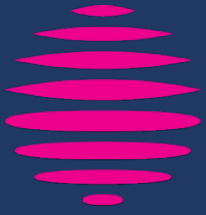


An aerial photograph of the Akra Sorgun resort. In the foreground, there are two large, winding swimming pools with light blue water. Between the pools is a landscaped area with green grass and purple flowering plants. In the middle ground, there is a large lounge area with many white umbrellas and lounge chairs. Beyond the lounge area is a sandy beach and the blue sea. In the background, there are modern, multi-story resort buildings. The sky is clear and blue.

# **AKRA SORGUN SUSTAINABILITY REPORT 2023**





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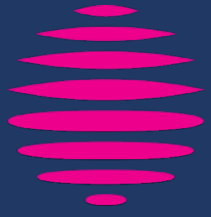
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## HISTORY

### HISTORY OF AKRA SORGUN HOTELS

AKRA SORGUN has started providing its services in the year 2013 at Antalya Manavgat district. It has 310 rooms in 10,435 square meters of indoor space, with a capacity of 650 beds.

The total open area of the facility (including encroachments) is 74,188 m<sup>2</sup>, and approximately half of this area is a green area. AKRA SORGUN is a seasonal facility and operates from April to November.



## OUR VISION

BHM Group, continues to be an innovative and respectable firm, deriving strenght from local values.



## OUR MISSION

Ads values to its stakeholders with the principle of « Happy Employee-Happy Guest».



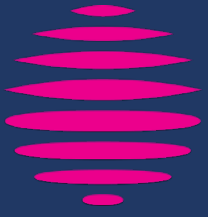
## OUR VALUES

- Fair
- Credible
- Sensible



## OUR CORPORATE MANAGEMENT PRINCIPLES

- Justice,
- Responsibility,
- Transparency,
- Accountability,
- Consistency,
- Participatory Propagation ,
- Effectiveness and Efficiency



## MANAGEMENT'S MESSAGE

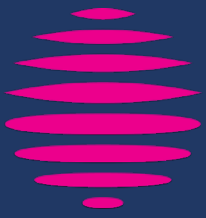


As Akra Hotels, we approach our sustainability strategies and future-oriented development goals in line with the BHM Vision, taking into account evolving needs.

While meeting today's needs, our aim is to preserve natural resources, leave a better environment for future generations, to ensure the life and development of today and the future by establishing a balance between humans and nature, allowing the needs of future generations to be met and developed.

We are determined to leave a better World for future generations.

**ÇAĞDAŞ AKKAYA**  
**AKRA SORGUN GENERAL MANAGER**



## INTEGRATED MANAGEMENT SYSTEM POLICY

BHM Group, across all its activities, is committed to;

Implementing an effective Integrated Management System and adhering to 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

Prioritizing the satisfaction of employees, guests, and customers, and delivering services of uncompromising quality.

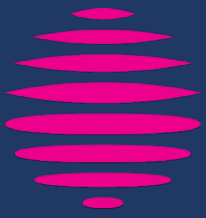
### Our Strategic Management Approach

As BHM Group, we adhere to the fundamental principle of compliance with legal requirements, standards, guest and customer expectations, and our internal rules in all product and service processes. We effectively manage risks and opportunities, set measurable targets, and continuously improve all our processes. In line with this direction, we ensure the necessary investment and employment opportunities.

In all our activities, we adhere to the principle of delivering business results that generate value for our stakeholders, while fostering long-term cooperation through transparency and reliability.

## OUR POLICY





## OUR POLICY

### Food Safety - Hygiene

Our common principles across all our facilities and brands are to ensure good production, hygiene practices, and environmental conditions, aiming to produce and offer healthy, delicious products that meet expectations while continuously improving and developing our food safety management system effectiveness.

### Employee Safety and Investing in People

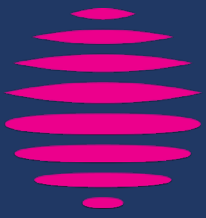
The main purpose of BHM Group is to be an employer that all employees will be proud to be a part of and prefer by providing a fair, safe, peaceful, dignified and equal working environment.

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

By fostering a culture of education and awareness among employees at all levels, we conduct continuous training activities and provide support to enhance their knowledge and skill levels.

Protecting human rights and ensuring equal opportunities regardless of language, religion, race, gender, sexual orientation, marital status, age, colour, ancestry, national origin, disability, and other protected statuses is our fundamental rule.

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



## Respect for the Environment, Protection of Cultural Heritage, Wildlife, Endemic Species and Sustainability

We aim to cultivate a corporate culture where we are conscious of the impact of sustainability on our existence and future.

We are committed to fulfilling our environmental obligations and promoting sustainable resource use, climate change mitigation, as well as biodiversity and ecosystem protection.

Our main goals are to prevent environmental pollution and protect nature by efficiently using our natural resources, reducing waste generation at the source, and promoting recycling or safe disposal methods.

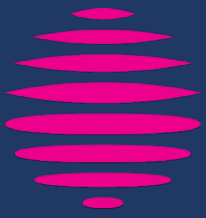
We will conduct our activities without harming our cultural heritage, aiming to promote, disseminate, and implement our cultural heritage, values, areas of spiritual importance, and traditions by protecting them. We are delighted to incorporate authentic elements of our traditional and contemporary local culture into our operations, design, and cuisine, enriching our offerings and experiences.

We collaborate with NGOs and provide project support for the protection of cultural heritage, environment, nature, endemic species, and wildlife.

We aim to leave a cleaner carbon and water footprint on our planet by making environmentally sustainable purchasing choices that consume less energy and water and produce less waste in the supply of our products and services.

### OUR POLICY





## Energy Efficiency and Management

As BHM Group, we consider ensuring energy efficiency as one of the most crucial steps towards sustainability.

In all of our facilities, we first measure energy use to identify issues and pinpoint areas for potential savings.

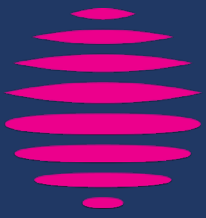
We ensure long-term improvement by utilizing automation for management and monitoring of resources. We continuously analyse energy savings through maintenance, surveillance, and monitoring processes.

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

We utilize renewable energy sources, develop projects to reduce energy consumption, and support design activities that prioritize improving energy performance. In our projects, we consider factors such as technology, investment cost, global warming, and greenhouse gas formation.

## Guest Satisfaction - Guest Safety - Guest Orientation

Our guests are the reason for our existence. Our principle is to handle guest complaints from all sources with confidentiality, resolve them promptly, and turn them into development opportunities by informing our guests. We aim to compensate justified complaints and ensure the return of equivalent service and compensation to our guests.



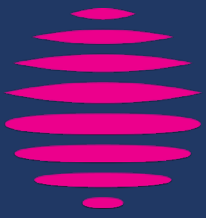
## **Supporting Local Economy**

We support the development of the region by sourcing the services and products for our facilities and brands within BHM Group from local producers, women entrepreneurs, or organizations. This approach supports the sustainability of raw materials and service-product suppliers. We contribute to increasing employment in the region by creating new business lines. We monitor our local and environmental procurement rates.

## **Abuse and Harassment against Special Protected/Vulnerable Groups**

We believe that everyone should take responsibility for protecting specially protected/vulnerable groups. We recognize the importance of the well-being of specially protected/vulnerable groups and acknowledge that protecting them from all forms of harm, including physical and emotional abuse and harassment, is our fundamental duty.

Our main goals are to enhance the living comfort of our disabled guests and employees in our facilities and to make improvements for accessibility.



## CORPORATE RESPONSIBILITY

While carrying out its activities, Akra Hotels strives to maintain positive relations with surrounding communities, organizations, and natural habitats. We aim to ensure that our social and economic impacts are beneficial for the environment and the people of the region as much as possible, while also reducing and eliminating any negative impacts.

### ➤ **Being Environmentally Friendly**

Our primary goal is to conduct activities that contribute to the protection of the environment and cultural heritage in the regions where we operate, and as far as possible beyond, while also controlling our environmental impacts.

### ➤ **Supporting the Local Community**

We ensure that the personnel we employ are from the local community. In this way, through the multiplier effect of the economy, we contribute to the revitalization of the region's economy by employing local personnel. At the same time, we assist the people of the region in staying within their communities by providing job opportunities locally, rather than seeking employment outside the region.

### ➤ **Sustainable Tourism**

Meeting the needs of our guests and the local community with future generations in mind, protecting natural resources and wildlife, conserving energy and water, and enhancing quality of life are the foundation of our sustainability activities.

### ➤ **Creating Opportunities**

We offer internship opportunities for tourism students to gain valuable work experience. We support our employees with training programs and a career management program. We aim to train our own employees as much as possible, promote them to higher positions, and grow together as a team.

## LEGISLATION

Our business activities are conducted in accordance with the Waste Management Regulation, Packaging Waste Control Regulation, Water Pollution Control Regulation, the Technical Procedure Communication, Environmental Permit and License Regulation, Environmental Impact Assessment Regulation, Industrial Air Pollution Control Regulation, Vegetable Waste Oil Control Regulation, Medical Waste Control Regulation, Environmental Noise Directive, Zero Waste Regulation, Soil Pollution Control and Point Source Pollution Areas Regulation within the Environmental Legislation. In this context, all necessary documents, permits, and licenses for our facility have been obtained, and sampling activities under continuous monitoring are ongoing.



## ISO 14001:2015

Akra Sorgun çevresel satın alma politikaları, geri dönüşüm, enerji, su ve atık yönetimi gibi uygulamaları sistematik şekilde yönetebilmek adına uygulamalarını ISO 14001 : 2015 Çevre Yönetim Sistemi sertifikası ile belgelemiş ve standart maddeleri çerçevesinde uygulamalarını yönetmektedir.

In order to manage its environmental procurement policies, recycling, energy, water, and waste management practices systematically, Akra Sorgun has documented its practices with the ISO 14001:2015 Environmental Management System certification and manages its practices within the framework of standard articles.



WHAT DO  
WE DO?



## TRAVELIFE



Akra Sorgun is a member of TRAVELIFE, an organization that rewards and encourages businesses by recognizing their efforts in sustainability certification. This recognition is based not only on criteria like environmental procurement policies, recycling, energy, water, and waste management but also on their commitment to corporate and social responsibility towards their employees and the local community.

## GREENKEY

Our business conducts environmental activities in accordance with local and international standards and has been a member of Green Key since 2015, another international awarding organization.

## MAVİ BAYRAK

Akra Sorgun has been a Blue Flag member since 2014, registering its environmental activities through practices that comply with the criteria in the beach area.



WHAT DO WE  
DO?

## 2023 SUSTAINABLE TOURISM

### WHAT DO WE DO?

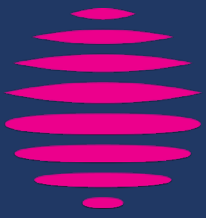
Türkiye develops national sustainable tourism standards in collaboration with national and international stakeholders, taking into account the balance between conserving and utilizing the natural, cultural, and social elements that are the supply sources of tourism, to benefit from them without jeopardizing them, and to ensure their development and global recognition without putting them at risk.

As Akra Sorgun Hotel, we are aiming to work together with our guests to control and minimize the amounts of water, electricity, energy, chemicals, and solid waste, with the goal of reducing potential harm to the environment and natural resources.

In collaboration with our guests, stakeholders, employees, and the local community, we are taking measures in the light of the principles of Sustainable Tourism. Through these efforts, we aim to reduce natural resource consumption, minimize harm to soil, water, and air, and continue to improve our practices day by day to achieve even more. We will be proud to share all of these processes with you.

We will continue the path towards a sustainable future.





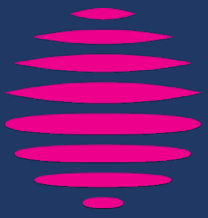
## OUR APPROACH TO ENVIRONMENT

In order to be respected in the world, we respect the environment and the world.

We aim to control water, electricity, energy, chemical, and solid waste quantities while ensuring our guests' comfort, with the goal of minimizing potential harm to the environment and natural resources. With the measures we have taken in the light of sustainable tourism principles, the use of natural resources has been reduced, and practices have been updated to minimize and, if possible, eliminate the damage to soil, water and air.

Some of our sustainable tourism practices in our facilities...





# WASTE MANAGEMENT

## RECYCLABLE WASTES

Waste management is a form of management that involves reducing waste at its source, sorting it according to its characteristics, collecting, storing, recycling, transporting, disposing, and controlling it after disposal and similar processes. In our Waste Management System at Akra Hotels, our primary goal is to reduce waste and manage our generated waste effectively to ensure its disposal with minimal environmental impact and to recover recyclable materials whenever possible. A briefing has been added to our guests' environmental brochure in our hotels, requesting their support.





Our employees are provided with training on the importance of waste segregation, and waste segregation is monitored by the waste management department. Additionally, we alert guests through warning labels in the public area restrooms to dispose of toilet paper in waste bins rather than in the toilet, for the benefit of the environment and our facility.

