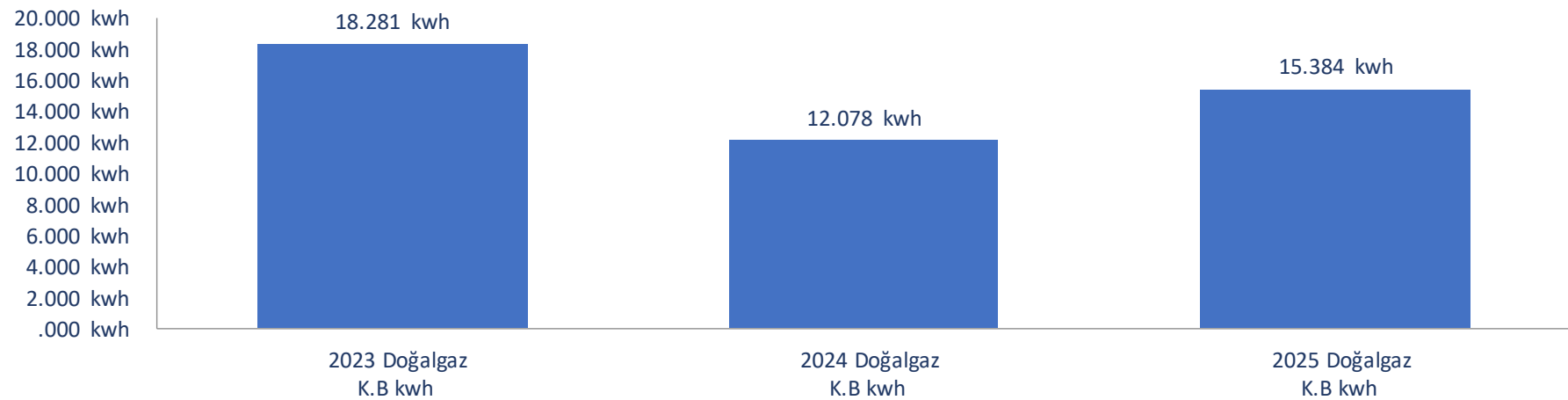


AKRA ANTALYA NATURAL GAS CONSUMPTION DATA

Natural Gas Consumption Comparison By Years (kwh)



Natural Gas Consumption Comparison By Years (kwh-per person)

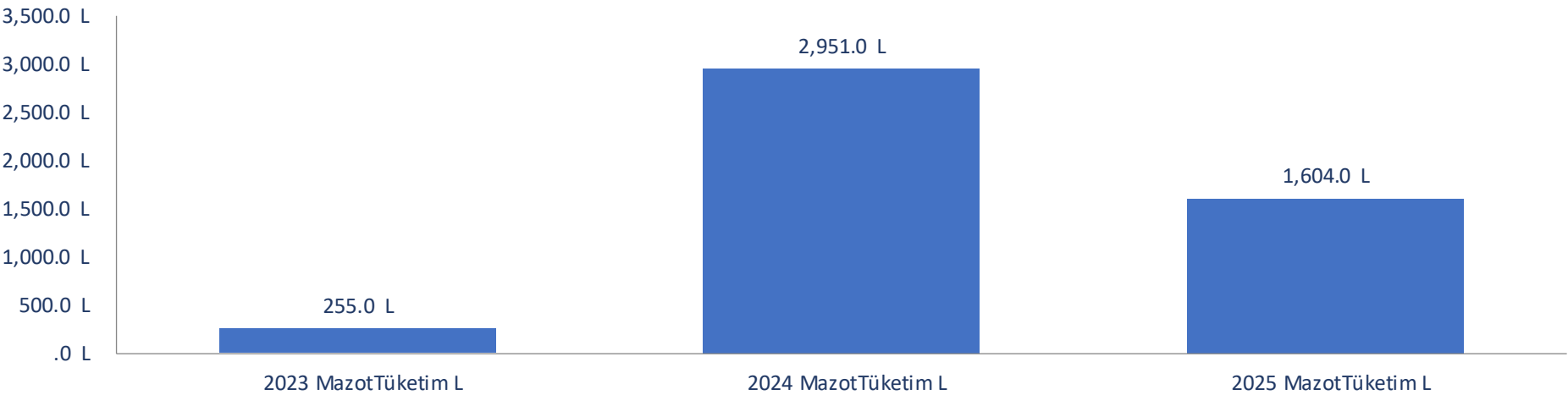


ENERGY
MANAGEMENT



AKRA ANTALYA DIESEL FUEL CONSUMPTION DATA

Diesel Fuel Consumption Comparison Bey Years (L)



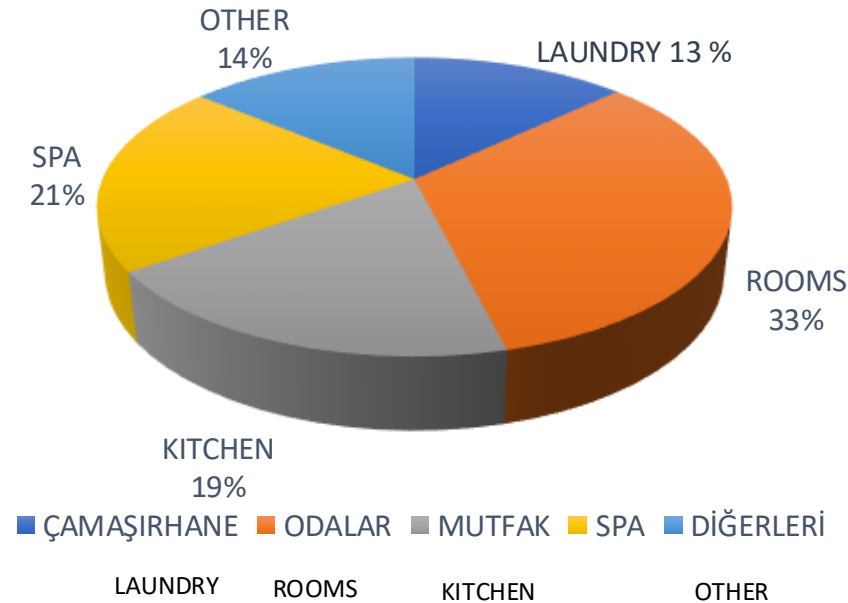
Diesel Fuel Consumption Comparison By Years (L-per person)

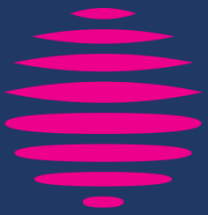


WATER MANAGEMENT

The water consumption is high in our facility due to daily activities, swimming pools and living spaces. Therefore, water use and control are of high importance for us.

We utilize all kinds of equipment to minimize the overall water consumption and save water without compromising on health, hygiene and guest satisfaction, and we make "**Environmental Friendly Cards**" available at the guest rooms for water saving, and we train our staff members with respect to such matter.



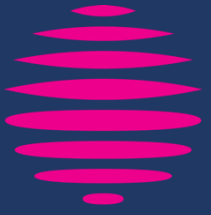


WATER MANAGEMENT

The below-listed actions are taken and maintained for water saving at our hotels:

