

C O R P O R A T E S U S T A I N A B I L I T Y R E P O R T 2 0 2 5



Megasaray
HOTELS



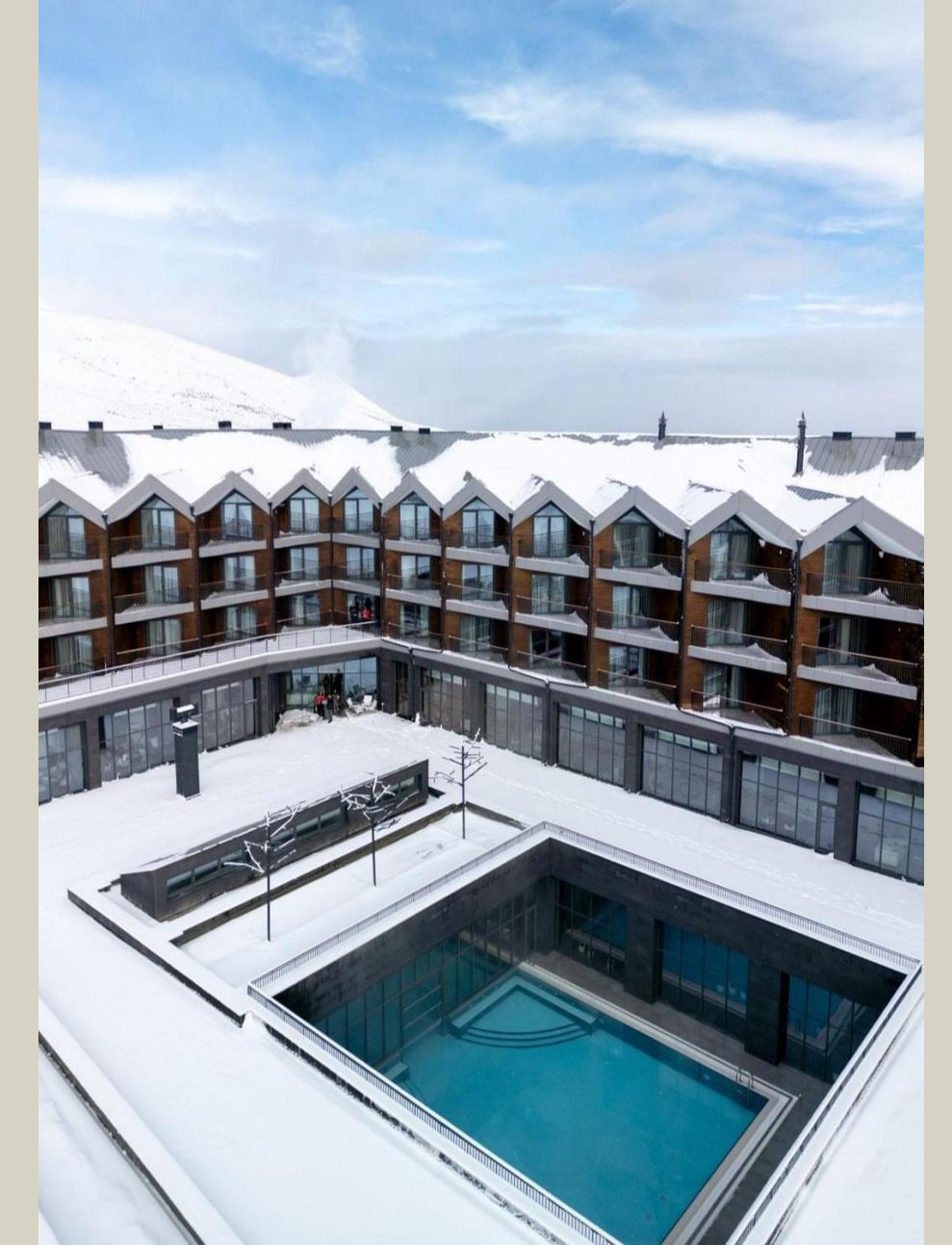
Megasaray
CLUB BELEK



Megasaray
WESTBEACH ANTALYA



Megasaray
RESORT SIDE



Megasaray
MOUNT ERCİYES

SUSTAINABILITY MANIFESTO

Access our Sustainability Manifesto via the link below.

https://irp.cdn-website.com/7d6c3314/files/uploaded/Megasaray-Hotels_Sustainability-Manifesto_TR.pdf



Taking a Sustainable Step Towards the Future!

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ŞAHİNLER HOLDİNG

Founded in 1982 by Chairman of the Board Kemal Şahin through the establishment of Santex Moden GmbH in Aachen, Germany, Şahinler Holding began its operations in Türkiye in 1984.

Today, Şahinler Group operates across three continents and eight countries, employing more than 7,000 people.

The Group continues to create value across diverse industries including:

- Ready-to-Wear Apparel
- Construction
- Energy
- Tourism
- Free Zone Operations
- Food Industry



ŞAHİNLER HOLDİNG BUSINESS SECTORS

Bilkont Dış Ticaret ve Tekstil Sanayi A.Ş. / Çorlu Tesisleri

|

It is a model technology park industrial project that serves as the hub
of Turkey's most important technology cluster.

|

Westside İstanbul

|

TEYVAŞ

|

Megasaray Club Belek Megasaray Westbeach Antalya
Megasaray Resort Side Megasaray Mount Erciyes
Megasaray Tenis Akademisi (MTA)

|

ŞAHİNLER ENERJİ

|

ServIT Bilişim Sistemleri A.Ş.
Şahinler Sigorta Aracılık Hizmetleri Ltd.Şti.

|

Şahinler Bulgaria OOD Şahinler Egypt S.A.E.
Şahinler France SAS Santex Moden GMBH
Modavizyon Tekstil San. Ve Tic. A.Ş. / Ergene/ Edirne/ ASB Şubesi

|



EST. 1992
CLUB BELEK

2019

MEGASARAY TENNIS ACADEMY

- 42 | Clay Court
- 4 | Hard Court
- 2 | Padel Court
- 11 | Artifical Grass Court

2020

MEGASARAY FOOTBALL CENTER

- 2 | FIFA-Standard Football Pitches
- 1 | Training Pitch

2022

WESTBEACH ANTALYA

2023

RESORT SIDE

2023

MOUNT ERCİYES



O U R V I S I O N

To become a global hospitality brand delivering accessible luxury, heartfelt hospitality, and unforgettable memories to our guests.

O U R M I S S I O N

Guest Satisfaction

Deliver exceptional services and products that exceed guest expectations and create unforgettable holiday experiences.

Employee Satisfaction

Create an engaging workplace that promotes teamwork, participation, talent development, and employee well-being.

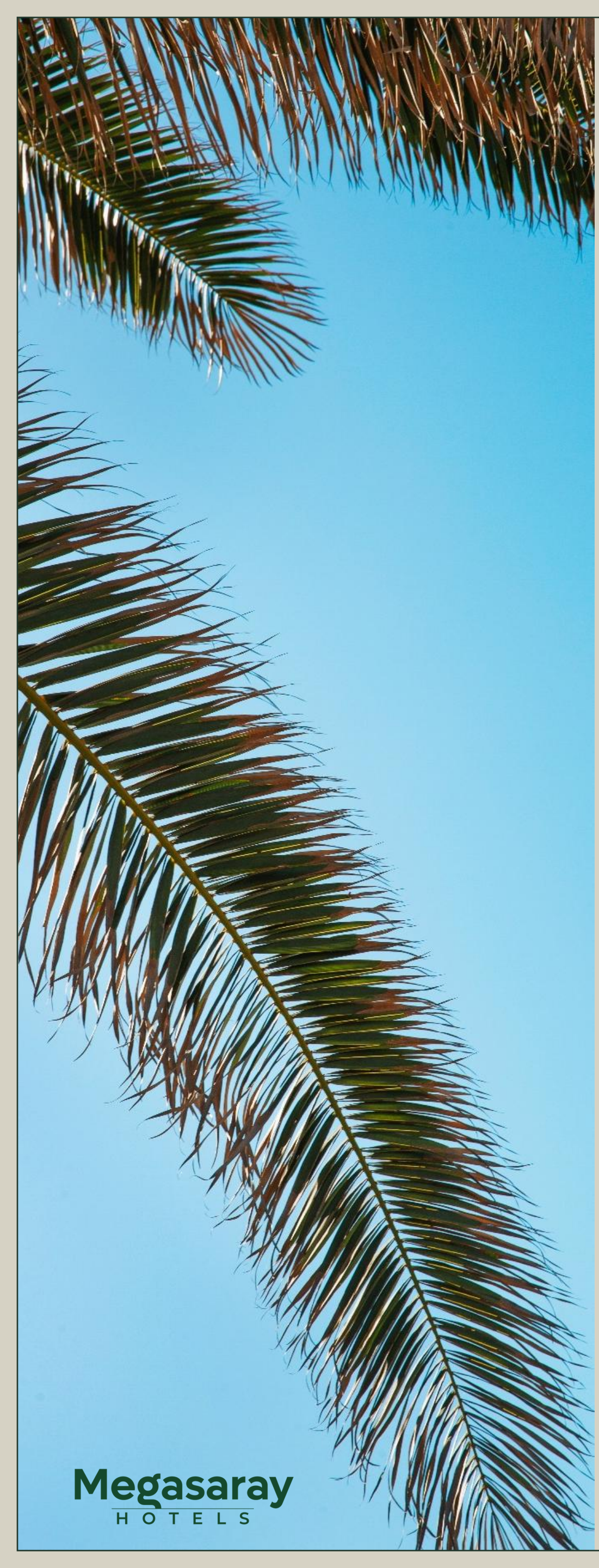
Contribution to Society and the Environment

Continuously increase the value we create for society and the environment while supporting sustainable tourism.

Continuous Improvement

Efficiently utilize all resources to ensure continuous development and strengthen our position as a preferred international hospitality brand.

Megasaray
HOTELS



S U S T A I N A B I L I T Y C O M M I T M E N T

We comply with all applicable environmental legislation and adopt a proactive approach to meeting future environmental requirements and obligations. While maintaining service quality that meets our guests' expectations, we ensure the responsible use of energy, water, and materials to conserve natural resources.

We implement reuse and recycling practices in areas such as energy consumption, water consumption, and waste management, and continuously monitor our performance in these areas.

We collaborate with business partners and suppliers that are committed to environmentally responsible policies and practices.

We protect and promote biodiversity.

We combat climate change by implementing initiatives that reduce our greenhouse gas emissions.

We respect children's rights and take all necessary measures to protect children from all forms of exploitation, including sexual exploitation. Any suspected incidents are reported to the relevant authorities.

We protect children, young people, women, pregnant individuals, and people with disabilities, while respecting and promoting human rights. We maintain zero tolerance for any form of exploitation, harassment, abuse, or discrimination and do not hesitate to report any suspected incidents to the appropriate authorities.

We strive to ensure that our operations have no adverse impact on local communities and continuously seek ways to maximize the benefits our business creates for local people.

We respect, protect, and promote human rights throughout all aspects of our operations.

We comply with applicable labor laws and are committed to treating all employees fairly and equitably. Through our Environmental Team, we continuously review and update our sustainability practices.

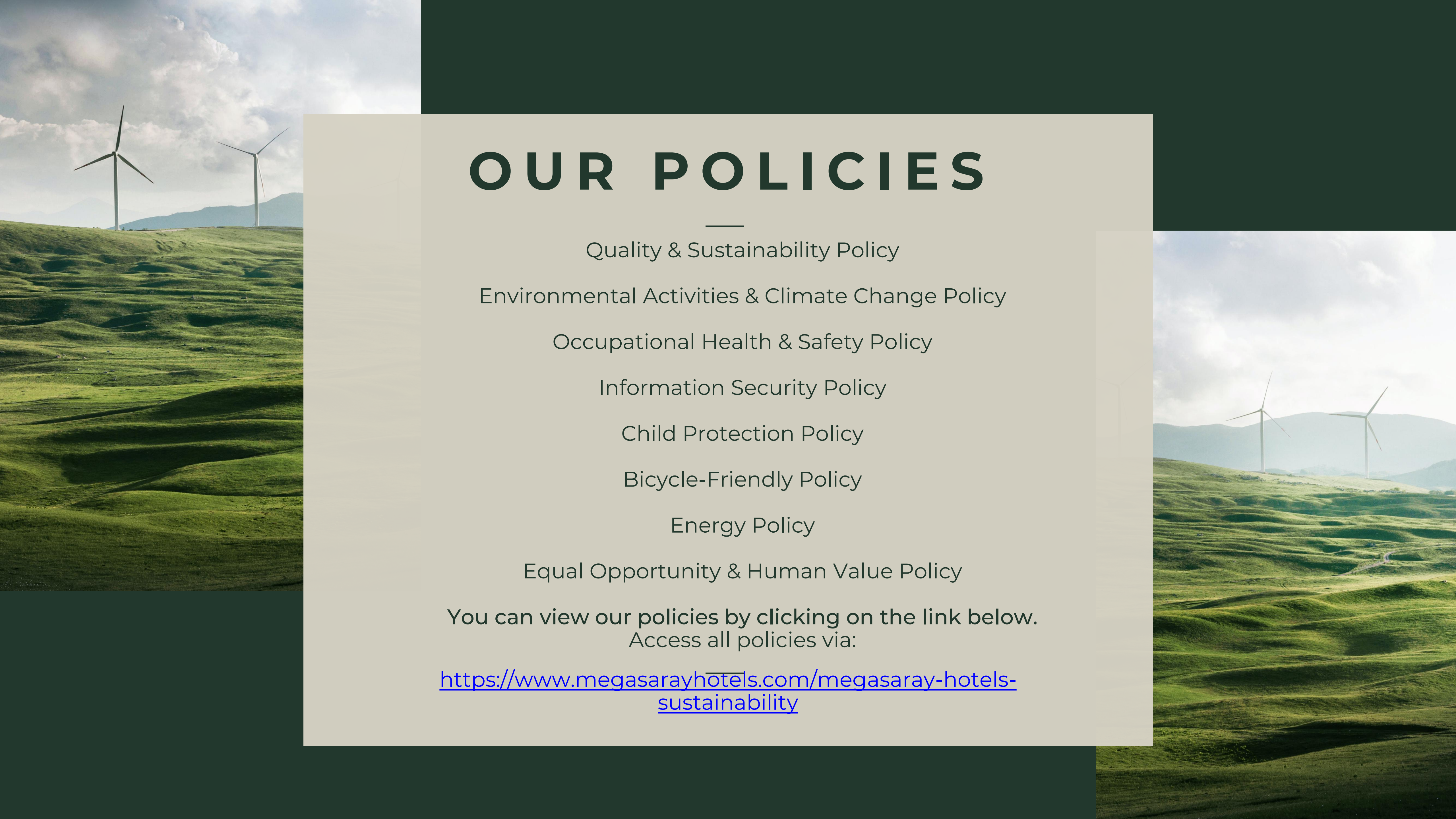
We communicate these practices to all employees, provide regular training, and encourage their active participation in our sustainability initiatives.



MESSAGE FROM THE MANAGEMENT

At Megasaray Hotels, we recognize that sustainable tourism extends far beyond environmental responsibility. It embraces cultural heritage, social well-being, economic development, and equal opportunities while creating long-term value for our guests, employees, local communities, and future generations. Accordingly, sustainability forms an integral part of our corporate growth strategy.

As we continue to deliver exceptional guest experiences, we remain committed to protecting natural resources and promoting responsible tourism practices that contribute to a more sustainable future.



OUR POLICIES

Quality & Sustainability Policy

Environmental Activities & Climate Change Policy

Occupational Health & Safety Policy

Information Security Policy

Child Protection Policy

Bicycle-Friendly Policy

Energy Policy

Equal Opportunity & Human Value Policy

You can view our policies by clicking on the link below.

Access all policies via:

<https://www.megasarayhotels.com/megasaray-hotels-sustainability>

OUR SUSTAINABILITY JOURNEY

Green Key

Green Key is an internationally recognized eco-label that promotes environmental protection by recognizing and rewarding sustainable initiatives. It aims to prevent climate change and contribute to the development of sustainable tourism. Megasaray Club Belek joined the Green Key programme in 2014. The certification is maintained through independent audits conducted every two years, ensuring continued compliance with the programme's environmental standards.



Blue Flag

Blue Flag is one of the world's most recognized voluntary environmental awards for beaches, marinas, and tourism boats. To qualify for the Blue Flag award, a series of stringent environmental, educational, safety, and accessibility criteria must be met and continuously maintained. In Türkiye, the Turkish Environmental Education Foundation (TÜRÇEV) is the sole national organization authorized to administer the Blue Flag Programme. Megasaray Hotels joined the Blue Flag Programme in 1993 and is proud to be one of the longest-standing recipients of this prestigious award. Continued certification is ensured through annual independent audits, demonstrating our ongoing compliance with the programme's rigorous standards.



Greencheck

The adoption of sustainable tourism principles by all stakeholders, effective management of evolving tourism trends, the implementation of environmental sustainability practices, and the preservation of shared values are essential for the long-term success of the tourism industry. This requires a management approach that prioritizes social and environmental sustainability over short-term concerns while keeping environmental responsibility at the forefront of business operations. Green Check certification demonstrates that an organization operates in an environmentally responsible manner, embracing sustainable and eco-friendly practices while minimizing its impact on nature.