## WASTE MANAGEMENT

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

CAR ŞİŞE 4000 yıl	CİKİET 5 yıl	KUTU KOLA 10 yıl	PET ŞİŞE 400 yıl	SİĞARA FİLTRESİ 2 yıl	PLASTİK MALZEME 1000 yıl
PLASTİK ÇİÇEK 100 yıl	KAĞIT, KAĞIT 3 ay	ALÜMİNYUM 100 yıl	TELEFON KARTI 1000 yıl	POLİURETAN 1000 yıl	PLASTİK TAĞAK 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.
- ❖ Çocuklarınıza güzel bir miras bırakmaktır.

### Kaynağında Ayrı Toplama



## EMPLOYEE TRAININGS

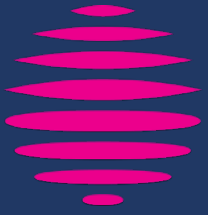
Our employees have regular trainings about environment, sustainability and waste management practises and there are reminder and informative posters about environment and sustainability in all employee areas.



## WASTE MANAGEMENT





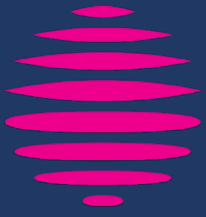


## WASTE MANAGEMENT

A sufficient number of waste bins have been placed throughout the facility to enable our guests to separate their waste. We collaborate with relevant companies for the recycling of the waste we separate and ensure its monitoring.

In order to collect and recycle recyclable wastes separately, separate bins have been placed in each section for each waste and the importance of the matter is constantly emphasized to employees.





## OUR EFFORTS TO REDUCE THE AMOUNT OF WASTE

### WASTE MANAGEMENT

#### Filtered Water Dispensers

In order to reduce plastic bottle and plastic - cardboard cup waste at the source our facility has started using filtered dispensers and glass cups in the employee cafeteria, main restaurant, and all à la carte restaurants. Water service for our guests is provided in glass carafes.



#### Foam Soap

We use automatic dispenser foam soap in all public restroom facilities to reduce contaminated packaging waste.



## OUR EFFORTS TO REDUCE THE AMOUNT OF WASTE

### WASTE MANAGEMENT



Instead of using single-use items, we reduce packaging waste and food waste by using mass consumption products in our presentations.



## OUR EFFORTS TO REDUCE THE AMOUNT OF WASTE

### WASTE MANAGEMENT



Vegan and biodegradable packaged products are preferred in the leaflets provided to our guests in our rooms.

We use concentrated chemicals to reduce chemical consumption and contaminated packaging waste.



We provide our guests with 100% raw cotton beach bags that are free from paint and chemicals for their use.

## OUR EFFORTS TO REDUCE THE AMOUNT OF WASTE

### WASTE MANAGEMENT



In our Take Away services, instead of using foam and plastic products which are unable to recycle, we use biodegradable packaging and plates made from sugarcane.

Paper straws are used in our facility and are provided upon guests' requests.





## OUR EFFORTS TO REDUCE THE AMOUNT OF WASTE

### WASTE MANAGEMENT



We use FSC-certified kraft outer packaging for our leaflet supplements and fabric laundry bags.

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





## MANAGEMENT OF VEGETABLE WASTE OILS



In order to minimize the harm vegetable waste oils cause to the environment;

Our employees are trained and are given constant reminders.

Employees are reminded that they can bring the cooking oil they use at home to our facility.

Vegetable waste oils are collected, stored, delivered to a licensed company, and recorded in compliance with regulations.

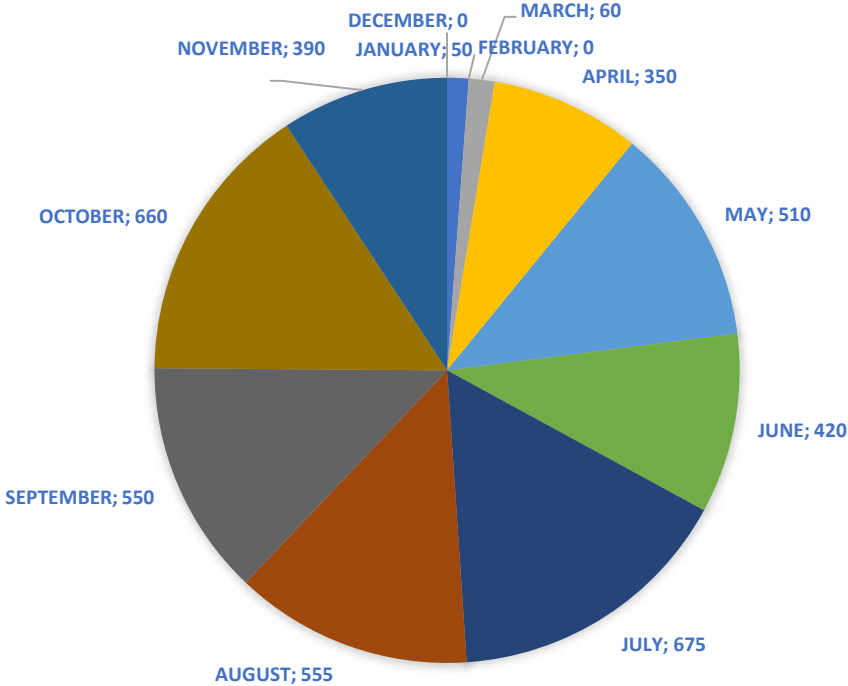
The oil separators in our facility are checked daily and cleaned regularly.



**In 2023, a total of 5,320 liters of vegetable waste oil was delivered to a licensed company in Akra Sorgun for biodiesel fuel production.**

**This resulted in an average of 4 tons of biodiesel being obtained from the delivered vegetable waste oil.**

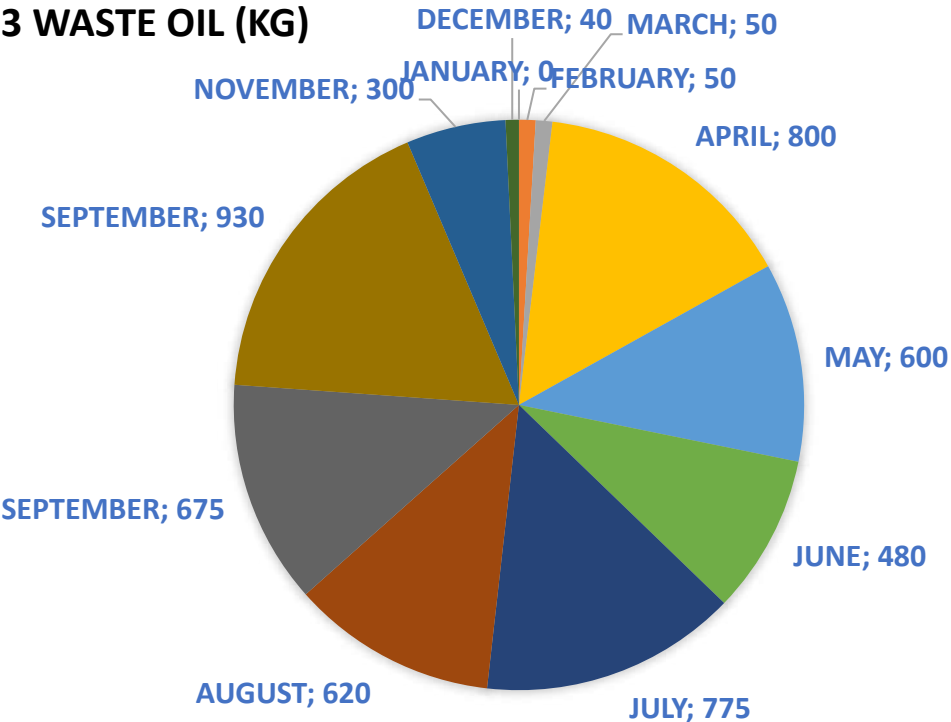
2022 WASTE OIL (KG)



Total: 4220 kg

Overnight 2022 : 141.699

2023 WASTE OIL (KG)



Total: 5320 kg

Overnight 2023: 167.147

As Akra Sorgun we are proud to share our recycling figures for the year 2023

## WASTE MANAGEMENT



Approximately **31 Tons** of paper and cardboard waste were recycled.

**Our achievements for the year 2023 include:**

**A reduction of 5,487 kg of greenhouse gas emissions**

**527 trees saved**

**Energy savings of 127,100 kWh**

**A gain of 77.5 m3 in storage space**



Approximately **2 tons** of metal waste has been recycled.

**Our achievements for the year 2023 include:**

**A reduction of 190 kg of greenhouse gas emissions**

**2.6 kg of raw material savings**

**Energy savings of 1284 kWh**

**A gain of 6 m3 in storage space**



Approximately **60 tons** glass waste has been recycled.

**Our achievements for the year 2023 include:**

**600 liters of petrol savings**

**Recycling glass waste turns these waste materials into raw materials that are melted and reused during production.**



Approximately **28 tons** plastic waste has been recycled.

**Our achievements for the year 2023 include**

**A reduction of 1148 kg of greenhouse gas emissions**

**Energy savings of 161.672 kWh**

**A gain of 64,4 m3 in storage space**

## HAZARDOUS WASTES

In order to ensure the environmentally safe disposal of hazardous waste generated in our hotels, we collect, label, and store hazardous waste in designated hazardous waste rooms under appropriate conditions. Subsequently, we deliver them to licensed companies for lawful disposal or recycling in accordance with regulations.

In 2023, a total of **8730 kg** of hazardous waste was delivered from Akra Hotel to licensed companies. By ensuring the collection and proper disposal of waste through delivery to licensed companies, we provide training to our employees and raise awareness to promote consciousness on this matter.

We have waste battery containers at various points within the hotel to prevent environmental harm.

In all orientation trainings, reminders are given to our employees to bring waste batteries from their homes to the facility.

**In 2023, 70 kg's** of waste batteries were collected.







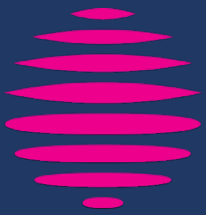
## USE OF CHEMICALS

Chemical substances are materials that we use in many areas of our lives, making our lives easier but they are also capable of causing negative consequences due to their harmful effects. Use of chemicals is involved in maintenance and repair activities as well as cleaning operations at our facilities.

Cleaning with consideration for the environment means being able to clean thoroughly while minimizing negative impacts on both health and the environment as much as possible. The damage to the environment can be minimized not only by using environmentally friendly cleaning products but also by using them sparingly and adjusting their dosage properly. Thus, the overall damage of chemicals to the environment can be significantly reduced.

Our priority is to ensure that all chemicals we use are approved, labeled, and in appropriate packaging, and that we have access to Safety Data Sheets (SDS). Employees responsible for using chemicals are trained by the purchasing department on the use of chemicals, information contained in SDSs, usage quantities and methods, personal protective equipment requirements, and the procedures to be followed in case of chemical spills according to the "Emergency Measures Instructions for Chemical Spills."





## USE OF CHEMICALS

Our chemical warehouses are equipped with necessary measures to prevent leakage, spills, and other situations that could potentially harm the environment. Chemical storage is conducted in accordance with the type of chemical, the storage instructions provided by the manufacturer, and relevant regulations. Our employees receive periodic training on "Environmental Accidents" and drills are conducted accordingly.

We work with relevant companies for the safe disposal of chemicals and ensure the tracking of chemical waste.

We monitor our chemical usage quantities and provide staff training to prevent wasteful and improper chemical usage. We prefer to use concentrated products whenever possible.

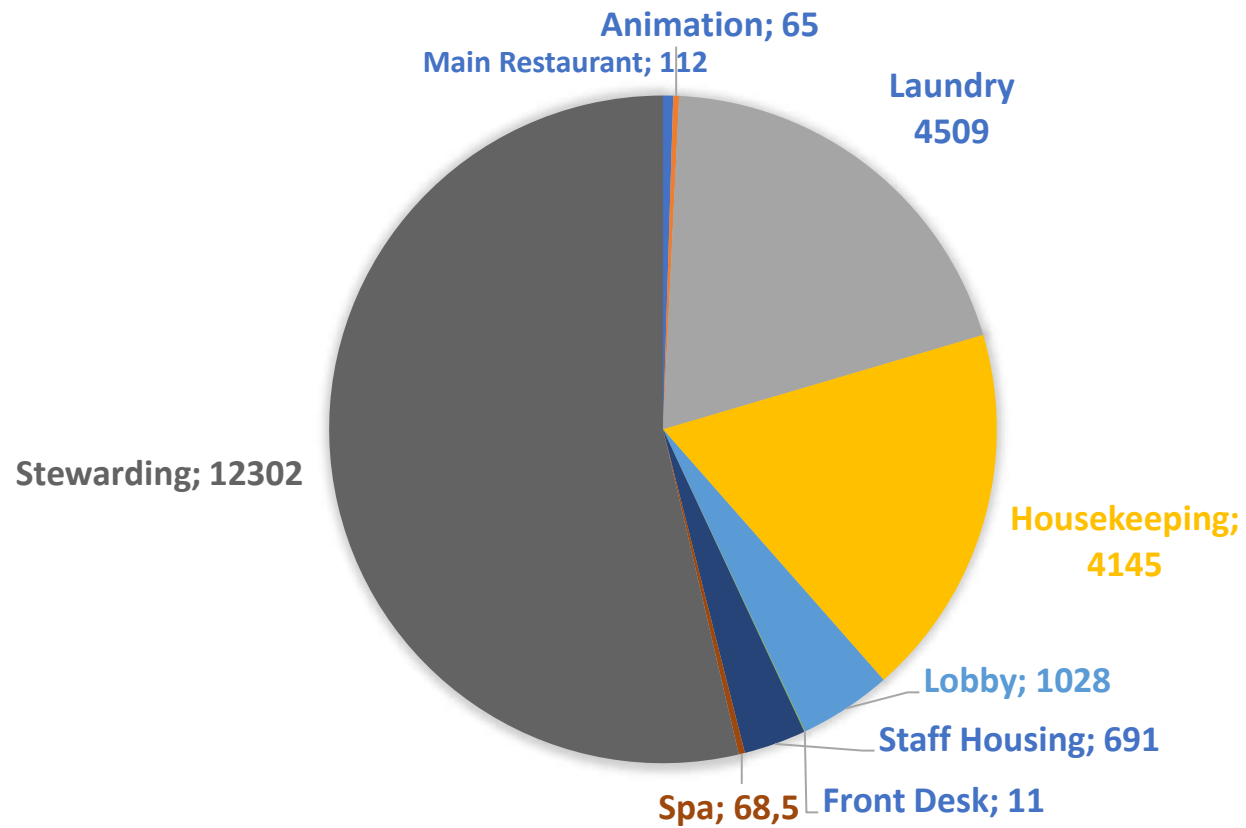
We use automatic dosing systems in our pools, which utilize minimal amounts of chemicals for appropriate hygiene practices.