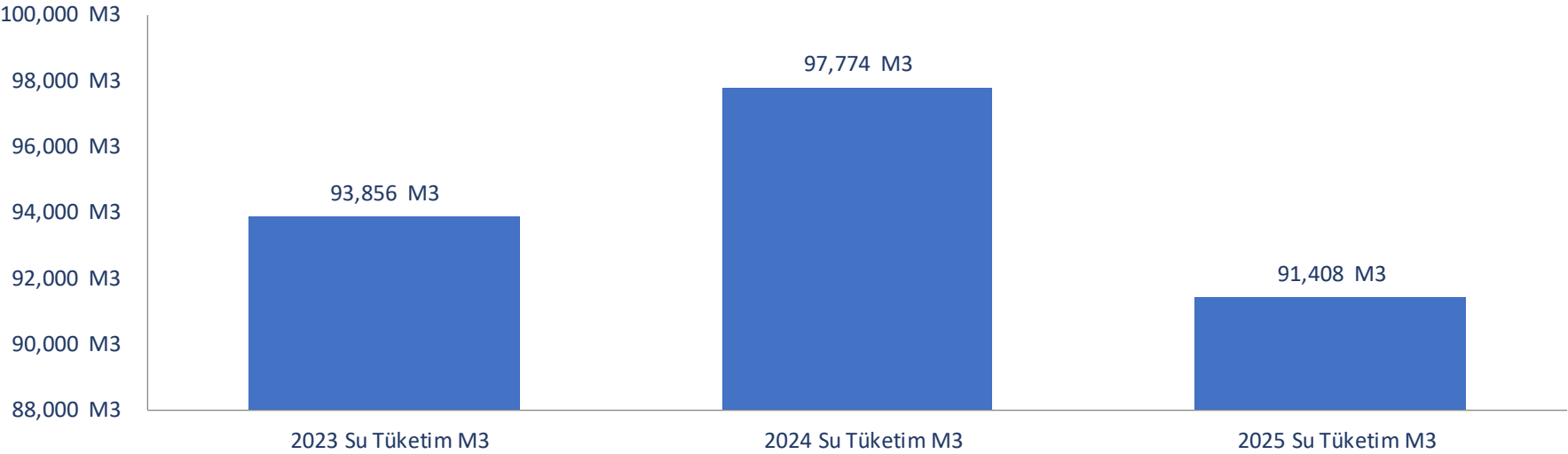
- The water flow is limited with the aerators connected to all the armatures available at the rooms and public spaces. Aerators are subjected to regular checks, and replaced if and when so necessary.
- All the lavatory faucets and showers at the rooms and public spaces are adjusted so as to ensure a water flow rate of 5 l and 10 l, respectively. These flow rates are monitored via regular measurements, and readjusted in case of detection of high-speed rate.
- 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.



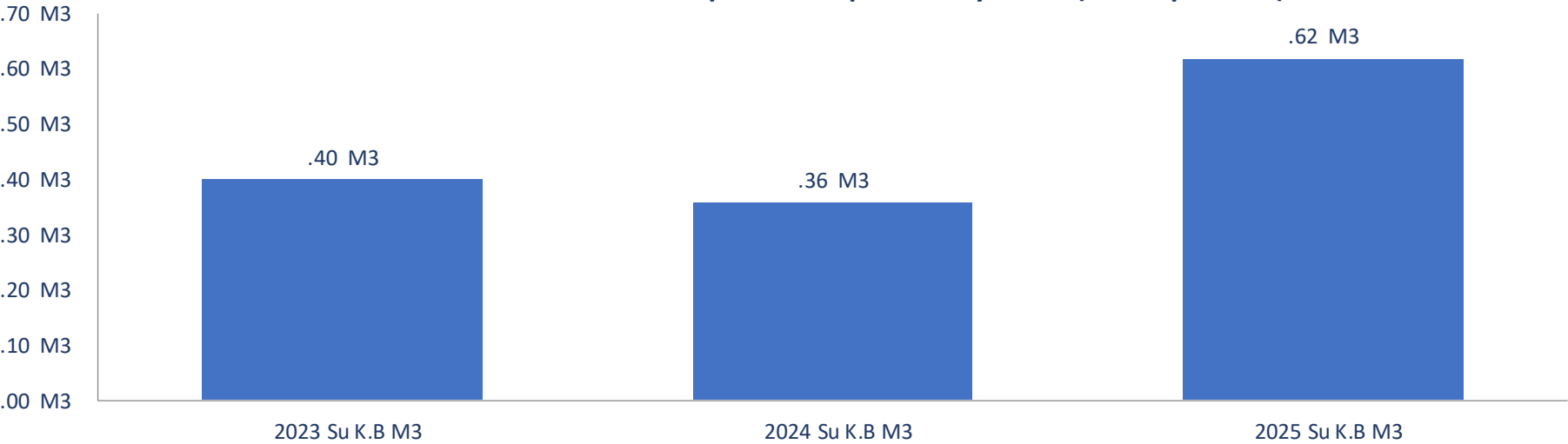


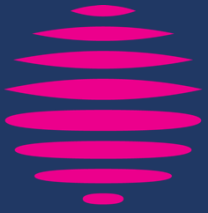
AKRA ANTALYA WATER CONSUMPTION DATA

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.

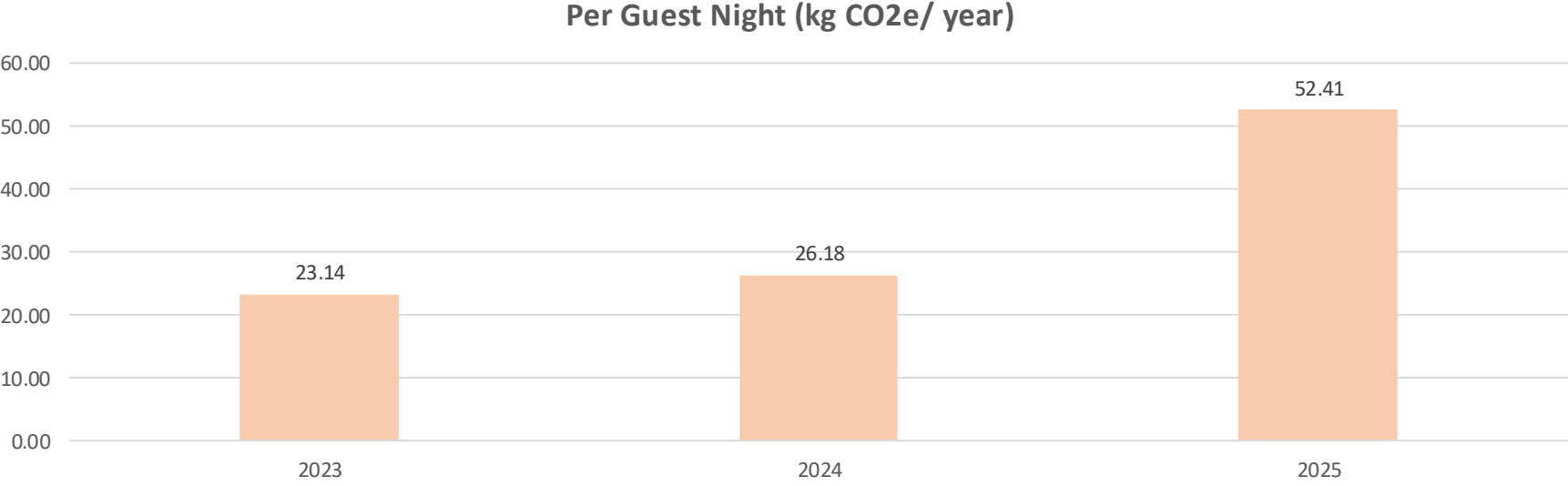
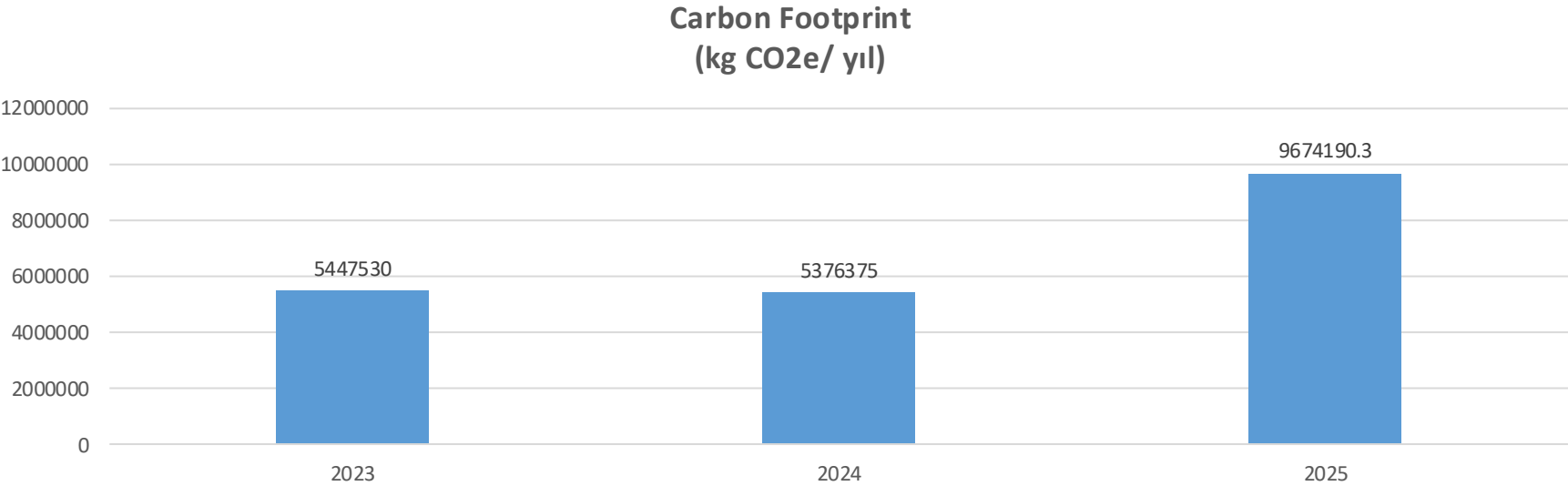
As Akra Antalya, we calculate our carbon footprint with the awareness and responsibility of minimizing our impact on climate change and global warming, and of leaving a sustainable environment for future generations. At every stage, we monitor and control our consumption. Our targets and initiatives 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.