Travelife

Travelife is an internationally recognized sustainability certification programme for hotels and other tourism businesses that demonstrate high standards in environmental and sustainability management. Hotels participating in the programme undergo independent assessments and are evaluated according to their sustainability performance against internationally recognized criteria. Megasaray Hotels joined the Travelife programme in 2014, achieving Travelife Gold Certification. This certification reflects our long-standing commitment to responsible tourism, environmental stewardship, and the continuous improvement of our sustainability performance.



GSTC – Global Sustainable Tourism Council

The Global Sustainable Tourism Council (GSTC) Criteria provide a common framework for defining and understanding what constitutes a sustainable tourism destination. They establish a shared language for promoting sustainable tourism practices worldwide. The GSTC Criteria emphasize key areas including poverty reduction, gender equality, and environmental sustainability. The sustainability framework is organized around four main pillars: Sustainable Management, Socio-Economic Impacts, Cultural Impacts, Environmental Impacts. These criteria are applicable across the entire tourism sector and serve as internationally recognized benchmarks for sustainable tourism. Megasaray Hotels joined the GSTC programme as a pilot hotel in 2022, demonstrating its commitment to adopting internationally recognized sustainability standards and continuously improving its sustainability performance.



MANAGEMENT SYSTEM CERTIFICATIONS

ISO 9001

One of the world's most widely used standards, is a programme management system that has a positive impact on organisations by helping them to improve quality and achieve efficiency in their operations. Our company joined the programme in the 2017 season. The validity of the certification is maintained through annual audits.

ISO 22000

The Food Safety Management System is a management system comprising programmes designed to protect producers, consumers and the environment throughout the processes of food production, transport, consumption and disposal. Our company joined the scheme in the 2017 season. The validity of the certificate is maintained through annual audits.

ISO 10002

ISO 10002 is a management system that defines the methods and processes required to manage customer complaints more effectively and efficiently within our organisation, enabling us to build a base of satisfied customers by improving the quality of the services we provide. Our company joined the scheme in the 2018 season. The validity of the certificate is maintained through annual audits.

ISO 27001

An Information Security Management System is a programme designed to effectively protect information assets, minimise the likelihood of unauthorised and unlawful access, and ensure adequate and proportionate security controls. Our company joined the programme in the 2019 season. The validity of the certification is maintained through annual audits.

ISO 50001

An Energy Management System is a management system based on the principle of efficient energy use, without compromising on safety, production quality and quantity, or environmental responsibilities. Our company joined the scheme in the 2023 season. The validity of the certificate is ensured through annual audits..

ISO 14001

An Environmental Management System is a standard that ensures potential harm to the environment is minimised by controlling environmental factors through appropriate measures. Our company joined the scheme in the 2025 season. The validity of the certification is maintained through annual audits.

ISO 45001

The Occupational Health and Safety Management System is a standard designed to ensure safer and healthier working environments and to prevent workplace accidents and occupational illnesses. Our company joined the scheme in the 2025 season. The validity of the certification is maintained through annual audits.





**Megasaray
Club Belek**



**Megasaray
Westbeach Antalya**



**Megasaray
Resort Side**



**Megasaray
Mount Erciyes**

In line with the principles of sustainable tourism, our primary objective is to control the consumption of electricity, water, energy, chemicals and solid waste, and to minimise any potential harm to the environment, without compromising on our guests' comfort.

We invite all our stakeholders – including our guests, staff and local communities – to provide us with feedback on our sustainability initiatives and to work with us to achieve better results and maintain positive progress.

CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals are a universal call to action setting out the targets that United Nations member states aim to achieve by the end of 2030. It comprises 17 main goals covering a wide range of issues, from combating poverty and hunger worldwide to access to education and healthcare; from gender equality to the establishment of peace and justice; from tackling climate change to the circular economy; from environmentally friendly products to biodiversity; and from research, development and innovation to sustainable growth.

Megasaray Hotels operates with an awareness of the responsibility it must assume to ensure the success of the Sustainable Development Goals. In line with this, Megasaray Hotels supports the United Nations Global Compact's goals of "Good Health and Well-being", "Quality Education", "Gender Equality", "Clean Water and Sanitation", "Decent Work and Economic Growth", "Reduced Inequalities", "Climate Action", "Peace, Justice and Strong Institutions" and "Partnerships for the Goals".

Sürdürülebilir Kalkınma İçin KÜRESEL AMAÇLAR



SUSTAINABILITY PRIORITIES

OCCUPATIONAL HEALTH
AND SAFETY
PRODUCT QUALITY AND
SAFETY
GUEST SATISFACTION



WASTE
MANAGEMENT
STAFF DEVELOPMENT AND
MANAGEMENT
ENVIRONMENTALLY FRIENDLY
PRODUCTS
SUPPLY CHAIN MANAGEMENT

ENERGY EFFICIENCY

BUSINESS
ETHICS
CONSUMER HEALTH AND
SAFETY
INFORMATION



PREPAREDNESS FOR DISASTERS AND
EMERGENCIES
GENDER AND EQUAL
OPPORTUNITIES
CORPORATE GOVERNANCE PRACTICES

SECURITY
BUSINESS
CONTINUITY
INNOVATION AND
DIGITALISATION
WATER
EFFICIENCY



SOCIAL RESPONSIBILITY

SUSTAINABILITY INITIATIVES AND CERTIFICATION

WE ARE GROWING IN LINE WITH SUSTAINABILITY PRINCIPLES



1992

First tourism investment of Şahinler Holding: Club Megasaray officially opened.



1996

Awarded Best Holiday Resort in Türkiye by the Turkish Hoteliers Federation.



1998

Club Megasaray, transition from Half Board to the All Inclusive concept.



2015

Club Megasaray, Transformation project introducing Deluxe Pool Access and Deluxe Standard Rooms.



2017

Club Megasaray renovated its Misi Club children's facilities, introduced a new children's mascot named MISI, and secured trademark registration for the character. In the same year, the hotel was honored with the prestigious TUI Holly Award.



2018

Club Megasaray, Recipient of the TUI Family Champion Award and ranked among the Top 100 Hotels.



2019

In 2019, Club Megasaray opened the Megasaray Tennis Academy with a national tournament. In the same year, it signed a three-year sponsorship agreement with the Turkish Tennis Federation as the "Official Tourism Partner" and hosted 11 national TTF tournaments and 2 national championships. Additionally, the hotel ranked among the Top 100 out of 7,437 hotels in the Coral/Odeon ranking.



2020

In 2020, Club Megasaray opened its football pitches and welcomed Fortuna Sittard as its first team. During the same year, it hosted a total of 37 tournaments, including ITF events, the Davis Cup, the Hülya Cup, and the Turkish Senior Championships. In 2020, Megasaray also began operating year-round for the first time. In line with its growth objectives, the hotel in Erciyes was acquired. Ranked 15th in the TUI rankings, Megasaray received the TUI Top Quality and TUI Family Champion 2020 awards.



2021

In 2021, Club Megasaray organized 48 ITF tournaments and 2 ATP tournaments during the first seven months of the year. It was also planned to host an additional 25 tournaments by the end of the year. The hotel continued to welcome football teams from across Europe, particularly from Germany and the United Kingdom.



2022

Megasaray Westbeach Antalya commenced operations in June 2022.



2023

Megasaray Resort Side commenced operations in May 2023.



2023

Megasaray Mount Erciyes commenced operations in December 2023.

Since its establishment, Megasaray Hotels has continued to invest and grow steadily, making significant contributions to the national economy and social well-being.

At the same time, the Company conducts its operations with a strong awareness of its environmental, economic, and social responsibilities.

WORK LIFE

www.megasarayhotels.com

EMPOWERING OUR PEOPLE

WE WORK TOGETHER AS ONE FAMILY, DRAWING STRENGTH FROM ONE ANOTHER.
TOGETHER, WE SHARE OUR FUTURE, OUR SUCCESS, AND OUR JOURNEY.

Megasaray Hotels believes in creating a collaborative workplace culture built on the spirit of family and sharing. We provide our employees with a working environment founded on trust, integrity, diligence, and innovation, while encouraging unity and teamwork.

To ensure these principles are upheld, we operate in accordance with the provisions of the Turkish Labor Law and continuously develop systems aimed at protecting employee rights.

Standing firmly against all forms of violence and discrimination, Megasaray Hotels is committed to ensuring equal opportunity, equal rights, and equal access to resources for its employees and stakeholders, regardless of race, language, religion, gender, ethnic origin, disability, pregnancy, marital status, religious or political beliefs.

GENDER EQUALITY

Megasaray Hotels continues to implement initiatives that support and empower women in the workplace, contributing to the elimination of gender inequality. The Company also carries out various programs to encourage greater participation of women in the workforce.

The proportion of female employees at Megasaray Hotels increased from 34.75% in 2024 to 35.61% in 2025, reflecting the Company's ongoing commitment to fostering a more inclusive and diverse workplace.

GENDER EQUALITY

Megasaray Club Belek Data

	2023	2024	2025
Female Employee Ratio	%32,5	%36,1	%36
Female Management Ratio	%32	%31	%29,10

In **2025**, the proportion of female employees **decreased by 0.1 percentage points** compared to the previous year.

In **2025**, the proportion of women in management **decreased by 1.89 percentage points** compared to the previous year.

*The calculation of the female management ratio includes supervisory positions and above.

GENDER EQUALITY

Megasaray Westbeach Antalya Data

	2023	2024	2025
Female Employee Ratio	%34,9	%38,44	%37,37
Female Management Ratio	%35,45	%42,85	%44,44

In **2025**, the Female Employee Ratio **decreased by 1.07 percentage points** compared to the previous year.

In **2025**, the Female Management Ratio **increased by 1.59 percentage points** compared to the previous year.

*The calculation of the Female Management Ratio includes supervisory positions and above.

GENDER EQUALITY

Megasaray Resort Side Data

	2023	2024	2025
Female Employee Ratio	%31,15	%29,9	%31,79
Female Management Ratio	%26,34	%29,33	%37,73

In **2025**, the Female Employee Ratio **increased by 1.89 percentage points** compared to the previous year.

In **2025**, the Female Management Ratio **increased by 8.40 percentage points** compared to the previous year.

*The calculation of the Female Management Ratio includes supervisory positions and above.

GENDER EQUALITY

Megasaray Mount Erciyes Data

	2023	2024	2025
Female Employee Ratio	*Closed	%25,05	%35,56
Female Management Ratio	*Closed	%15,57	%10,58

In **2025**, the Female Employee Ratio **increased by 10.51 percentage points** compared to the previous year.
In **2025**, the Female Management Ratio **decreased by 4.99 percentage points** compared to the previous year.

*The calculation of the Female Management Ratio includes supervisory positions and above.

W O R K L I F E

LOCAL EMPLOYMENT RATES

At **Megasaray Hotels**, we provide equal employment and career advancement opportunities for local community members, including management positions. Through collaborations with local universities, we support the education, professional development, and employment of young talent across our properties.

LOCAL EMPLOYMENT RATES

Megasaray Club Belek Data

	2023	2024	2025	% Difference
Local Employees (No.)	431	449	452	%0,67 increase
Local Employment Rate (%)	%62,4	%62,3	%61,4	%0,9 decrease
Local Managers (No.)	21	33	117	% 254,5 increase
Local Management Ratio (%)	%3,1	%4,6	%15,8	%11,2 increase

In **2025**, the Local Employment Rate **decreased by 0.9 percentage points** compared to the previous year.

In **2025**, the Local Management Ratio **increased by 11.2 percentage points** compared to the previous year.

*For Megasaray Club Belek, the Antalya region has been defined as the local employment area.

LOCAL EMPLOYMENT RATES

Megasaray Westbeach Antalya Data

	2023	2024	2025	% Difference
Local Employees (No.)	235	280	284	%1,43 increase
Local Employment Rate (%)	%77	%135,9	%8,34	%93,86 decrease
Local Managers (No.)	14	19	16	%15,79 decrease
Local Management Ratio (%)	%5	%190	%8,29	%95,64 decrease

In **2025**, the Local Employment Rate **decreased by 93.86%** compared to the previous year.
In **2025**, the Local Management Ratio **decreased by 15.79%** compared to the previous year.

*For Megasaray Westbeach, the Antalya region has been defined as the local employment area.

LOCAL EMPLOYMENT RATES

Megasaray Resort Side Data

	2023	2024	2025	% Difference
Local Employees (No.)	1184	143	144	%0,70 increase
Local Employment Rate (%)	%56	%55	%49,14	%10,65 decrease
Local Managers (No.)	9	41	41	-
Local Management Ratio (%)	%82	%62	%73,21	%18,08 increase

In **2025**, the Local Employment Rate **increased by 10.65%** compared to the previous year.

In **2025**, the Local Management Ratio **increased by 18.08%** compared to the previous year.

*For Megasaray Resort Side, the Antalya region has been defined as the local employment area.

W O R K L I F E

LOCAL EMPLOYMENT RATES

Megasaray Mount Erciyes

Data

	2023	2024	2025
Local Employees (No.)	*Closed	36	208
Local Employment Rate (%)	*Closed	36,01%	87,02%
Local Managers (No.)	*Closed	5	27
Local Management Ratio (%)	*Closed	29,64%	31,76%

ACCESSIBILITY AND INCLUSION

Megasaray Hotels
Data

	2023	2024	2025	% Difference
Megasaray Club Belek	%1,8	%1,5	%1,8	%0,3 increase
Megasaray Westbeach Antalya	%1,10	%1,54	%1,96	%0,42 increase
Megasaray Resort Side	%1,07	%1,10	%0	%1,1 decrease
Megasaray Mount Erciyes	*Kapalı tesis	%0,67	%3,09	%2,42 increase

At Megasaray Hotels, we aim to support the participation of persons with disabilities in working life by providing equal employment opportunities and contributing to their social and economic development.

WORKER LIFE

www.megasarayhotels.com

COMPENSATION AND BENEFITS

Performance-based, fair, systematic, and competitive compensation and benefits practices that are aligned with market wages, make the Company an employer of choice, retain a qualified workforce, and strengthen employee loyalty are implemented.

When determining compensation, no discriminatory or unfair practices based on personal characteristics or preferences such as language, religion, race, or gender are permitted.

Megasaray Hotels works not only to provide employees with a performance-oriented environment but also to build a sustainable world that supports personal development, quality of life, and the value of sharing. Through the benefits it offers, the Company creates a happy and participatory working environment where employees can develop a strong sense of belonging. Acting as one family, Megasaray Hotels regards all its employees as members of this family and believes in the importance of sharing moments that add value to life.

LEARNING AND DEVELOPMENT

The Vocational Qualification Certificate enables our employees to demonstrate the knowledge, skills, and competencies they possess when applying for a job. By making career progression pathways more transparent, it supports career mobility. As the National Vocational Qualifications System recognizes both formal and informal learning, individuals can pursue their personal development through more diverse and flexible learning opportunities. In 2022, 15 employees across our properties obtained a Vocational Qualification Certificate.



ÇALIŞANIN NABZI EMPLOYEE ENGAGEMENT

We provide our employees with an online platform that they can access at any time throughout the year. Through this platform, employees can participate in employee satisfaction surveys and share their feedback, suggestions, and opinions about the Company directly with Senior Management or the Human Resources Department. By using digital platforms, we reduce paper consumption while ensuring that our employees can reach us whenever they need.



WORKER LIFE

www.megasarayhotels.com

COMPENSATION AND BENEFITS

We support the foreign language development of our employees to enable them to meet our guests' needs and expectations in the best possible way while delivering services that exceed their expectations. 🌟

At Megasaray Hotels, fostering a culture where talent is developed and participation and continuous learning are valued, enhancing employee engagement and well-being remains one of our fundamental priorities. 🌟



WORKER LIFE

www.megasarayhotels.com

COMPENSATION AND BENEFITS

All employees who get married receive a quarter gold coin as a wedding gift.

In addition, flowers are sent on their wedding day, and they are presented with a complimentary two-night honeymoon stay.



Employees who welcome a new baby receive a "Welcome Baby Gift Package" to celebrate this special milestone.

White-collar employees are provided with Supplementary Health Insurance starting from their sixth month of employment.

Condolence flowers are sent to employees who experience the loss of a close family member.

COMPENSATION AND BENEFITS

Megasaray Hotels;

Employees who complete 5 years of service receive a commemorative plaque and one quarter gold coin.

Employees who complete 10 years of service receive a commemorative plaque and two quarter gold coins.

Employees who complete 15 years of service receive a commemorative plaque and three quarter gold coins.

Employees who complete 20 years of service receive a commemorative plaque and four quarter gold coins.

Employees who complete 25 years of service receive a commemorative plaque and five quarter gold coins.

WORKER LIFE

www.megasarayhotels.com

COMPENSATION AND BENEFITS

Employees receive birthday wishes via SMS and email on their birthdays.

A birthday gift package is presented to employees to celebrate their special day.

New employees receive a Welcome Package upon joining the Megasaray Hotels family.