We ensure that the pesticides used by the external pest control company are guaranteed to be safe for human health and the environment. We strive to utilize natural measures such as fly traps and sticky paper to a greater extent.

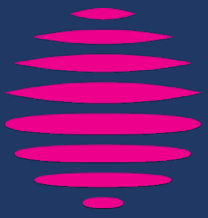
We utilize leak-proof trays on all shelves in our chemical storage areas to ensure chemical containment.



## CHEMICAL CONSUMPTION (KG)



USE OF  
CHEMICALS



# ENERGY MANAGEMENT

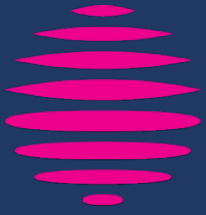
One of the most important steps in sustainability is ensuring energy efficiency. Firstly, energy usage is measured to identify any issues and potential areas for savings are determined.

Low-consumption equipment and systems are preferred. Long-term improvement is achieved through automation management and monitoring resources. Energy savings are continuously analysed through maintenance, supervision, and monitoring.

In 2023, to better manage energy management and savings, the ISO 50001 Energy Management System was established.





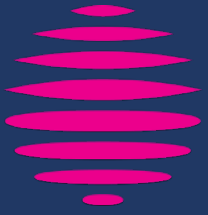


## WATER MANAGEMENT

Water consumption is high in our facilities daily activities, swimming pools and living areas. Therefore, water usage and control are important to us.

We use equipment that saves water to reduce overall water consumption without compromising on health, hygiene, and guest satisfaction. Information about water saving is provided in the guest rooms through 'IP TV, 'and we train our employees on this subject.





## ENERGY AND WATER MANAGEMENT

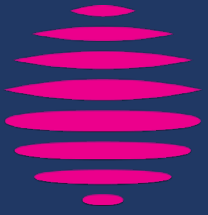
As Akra Sorgun, our goal is to control the quantities of water, electricity, chemical, solid waste and minimize the damage that can be caused to the environment and natural resources without compromising the guests comfort.

In light of sustainable tourism principles, we have updated measures to reduce natural resource usage and minimize or, if possible, eliminate harm to soil, water, and air.

The process of saving gas has started to be partially contributed by using heat pumps instead of solar panels at the facility.

- Pool temperature levels are monitored to control excessive heating and prevent unnecessary gas consumption.
- The cooling systems in the blocks are updated with revised operating schedules, ensuring they are activated according to demand to achieve energy savings.

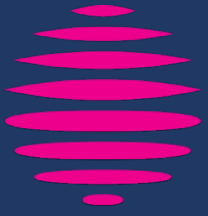




## ENERGY AND WATER MANAGEMENT

- In 95% of our lighting systems, Compact Fluorescent bulbs and LED lighting are preferred.
- Towel and bed sheet changes in rooms are carried out in line with the guests requests and information is provided to guests about this matter. If the guest does not have this request, the towels are changed every other day.
- in rooms and common areas for the purpose of thermal insulation double-glazed windows are preferred.
- Minibars and televisions used in our facility's rooms are low energy consumption.
- Minibars in guest rooms are located in a way that they do not receive direct sunlight to prevent heating.
- Low-flow (6l/min) special fixtures are preferred in bathroom sinks in the rooms. All fixtures are equipped with aerators.
- Low-flow (10l/dk) special showerheads are preferred in showers in rooms. All showerheads are equipped with aerators.
- Toilet reservoirs are designed in dual flush mode for water saving, with options of 6 liters and 2 liters.
- Automatic flush urinals are available in common area toilets.
- Guests are advised not to discard books, magazines, or newspapers they've read and wish to dispose of, but rather to leave them in our hotel's reading area. Likewise, they are recommended to take books, magazines, Newspapers they would like to read from our bookshelf.
- All types of waste generated during operations as well as after guest use are separated and collected separately at the source.



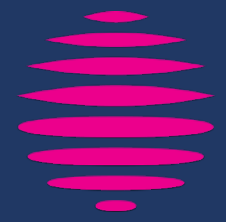


## ENERGY AND WATER MANAGEMENT

- If not necessary, mails and documents are not printed.
- Suitable printers are used and papers are used both sides as much as possible.
- All kinds of malfunctions seen within the facility are reported to the relevant department electronically.
- In offices, papers are not thrown in bins but in recycling boxes.
- In order to reduce paper and cartridge usage, eco-system printers have been replaced.
- instead of photocopying identification documents (passport-ID card) of our guests staying in our facility, we use the identity passport reader at our receptions to register.
- Announcements of activity programs at our facility are made through interactive TVs in electronic format.
- Employee payroll statements are sent to their owners via email.
- In the industrial cold storage rooms used in our facility, R404A gas is used instead of CFC (Chlorofluorocarbon) gases harmful to the ozone layer.
- We are aware of our contribution to the local economy; therefore, nearly 95% of the products we provide are obtained from the local market.



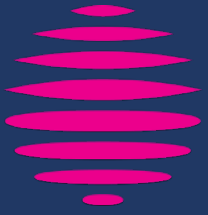




## ENERGY AND WATER MANAGEMENT

- Low energy devices are preferred in cooling units. (A+) Soğutma gruplarında düşük enerjili cihazlar tercih edilmiştir. (A+) This contributes to decreasing our carbon footprint.
- In order to reduce battery usage, we have transitioned to a central UPS system.
- The wicks and gaskets of cold units, freezers, ice machines, and ovens are checked periodically.
- Instead of a traditional stove, a convection stove is preferred.
- Electricity consumption is reduced thanks to frequency inverters installed in heating system pumps, booster pumps, and main air conditioning plants.
- Through the implementation of our smart room automation system, we've maintained comfort without sacrificing sustainability, contributing significantly to energy saving. Motion and presence sensors in the rooms contribute to energy savings.
- Motion and presence sensors in the rooms help save energy. The motion sensor activates with movement and maintains the lighting and air conditioning system active as long as motion persists within the specified timeframe. Once activated by initial movement, the presence sensor assesses the lighting conditions in its detection zone. If adequate illumination is present, it switches off the connected lighting regardless of ongoing movement within the area.





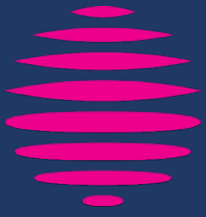
## ENERGY AND WATER MANAGEMENT



Our lighting to illuminate the seaside walking paths work with solar energy. Motion sensor lights operate at low brightness under normal conditions but increase their brightness when motion is detected.

They are positioned only to illuminate the seaside walking path.

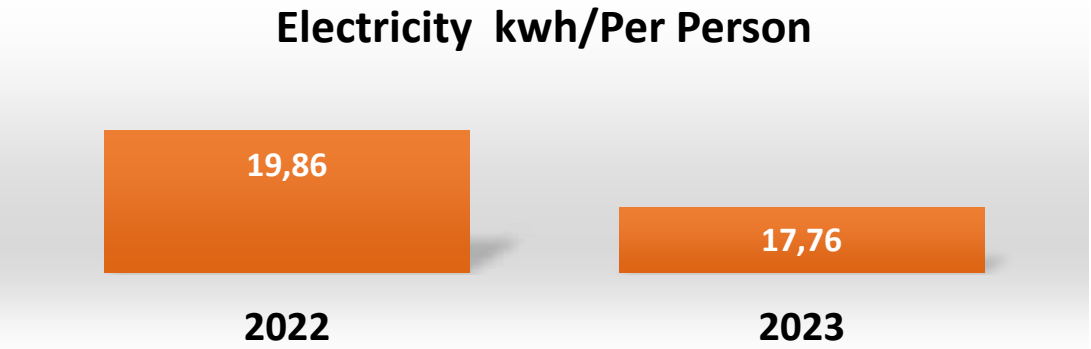
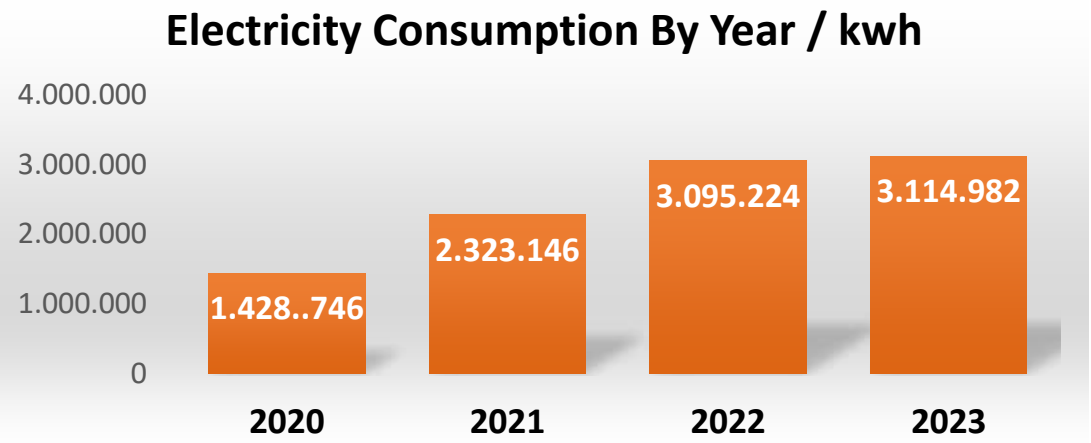


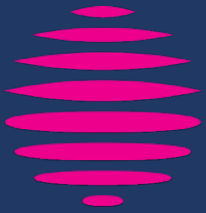


# AKRA SORGUN ELECTRICITY CONSUMPTION DATA

Between the years 2019 and 2022, the number of guests was lower compared to 2023 due to the pandemic, which caused lower energy consumption. Energy-saving measures after 2022, (such as selecting equipment with high energy efficiency during procurement processes and increasing staff training) led to a decrease in per capita consumption.

ENERGY AND  
WATER  
MANAGEMENT



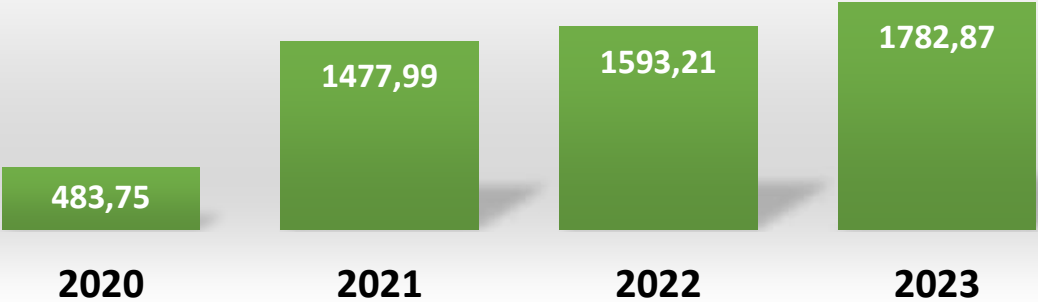


# AKRA SORGUN LNG CONSUMPTION DATA

Between the years 2019 and 2022, the number of guests was lower compared to 2023 due to the pandemic, which caused lower LNG consumption. As a result of measures taken after 2022, per capita consumption has decreased.