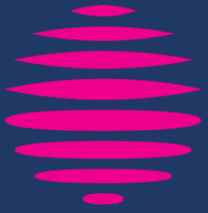




CARBON
FOOTPRINT

CARBON FOOTPRINT





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 Antalya, 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.

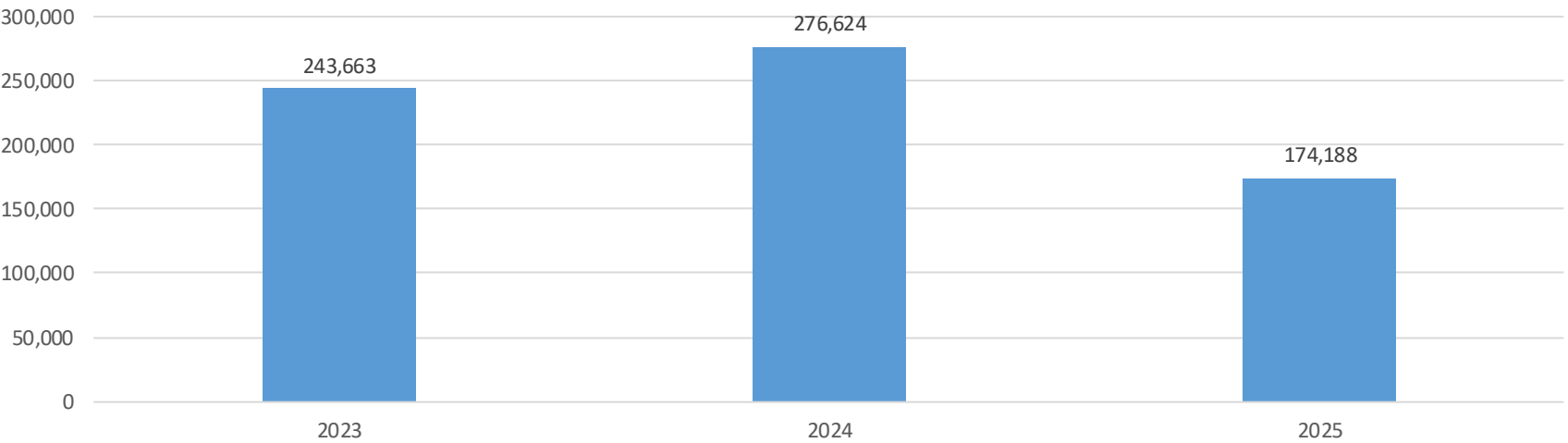




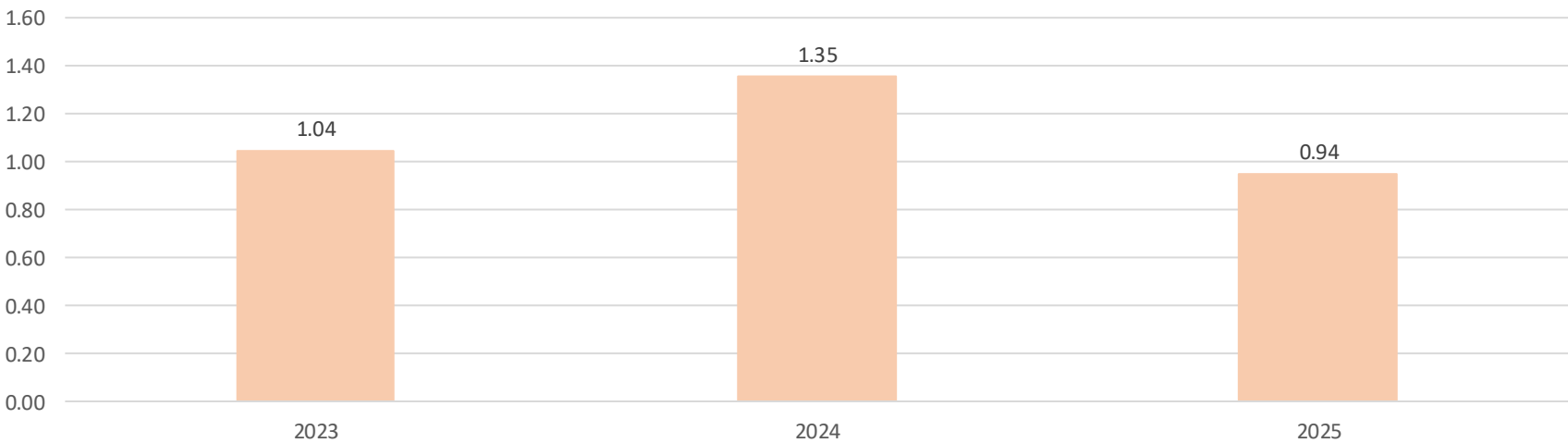
WATER
FOOTPRINT

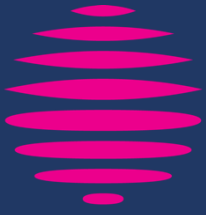
WATER FOOTPRINT

Water Footprint (m3/ yil)



Per Guest Night (m3/ year)

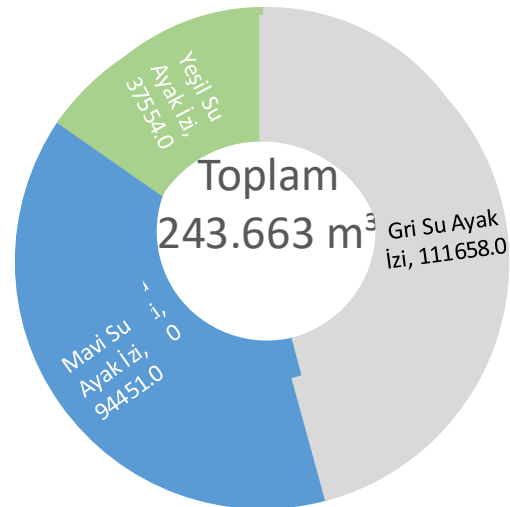




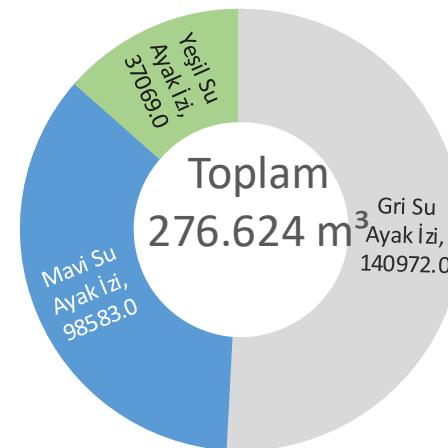
WATER FOOTPRINT

WATER FOOTPRINT

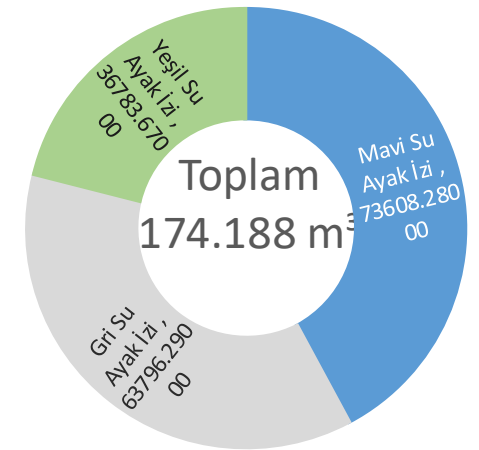
2023 Water Footprint Component
(m³/year)

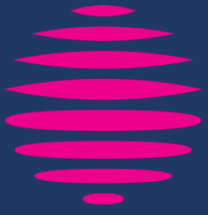


2024 Water Footprint Component
(m³/year)



2025 Water Footprint Component
(m³/year)





ACCESSIBLE AKRA ANTALYA

Akra Antalya Hotel, prioritizing the comfort of every guest, opens the doors to accessible travel with specially designed, comfortable, and accessible rooms for guests with disabilities.