W O R K L I F E

DEVELOPMENT IN LEARNING MANAGEMENT

STRATEGIC DEVELOPMENT WITHIN THE FRAMEWORK OF OUR STRATEGIC PLANS AND PROGRAMS, E-LEARNING (DIGITAL TEACHING AND LEARNING) AND BRAND AWARENESS DEVELOPMENT PROGRAMS PLAY A SIGNIFICANT ROLE IN FOSTERING EMPLOYEE ENGAGEMENT AND LOYALTY. THE ŞAHİNLER HOLDİNG ACADEMY ONLINE LEARNING PLATFORM HAS BEEN ESTABLISHED, AND ITS IMPLEMENTATION IS ONGOİNG AS PART OF ITS CONTİNUOUS DEVELOPMENT PROCESS.

CORPORATE DEVELOPMENT IS SUPPORTED THROUGH COMPETENCY-BASED DEVELOPMENT PROGRAMS FOR MANAGERS AND EMPLOYEES, ENABLING THEM TO ADAPT TO EVOLVİNG COMPETENCIES AND ENHANCE THE CUSTOMER EXPERIENCE. THIS APPROACH IS REFLECTED THROUGH: INTERNAL CUSTOMER DEVELOPMENT (MANAGER/EMPLOYEE DEVELOPMENT) EXTERNAL CUSTOMER DEVELOPMENT (CUSTOMER EXPERİENCE AND BRAND AWARENESS) AS PART OF OUR CORPORATE DEVELOPMENT İNİTİATİVES, BEHAVİORAL STANDARDS TRAINİNG FOR MANAGERS AND EMPLOYEES CONTİNUES TO BE DELİVERED.

PROFESSIONAL DEVELOPMENT CONSİSTS OF TRAINİNG PROGRAMS DESİGNED AND DELİVERED İN LİNE WİTH İNTERNATİONAL PROFESSIONAL STANDARDS. THESE PROGRAMS ARE SUPPORTED BY İNNOVATİVE İNİTİATİVES TO ENSURE THE CONTİNUOUS DEVELOPMENT OF MANAGERS' AND EMPLOYEES' PROFESSIONAL KNOWLEDGE AND EXPERTİSE. THE VOCATİONAL QUALİFİCATİON CERTİFİCATİON (MYK) PROJECT HAS BEEN ONGOİNG SİNCE OCTOBER 2021.

STRATEGIC
DEVELOPMENT
PROGRAMS

E-learning programs
Brand awareness development
programs

CORPORATE
DEVELOPMENT
PROGRAMS

Competency-based training for
managers and employees
Customer-focused management
training

PROFESSIONAL
DEVELOPMENT
PROGRAMS

International vocational
qualification training
Professional expertise training

WORKER LIFE

At Megasaray Hotels, the average training time per employee has shown steady growth over the past three years. The average training time per employee increased from 3 minutes in 2023 to 9 minutes in 2024 and reached 17 minutes in 2025.

This represents a 200% increase between 2023 and 2024, followed by a further 89% increase between 2024 and 2025. Over the two-year period, the average training time per employee increased by approximately 5.7 times. This progress reflects Megasaray Hotels' continued investment in the professional and personal development of its employees and demonstrates the strengthening of a culture of continuous learning across the organization.

2023 TRAINING MINUTES PER CAPITA	MINUTES PER PERSON
MEGASARAY CLUB BELEK	3
MEGASARAY WESTBEACH ANTALYA	4
MEGASARAY RESORT SIDE	3
AVERAGE	3

2024 TRAINING MINUTES PER CAPITA	MINUTES PER PERSON
MEGASARAY CLUB BELEK	10
MEGASARAY WESTBEACH ANTALYA	9
MEGASARAY RESORT SIDE	8
AVERAGE	9

2025 TRAINING MINUTES PER CAPITA	MINUTES PER PERSON
MEGASARAY CLUB BELEK	21
MEGASARAY WESTBEACH ANTALYA	23
MEGASARAY RESORT SIDE	20
MEGASARAY MOUNT ERCİYES	7
AVERAGE	17

WORKER LIFE

www.megasarayhotels.com

To support the development journey of our employees, the Şahinler Academy Online Learning Platform was established. Through this platform, employees have access to expert-led training programs, ranging from beginner to advanced levels, delivered through video-based learning across a wide variety of subjects. The platform is dedicated to supporting the learning and development of employees across Şahinler Holding and its Group Companies. At Megasaray Hotels, membership has grown steadily, reaching 118 users in 2022, 357 in 2023, 519 in 2024, and 767 in 2025.



Initially designed for our white-collar employees, the platform is planned to be expanded over the long term to include all employees and eventually their family members.

The platform offers more than 10,000 training courses, covering a broad range of topics, from personal development and professional expertise to health, family, and parenting, all aimed at enhancing employees' skills, knowledge, and motivation.

In the long term, we plan to publish our own training content on the platform and develop industry-specific learning programs tailored to the sectors in which we operate. In addition, we aim to cultivate our own internal trainers, using their knowledge and experience as a valuable resource to support the development of our young and high-potential employees.

WORKER LIFE

www.megasarayhotels.com

At Megasaray Hotels, we regard employee development as one of the key pillars of our sustainable success. In line with this commitment, we invested in the continuous learning of our workforce by providing 102 white-collar employees with memberships to the Neoskola digital learning platform during 2025.

Through the Neoskola platform, our employees have unlimited access to up-to-date learning content developed by expert instructors across a wide range of subjects, including leadership, communication, management, artificial intelligence, digital transformation, finance, personal development, productivity, and sustainability. This initiative enables our employees to continuously enhance their professional and personal competencies, adapt to the evolving business environment, and advance their career journeys.

By strengthening our digital learning infrastructure, we promote equal access to learning opportunities while continuously fostering our culture of lifelong learning and organizational development.

At Megasaray Hotels, we believe that every investment in our employees' knowledge and capabilities directly contributes to service excellence, guest satisfaction, and our long-term corporate sustainability. Accordingly, we remain committed to expanding development opportunities that enable our employees to realize their full potential.

NEO SKOLA
EN İYİLERİN OKULU

WORKER LIFE

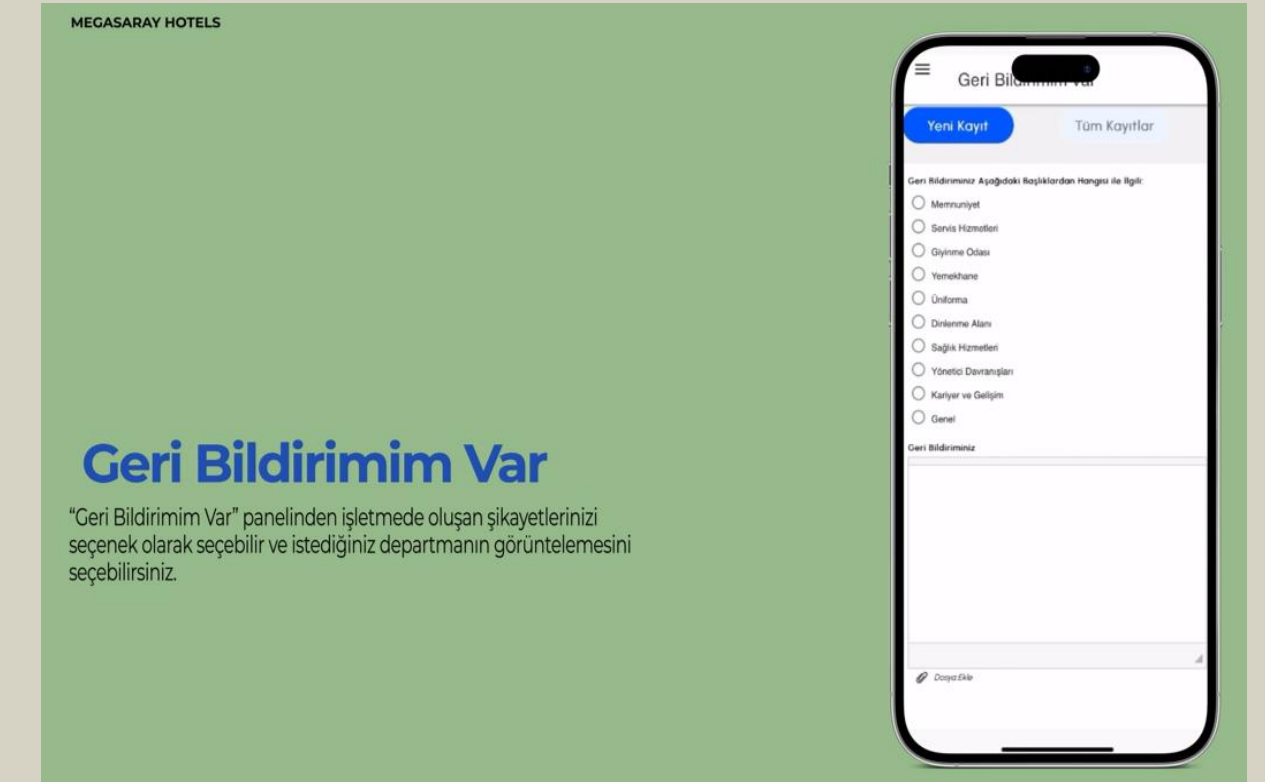
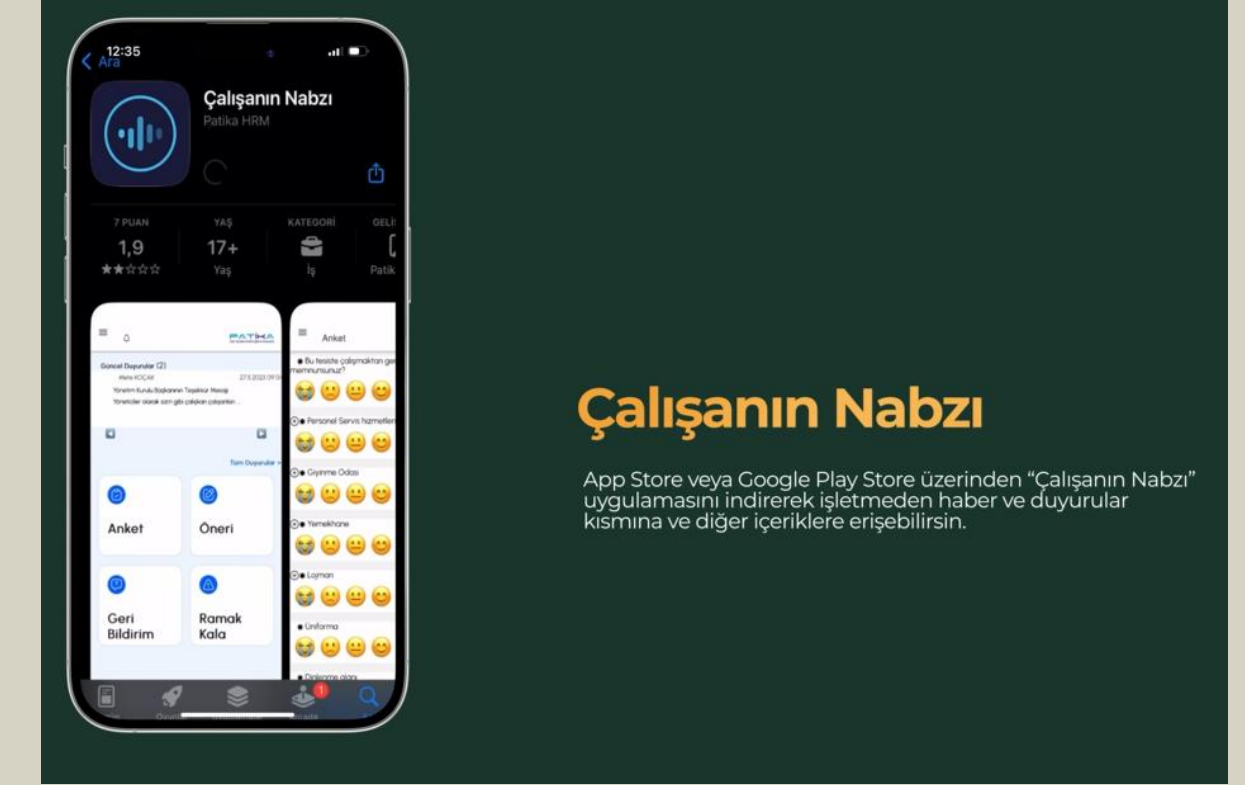
www.megasarayhotels.com

At Megasaray Hotels, we consider a participatory work environment to be essential not only for employee satisfaction but also for long-term corporate success. In line with this approach, employees are encouraged to participate in decision-making processes by sharing their expectations, opinions, and suggestions. To better understand employee needs and expectations, Employee Satisfaction Surveys are conducted on a regular basis. The survey results are carefully evaluated, and the feedback received is used to implement the necessary improvement actions.

In addition to the Employee Satisfaction Surveys, a new initiative launched in 2023, the Employee Pulse platform, enables employees to submit feedback at any time, providing valuable insights that guide the implementation of improvement actions.

Through the system, employees can transparently communicate all types of feedback—including suggestions, appreciation, project ideas, business improvement proposals, cafeteria services, transportation, uniforms, occupational health and safety near-miss notifications, complaints, and concerns—directly to the Human Resources Department and senior management.

Strengthening communication among employees and reinforcing a collaborative workplace culture are among our core priorities. We believe that open communication and active employee participation contribute significantly to employee engagement, organizational development, and sustainable business success.



WORKER LIFE

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To support the development journey of our employees, the Şahinler Academy Online Learning Platform was established. Through this platform, employees have access to expert-led, video-based training programs ranging from beginner to advanced levels in the subjects they wish to develop their skills and competencies.



TRAIN - THE - TRAINER PROGRAM

Everyone plays the role of both a teacher and a learner throughout their lives, influencing and inspiring the people around them. Recognizing that continuous learning and knowledge sharing are essential for personal and professional growth, Megasaray Hotels launched the Train-the-Trainer Program.

The program is designed to help participants strengthen their learning competencies, master modern training methodologies, and enhance their presentation and facilitation skills. It aims to inspire learners, create a lasting impact through technical, managerial, psychological, and other professional training programs, foster a culture of continuous learning, and develop a network of qualified internal trainers across our properties.



WORKER LIFE

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BEHAVIORAL STANDARDS DEVELOPMENT PROGRAM

The Behavioral Standards Development Project, carried out in collaboration with EVO AKADEMI, aims to establish a Service Culture aligned with the vision of our property.

The project is specifically designed for each department and consists of the phases of Analysis, Design, Training, Measurement and Evaluation, Implementation, and Control.

The objective is to establish a Service Culture that is aligned with the vision of our property.

The program will be integrated into our organization and implemented internally.



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS

Through our investment in external training programs, we aim to enhance our employees' access to up-to-date knowledge and best practices while bringing new perspectives and innovative approaches into our organization. The knowledge and experience gained are shared across our teams through internal knowledge-sharing initiatives, extending our learning culture beyond individual development and contributing to organizational growth.

At Megasaray Hotels, we believe that every investment in our employees' development strengthens service quality, employee engagement, and guest satisfaction. We remain committed to continuously expanding and sustaining initiatives that promote a culture of lifelong learning.



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS

As part of our corporate training programs, Megasaray Hotels delivered training on Psychological Health and Well-being to support the mental well-being and overall wellness of our employees. ✨



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS

During the Leukemia Awareness Week (2–8 November), we supported the inspiring journey of children battling leukemia through an awareness seminar organized by LÖSEV at Megasaray Club Belek. Because every child represents hope, and every hope brings healing. ❤️



WORKER LIFE

www.megasarayhotels.com

EXAMPLES OF OUR TRAINING PROGRAMS

🎀 As part of Breast Cancer Awareness Month in October, we organized Breast Cancer Awareness Seminars across our hotels to raise awareness among our employees and emphasize the importance of early detection.

During the seminars, delivered by expert speakers, the life-saving value of early diagnosis, regular screenings, and increased awareness was highlighted once again. At Megasaray Hotels, we remain committed to promoting healthy lifestyles by raising awareness and supporting initiatives that contribute to public health and well-being. 💕



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS

In observance of the International Day of Non-Violence in October, the Megasaray Hotels Training Department successfully conducted Workplace Violence and Harassment Prevention seminars across all our hotels.

Led by our expert training team, these seminars marked another important step toward fostering a workplace where employees feel safe, respected, and valued, with dignity, equality, and mutual respect at the core of our organizational culture.

At Megasaray Hotels, the voice, safety, and dignity of our employees remain our highest priorities. We believe that a safe and respectful workplace can only be achieved through collective commitment and collaboration.



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS

📌 “At Megasaray Hotels, we transform ideas into impactful projects by placing employee experience and corporate culture at the heart of everything we do. Throughout this journey, our greatest advocates are our Culture Ambassadors. Through our Project Management Training Program, we have strengthened our ability not only to generate ideas but also to develop, implement, and manage effective and sustainable projects together.

🌱 Our goal is to develop employee-centered, value-creating projects through collaboration and collective thinking.

💬 Because we believe that a strong corporate culture is brought to life through impactful projects.



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS

📌 With the valuable support of the Konyaaltı, Serik, and Manavgat Social Service Centers and the Guidance and Research Centers, operating under the Ministry of Family and Social Services of the Republic of Türkiye, we successfully organized Child Neglect and Abuse Awareness Seminars across our hotels.

Through these seminars, we aimed to raise awareness among our employees, reinforce child safeguarding practices, and contribute to creating a safe and protective environment for every child.

🎯 Through this important seminar, we aimed to raise our employees' awareness of children's rights, child neglect, and child abuse, while contributing to the creation of a safe and supportive environment where every child can grow and thrive.