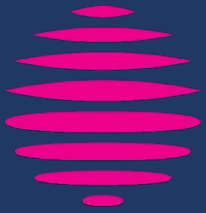
ENERGY AND  
WATER  
MANAGEMENT

LNG Consumption By Year / mwh



LNG mwh / Per Person

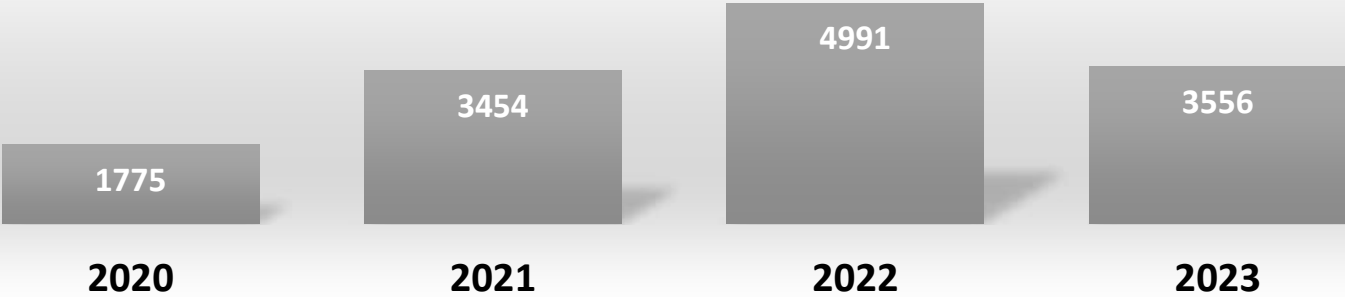




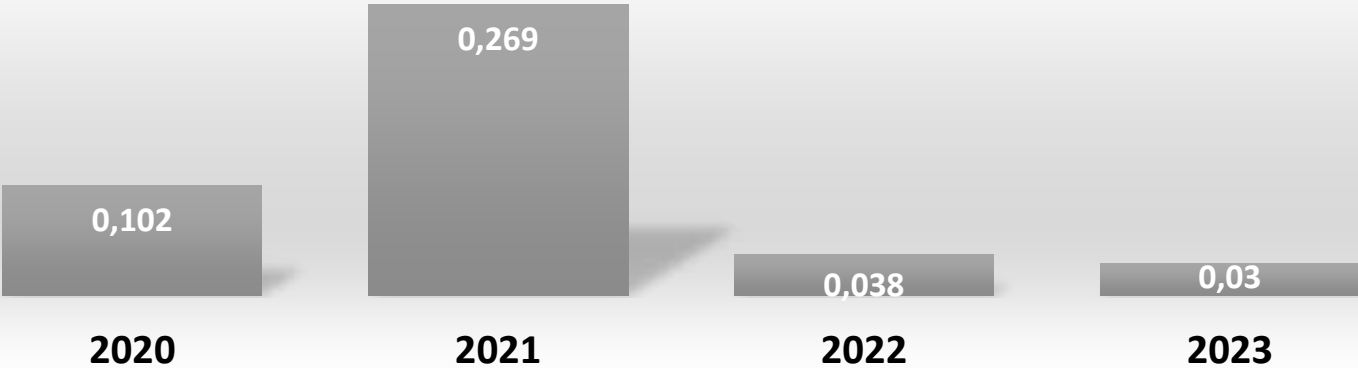
## AKRA DIESEL CONSUMPTION DATA

Is not used except during power cuts. Usage increased in 2022 due to prolonged power cuts.

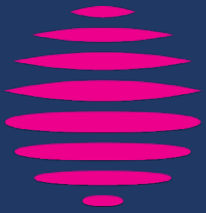
**Diesel Consumption By Year / LT**



**Diesel LT / Per Person**





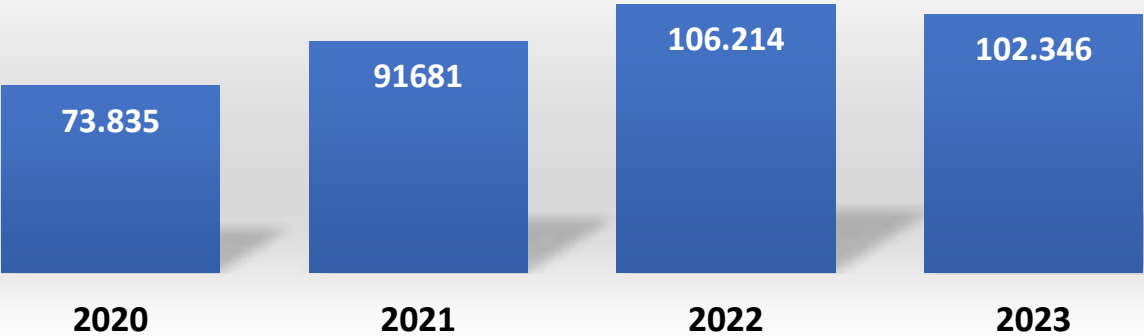


# AKRA WATER CONSUMPTION DATA

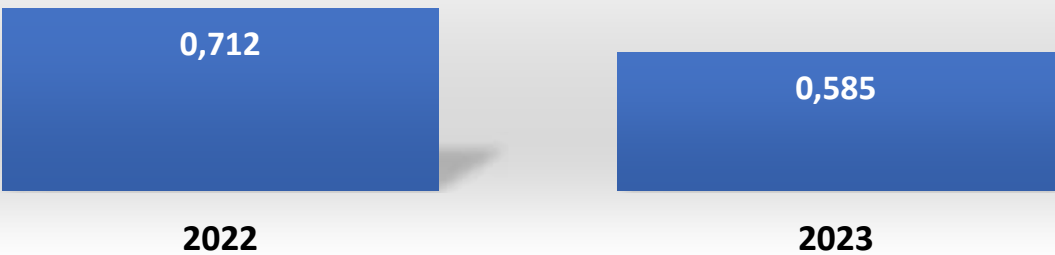
In 2022, water consumption increased significantly due to higher occupancy, resulting in a higher consumption compared to the previous year. However, starting from 2023, water consumption began to decrease with the saving improvements.

ENERGY AND  
WATER  
MANAGEMENT

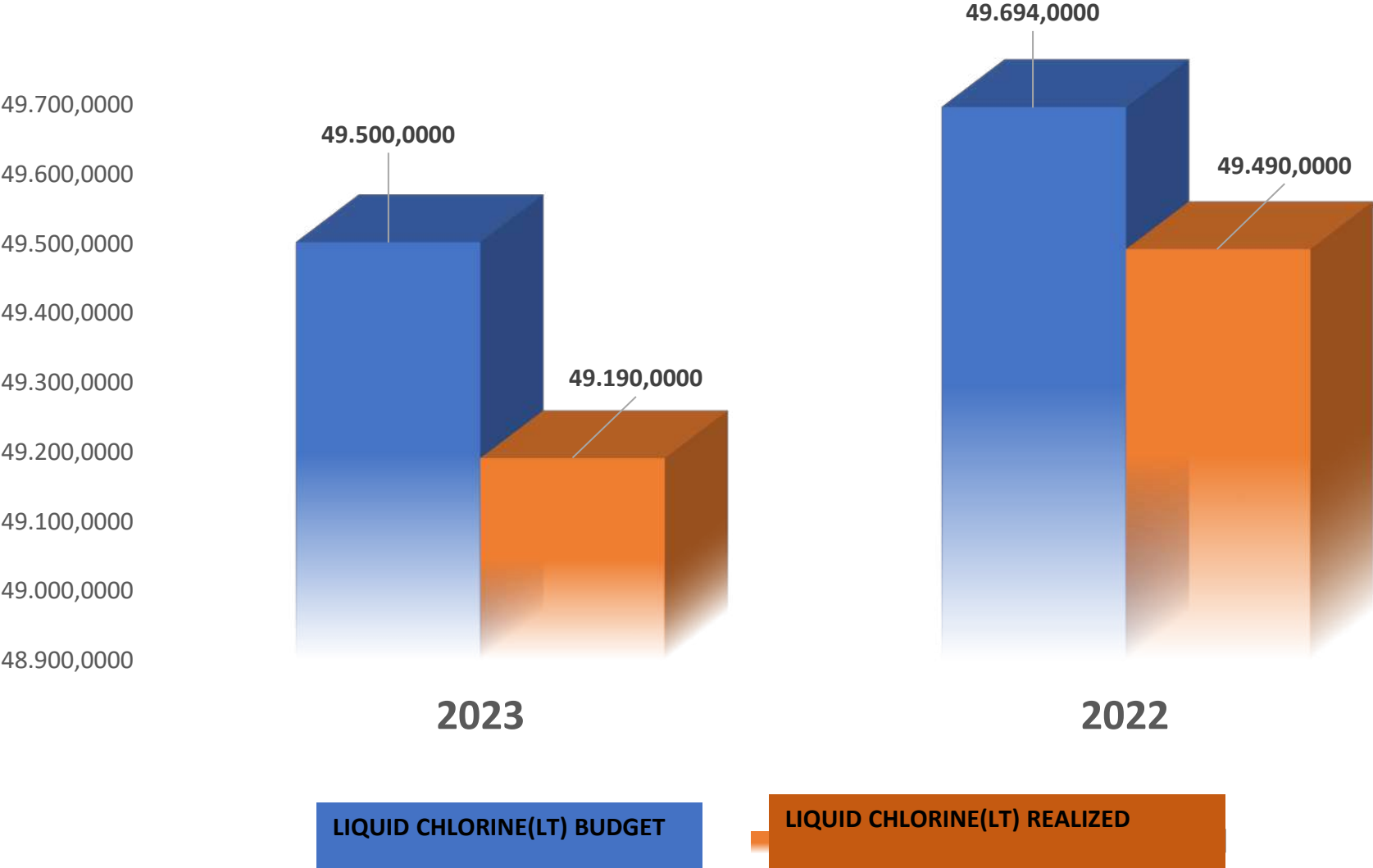
Water Consumption By Year /m3



Water m3 / Per Person

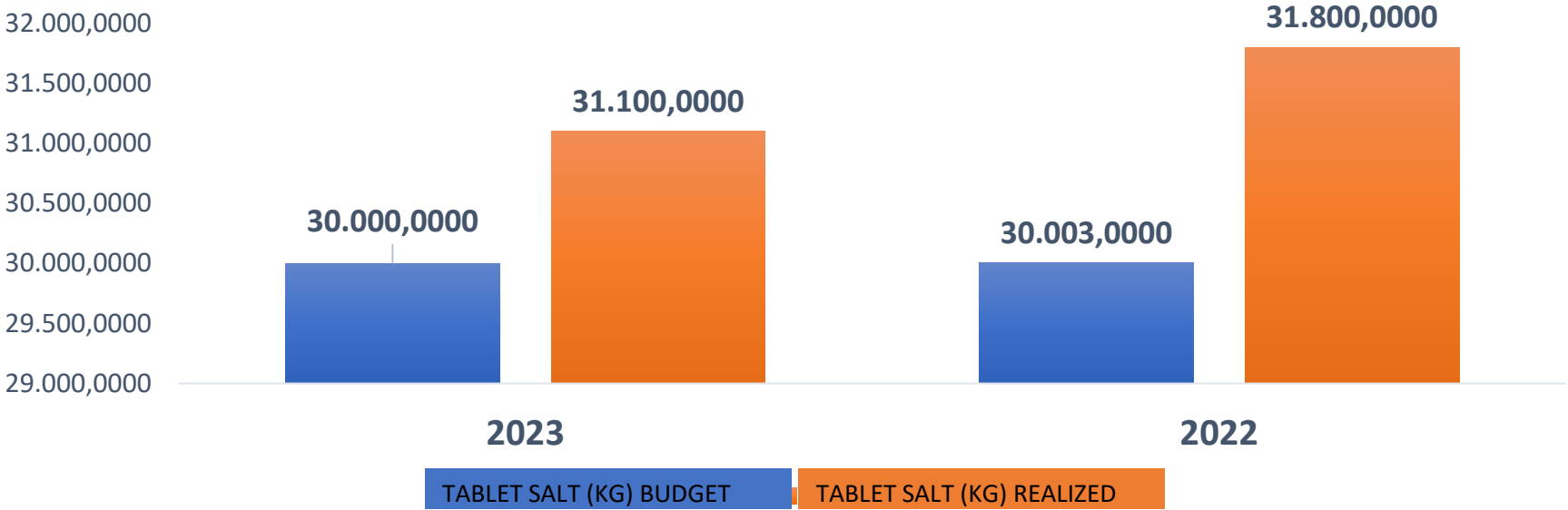


LIQUID CHLORINE COMPARISON (LT)

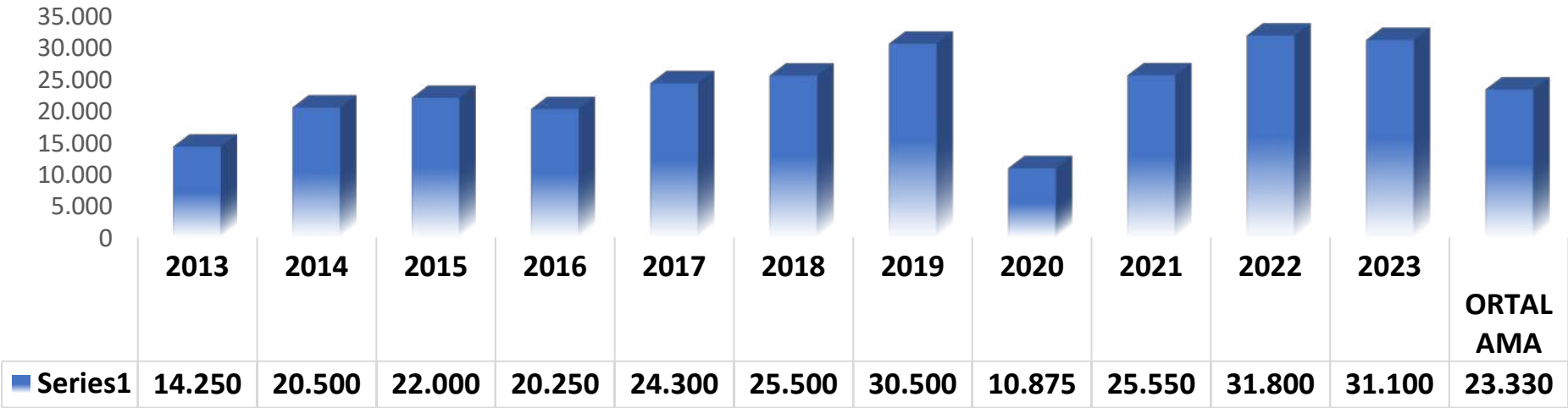


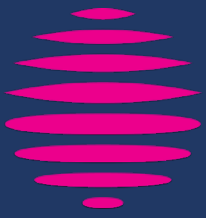
# WATER PURIFICATION SALT CONSUMPTION

Water Purification Salt Consumption Comparison(kg)



TABLET SALT CONSUMPTION DISTRIBUTION BY YEARS (KG)





## SUSTAINABILITY IN THE GARDEN

### DRIED LANDSCAPE

It's a landscaping principle that prioritizes minimal water usage to save water resources and protect the environment. In this context, the drought-resistant landscaping area in our garden has been increased.