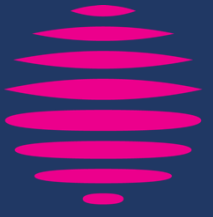
ACCESSIBILITY FACILITIES

With a total of 5 accessible rooms, Akra Antalya Hotel aims to ensure the highest level of comfort by offering spacious living areas and specially designed bathrooms that provide guests with all necessary conveniences.

In addition to rooms that offer a home-like comfort, the property also provides facilities such as accessible lifts in both indoor and outdoor swimming pools, as well as accessible restrooms available throughout the hotel, ensuring a comfortable and inclusive experience for all guests.

To book one of these rooms, it is sufficient to select a Deluxe Sea View room during the reservation process and inform the hotel of your request in advance.





ACCESSIBLE AKRA ANTALYA

ACCESSIBILITY FACILITIES

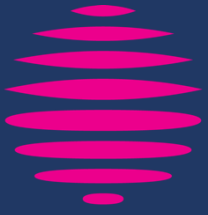


We are a facility that values diversity and inclusion and aims to provide enhanced services in terms of accessibility.

In this context, in collaboration with WeWALK, we provide free consultancy support within our hotel for guests with visual assistance needs through the DANIŞ application.

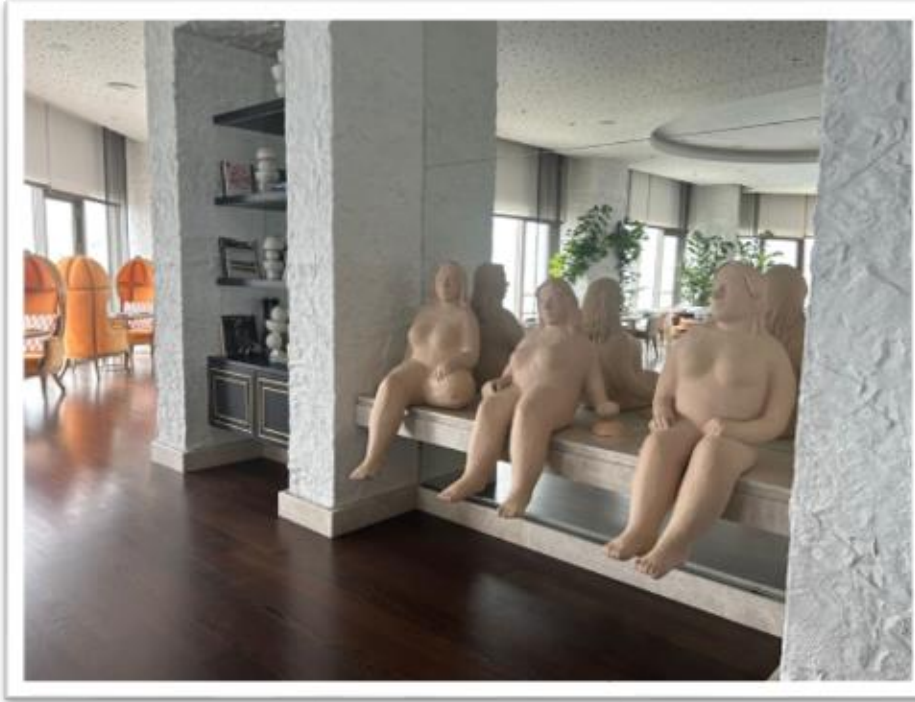
WeWALK





PRESENTATION OF CULTURAL HERITAGE

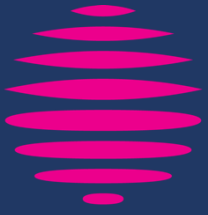
PRESENTATION OF CULTURAL HERITAGE



KYBELE

Considered the Mother of the Gods, Cybele is one of the most widely worshipped goddesses of antiquity, originating from the earliest periods of Anatolia and continuing through the Hittites, Phrygians, Hellenes, and Romans.

Our guests have the opportunity to see statues of Cybele in the public areas of our hotel and learn about her significance in Anatolian culture.



PRESENTATION OF CULTURAL HERITAGE

PRESENTATION
OF CULTURAL
HERITAGE



SHOE SHINING

In today's rapidly changing world, shoe shining is one of the crafts that is on the verge of disappearing. At Akra Antalya Hotel, we invite all our visitors to the lobby floor to keep this valuable profession alive and to experience a touch of nostalgia.

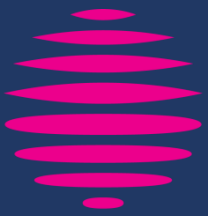


PRESENTATION OF CULTURAL HERITAGE



OUR CULINARY PRESENTATIONS

We are aware that one of the key ways of introducing our geography is through our rich culinary culture. In our product selections and menu designs, special ingredients sourced from our local suppliers are presented to our guests by Akra's experienced and innovative chefs, with tasteful touches that preserve their authentic essence.



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.

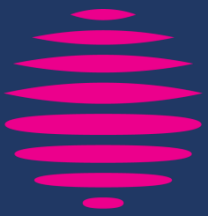
WHITE WAGTAIL



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	35	35	14
Shrubs	27	27	18
Groundcovers	4	4	4
Climbers and vines	2	2	0

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

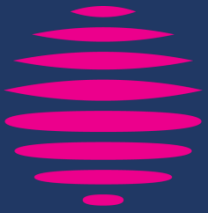
Wooden bird nests were built and placed on the trees by the carpenter of our hotel to preserve the natural life, which means that our birds now have their own nests.



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

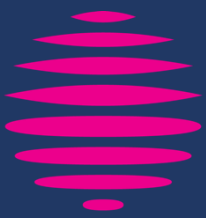
2017

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





COOPERATION WITH LOSEV

2019

On December 28, Saturday, the children again "Welcomed the New Year" with their families at Akra.

2021

On December 25, 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

2022

As part of our facility's 7th anniversary, on December 24, support was provided in collaboration with the LÖSEV through the purchase of handmade pillows. Children supported by LÖSEV and their families were also hosted at Akra during the "Hello to the New Year" event.

2025

On Saturday, December 20, a New Year's party was organized for children who have overcome leukemia and those still undergoing treatment, along with their families, within the scope of the LÖSEV.