We would like to express our sincere appreciation to all the experts, participants, and partner institutions whose valuable contributions made this initiative possible.



WORKER LIFE

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EXAMPLES OF OUR TRAINING PROGRAMS



We continue to provide Child Protection and Child Abuse Awareness training to our employees, tenants, and service providers to strengthen awareness and promote a culture of child safeguarding across our operations.



WORKER LIFE

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Megasaray
HOTELS

To celebrate women's strength, we at Megasaray Hotels organized a special event for our female staff members. We celebrated this special day with great enthusiasm at our hotels and made it an unforgettable experience for our women. 🎉 Through this event, which we held to recognize the value and hard work of our women, we realized once again that women's strength should be celebrated not just on one day, but every day. 🌸 🌟 We would like to thank all our female colleagues who empower us, bring color to our work lives, and stand by us no matter what. 🌟 🎉

MARCH
HAPPY
Women's
day

WORKER LIFE

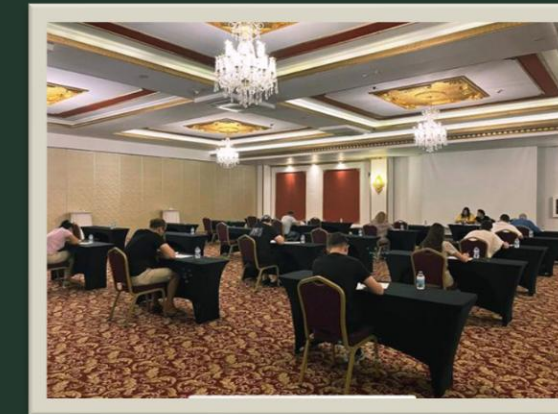
To foster team synergy and have a good time, we get together with our teammates for meals and have fun to boost our motivation.

We organize training sessions tailored to our employees' areas of interest, giving them the opportunity to develop their skills.



WORKER LIFE

The group's most important channel of communication is its monthly sharing meetings. In addition to celebrating employees' birthdays, these meetings are used to provide updates about the organization, share goals, and strengthen communication across departments.



By providing our guests with service that exceeds their expectations and striving to best meet their requests and needs, we support the professional development of our employees. At Megasaray Hotels, fostering a culture where talent is nurtured and professional development is prioritized is essential to our mission of enhancing employee retention and satisfaction.

WORKER LIFE

Megasaray Hotels hosts open-air movie nights every Friday evening during the summer season at our staff housing complexes.



WORKER LIFE



WORKER LIFE

As the Megasaray Hotels family, we enjoyed a wonderful staff night with our team, which brought together members from all our hotels. Throughout the evening, we discussed our future projects, celebrated our team's achievements, and had a great time. This special evening was made even more meaningful by the presence of our Board Chairman, Kemal Şahin, and Board Member, Deniz Şahin. The incredible performance by the talented artist Bayram Kasap, who took the stage, captivated everyone.

Another surprise that made our evening even more exciting was the raffle prizes. This raffle, which all our participants eagerly awaited, added a special sense of excitement to the night.

We sincerely thank all our employees for this unforgettable evening and wish for many more successful and fun celebrations to come!

**Megasaray
HOTELS**

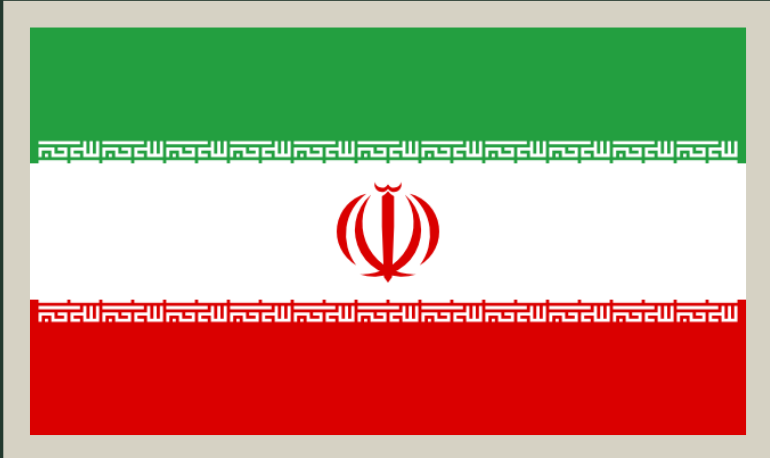
YILDIZLAR GECESİNE DAVETLİSİNİZ!

Başarılarımızı kutlamak ve birlikte eğlenmek için siz değerli çalışanımızı Mega Yıldızlar Gecesi'ne davet ediyoruz!

 Katılımlarınız için
lütfen QR kodu
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25-26 KASIM
Megasaray Westbeach Antalya





RESPECT FOR PEOPLE

T u r k e y

T u n i s i a

A z e r b a i j a n

S e n e g a l

K y r g y z s t a n

I r a n

U z b e k i s t a n

K a z a k h s t a n

R u s s i a





RESPECT FOR PEOPLE

As Megasaray Hotels,

we ranked fourth on the list of best employers, having received the Great Place to Work 2026 award.

We value the contributions our employees make to their work and our workplace, and we always strive to support their careers and encourage their personal development.

Great
Place
To
Work®

Certified

TURKEY

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety (OHS) is one of the top priorities that Megasaray Hotels manages with zero compromise.

In accordance with the OSH policy, the company establishes, implements, monitors, audits, and improves occupational safety and health measures to ensure a healthy and safe working environment; prevents workplace accidents and occupational diseases; and sets rules regarding first aid, emergency response, and preventive and protective health and safety services for employees.

SUSTAINABILITY MANAGEMENT

WE CARE ABOUT FUTURE GENERATIONS

AWARE THAT NATURAL RESOURCES ARE NOT INFINITE OR LIMITLESS, WE ACT WITH
FUTURE GENERATIONS IN MIND

The increasing use of energy and natural resources worldwide is giving rise to significant environmental problems. Acting with the awareness that natural resources are not infinite or limitless, Megasaray Hotels has adopted a philosophy of sustainable development that will ensure these resources are preserved for future generations. This philosophy is based on a system that is people-centered and sustainable from economic, environmental, and social perspectives.

Megasaray Hotels supports the fight against climate change, minimizes the negative environmental impacts of its operations, improves energy efficiency, reduces energy intensity, and has taken steps to generate electricity from renewable energy sources to manage the use of natural resources in line with a sustainability approach. In 2023, plans were made to establish an ISO 50001 Energy Management System to better manage energy usage and conservation, and work has begun on this initiative. Additionally, research is being conducted to implement a solar power plant (GES) project.



One of the most important steps toward sustainability is ensuring water and energy efficiency. We measure energy consumption at our facilities to assess the current situation, take the necessary measures to identify areas for savings, and set annual targets for energy consumption..



Equipment and systems with low energy consumption are preferred. Long-term improvements are achieved through the use of automation management and monitoring tools.



Through the measures we have taken in line with the principles of sustainable tourism, we have reduced our use of natural resources; our practices have been updated to minimize—and, where possible, eliminate—harm to the soil, water, and air.



By monitoring pool temperature readings, overheating is kept under control and unnecessary gas consumption is prevented.



In our facilities, the heating/cooling system automatically shuts off when a room balcony door is opened.



Misafirlerimiz odadan çıktıktan sonra elektrik enerjisinin kesilmesini sağlayan energy saver sistemleri kullanılmaktadır.



If there are no guests staying in the rooms, the curtains are kept closed during the summer months and open during the winter months.



Fluorescent bulbs and LED lighting are used in 95% of our lighting systems. Motion-sensor lighting is used in many areas and in restrooms.



Towel and sheet changes in the rooms are carried out according to guest requests, and guests are informed of this via information cards left in their rooms. If the guest does not request a change, they are changed every three days.



Double-pane windows have been chosen for the windows in the rooms and common areas to provide thermal insulation.



The minibars and televisions used at our facility are energy-efficient. The minibars in the guest rooms are positioned so they do not receive direct sunlight, in order to prevent them from overheating.



A low flow rate of 6 liters per minute is preferred for sinks and 10 liters per minute for showers, and all faucets are equipped with aerators.



There are sensor-activated urinals in the public restrooms.



All types of waste generated both during operations and after use by our guests are sorted at the source and sent for recycling.



Emails and documents are not printed unless necessary. Paper usage is kept to a minimum, and FSC-certified paper is preferred.



Waste from the offices is disposed of in the recycling bins located in the hallway.



Instead of making photocopies of the identification documents (passport/ID card) of guests staying at our facility, we use the ID and passport reader located at the front desk to register them in the system.



Pay stubs are sent to employees via email.



To contribute to the local economy, we source a large portion (52.6%) of our products from local suppliers.



Any malfunctions observed within the facility are reported electronically via the program.

WE ARE WORKING TO RAISE AWARENESS ABOUT THE ENVIRONMENT AND SUSTAINABILITY



We draw attention to sustainability issues through informational cards, promotional displays, environmental signage, and green boards located in our staff and guest areas.

ENVIRONMENT AND SUSTAINABILITY TRAINING

Our employees regularly receive training on our Environmental, Sustainability and Waste Management practices.





C A R B O N F O O T P R I N T M A N A G E M E N T

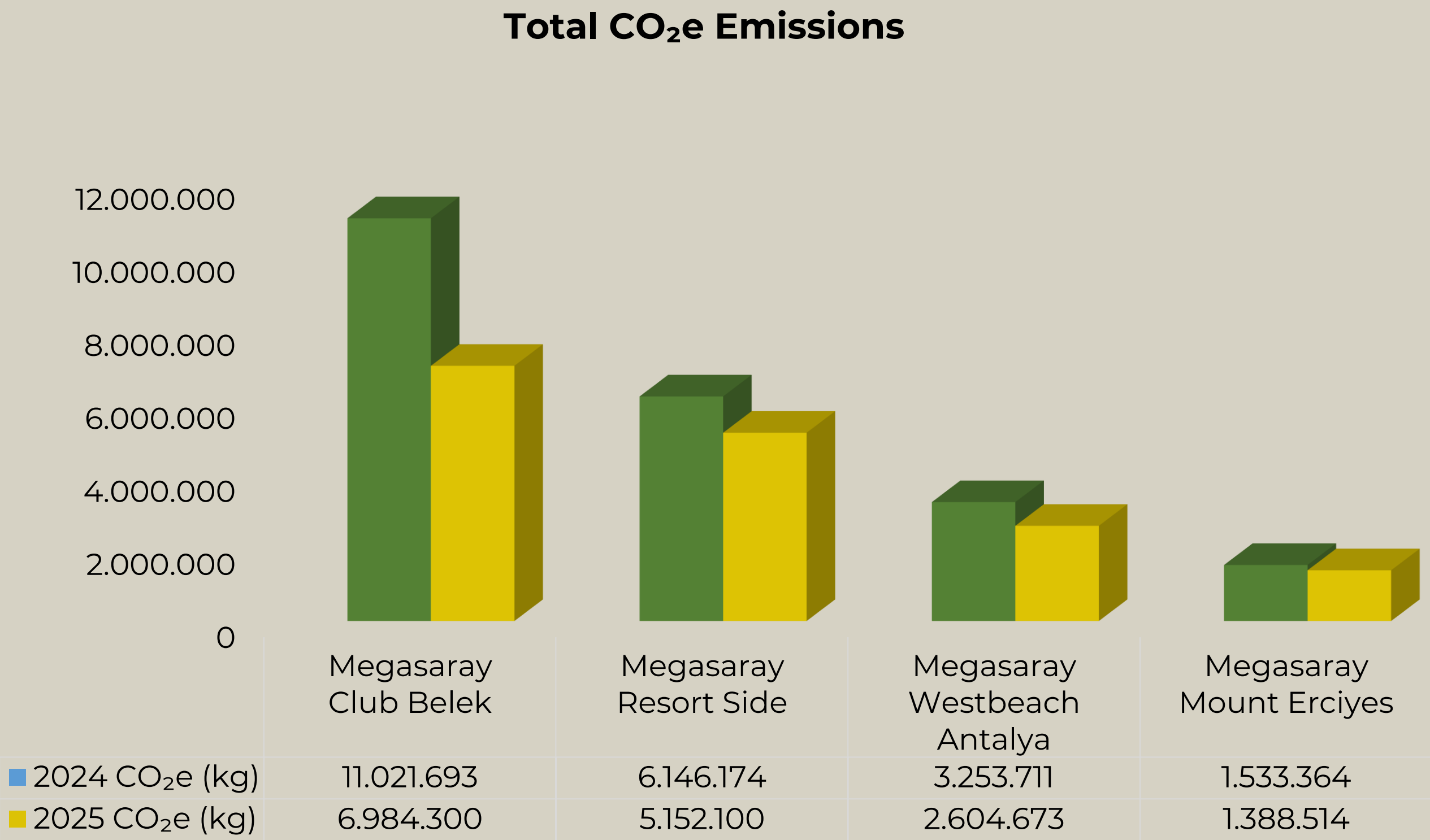
Megasaray Hotels addresses economic, environmental, and social sustainability through a holistic approach and regards combating climate change as a key element of its sustainability philosophy. Accordingly, the company aims to monitor and reduce greenhouse gas emissions resulting from its operations and to continuously improve its emissions performance. Measuring and regularly tracking carbon emissions form the foundation of effective carbon management in the fight against climate change. In line with this approach, Scope 1 and Scope 2 greenhouse gas emissions are calculated and monitored. Megasaray Hotels views the reduction of carbon emissions not merely as an environmental responsibility, but also as a crucial component of operational efficiency, the effective use of resources, and long-term economic sustainability.

MEGASARAY HOTELS GREENHOUSE GAS EMISSIONS

In line with our operations' approach to combating climate change and reducing environmental impacts, greenhouse gas emissions are monitored regularly. Scope 1 and Scope 2 greenhouse gas emissions were calculated for the years 2024 and 2025, and the results were evaluated comparatively. While total emissions across the group amounted to 21,954,942 kg CO₂e in 2024, the total emissions in 2025 stood at 16,129,587 kg CO₂e. Consequently, there was a reduction of 5,825,355 kg CO₂e (26.5%) in total emissions compared to the previous year.

As Megasaray Hotels, our goal is to reduce our hotels' greenhouse gas emissions by at least 1% annually.

Hotels	2024 CO ₂ e (kg)	2025 CO ₂ e (kg)	Difference
Megasaray Club Belek	11.021.693	6.984.300	-36,60%
Megasaray Resort Side	6.146.174	5.152.100	-16,20%
Megasaray Westbeach Antalya	3.253.711	2.604.673	-19,90%
Megasaray Mount Erciyes	1.533.364	1.388.514	-9,50%
Total	21.954.942	16.129.587	-26,50%





ENERGY MANAGEMENT

Megasaray Hotels embraces a philosophy of sustainable development based on a system that is economically, environmentally, and socially sustainable. Its energy policies are shaped by the contribution they make to sustainable development. Energy is one of the most important components of sustainable development. Electricity generation from renewable energy sources and the efficient use of energy are two key elements of energy sustainability. The Group is making investments in both electricity generation from renewable energy sources and the efficient use of energy and is taking steps to implement major projects. In this way, it is reducing the share of energy costs within total costs as part of economic sustainability and supporting the fight against climate change as part of environmental sustainability. As Megasaray Hotels, our goal is to reduce the energy consumption of our hotels by at least 1% each year.