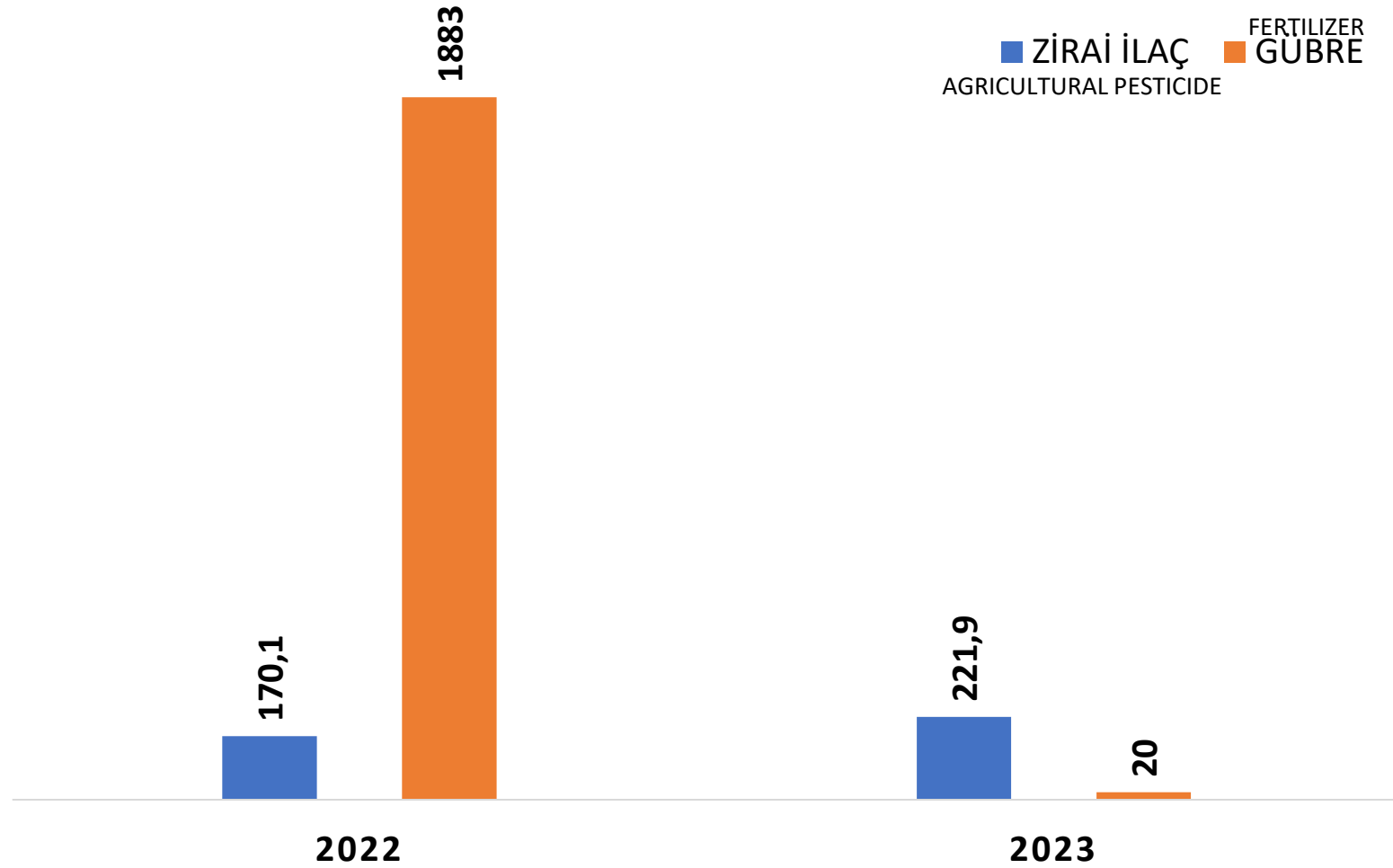
In the context of drought-resistant landscaping, Zoysia grass (*Zoysia japonica*) has been used in the lawn of the garden.

#### Reasons for choosing Zoysia grass:

- ✓ Low maintenance
- ✓ High water efficiency/Drought tolerance
- ✓ Salt tolerance
- ✓ Resilience to foot traffic
- ✓ Attractive dark green color
- ✓ Erosion control



## AGRICULTURAL PESTICIDE AND FERTILIZER USAGE(KG)



There has been a 98.94% reduction in fertilizer usage.

AGRICULTURAL  
PESTICIDE AND  
FERTILIZER USAGE



# GREY WATER PROJECT



- Domestic wastewater, originating from sinks, showers, and baths, excluding sewage, is called greywater and can be easily treated for reuse.

## DISTRIBUTION OF TOTAL WATER CONSUMPTION IN 2023(M3)

POTABLE WATER	41.388
GARDEN AND COMMON AREA USE	47.255
POOL USAGE	13.703
TOTAL	102.346

In 2023, out of the total usage of **102,346 m3**, **47,255 m3**, approximately **46.17%**, is used solely for garden irrigation (from 01.01.2023 to 01.11.2023, about 10 months). Approximately **1 M3 WATER= 1 TON OF WATER**

It is anticipated to achieve a water savings of **100 tons per day** for the proposed greywater system. When calculated for a 10-month period our total savings will be approximately 30,000 M3.

Without Grey Water=>  $13.703 + 47.255 + 41.388 = 102.346 \text{ M3}$

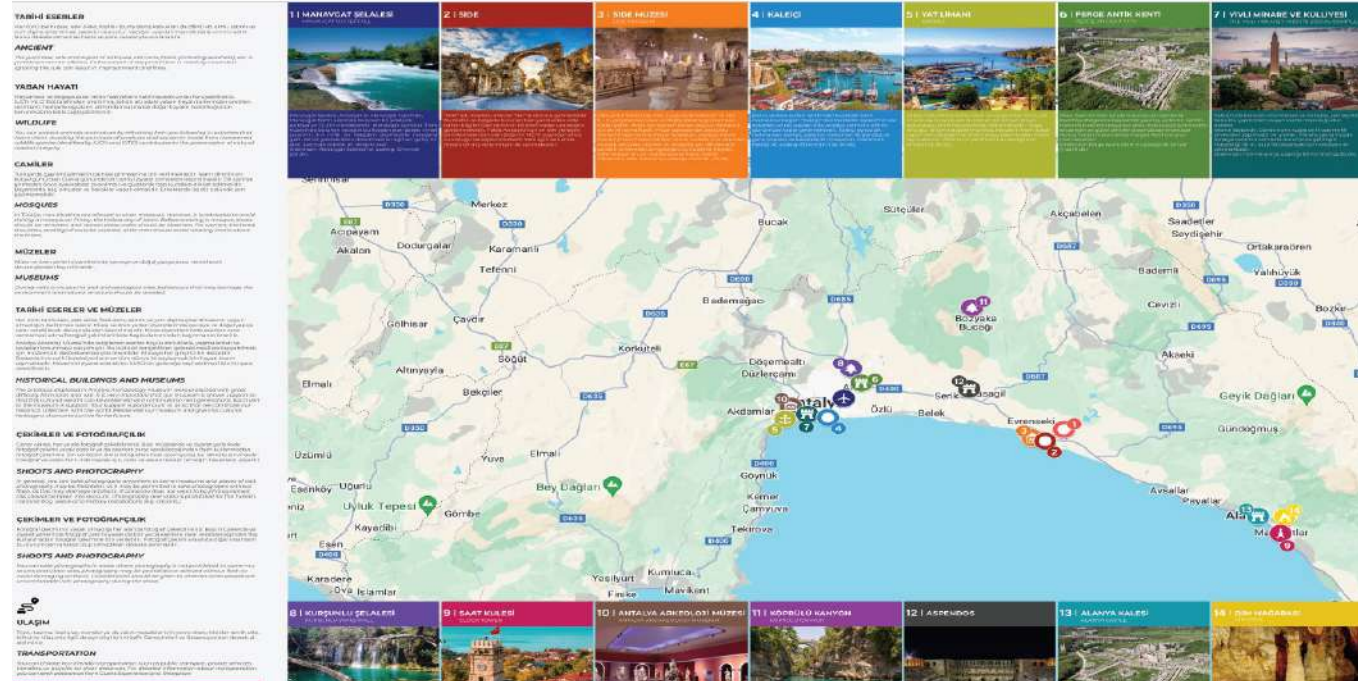
With Grey Water=>  $13.703 + 17.255 + 41.388 = 72.346 \text{ M3}$

**The target is to save approximately 30%.**



# PRESERVATION OF CULTURAL HERITAGE

## PRESERVATION OF CULTURAL HERITAG



We had city maps made to help our guests better understand our city, culture, and history, providing them with an enjoyable sightseeing experience. Guests and visitors can obtain our city map, which includes descriptions of historical sites and guidelines for their visits, from the Concierge desk. They can also access detailed information on trekking, the Lycian Way, climbing routes, Pisidian heritage routes, and cycling routes by scanning the QR code on the map.



# PRESENTATION OF CULTURAL HERITAGE

## PRESENTATION OF CULTURAL HERITAGE



### ANA TANRIÇA

Tarihte, Akdeniz çevresinde, Asya'da ve kuzey ülkelerinde birçok kültür ve uygarlıkta çeşitli isimlerle anılan bir Ana Tanrıça ile karşılaşmak mümkündür.

Anadolu'da yapılan kazılar, ana tanrıça figürünün MÖ 6500-7000'lere kadar dayandığını ortaya çıkartmıştır.

Analığı, üremeyi, dişiliği, hayatın sürmesini ve bereketi simgeleyen tanrıça, ayakta oturmuş ya da uzanmış olarak betimlenir; geniş kalçalı, iri göğüslü ve genellikle çıplaktır.

Heykellerin bir bölümünde doğum yaparken görülür. Otururken ya da doğum anındaki bazı heykellerde yanında iki leopar bulunur.

Ana tanrıçanın kutsal hayvanı olan leopar, hayvanların kraliçesi olduğunu ve doğa üzerindeki sınırsız egemenliğini simgeler.

Bazen kollarında, çeşitli efsanelere göre tanrıçanın hem çocuğu, hem de sevgilisi olan Attis' i taşır.

Kibele inancı daha sonraki uygarlıkları da büyük ölçüde etkilemiştir. Özellikle Yunan ve Roma mitolojisinde,

Frigya dönemindeki bazı tapınma ritüelleri aynı formda kültik olarak devam etmiş,

Kybele' nin özellikleri farklı tanrı ve tanrıçalarda yeniden hayat bulmuştur. Bunun en bilinen örneği Yunan mitolojisindeki Artemis' tir;

Artemis Roma mitolojisinde Diana adını almıştır.

Benim heykellerimin esin kaynağı olan bu tanrıça Kibele günümüze uyarlanıp modernize edilmiştir. Heykeller pişmiş topraktır.

### KYBELE

One of the most worshipped goddesses of the ancient era, transitioning from the earliest periods of Anatolia, revered by the Hittites, Phrygians, Greeks, and Romans, is acknowledged as the mother of the gods. Our guests can have the opportunity to learn about its place in Anatolian culture by seeing the statues of Kybele in the general areas of our hotel.



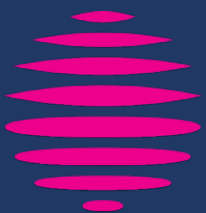
# PRESENTATION OF CULTURAL HERITAGE

PRESENTATION OF  
CULTURAL HERITAG



## OUR KITCHEN PRESENTATIONS

We are aware that one of the tools for introducing our geography is our rich culinary culture. In our product selections and menu designs, our special products sourced from local suppliers are presented to our guests by Akra's experienced and creative chefs, without losing their essence but with enjoyable touches.