OUR BLUE CAP PROJECT

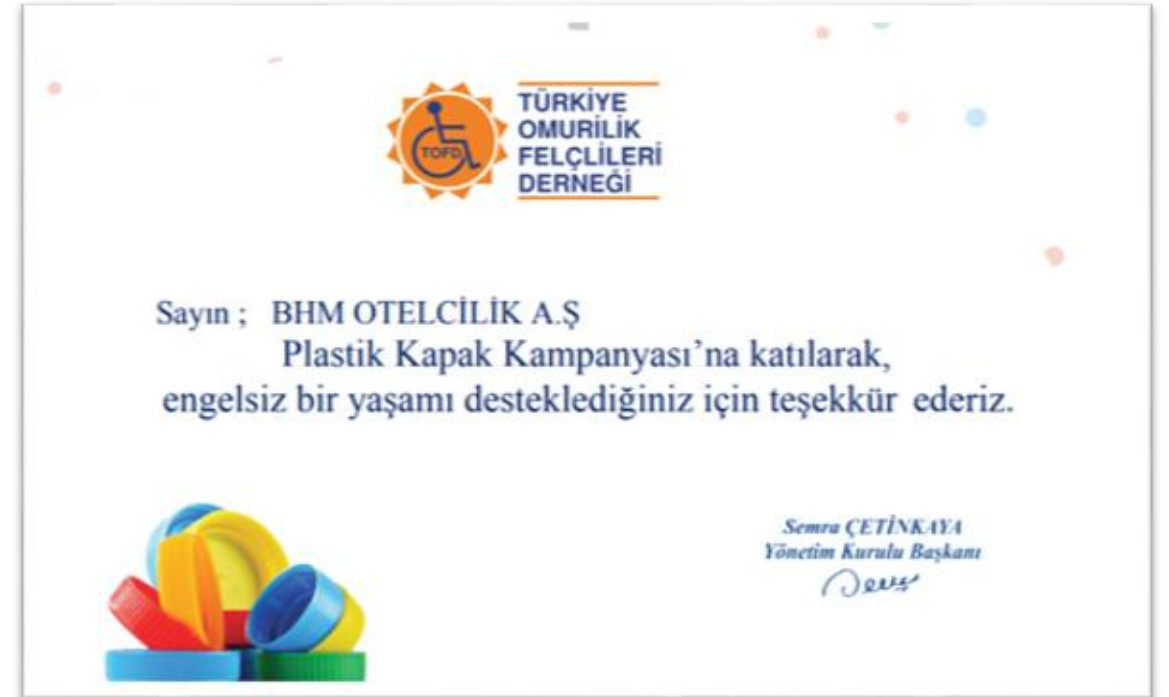
We collect blue caps for the Spinal Cord Paralytics Association

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

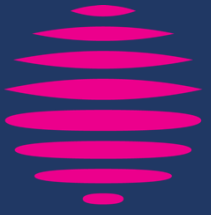
Our Runatolia Marathon team joined the event "Step by Step - Run After Goodness", and raised fund for such event.



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



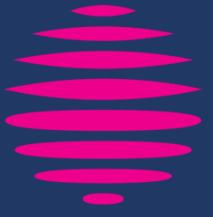
Donations were collected for the Çağdaş Yaşamı Destekleme Derneği in 2023.



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



Tourism



Entertainment



Music



Talks



Culture

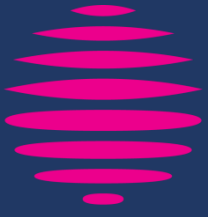
AKRA
caz
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ANTALYA



**TURKISH
AIRLINES**

A STAR ALLIANCE MEMBER

Sponsorshi
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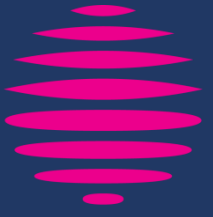


Main THEME: Our Future ...

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



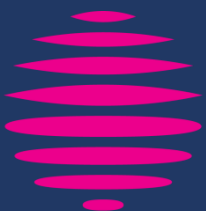


Antalya Chamber of Commerce and Industry Contributors of City Ceremony (2022)

OUR SOCIAL RESPONSIBILITIES
and SOCIAL CONTRIBUTIONS



During the Contributors of City Ceremony, which has been held at ATSO, we, as Akra Hotels, were granted an award.

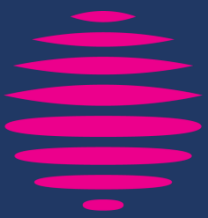


Underwater Cleaning

In March 2019, we removed approximately **5 tons** of waste to the land by employing diving teams for the purpose of ensuring a deep blue underwater for our people and guests.

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.



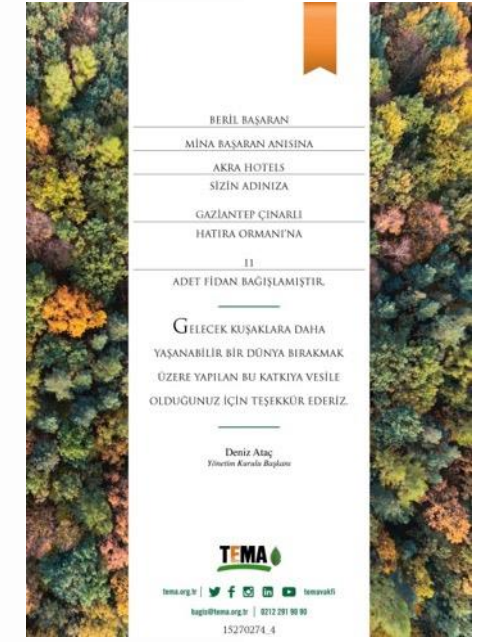
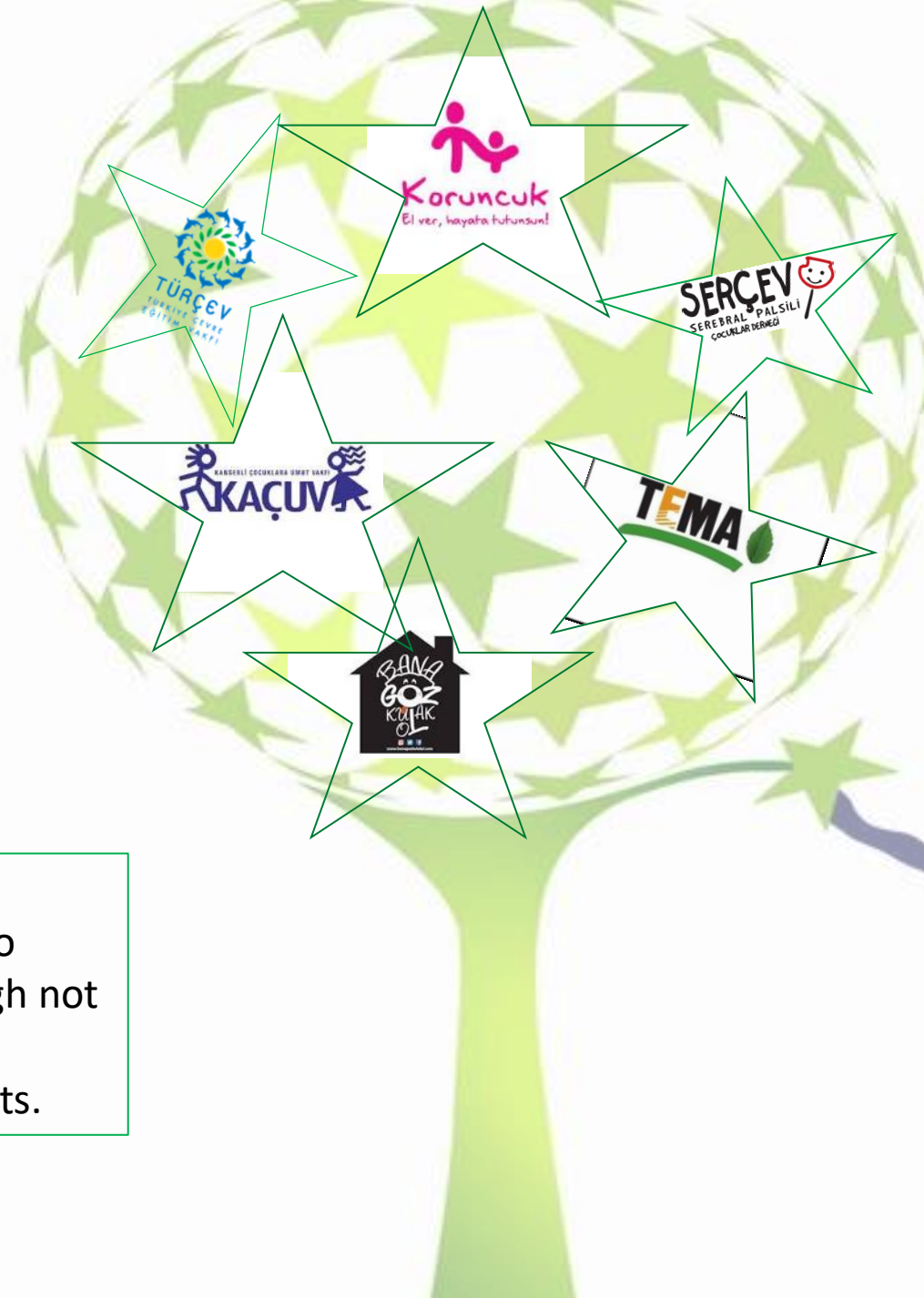
Within the scope of the Akra Gran Fondo, we organize awareness rides every year.