MEGASARAY CLUB BELEK

ELECTRICITY CONSUMPTION: PROPORTIONAL DIFFERENCES

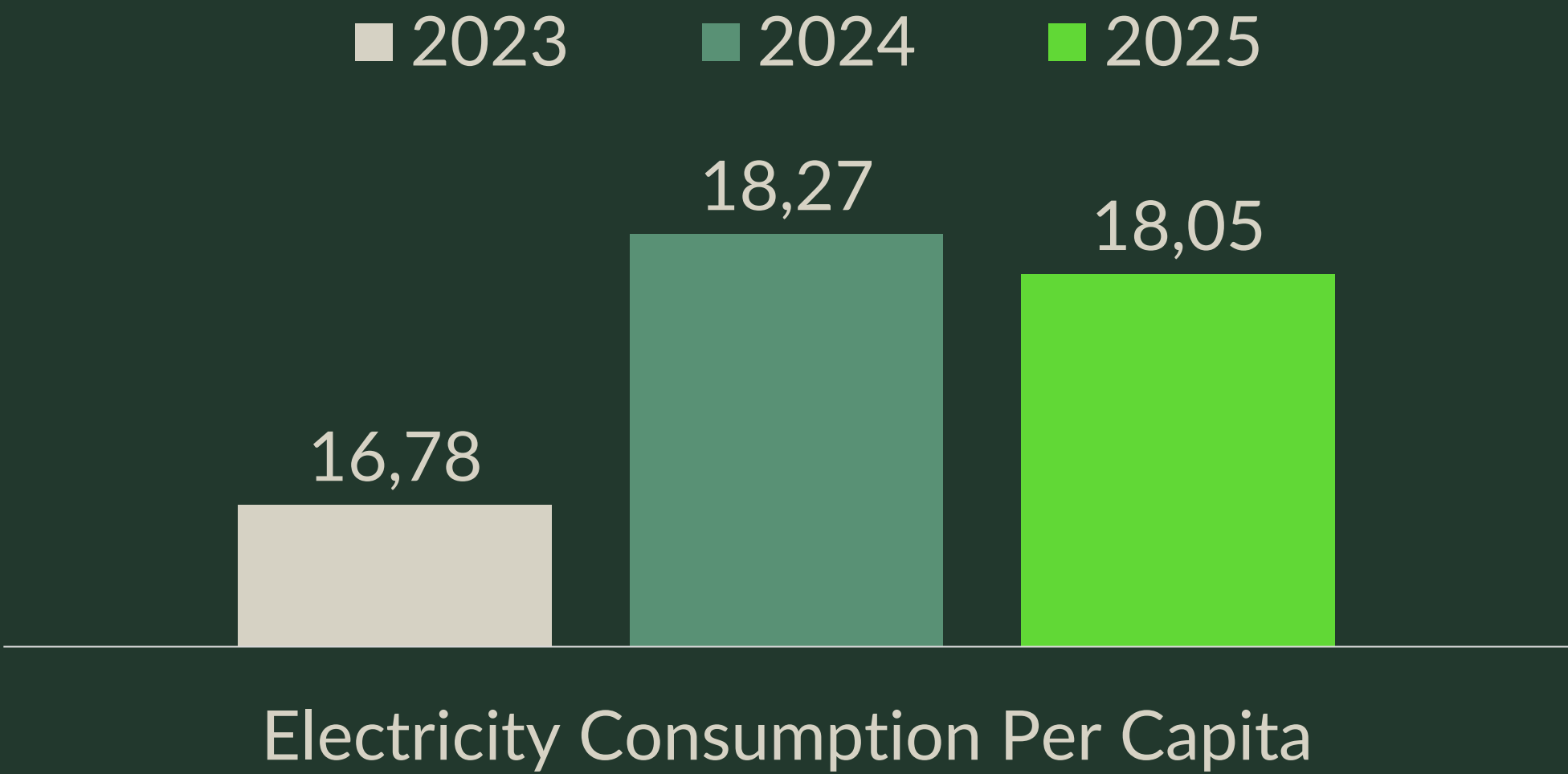
As part of the reporting, a 1.20% decrease in per capita electricity consumption was recorded in 2025 compared to the previous year.

Plans were made to increase energy-saving training for staff, and efforts were made to raise sustainability awareness by adding informational materials for staff and guests to the website and bulletin boards within the hotel.

As of August 1, 2024, the solar power plant (GES) project in Kırıkkale has become operational.



	Total Electricity Consumption (kWh)	Per Capita Electricity Consumption (kWh)
2025	8.734.645	18,05
2024	8.921.058	18,27
2023	7.837.232	16,78



MEGASARAY WESTBEACH ANTALYA

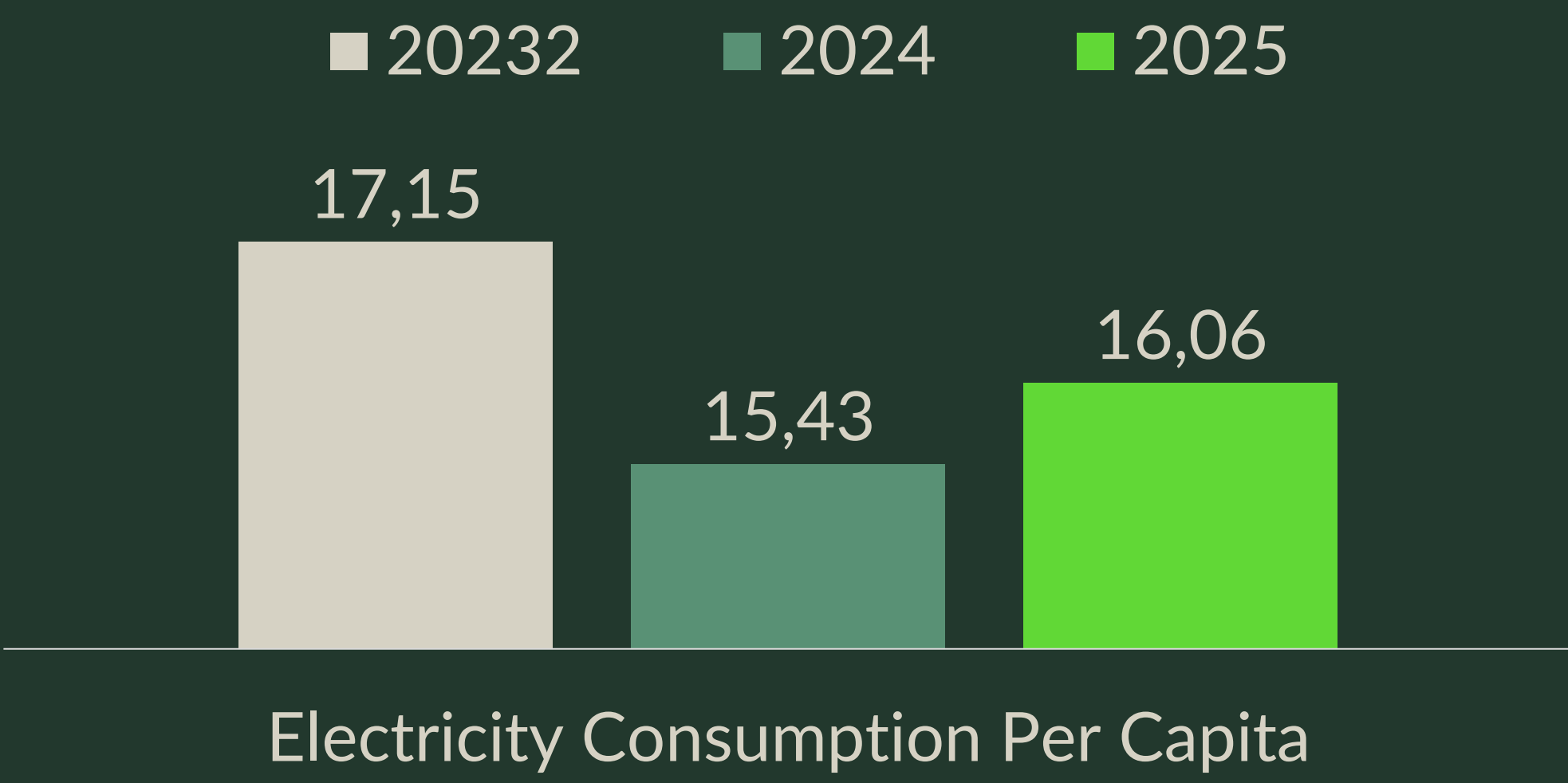
ELECTRICITY CONSUMPTION: PROPORTIONAL DIFFERENCES

According to the report, per capita electricity consumption in 2024 decreased by 11% compared to the previous year.

As of August 1, 2024, the solar power plant project in Kırıkkale has become operational. Based on the electricity generated so far, the ratio of green energy to fossil fuel energy stands at 53%.



	Total Electricity Consumption (kWh)	Per Capita Electricity Consumption (kWh)
2025	2.764.536	16,06
2024	3.306.812	15,43
2023	2.835.256	17,15



MEGASRAY RESORT SIDE

ELECTRICITY CONSUMPTION: PROPORTIONAL DIFFERENCES

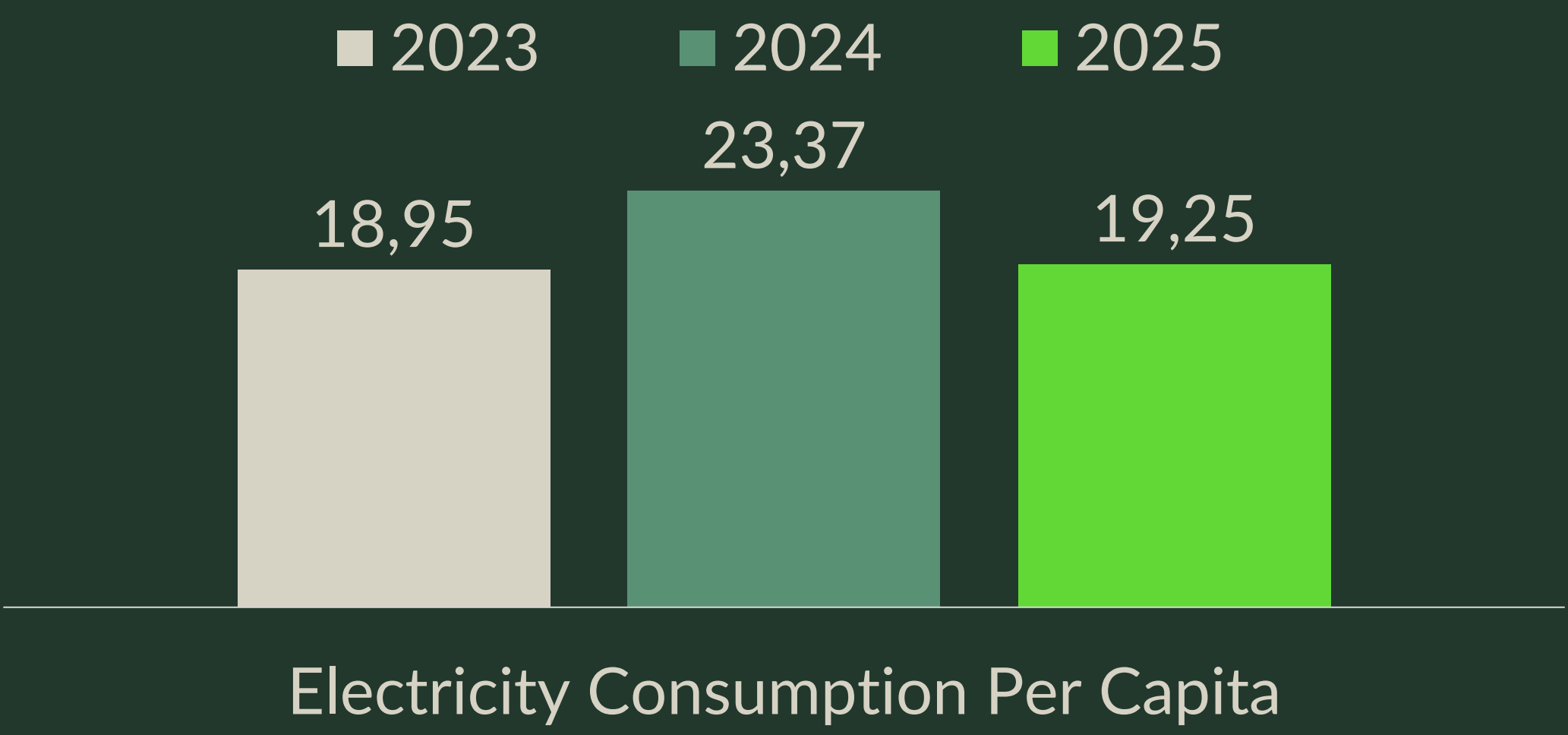
The report noted that in 2025, per capita electricity consumption decreased by 17.63% compared to the previous year.

Plans are in place to increase energy-saving training for staff, and efforts have been made to raise sustainability awareness by adding informational materials for staff and guests to the website and bulletin boards within the hotel.

Work continues on a joint solar power plant project for our Resort Side and Mount Erciyes hotels.



	Total Electricity Consumption (kWh)	Per Capita Electricity Consumption (kWh)
2025	3.100.628	19,25
2024	2.976.431	23,37
2023	2.336.821	18,95



MEGASARAY MOUNT ERCİYES

ELECTRICITY CONSUMPTION: PROPORTIONAL DIFFERENCES

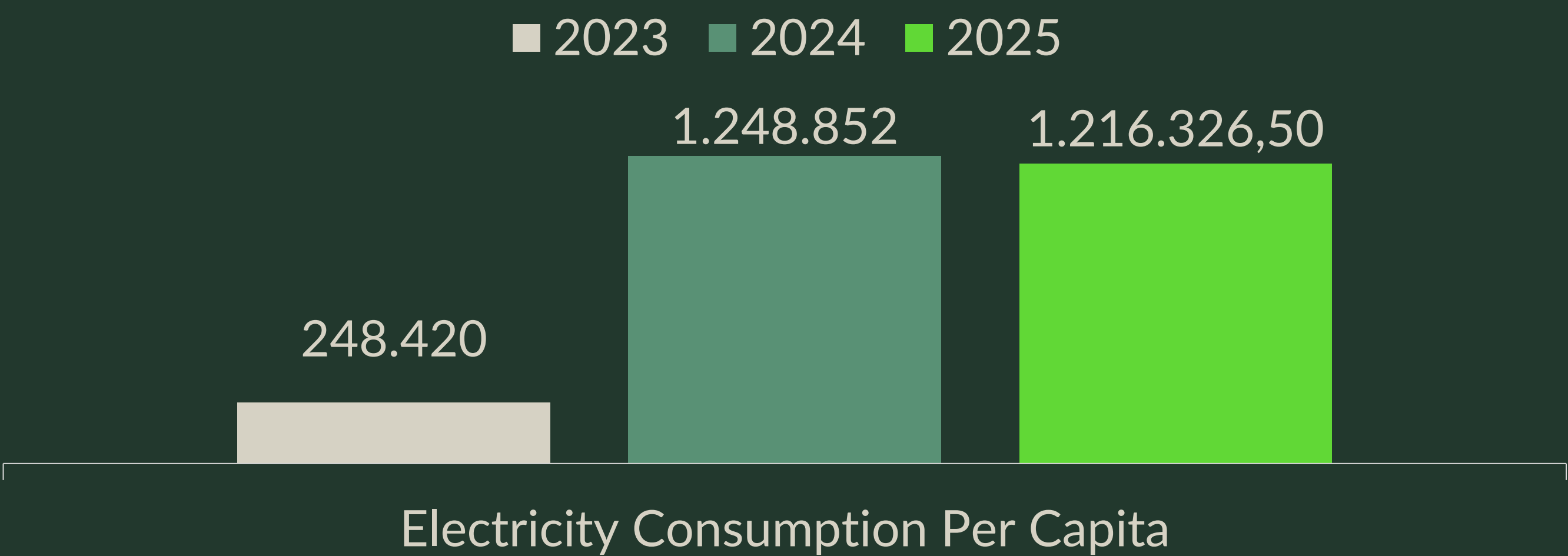
As part of this reporting, our hotel began welcoming guests in 2024. When total consumption is taken into account, it is observed that electricity consumption decreased by 2.60% in 2025.

We have planned to increase training for staff on energy conservation and have taken steps to raise awareness of sustainability by adding informational materials for both staff and guests to our website and bulletin boards within the hotel.

Work has begun on a joint solar power plant project for our Mount Erciyes and Resort Side hotels.



	Total Electricity Consumption (kWh)
2025	1.216.326,5
2024	1.248.852
2023	248.420





GES PROJECT KIRIKKALE

We generate and use electricity from renewable energy sources.

With the 3.5 MW solar power plant completed in Kırıkkale and the 2.6 MW solar power plant currently under construction in Elazığ, we will generate a total of 6.1 MW of energy.

As of 2025, the green energy ratio is 38.24%, and the grid ratio is 61.76%.

With our goal of generating all the energy needed for our hotels on our own, we are protecting and securing our future.

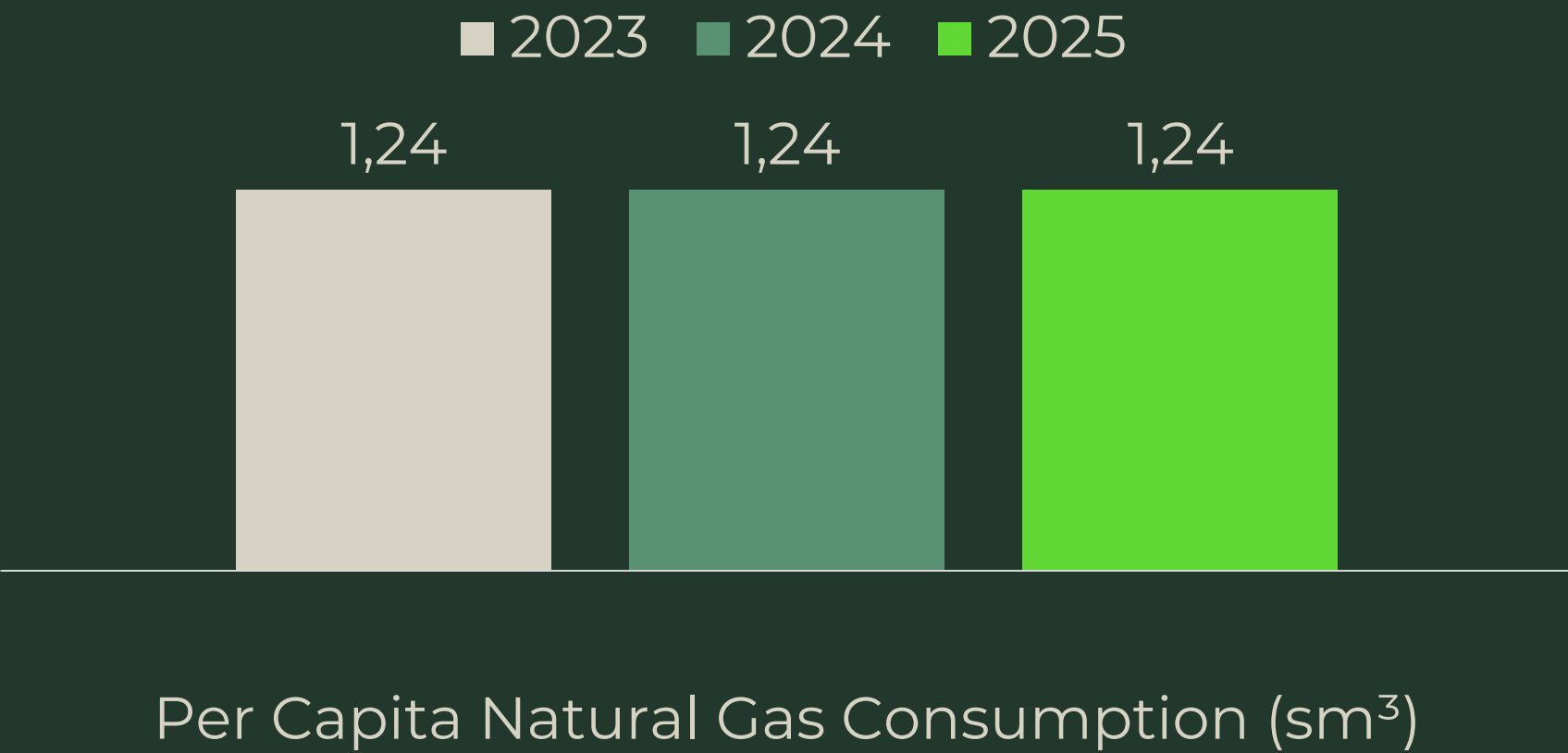


MEGASARAY CLUB BELEK

PROPORTIONAL DIFFERENCES IN NG CONSUMPTION

According to the report, there was no change in per capita NG consumption in 2025 compared to the previous year.