## WILDLIFE

As a hotel business operating globally, we are aware that we can serve as an example to people of all nations and nationalities, and we can also engage them in our activities.

Some animals that live around our hotel and in the hotel garden,

Whitetail wagers are mostly found in certain regions of Europe and Asia, as well as in the northern parts of Africa. Although it is the established bird of its habitat, it is also observed to migrate to Africa. Open fields, the surroundings of small settlements, and water edges are the settlement areas for this species. It is a slender, thin bird, approximately 18 cm in length. They are known for their black-and-white heads, black chests, gray backs, and characteristic long tails. Its tail is black, with outer tail feathers being white. They typically build their nests in stone wall crevices and hollows.

### WHITETAIL WAGGERS



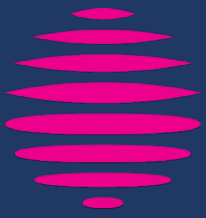
### MEDITERRANEAN SEAL



The Mediterranean seal (*Monachus monachus*) is a marine mammal from the pinnipeds family (Phocidae). The Mediterranean seal, which only lives along the eastern Mediterranean and eastern Atlantic coasts, is the least numerous among all pinnipeds worldwide. They prefer coastal caves and hollows for shelter and breeding. The Mediterranean seal, a large marine mammal, typically measures between 2 to 3 meters in length and weighs between 200 to 300 kilograms.

WILDLIFE





## WILDLIFE

The Mediterranean flying fish (*Exocoetus volitans*) is a species of fish unique to the Mediterranean Sea belonging to the family Exocoetidae, and they can glide up to 200 meters. They live on the sea surface in the South Aegean and Mediterranean without descending to the bottom. Sometimes, to escape from larger fish, and sometimes due to their swimming speed reaching up to 80 km/h, they leap out of the water surface, rising 25-50 cm above it, and make gliding flights with their large wings for 2-13 seconds and covering distances of 50-250 meters. It is generally believed that fish utilize their flying ability to escape from larger fish that are trying to prey on them.

They feed on plankton, invertebrates, and juvenile fish. They can reach 20-30 centimeters in length.

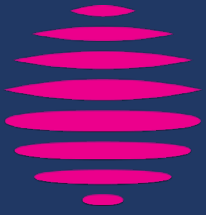
### MEDITERRANEAN FLYING FISH



### HEDGEHOG



Hedgehogs (*Erinaceus*) are nocturnal, insectivorous mammals from the family of hedgehogs (*Erinaceidae*). They are about 30 centimeters tall. Their weight can vary between 500-1200 grams depending on gender, age and living conditions. Their trunks are covered with 2-2.5 cm long ruffled spines. When they get angry or feel in danger, they make their body round and turn into a ball of thorns. They can live in many places, from bushes to parks and gardens. They shelter in tunnels and rock cavities and love humid places. They are found in almost every part of Turkey, but they go into hibernation when the ambient temperature drops below 4 C. Antalya, with its warm weather, is one of the places where hedgehogs are constantly present, both in summer and winter. Their average lifespan is 18 years.

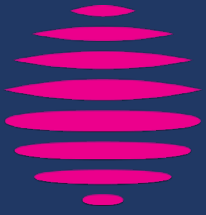


## OUR HOMELESS ANIMAL FRIENDS

Our facility has a cat house within its natural habitat for our furry friends. The care and vaccinations of our cats are conducted by a contracted veterinarian, and the vaccination and care records of each cat are kept in their own notebooks. There are food and water bowls at 3 different points within the facility, and informational signs are placed to inform guests not to feed the cats. Additionally, the care of our furry friends is done with the support of our guests.

### WILDLIFE





## CARETTA CARETTA

Our facility's coastal area is one of the nesting site of the caretta caretta. To protect them and live in harmony with them, necessary arrangements are made on the beach between May 1st and October 1st, which is the nesting season for sea turtles. Our sound systems and coastal lighting are designed to be compatible with the habitat of caretta caretta.

Our facility has a turtle-friendly business certification.

Our guests are informed with warning signs not to put towels, place sunbeds, or dig the sand in nesting areas. Additionally, informative written cages are placed to protect their nests when they nest.



## PRESERVATION OF BIODIVERSITY



## OUR GUESTS ON THE BEACH CARETTA CARETTA'S

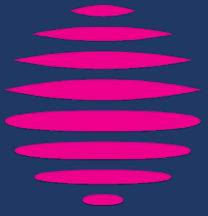
### PRESERVATION OF BIODIVERSITY



With a collaboration with Defakok - Coastal Protection Association, every year we host caretta caretta's that come to our facility to lay eggs, we provide necessary training to managers, guests, and staff members for their protection, and ensure that the hatchlings safely reach the sea.

In 2023, we provided a home for 15 nests, allowing 728 hatchlings to reach the sea safely.





## SAND LILY

The coastline of our facility is one of the natural habitat for sand lilies.

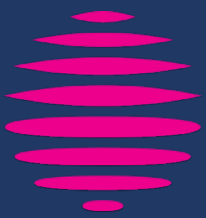
Sand lily is an onion-like endemic plant species belonging to the Amaryllidaceae family, growing in coastal sand dunes. They grow in all Mediterranean countries and along the southern coast of the Black Sea.

The species is endangered.

It is a crime to export lilies from Turkey. It grows naturally on the coast of our facility, and the areas are marked with warning signs and our guests are directed to see this beauty.







## COOPERATION WITH LÖSEV

2017

On April 23rd, we hosted 50 children with leukemia at the For Fun Entertainment Center, ensuring they had fun all day.

2017

On June 7th, we organized a seminar for our hotel staff where information about the symptoms, causes, treatment, and preventive measures for leukemia were provided. In the seminar, emphasis was also placed on the importance of volunteerism awareness.

2017

On Saturday, December 22nd, the Leukemia Children's Foundation (LÖSEV) hosted family representatives and volunteers at Akra to organize a New Year celebration to boost morale for children undergoing cancer treatment in the city.

## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY

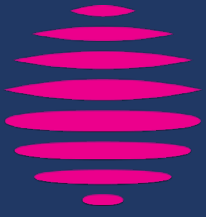
2017

On November 6th, Lösev Antalya Provincial Coordinator Tutku CANIDAR was the guest of the 37th program. An informative interview on the journey with leukemia and cancer was conducted.

2017

Following the awareness-raising seminar with the Red Crescent on June 19th, blood and stem cell donation was carried out on Wednesday, June 20th.





## COOPERATION WITH LÖSEV

2019

On Saturday, December 28th, children along with their families once again said "Hello to the New Year" at Akra.

2021

On Saturday, December 25th, the Leukemia Children's Foundation (LÖSEV) hosted family representatives and volunteers at Akra to organize a New Year celebration to boost morale for children undergoing cancer treatment in the city.

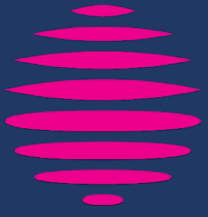
## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY

**Pillows prepared with the handcrafted workmanship of LÖSEV were purchased, supported and gifted to our guests during the celebration week of our Hotels 7th year.**



2022

The Leukemia Children's Foundation (LÖSEV) hosted family representatives and volunteers at Akra to organize a New Year celebration to boost morale for children undergoing cancer treatment in the city. Every year, with the same purpose, on Saturday, December 24th, children along with their families once again said "Hello to the New Year" at Akra.



## OUR BLUE CAP PROJECT

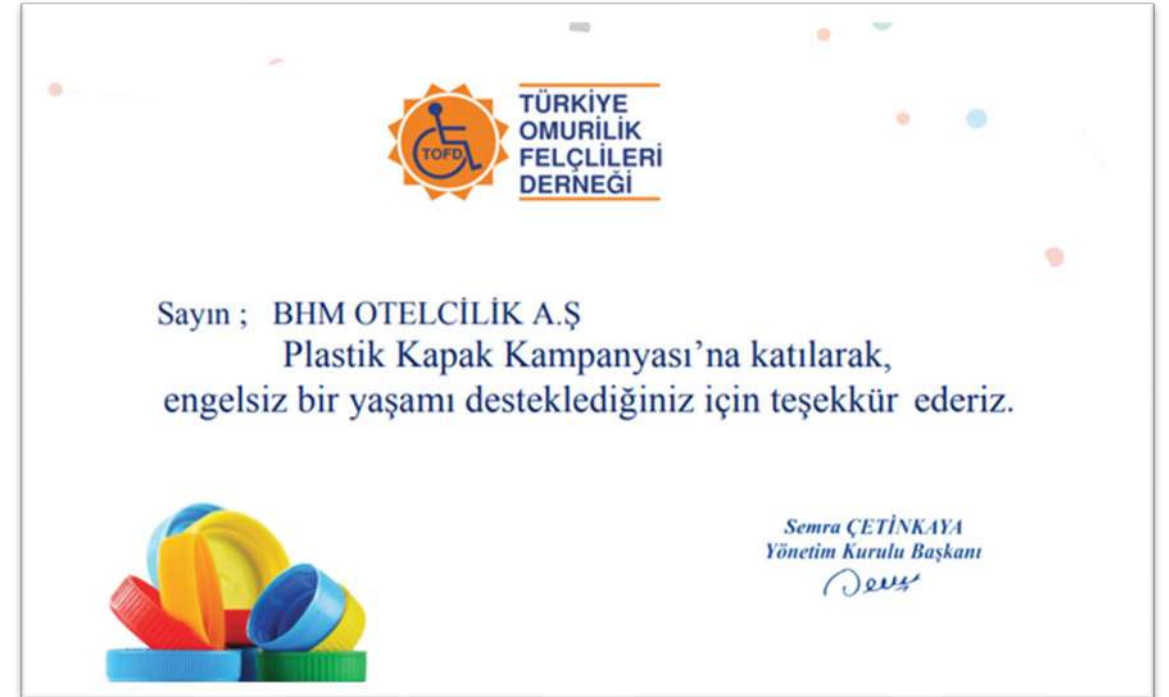
**We are collecting blue caps for the Spinal Cord Paralytics Association.**

As Akra Hotels, we support the "Plastic Cap Campaign" organized by the Spinal Cord Paralytics Association of Turkey (TOFD), which works nationally and internationally to solve the medical, occupational, economic and social problems of all orthopedic disabilities, especially spinal cord paralysis, and collect blue caps.



## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY

By creating cover collection centers in various areas of our hotel, we support the Spinal Cord Paralysis Association with the high volunteerism of the employees.





## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY

2020



We collected donations on behalf of the Make A Wish association.

2021



Our team participating in the Runatolia Marathon has raised donations by joining the 'Step by Step - Running for Good' ("Adım Adım - İyilik Peşinde Koş") movement

Collected donations on behalf of the Spinal Cord Paralytics Association of Turkey.

2022



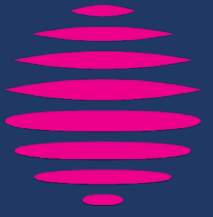
Collected donations on behalf of the Association of Children with Cerebral Palsy.

2023



We ran in the Runtalya marathon with LÖSEV to prevent leukemia and cancer.





## AKRA JAZZ FESTIVAL

In the 6th edition of the Akra Jazz Festival held this year, our facility, supporting music culture, brought jazz culture back to the city. The festival, sponsored by Turkish Airlines, brought together world-renowned artists and audiences from November 20th to October 7th, 2023.

## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY

As part of the jazz festival, the Akra Talks program features jazz talks every year. This event is open to the public and free of charge.



# AKRA JAZZ FESTIVAL

## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY



Touriism



Entertainment



Music



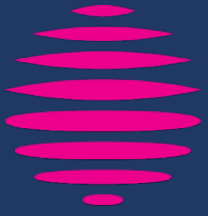
Talks



Culture



Sponsorluk

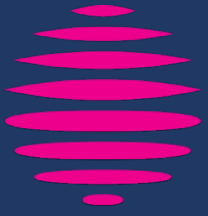


## THE MAIN THEME(TEMA) IS OUR FUTURE...

In order to protect and improve the rapidly disappearing and polluted nature, we supported the Tema Foundation by donating saplings in 2023, as we do every year. The proceeds from ticket sales at the Akra Jazz Festival were used to plant trees in areas destroyed by the fire in Manavgat and Akra Jazz Festival Memorial Forest was created.

## OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY





### **Support for Our Tomorrows Growing with Hope (KAÇUV)**

A donation has been made to KAÇUV to ensure ongoing treatments for children at risk of treatment interruption due to financial challenges, providing essential psychological assistance and a treatment environment designed for child psychology, which are crucial in the fight against cancer.

## **OUR SOCIAL RESPONSIBILITIES AND CONTRIBUTIONS TO THE COMMUNITY**

### **Natural Life Conservation Foundation**

We support the protection of species and their habitats by creating global change.



## To a healthier tomorrow with Akra Gran Fondo...



In 2023, under the theme #BeAGoodwillAmbassador, bicycles were gifted to children in earthquake-affected areas.