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



OUR SOCIAL RESPONSIBILITIES
and SOCIAL CONTRIBUTIONS

DONATIONS



Donation in the name of
our guest

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

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

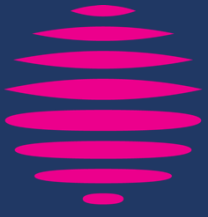
SOCIAL
INVESTMENTS

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.



SOCIAL
INVESTMENTS



SUPPORT FOR WOMEN PRODUCERS

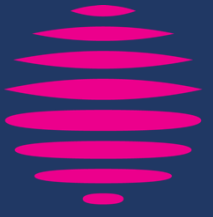
On March 8, International Women's Day, handmade soaps produced by women workers were presented as gifts to our female employees.



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.



SUPPORT FOR NATURE

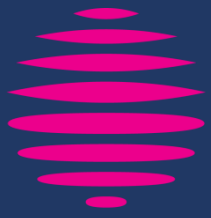
SOCIAL INVESTMENTS

**Dünya Kadınlar
Gününüz Kutlu
Olsun!**



#BirlikteDoğayaNefesKatıyoruz

On March 8, 2024, International Women's Day, seeds were dispersed using a drone.



ENVIRONMENTAL EVENTS AND AND DRILLS

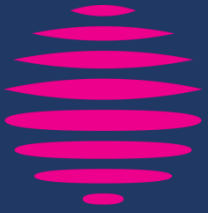
Environmental trainings are provided to our staff members in line with the annual training programs. The trainings involve reduction of consumption of natural resources, reduction and proper sorting of wastes, actions to be taken for hazardous wastes, Protection of Natural Life, etc.

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?

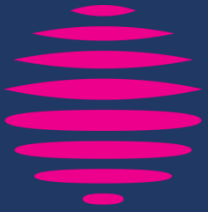
Any resource will deplete but an asset will appreciate. Any resource will be budgeted, spent and replaced. However, an asset will be appreciated, improved, valued and enhanced.

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.

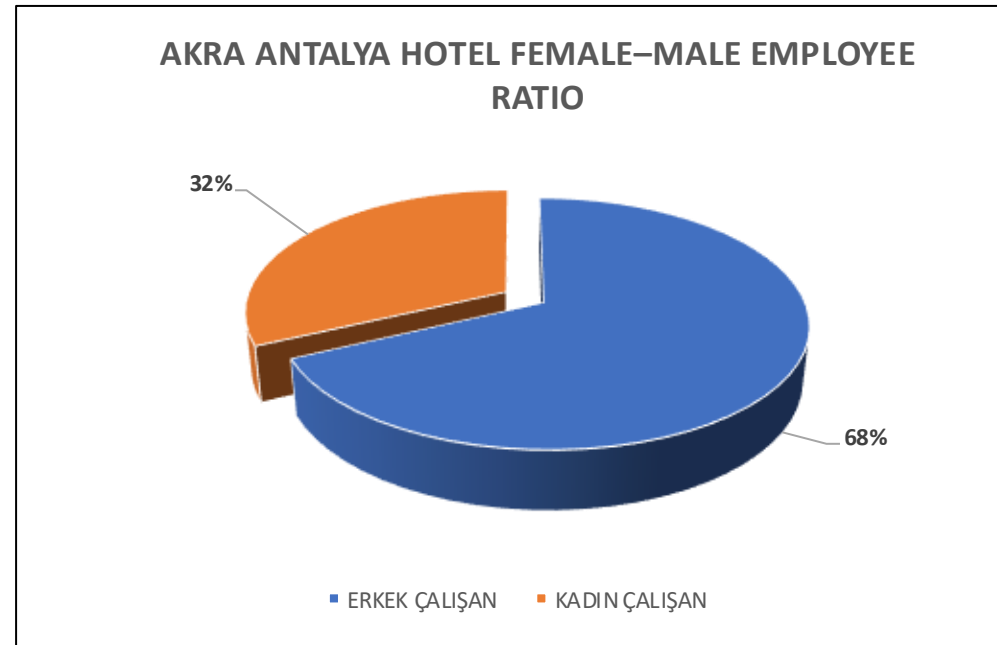


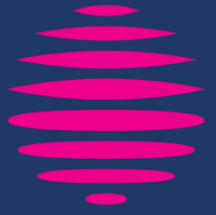
In 2025, **42** employees were promoted and **12** employees were included in the internal recruitment process.

➤ 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.

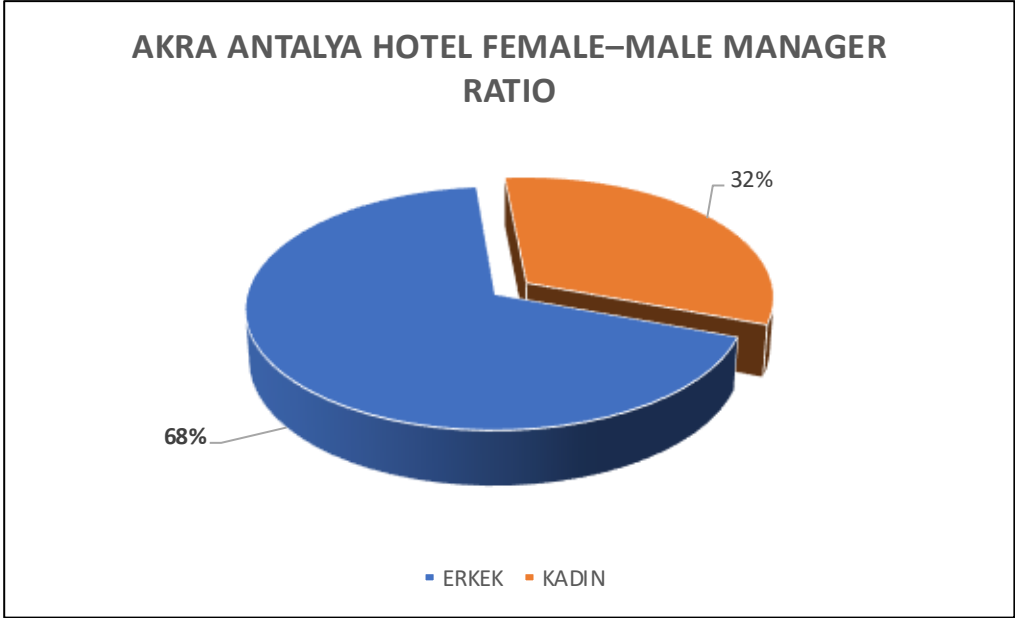




➤ **EMPLOYEE AND HUMAN RIGHTS**

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, 244 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.

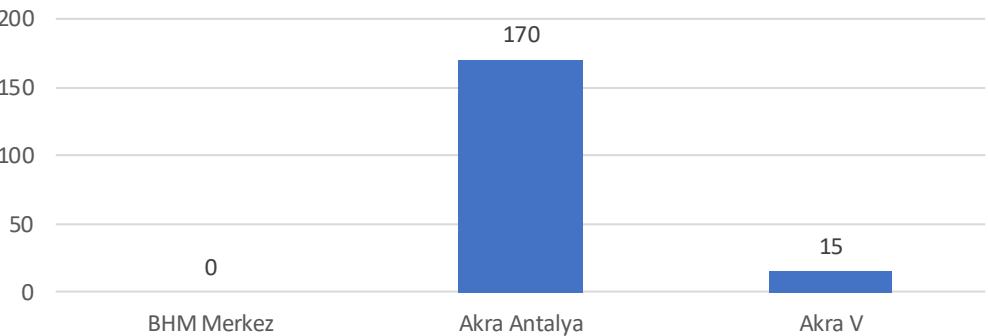
Guest safety is considered just as important as employee safety. Therefore, fire alarm systems, emergency exit plans, and security procedures are continuously checked throughout our facilities.

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.