	Total Natural Gas Consumption (sm ³)	Per Capita NG Consumption (sm ³)
2025	598.358	1,24
2024	605.384	1,24
2023	578.212	1,24



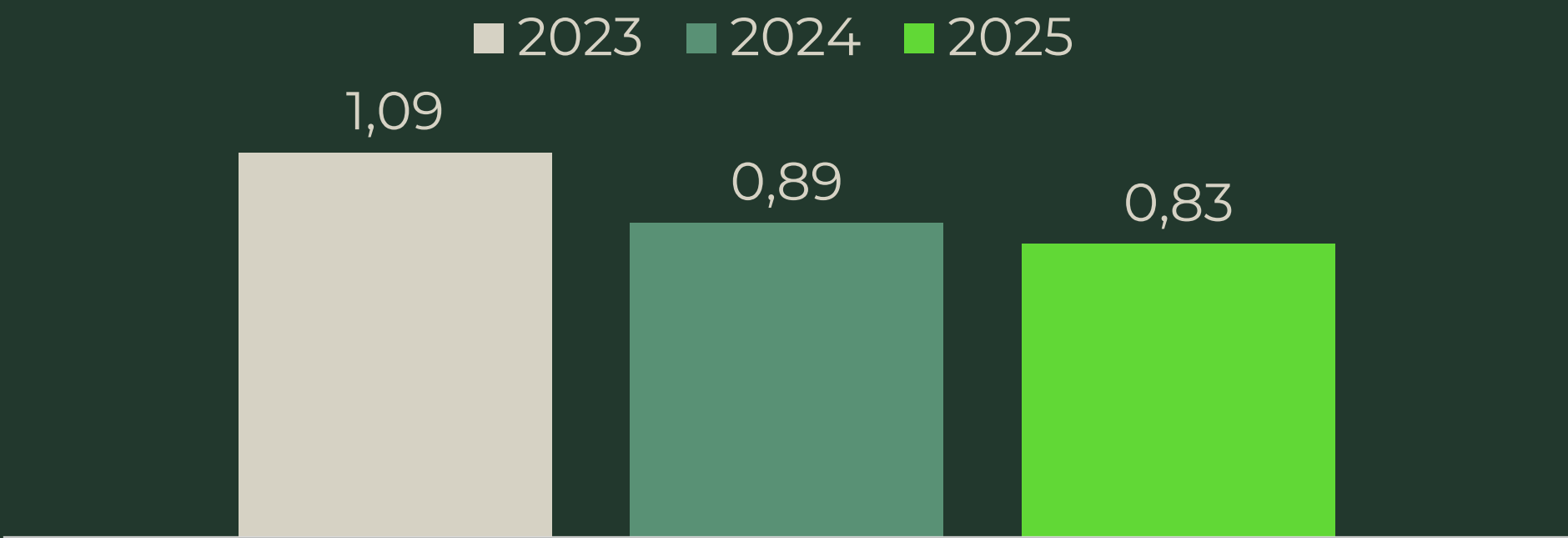


MEGASARAY WESTBEACH ANTALYA

PROPORTIONAL DIFFERENCES IN NG CONSUMPTION

In the context of the report, there was no 6.74 per cent decrease in per capita NG consumption in 2025 compared with the previous year.

	Total NG Consumption (sm ³)	Total NG Consumption (sm ³)
2025	142.858,7	0,83
2024	191.468	0,89
2023	179.751	1,09



Per Capita Natural Gas Consumption (sm³)



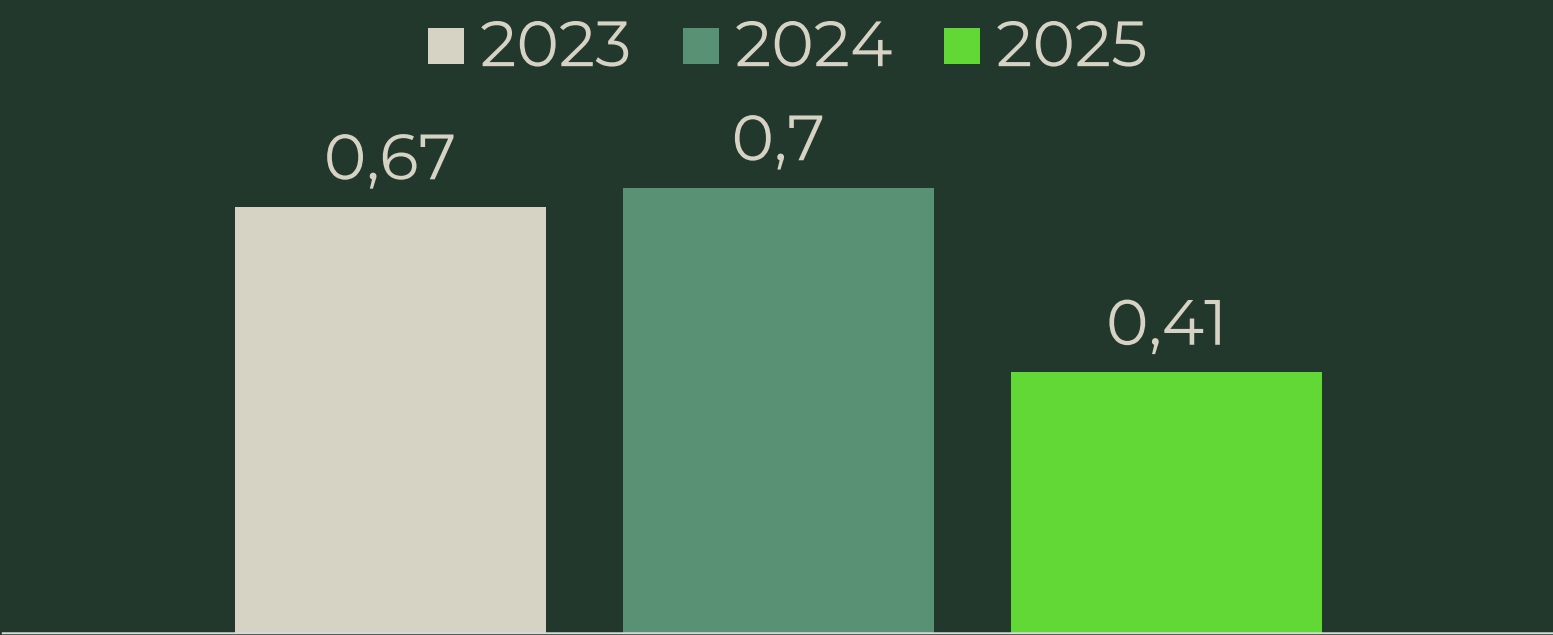


MEGASARAY RESORT SIDE

PROPORTIONAL DIFFERENCES IN NG CONSUMPTION

According to the report, there was no 41.43 per cent decrease in per capita LNG consumption in 2025 compared with the previous year.

	Total NG Consumption (sm ³)	Per Capita NG Consumption (sm ³)
2025	65.576	0,41
2024	89.736	0,70
2023	82.793	0,67



Per Capita Natural Gas Consumption (sm³)





MEGASARAY MOUNT ERCIYES

PROPORTIONAL DIFFERENCES IN NG CONSUMPTION

For the purposes of this report, our hotel began welcoming guests in 2024. Taking total consumption into account, it can be seen that NG consumption fell by 11.94 per cent in 2025.

	Total NG Consumption (sm ³)
2025	187.754
2024	213.209
2023	46.991





WATER MANAGEMENT

Water, one of the most vital resources, is of critical importance for sustainable development. Population growth, industrialisation and agricultural activities are increasing demand for water and leading to a decline in water quality. The growing demand for this limited resource necessitates the efficient use of existing water resources and, consequently, their proper management. The fundamental aim of sustainable water management is to meet the needs of future generations without disrupting the functioning of the hydrological cycle. Acting in line with this awareness, Megasaray Hotels continues to carry out the necessary work to ensure sustainable water use and the continuous improvement of water management. Megasaray Hotels olarak hedefimiz otellerimizin su tüketimini her yıl en az %1 azaltmaktır.

MEGASARY CLUB BELEK

PROPORTIONAL DIFFERENCES IN WATER CONSUMPTION

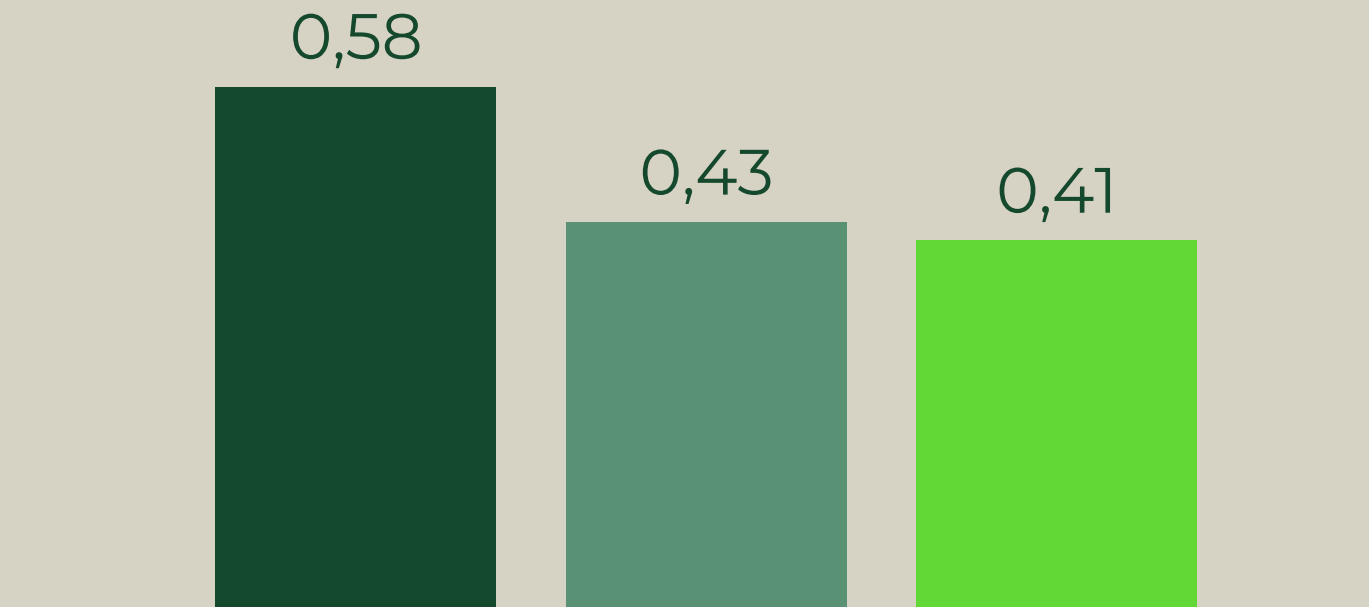
The report notes a 5.14 per cent reduction in per capita water consumption in 2025.

Work is continuing on improvements to the water supply system, installing insulation in plumbing systems, using an automated system for garden irrigation, improving the implementation of our existing towel and bed linen reuse programme, and engaging guests to help us save water.

Water savings have been achieved by selecting climate-appropriate, drought-tolerant plants for the garden.

	Total Water Consumption (m3)	Per Capita Water Consumption (m3)
2025	197.069	0,41
2024	207.742	0,43
2023	270.664	0,58

■ 2023 ■ 2024 ■ 2025



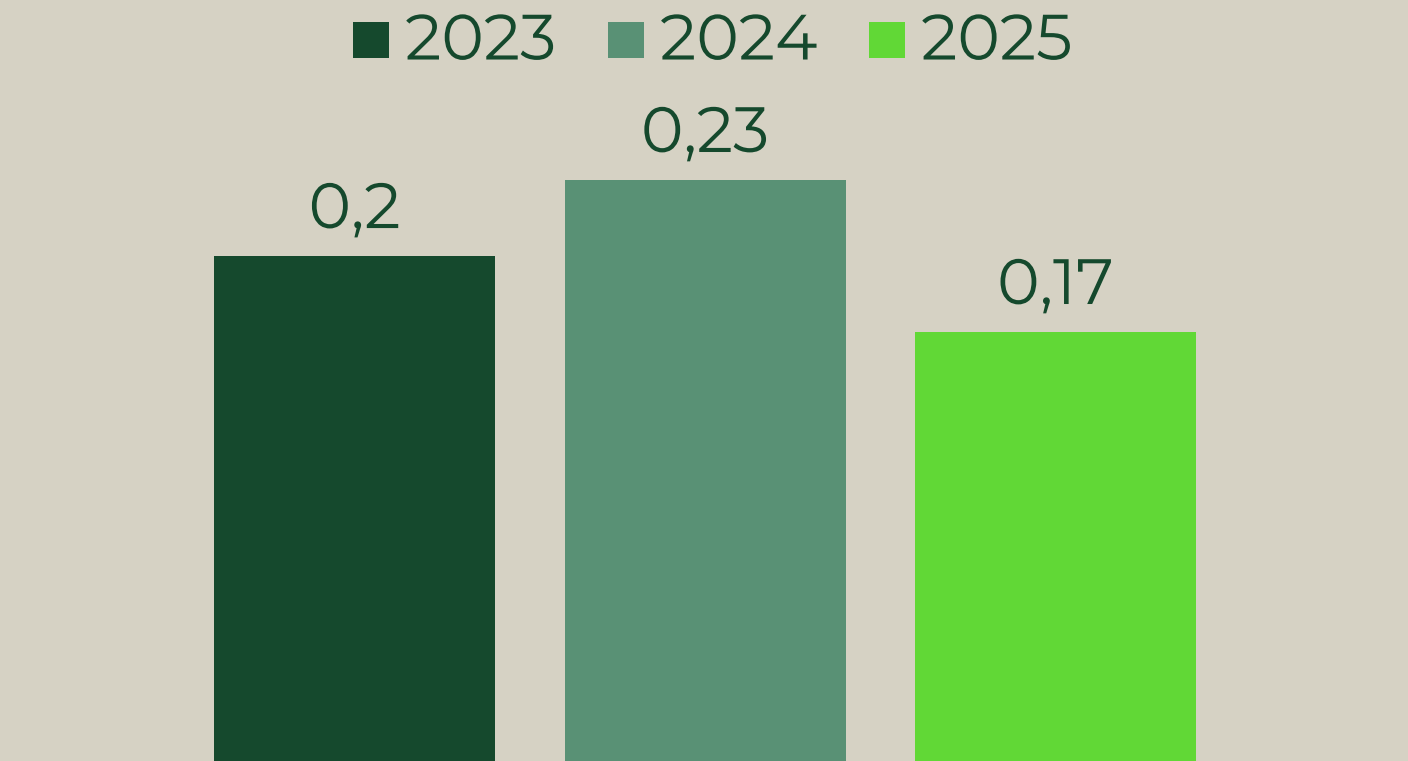
Per Capita Water Consumption (m³)

M E G A S A R A Y
WESTBEACH ANTALYA

PROPORTIONAL DIFFERENCES IN WATER CONSUMPTION

The report noted a 26.09 per cent increase in per capita water consumption in 2025.