Akra Gran Fondo, bringing a new perspective to Antalya's tourism and promotion, holds significant importance in contributing to the environment by aiming to reduce carbon footprint. By encouraging people in Antalya to cycle and significantly reducing car usage, Akra Gran Fondo invites cycling enthusiasts to pedal more for a healthier lifestyle.



BAŞKA OL

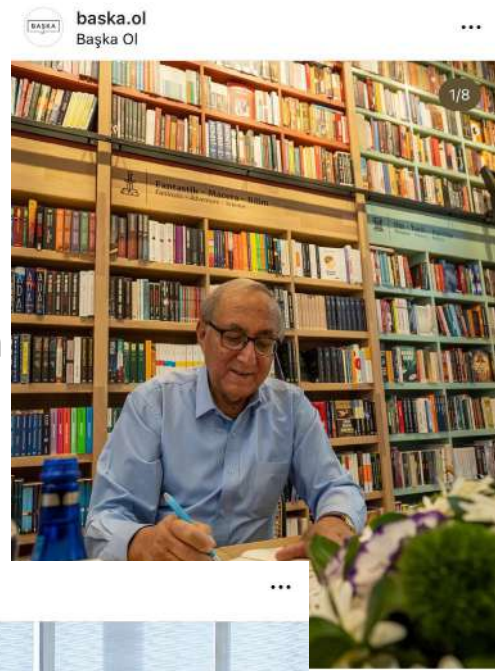
Book • Music • Cafe

At our cafe established within Akra V facility, located in the city center and set to be active at our premises starting as of April 2024, we provide a book procurement service that encompasses different cultures and literature.

We also bring together book authors, poets, and scholars with the community through book signing events held at our facility in Akra V at various times

"We host public discussions as part of cultural and artistic activities at Başka Ol café.

The music concept also makes it a go-to place for record lovers.



baska.ol  
Başka Ol



baska.ol ve yektakopan  
Başka Ol





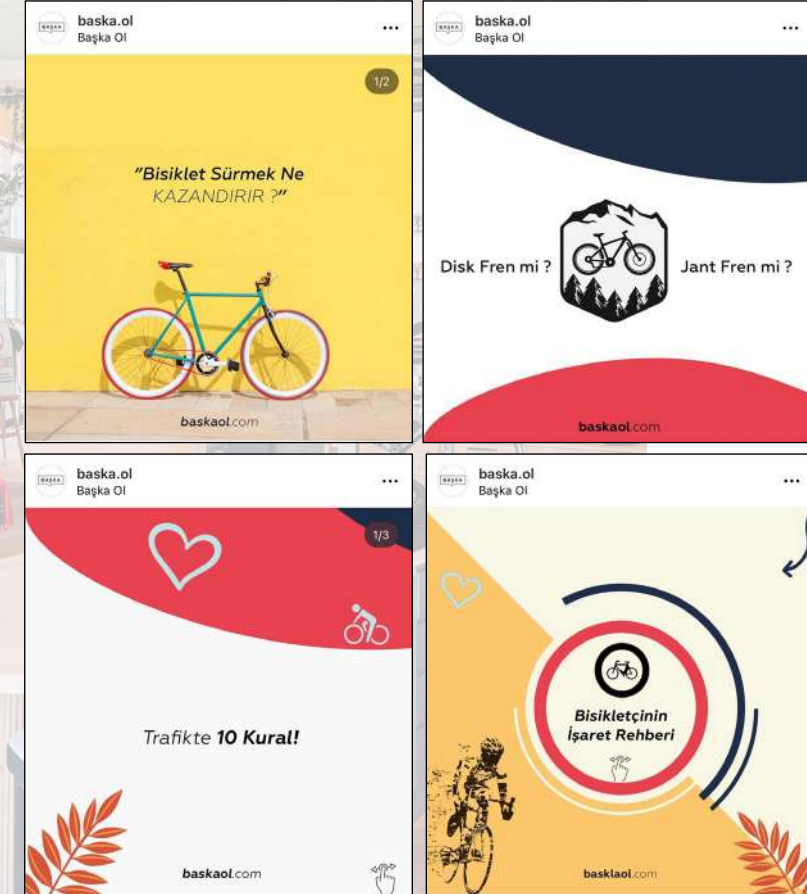
**Byscical • Pet Friendly**

A space that embraces bicycle culture has been created at Başka Ol café, where enthusiasts can find all kinds of bicycle parts and guides. Additionally, we offer bicycle repair and maintenance services.

## COMMUNITY INVESTMENTS

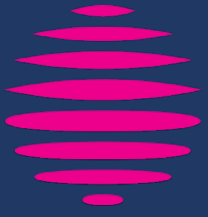


Our visitors of our café can also benefit from the area and services provided for their furry friends.



On our social media channels, we share informative content about bicycle usage to educate the public.





## BAŞKA OL

### Support to local products and women producers

We prioritize products from women producers and local producers in the products available for sale in our center café Başko Ol, located in Akra V.

## COMMUNITY INVESTMENTS



Support for  
Local  
Producers



Support for  
Women  
Producers



We spend the money earned from  
hand-made pet accessories on stray  
animals.



## DONATIONS



Every Year  
we make donations to various  
associations through our  
organizations, our company and  
our guests.

COMMUNITY  
INVESTMENTS

We host our Akra Talks events free of charge and open to the public. We discuss various topics including culture, art, science, music, sports, theatre, and cinema, among many others.

## SCIENCE



## SPORTS



## NATURE



## CINEMA



## CULTURE



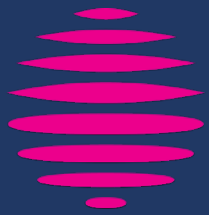
## THEATRE



## COMMUNITY INVESTMENTS

## MUSIC



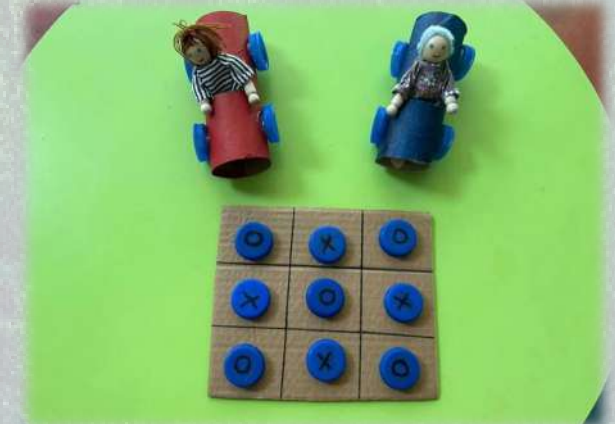


# COMMUNITY INVESTMENTS



## THE GREATEST LEGACY WE WILL LEAVE TO OUR CHILDREN IS A LIVABLE WORLD

Recycling activities are organized in our children's club, with the theme **Our World and Environment**, aiming to support the physical, mental, and social development of our little guests.



## SUPPORTING WOMEN PRODUCERS

On March 8th, International Women's Day, female employees were gifted soaps produced by women labourers, who contribute value through their work.



The women of Yırca Village, recognizing the insufficiency of their livelihoods, established a cooperative named "Hanimeli." They produce their products under the name **"Yırca Hanimeli Hand and Home Made Products."** With the slogan "The heat of coal, the essence of soap," they first made olive oil soap, and later, candles from beeswax. These soaps and waxes are a source of livelihood for many households in the village.



## ENVIRONMENTAL ACTIVITIES AND DRILLS

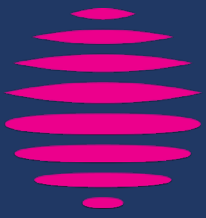
Environmental trainings are provided to our employees in line with annual training programs. The trainings include topics such as reducing consumption of natural resources, reducing and properly segregating waste, procedures regarding hazardous waste, and conserving wildlife.

Trainings are carried out internally and externally. Through periodic trainings provided by our Environmental Officer, all of our employees have raised awareness about environmental issues. Additionally, our supplier companies provide chemical training to ensure the standardization of chemical consumption, aiming to raise awareness among employees who use chemicals.

Efforts are underway to prevent any harm to the thousands of trees on our premises in the event of a fire. In this context;

- Fire training has been provided to our employees.
- Emergency teams have been created.
- Fire drills have been organized.





# FIRST OF ALL, WHY HUMAN ASSETS AND NOT HUMAN RESOURCES?

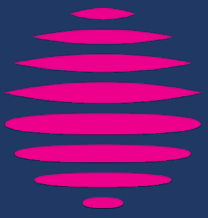
Resources deplete, value increases. Resources are budgeted, spent, and replaced with new ones. Value is appreciated, developed, recognized, and enhanced.

Seeing people as asset aims to create and develop the most suitable environment for them to reach their maximum potential, so they can progress on their journey towards achieving their best over time.

As BHM Group, we are aware that our employees are the most important asset that defines us, and we add value to our stakeholders with the principle of "Happy Employee, Happy Guest."

The social and ancillary rights of our employees, their rewards, training and career management, and employee safety are always our top priority.



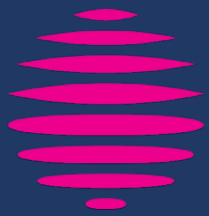


## WORK LIFE

- In our **Recruitment Facilities**, recruitment procedures are carried out within the framework drawn by the Group Human Assets Directorate. In recruitment; a gradual interview process is applied in which fair, non-discriminatory, objective, and general talent evaluations are made.
- Minimum qualifications have been determined for **Placement in Fair Conditions and Fair Remuneration and Positions**. The fair placement, development, and career planning of employees in recruitment and new position requirements have a developmental impact on management. Our employees are informed about their wages, working conditions, working hours, and when they will receive their salaries before starting work at our facilities.
- All of our employees have equal access to training opportunities as part of our **Education and Career Management program**. Our group, which particularly values investment in employee training, provides opportunities for training in numerous areas that we believe will contribute to personal development, awareness, and competence enhancement, in addition to legal and professional training required by the hospitality industry. We prioritize promoting from within the organization, whether within the facility or the group, reflecting our investment in employee development, especially in the field of education.



In 2023, **24** employees were promoted and **1** employee was included in the internal procurement process.

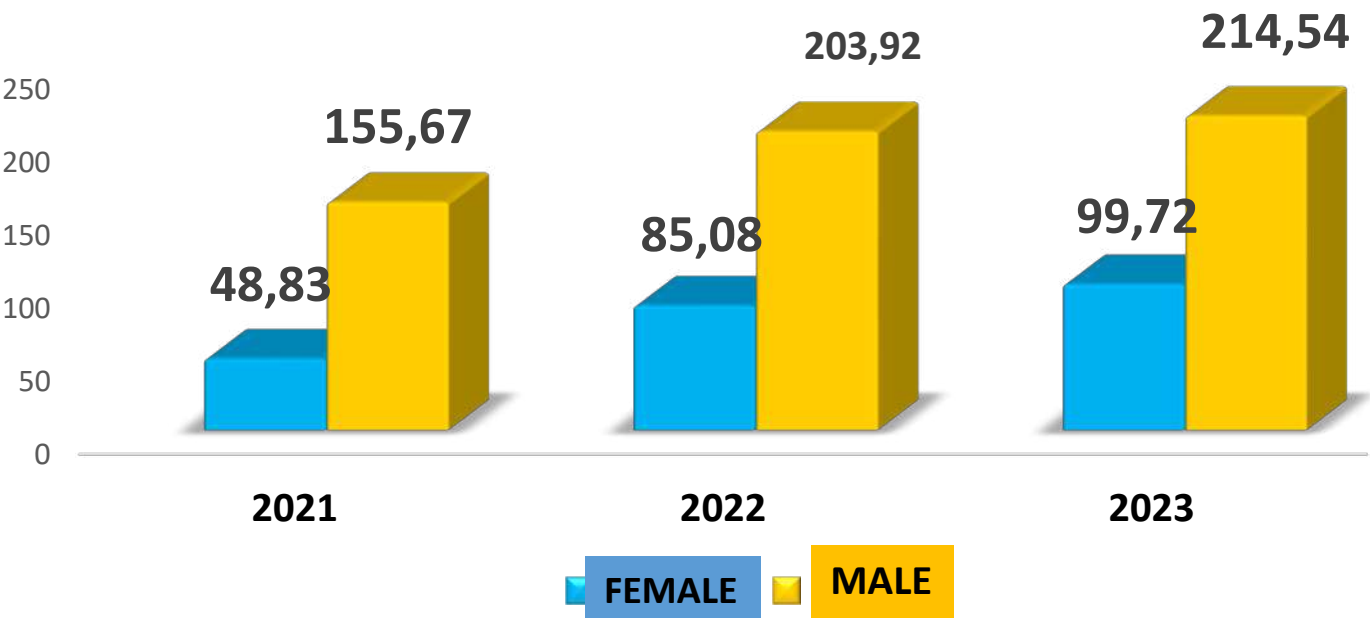


## WORK LIFE

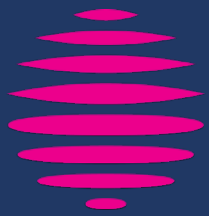
### ➤ Employee and Human Rights

Ensuring the absolute satisfaction of BHM Group employees is a matter of paramount importance. With this perspective, ensuring the employee's overall comfort in the workplace, including their legal rights and additional benefits provided by our establishment, as well as their working environment, psychology, self-motivation, and performance, is the responsibility of management.