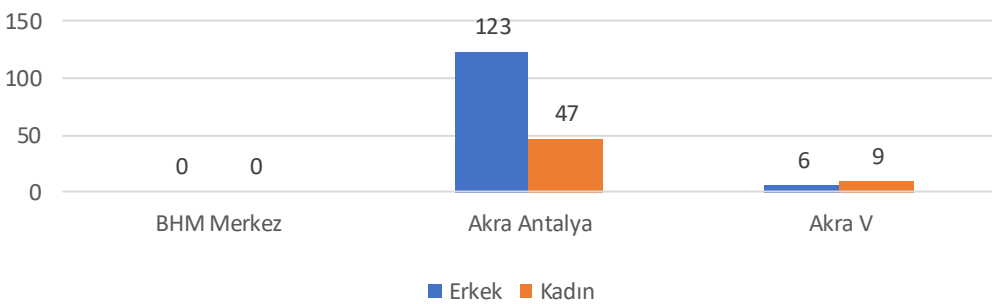


OCCUPATIONAL HEALTH AND SAFETY

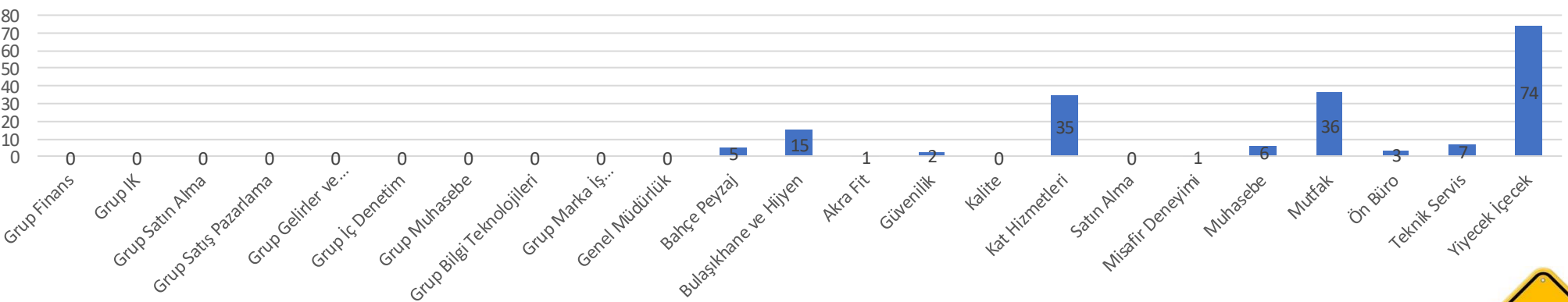
2025 Workplace Accident Distribution



Distribution by Gender

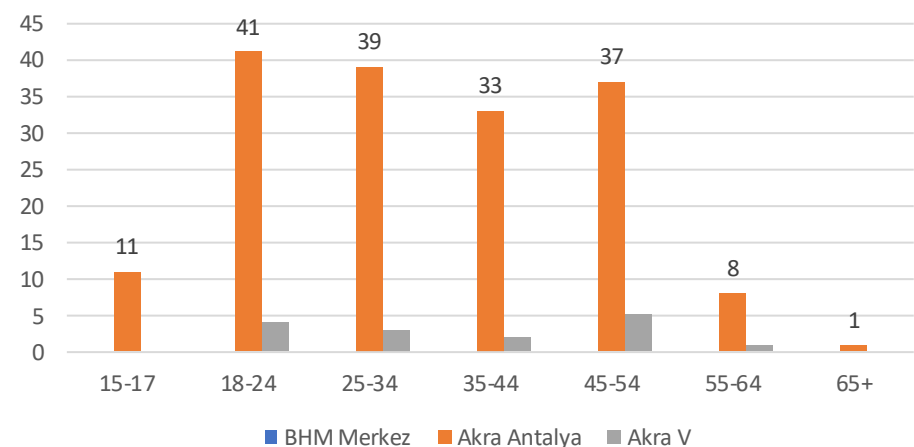


Workplace Accident Distribution

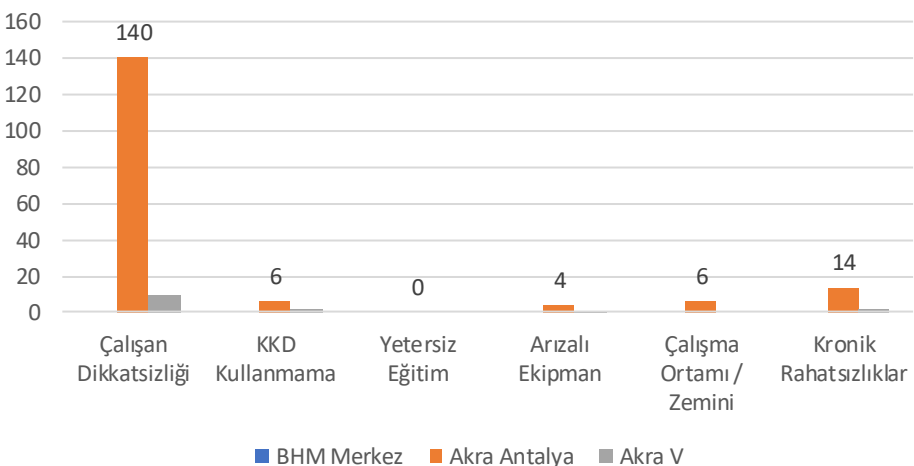


OCCUPATIONAL HEALTH AND SAFETY

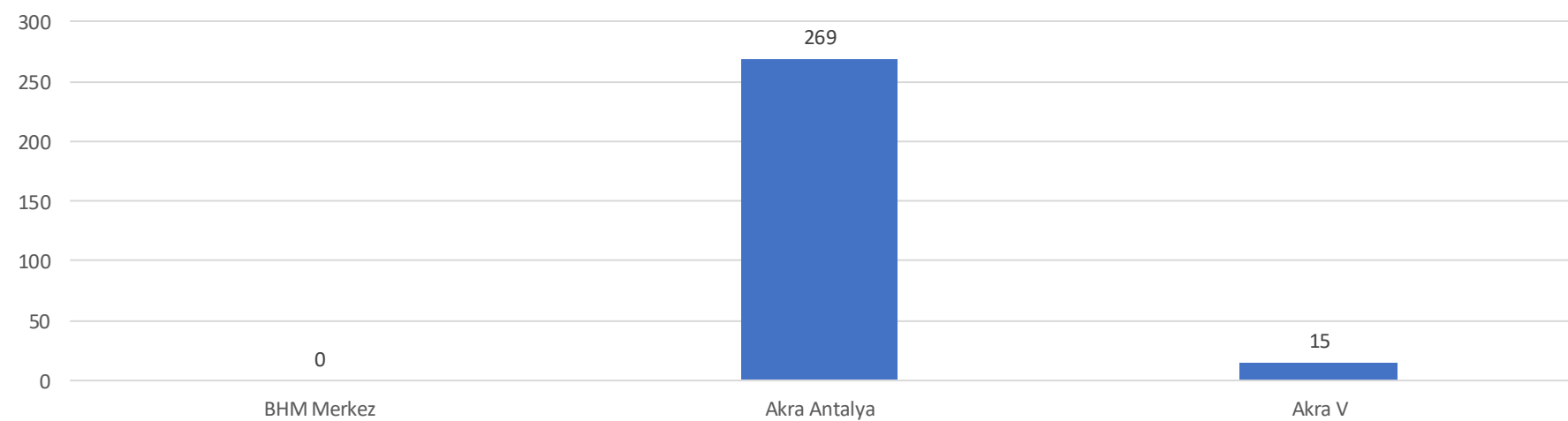
Distribution by Age Range

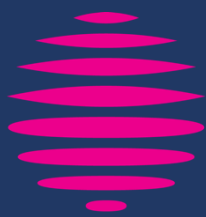


Distribution by Root Cause



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.