	Total Water Consumption (m3)	Per Capita Water Consumption (m3)
2025	29.197	0,17
2024	48.233	0,23
2023	33.127	0,20



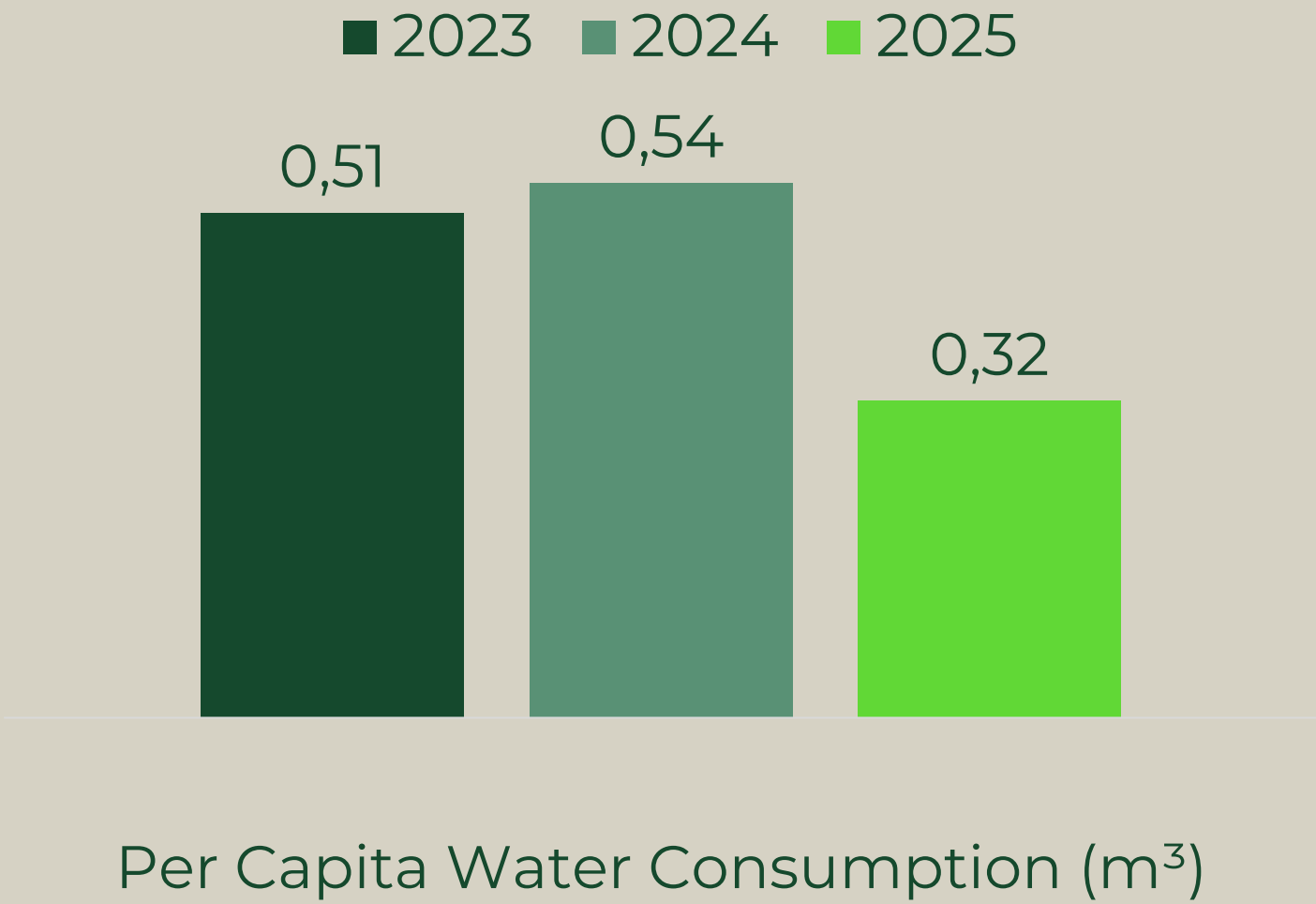
Per Capita Water Consumption (m³)

M E G A S A R A Y
R E S O R T S I D E

PROPORTIONAL DIFFERENCES IN WATER CONSUMPTION

The report noted that per capita water consumption had fallen by 40.74 per cent in 2025.

	Total Water Consumption (m3)	Per Capita Water Consumption (m3)
2025	51.532	0,32
2024	68.600	0,54
2023	63.190	0,51





MEGASARAY MOUNT ERCİYES

PROPORTIONAL DIFFERENCES IN WATER CONSUMPTION

For the purposes of this report, our hotel began welcoming guests in 2024. Taking total consumption into account, it can be seen that water consumption fell by 15.20 per cent in 2025.

	Total Water Consumption (m³)
2025	12,517
2024	14.761
2023	9.256



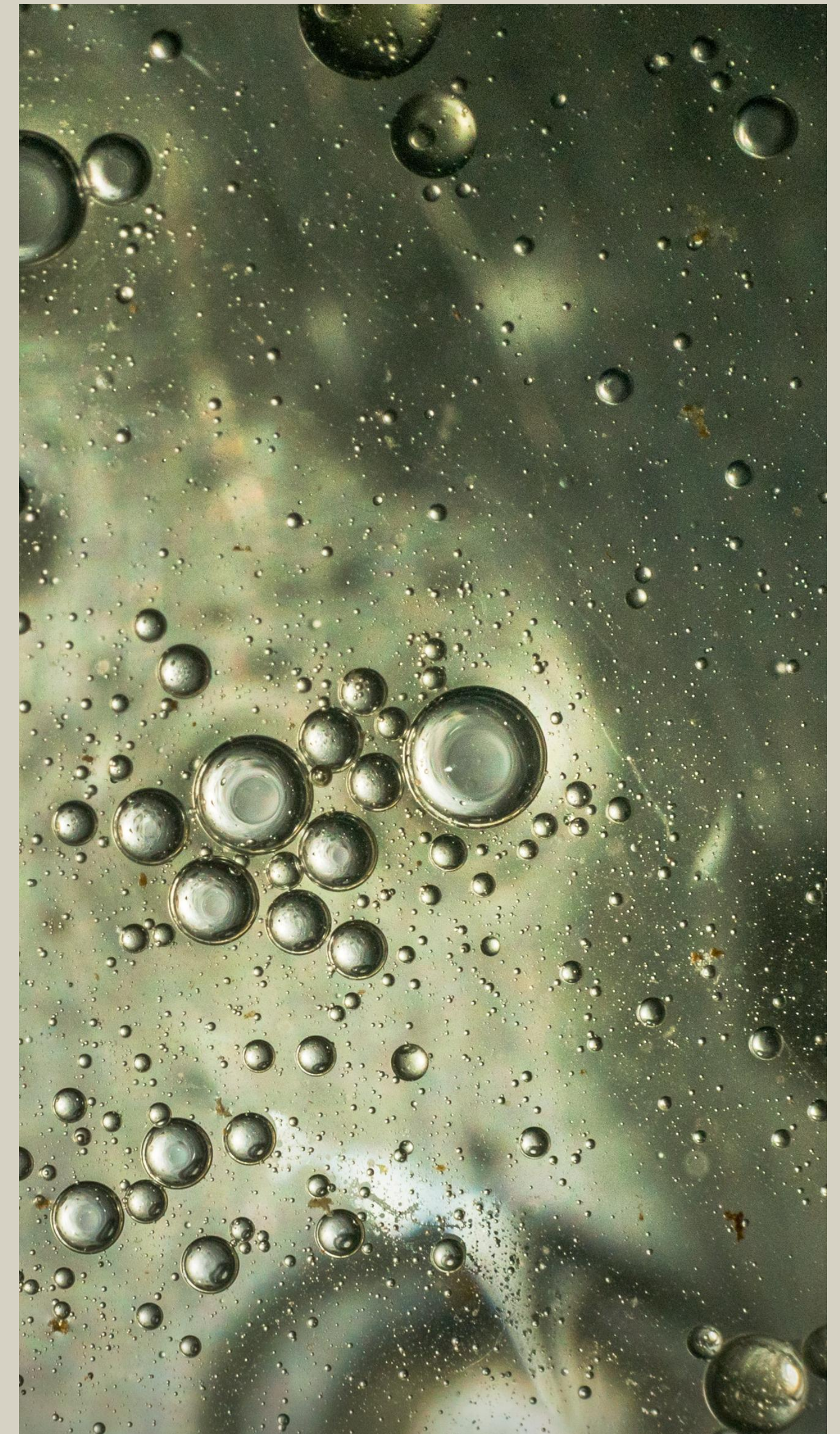
USE OF CHEMICALS

Chemicals are substances that we use in many areas of our lives; they make our lives easier but can also lead to adverse consequences due to their harmful effects. Chemicals are used in maintenance, repair and cleaning activities at our facilities.

Cleaning with the environment in mind means ensuring a hygienic clean whilst minimising the negative impact on health and the environment as much as possible. Environmental damage can be minimised not only by using environmentally friendly cleaning products, but also by using these products sparingly and ensuring the correct dosage.

In this way, the overall environmental impact of chemicals can be significantly reduced. It is our priority to ensure that all chemicals we use are approved, labelled and in suitable packaging, and that the SDS'

(Material Safety Data Sheets) have been provided to us. Employees who will be using the chemicals are trained by the purchasing department on the use of the chemicals, the information contained in the SDSs, usage quantities and methods, personal protective equipment requirements, and the precautions to be taken in accordance with the 'Hazardous Substances Usage Instructions'.





USE OF CHEMICALS

Our chemical storage facilities have the necessary safeguards in place to prevent leaks, spills and similar incidents that could harm the environment. Chemical storage is carried out in accordance with the type of chemical, the manufacturer's storage instructions and relevant regulations.

We work with specialist companies to ensure the safe disposal of chemicals and monitor chemical waste.

We monitor our chemical usage levels and provide staff training to prevent wasteful and incorrect use of chemicals. We opt for concentrated products wherever possible.

In our swimming pools, we use automatic dosing systems that utilise the minimum amount of chemicals required to ensure appropriate hygiene standards.

We ensure that the pesticides used by the external pest control company we engage are products that do not harm human health or the environment. We endeavour to make greater use of natural measures (such as fly traps and sticky paper, etc.)

In our chemical storage areas, we use leak-proof trays on all shelves to ensure the safe storage of chemicals.

As Megasaray Hotels, we aim to reduce the chemical consumption of our hotels by at least 1% each year.

MANAGEMENT OF HAZARDOUS AND NON-HAZARDOUS WASTE

TEHLİKELİ ATIKLAR			
ATIK KODU	ATIK ADI	ATIK KODU	ATIK ADI
180103	Enfeksiyonu önlemek amacı ile toplanmaları ve bertarafı özel işleme tabi olan atıklar	200134	20 01 33 dışındaki pil ve akümülatörler
200126	20 01 25 dışındaki sıvı ve katı yağlar	160601	Kurşunlu piller ve akümülatörler
200108	Biyolojik olarak bozunabilir mutfak ve kantin atıkları (POSA)	130208	Diğer motor, şanzıman ve yağlama yağları
150110	Tehlikeli maddelerin kalıntılarını içeren ya da tehlikeli maddelerle kontamine olmuş ambalajlar	130113	Diğer hidrolik yağlar
150202	Tehlikeli maddelerle kirlenmiş emiciler, filtre malzemeleri (başka şekilde tanımlanmamış ise yağ filtreleri), temizleme bezleri, koruyucu giysiler	130703	Diğer yakıtlar
070216	Zararlı silikonlar içeren atıklar	160107	Yağ filtreleri
020108	Tehlikeli maddeler içeren zirai kimyasal atıklar	061302	Kullanılmış aktif karbon
200135	20 01 21 ve 20 01 23 dışındaki tehlikeli parçalar içeren ve ıskartaya çıkmış elektrikli ve elektronik ekipmanlar	160114	Tehlikeli maddeler içeren antifriz sıvıları
200121	Flüoresan lambalar ve diğer cıva içeren atıklar	150111	Boş basınçlı konteynerler dahil olmak üzere tehlikeli gözenekli katı yapı (örneğin asbest) içeren metalik ambalajlar
080317	Tehlikeli maddeler içeren atık baskı tonerleri	080111	Organik çözücüler ya da diğer tehlikeli maddeler içeren atık boya ve vernikler
TEHLİKESİZ ATIKLAR			
ATIK KODU	ATIK ADI	ATIK KODU	ATIK ADI
150101	Kağıt karton ambalaj atıkları	170203	Plastik atıklar
150102	Plastik ambalaj atıkları	170405	Demir ve çelik atıklar
150104	Metal ambalaj atıkları	170407	Karışık metal atıklar
200108	Biyolojik olarak bozunabilir mutfak ve kantin atıkları	170411	170410 dışındaki kablolar
170201	Ahşap atıklar	150107	Cam ambalaj atıkları

WASTE AND HAZARDOUS SUBSTANCE MANAGEMENT

Effective waste management is of great importance for the conservation and efficient use of natural resources, which form the basis of sustainable development.

Reducing, recycling and disposing of waste using environmentally friendly methods are among Megasaray Hotels' priorities in this area. In line with its sustainable tourism objectives, Megasaray Hotels aims to ensure that all waste is reused.

Within Megasaray Hotels, our hazardous and non-hazardous waste is sorted at source and stored in waste rooms until it is handed over to licensed contractors.

All our waste is handed over to licensed companies via legal channels. Furthermore, as part of the Turkish Republic's ZERO WASTE PROJECT, our Megasaray Club Belek facility was awarded the ZERO WASTE certificate in 2020, and our Megasaray Westbeach Antalya facility received the same certification in 2022.

Efforts are underway to develop control measures regarding the quantities of consumables used, the amount of food produced, and the quantities of chemicals and hazardous substances used, with the aim of reducing waste volumes.



Solid Waste Disposal



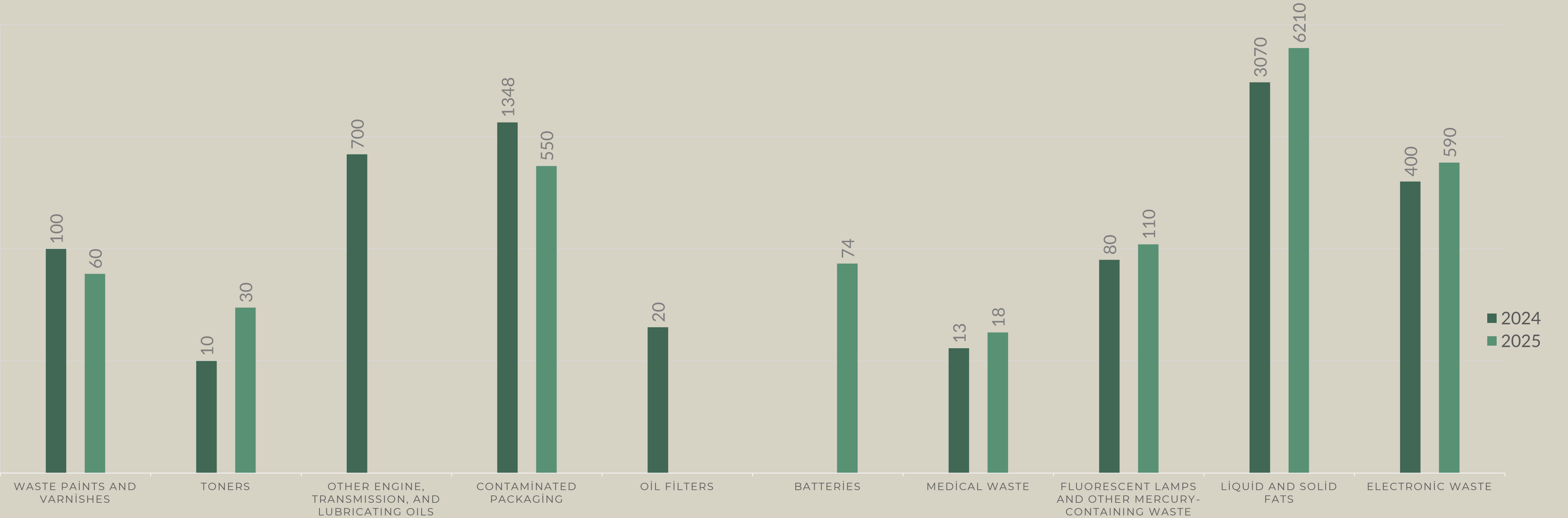
At Megasaray Club Belek, total solid waste disposal in 2025 increased by 12.17 per cent compared with the previous year.

MEGASARAY CLUB BELEK

HAZARDOUS WASTE VOLUMES FOR 2024-2025

Looking at the volumes of hazardous waste delivered during the 2024-2025 period, it can be seen that the largest volume of deliveries was in the liquid and solid oils category, followed by contaminated packaging. As awareness and effectiveness of waste separation within the facility continue to grow day by day, waste is being delivered in high tonnages. This is viewed as an indicator of the system's development.