In the hospitality sector, we strive to maintain a balance between men and women in our workplaces to the extent possible. We do not engage in wage disparity between male and female employees, basing our approach on the principle of equal pay for equal work.





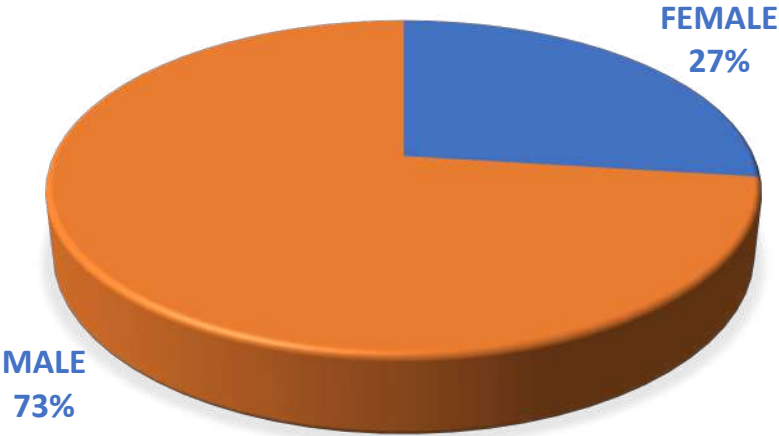


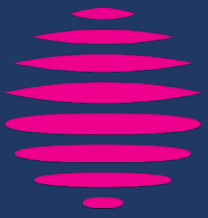
➤ **Employee and Human Rights**

Discrimination based on nationality, race, language, etc., in our hotels is against both our hotel management and our principles of operation. All of our employees' personnel processes are meticulously followed by our Human Resources Departments in accordance with legal regulations and our corporate policies. Equal opportunities are provided to all employees within the hotel, regardless of any characteristics.

We are aware that in an environment where respect is shown to our work, people, and society, productivity increases. We believe that it is very important to ensure diversity and equality of employees within the organization. That's why we promote cultural diversity and equal opportunities.

**AKRA SORGUN HOTEL FEMALE– MALE MANAGER RATIO**





## EMPLOYEE SATISFACTION COMMISSION

The Employee Satisfaction Committee is a group composed of non-managerial staff from each department, ensuring a homogeneous distribution and formed on a voluntary basis to represent all departments.

The Employee Satisfaction Commission gets together every 3 months. Members of the Commission represent the employees. Feedback from employees regarding working conditions, suggestions to improve job and service quality, and ideas for motivation-enhancing activities are compiled to be presented to senior management.

## SUPPORTING DEVELOPMENT

The professional qualification certificate allows our employees to demonstrate the knowledge, skills, and competencies they possess when applying for a job. The aim is to support career mobility as professional advancement opportunities become more accessible.

National qualifications enable individuals to achieve personal development through a wider range of flexible pathways, as they allow for the recognition of widespread informal learning.

In 2023, Professional Training Support was provided to 30 of our colleagues.



In 2023, 15 of our colleagues benefited from training support and 21 of our colleagues benefited from foreign language support.





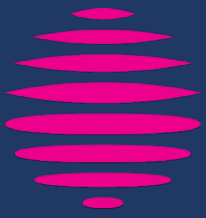
We provide language education support in German, English, and Russian from **A1** to **C2** levels, both online and in-person, for our employees.



## EMPLOYEE LIFE

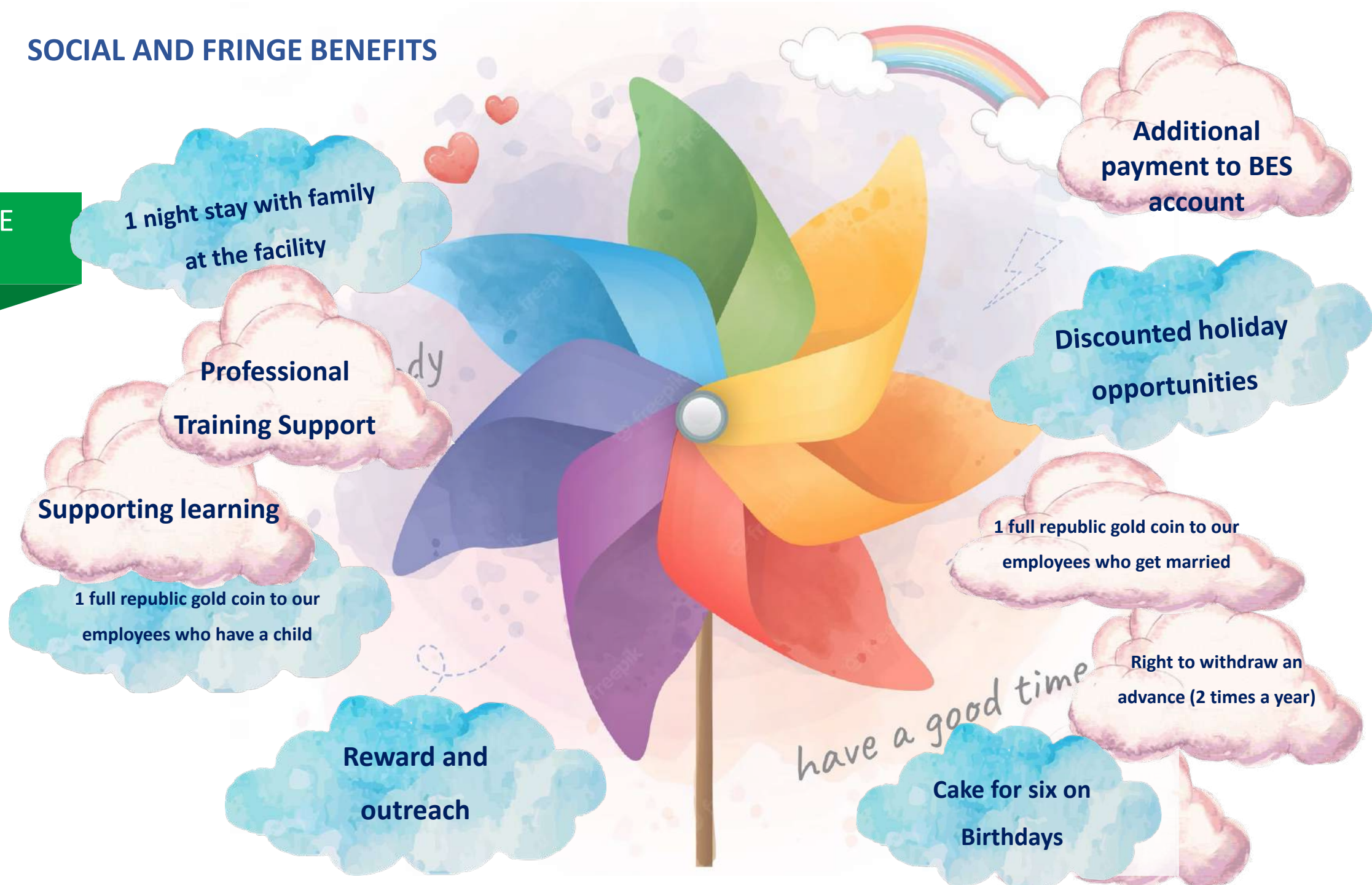
We have an online platform where our employees can access at any time during the year. Employees on this platform can participate in the employee satisfaction survey and share their feedback, complaints and suggestions with senior management or Human Assets Management.

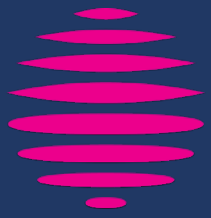




## SOCIAL AND FRINGE BENEFITS

### EMPLOYEE LIFE





# EMPLOYEE LIFE

Senior Awards Ceromony



Our 2023 Opening Meeting



Basketball Tournament



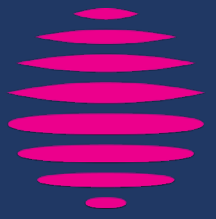
Table Tennis Tournament



Air Hokey Tournament Award Ceromony







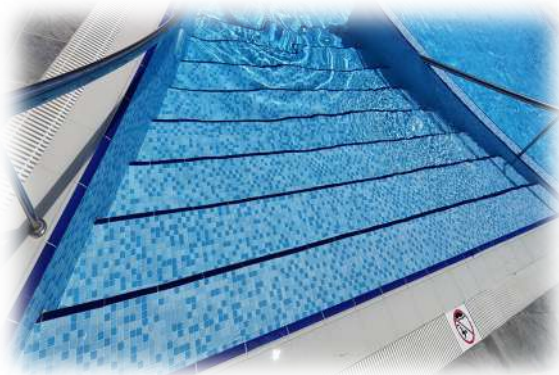
## ACCESSIBILITY FOR EVERYONE

- It is stated that there are over 650 million disabled people living in this world. In this context accessible tourism has a huge part in the tourism sector. The World Health Organization declares that disabled individuals make up at least 10% of the population. It is seen that with pregnant women and elderly individuals this market in Europe is more than 50 million in total. Our disabled citizens shape approximately a potential of 20 million with their families and close circle.
- Disabled individuals who make up a significant portion in the society come across a number of challenges when accessing tourism services. The way to increase participation of disabled individuals in tourism is by perceiving and understanding their needs, observing, and resolving the challenges they face.
- At Akra Sorgun; with 2 deluxe (for 4 people) and one family room, in total there are 3 accessible rooms, elevators suitable for disabled use on each floor, accessible toilets in common areas, ramp access and accessible elevator at the family pool, stair access to the adult pool and 4 designated sun loungers with accessible floating loungers at the beach.

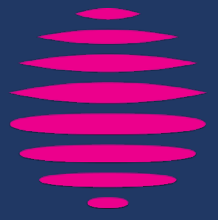




## ACCESSIBILITY FOR EVERYONE







## CULTURAL STUDIES

### TOUR OF ANTALYA

We introduce the history of Antalya and its historical sites to the world through the routes determined in the Tour of Antalya Marathon, which takes place every year.



126 beğenme

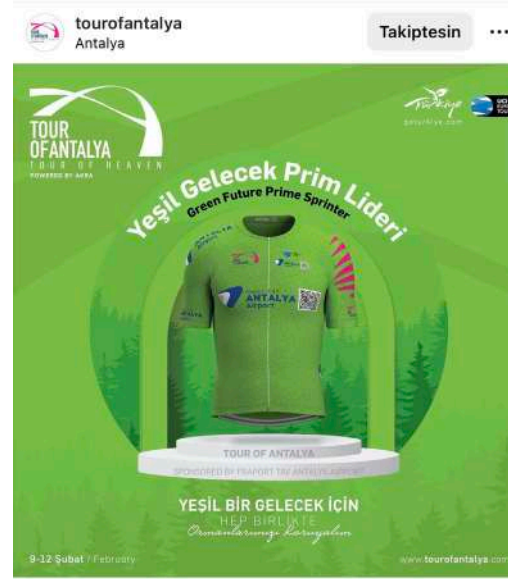
tourofantalya \_

🇹🇷 15 ülke, 25 takım, 4 etap, 🏆 hedef! ❤️

🇬🇧 15 countries, 25 teams, 4 stages, 🏆 goal! ❤️

📸 @goshotsnet

#tourofantalya #tourofheaven #uci #ucieropatour  
#ormanlariçin #hareketegeç #yesilgelecek #greenfuture  
#akrahoteles #corendonairlines #FraportTAVAntalyaAirport  
#DianaTravel #gotürkiye #sportoto #grandparklara



71 beğenme

tourofantalya 🌱

🇹🇷 Antalya'nın doğal güzelliklerine de dikkat çeken Tour of Antalya, bu sene ormanları ana tema olarak belirledi. Tour of Antalya'nın dört formasından biri olan Yeşil Forma, muhteşem doğası ve iklimi ile milyonlarca turist ağırlayan turizmin başkentinde ormanlara dikkat çekecek. Bu misyon ile yarış, geçtiğimiz senelerde meydana gelen orman yangınında büyük zarar gören Oymapınar'dan start alacak. Tour of Antalya, oluşturulacak Hatıra Ormanı ile de ormanların önemine vurgu yapacak. Yeşil Forma, Fraport TAV Antalya Airport'un sponsorluğunda akillara kazınacak.

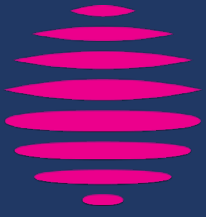


178 beğenme

tourofantalya 🏆

🇹🇷 2023 Tour of Antalya'nın onur konuğunu açıklama vakti geldi: Gianni Bugno 🌟

🇬🇧 It's time to share the 2023 Tour of Antalya's guest of honour: Gianni Bugno 🌟



## TOUR OF ANTALYA

We also promote historical places on marathon routes on our social media accounts.



CULTURAL  
STUDIES



# OUR AWARDS



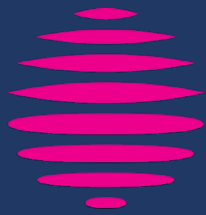
## OUR AWARDS





## OUR AWARDS





# OUR AWARDS