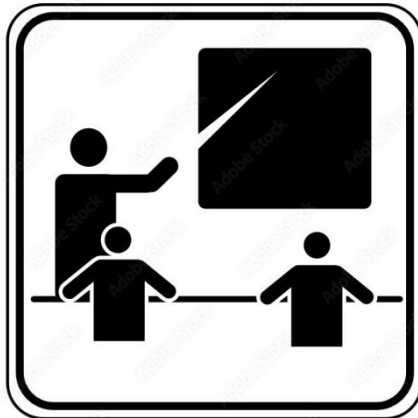


SUPPORT FOR DEVELOPMENT

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, 13 of our workmates, serving at our facilities, have obtained a Professional Competence Certificate.

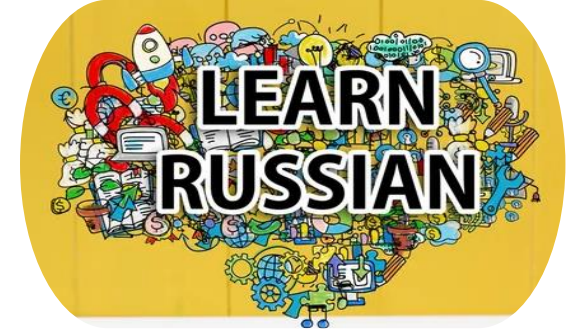


LEARNING SUPPORT

In 2025, **25** of our colleagues benefited from learning 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, **179** 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. In 2025, this gift was presented to **10** employees.



Dünyemizde KISIM ŞEFİ olarak çalışan MURAT YILDIZ'ın 26.08.2022 tarihinde oğlu ASLAN KAYRA dünyaya gelmiştir. Akra Hote is ailesi olarak anne ve babasını tebrik eder, ASLAN KAYRA bebeğe sağlığı, huzuru ve başanlı bir gelecek dileriz.

akrahoteles.com | 0 242 310 99 99 | @akrahoteles



Sports sponsorship is provided to our employee athletes. In 2025, sports sponsorship support was provided to **13** of our employees.



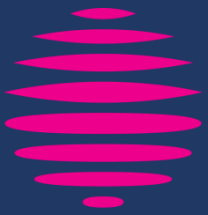
Birthday celebration

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



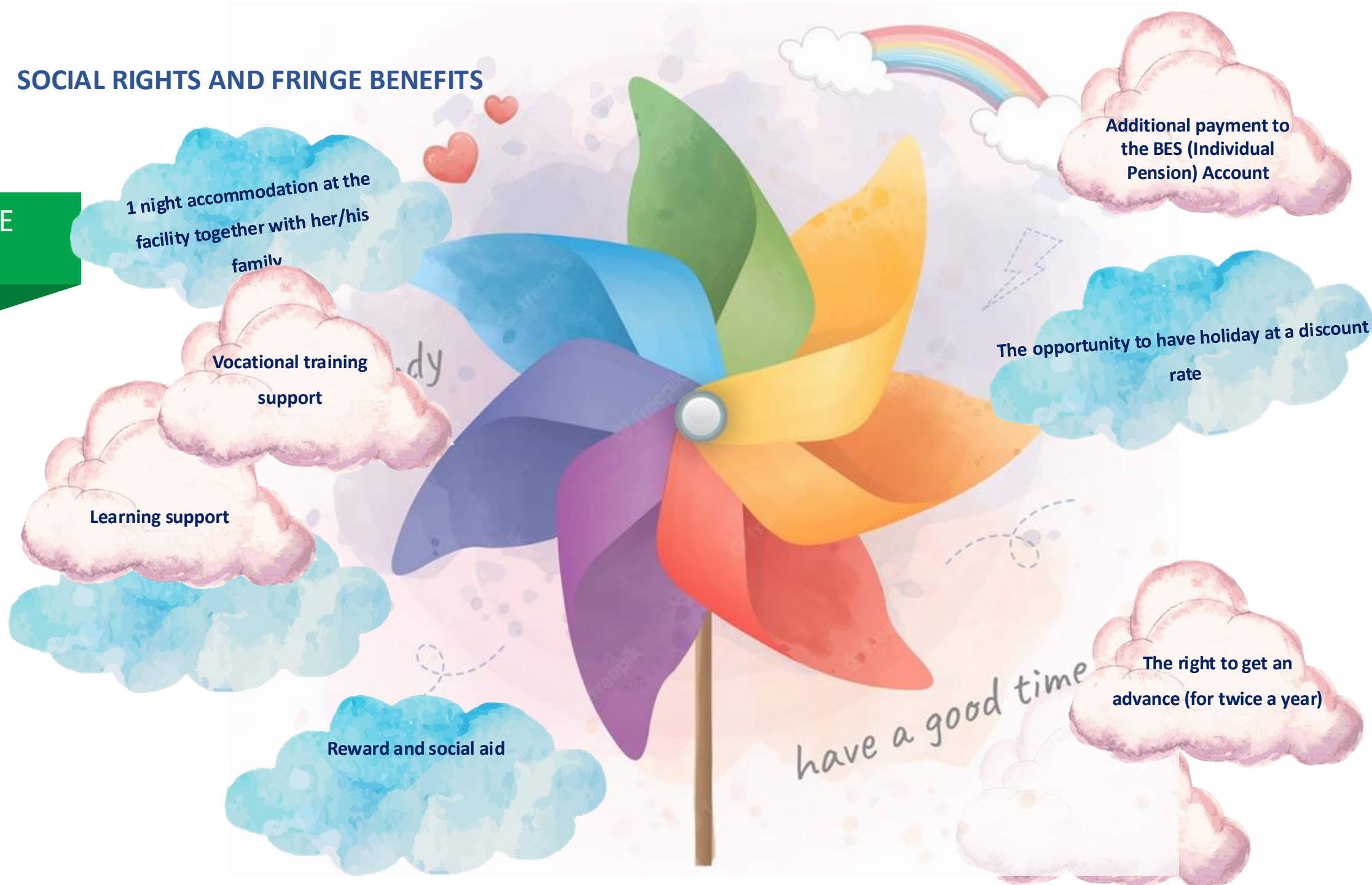
Employees who get married are given one full Republic gold coin as a gift. In 2025, gifts were presented to **14** employees due to marriage.

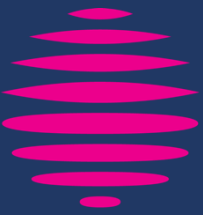
EMPLOYEE LIFE



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

BICYCLE-FRIENDLY HOTEL

In January 2022, the requirements of the Bicycle-Friendly Hotel Certification were fulfilled, and the certification was obtained.

**Free of charge
bicycle rental
service**



**Bicycle Rental
Service**



**Provision of
Equipment and
Routes**



**Nutrition Service
and Menus**



**Bicycle Repair and
Mechanical
Service**



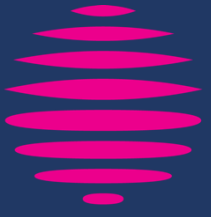
**Bicycle Storage
and Cleaning**



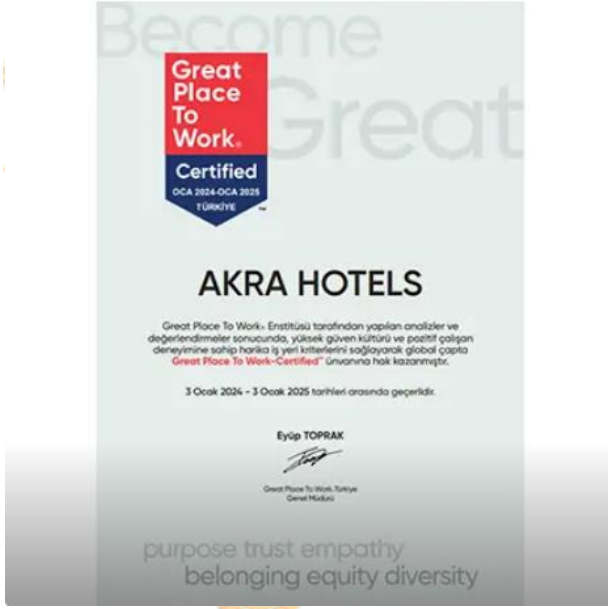
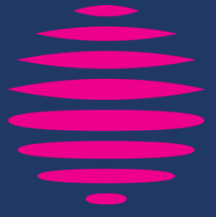
**Support for
Cycling Marathons**

OUR CERTIFICATES





OUR AWARDS



OUR AWARDS



OUR AWARDS