MEGASARAY CLUB BELEK
2024-2025 ANNUAL HAZARDOUS WASTE QUANTITIES

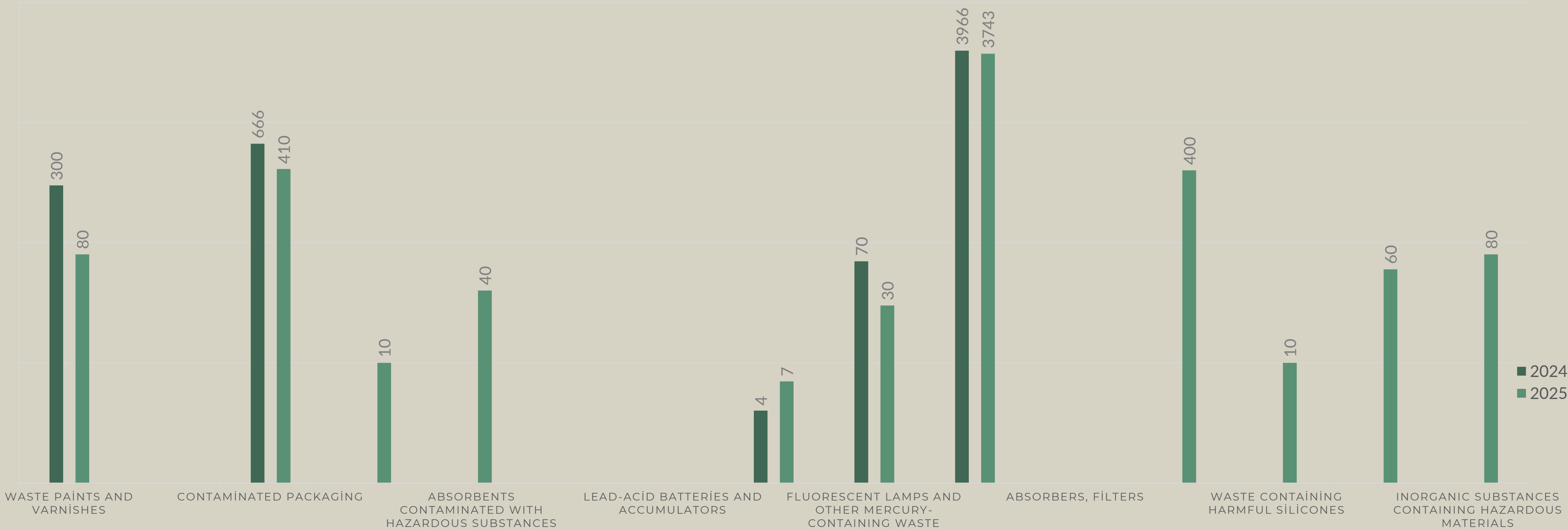


MEGASARAY WESTBEACH ANTALYA

HAZARDOUS WASTE VOLUMES FOR 2024-2025

Looking at the quantities of hazardous waste delivered during the 2024-2025 period, it can be seen that the largest volume of deliveries was in the liquid and solid oils category, followed by contaminated packaging and waste paint and varnish.

MEGASARAY WESTBEACH ANTALYA
2024 - 2025 ANNUAL HAZARDOUS WASTE QUANTITIES



MEGASARAY RESORT SIDE HAZARDOUS WASTE VOLUMES FOR 2024–2025

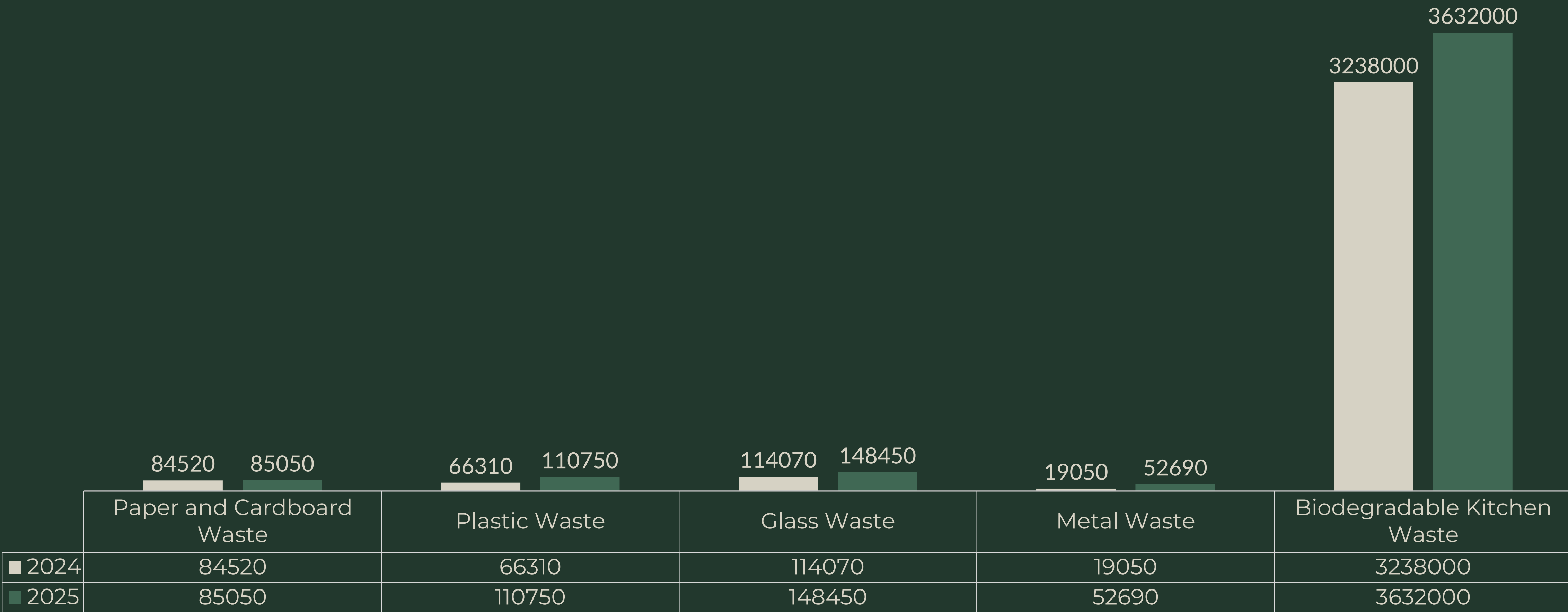
Looking at the quantities of hazardous waste delivered during the 2024–2025 period, it can be seen that the largest volume of deliveries was in the liquid and solid oils category, followed by the waste paint and varnish category.



MEGASARAY CLUB BELEK

2024-2025 NON-HAZARDOUS WASTE VOLUMES

Looking at the quantities of non-hazardous waste delivered during the 2024-2025 period, it can be seen that the largest volume of deliveries was for the organic waste category, followed by the glass waste category.



MEGASARAY WESTBEACH ANTALYA

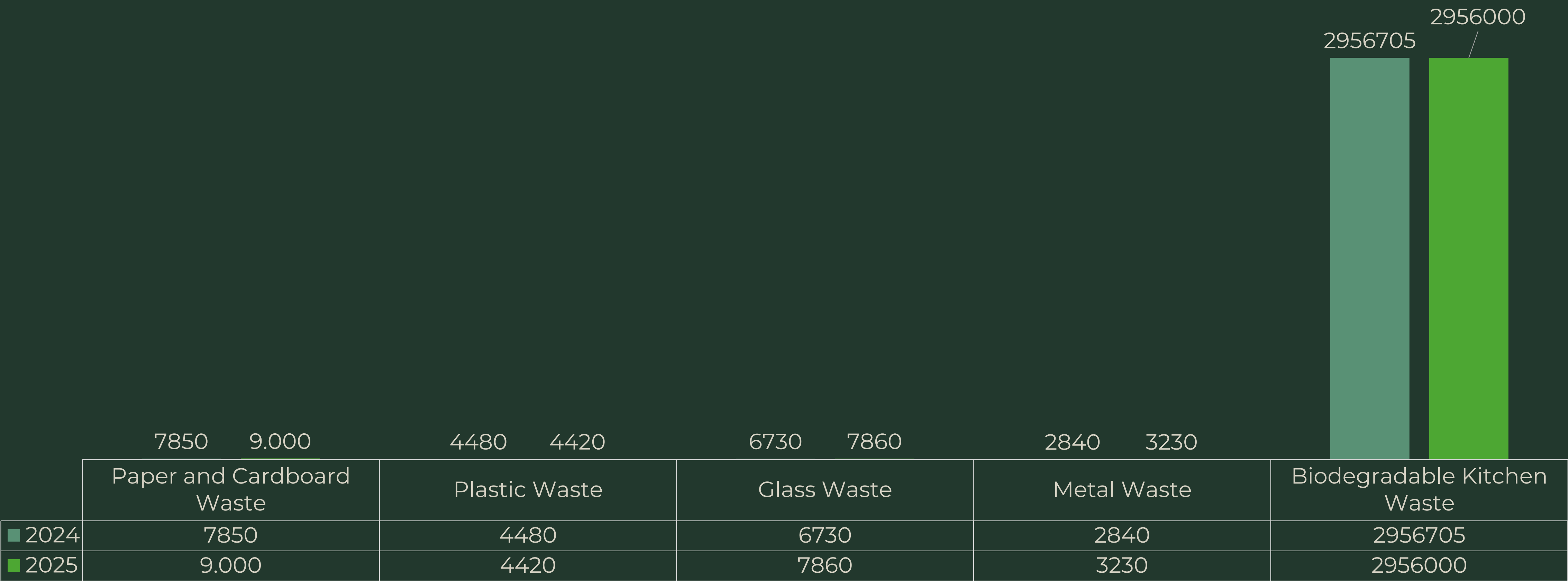
NON-HAZARDOUS WASTE QUANTITIES FOR 2024-2025

Looking at the quantities of non-hazardous waste delivered during the 2024–2025 period, it can be seen that the largest volume of waste delivered was in the biodegradable waste category, followed by the glass waste category.



MEGASARAY RESORT SIDE NON-HAZARDOUS WASTE QUANTITIES FOR 2024-2025

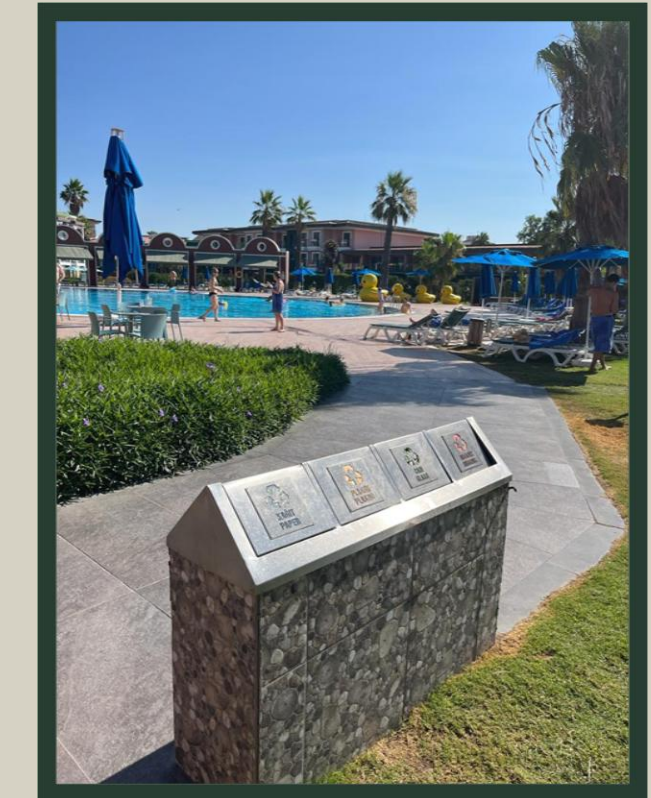
Looking at the quantities of non-hazardous waste delivered during the 2024-2025 period, it can be seen that the largest volume of waste delivered was in the biodegradable waste category, followed by the paper and cardboard waste category.



OUR EFFORTS TO REDUCE WASTE

A sufficient number of waste bins have been placed throughout the premises to enable our guests to sort their waste. We have sorted waste by placing separate recycling bins in all our bars, the kitchen, staff areas and guest areas. We are working with the relevant companies to ensure the recycling of this sorted waste and are monitoring the process.

To ensure the separate collection and recycling of recyclable waste, separate bins have been placed in each area for each type of waste, and the importance of this matter is constantly emphasised to staff.



OUR EFFORTS TO REDUCE WASTE

www.megasarayhotels.com

To prevent food waste in our restaurants, we take orders from the menu at the time of booking. In this way, by serving our menu in a sustainable manner, we are supporting our efforts to create a better world for the environment and future generations.



OUR EFFORTS TO REDUCE WASTE

As of 2022, we have completely phased out the use of plastic straws and switched to cardboard straws across all our premises, thereby significantly reducing our use of plastic.



By using bulk products instead of single-use items, we are reducing packaging waste and food waste.

OUR EFFORTS TO REDUCE WASTE

At Mega Restaurant, as of 2022, we have switched from serving fruit juice in plastic cups to serving it in glass cups (except for guests who specifically request plastic cups).



We use wooden stirrers instead of plastic tea spoons at our hot drinks stations and in the rooms.

OUR EFFORTS TO REDUCE WASTE

By reducing the use of plastic and foam plates, we have increased the use of washable, reusable plastic trays..



By offering both our 0.35-litre water bottles and our 1.5-litre bottles in our minibars, we aim to reduce our water and plastic consumption.

OUR EFFORTS TO REDUCE WASTE



As part of our strategies to reduce plastic waste, water dispensers have been installed in the fitness centre, spa, office areas and at the staff entrance.

OUR EFFORTS TO REDUCE WASTE

We prefer to use wooden cutlery instead of the plastic forks, knives and spoons we use in the beach area and the Coffee House.



We use a QR code system instead of paper notices in the rooms, communal areas and on the menus.

OUR EFFORTS TO REDUCE WASTE

We aim to reduce paper and cardboard consumption in our leaflet products and use packaging made from FSC-certified kraft paper. .



We are reducing the amount of packaging waste by providing our guests with shampoo via dispensers.

OUR EFFORTS TO REDUCE WASTE

We use concentrated chemicals to reduce chemical consumption and the amount of contaminated packaging.



To reduce contaminated packaging waste, we are increasing the use of automatic foam soap dispensers in communal areas.

WE ARE ENCOURAGING OUR SHAREHOLDERS

WE EXPECT OUR STAKEHOLDERS TO EMBRACE THE SUSTAINABLE
DEVELOPMENT GOALS

www.megasarayhotels.com

Megasaray Hotels’ approach to sustainability is based on a philosophy that encompasses not only its own practices but also those of all its stakeholders. In line with this, Megasaray Hotels maintains its relationships with stakeholders—including suppliers, manufacturers, distributors, retailers and guests—whilst taking into account their activities in the economic, human rights, environmental and social spheres.

When selecting the group of stakeholders with whom it will collaborate, Megasaray Hotels takes into account their potential to contribute to society, as well as their creativity and innovation. It expects its stakeholders to act in line with sustainable development objectives. It regards providing accurate and timely information to all its stakeholders as part of its corporate responsibility and maintains constant communication with them.

Megasaray Hotels Kurumsal Sürdürülebilirlik Bildirgesi



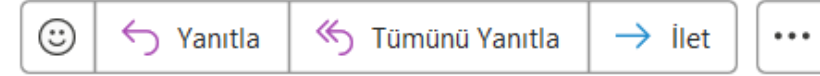
Murat Azat

Kime Nihan Guc Simsek

Bilgi Beliz Biçer; Gülsüm Uzun; Fahriye Topcu; Mehmet Mazlum Bicer; Yavuzhan Yavuz; Bilge Aydın

Gizli Metifood Belek; ridvan.okuducu@g2m.com.tr; muhasebe@falezgida.com.tr; mertgida07@gmail.com; YASİN YALÇIN;

Ilbg.belek.otel@ispasgida.com; Sabri Çalik; info@afraqmida.com; BENS PASTACILIK; Fadime KILIÇ; ssert@carrefoursa.com; **+47 diğcr**



5.11.2025 Çar 12:31

Değerli Paydaşlarımız,

Megasaray Hotels olarak;

İnsan haklarına önem verir, işimizin her alanında bu hakları korur ve destekleriz.

İş kanunlarına saygı duyar ve çalışanlarımıza adil davranırız.

Çocuklar, gençler, kadınlar, hamileler ve özel gereksinimli bireyleri korur ve insan haklarına saygı duyarız. Herhangi bir bireye karşı sömürü , taciz, istismar veya ayrımcılığa müsamaha göstermeyiz. Herhangi bir istismar vakasını yetkililere bildirmekten kaçınmayız. Megasaray Hotels çalışanları çocuk istismarı ve sömürüsünün nasıl tespit edileceği ve raporlanacağı, insan ticareti de dahil olmak üzere emek sömürüsü ve istismarı belirtilerinin nasıl tespit edileceği konusunda düzenli eğitimler almaktadır. Herhangi bir şekilde insan sömürüsü, istismarı veya kaçakçılığına karışmış tedarikçilerle çalışmayız.

Operasyonlarımızın toplumumuz üzerinden olumsuz bir etkisi olmadan çalışır, sürekli olarak yerel halkın işletmemizden faydalanmasını sağlamanın yollarını ararız.

Bioçeşitliliği korur ve destekleriz. Kuş evlerimiz , kedi evlerimiz ve caretta caretta yuvalarımızla canlıların doğal yaşam ortamlarında barınmalarına özen gösteririz.

Sera gazı emisyonlarımızı azaltan eylemler uygulayarak iklim değişikliği ile mücadele ederiz.

Sürdürülebilir Turizm ilkelerine bağlı kalarak yapmış olduğumuz faaliyetlerimize link üzerinden ulaşabilirsiniz (<https://www.megasarayhotels.com/tr/megasaray-hotels-surdurulebilirlik>). Çevresel, kültürel ve sosyal etkilerimizi iyileştirmek için yaptığımız çalışmalar hakkında gelen; geri bildirimleri memnuniyetle karşılamaktayız. Öneri, talep, şikayet ve yorumlarınızı info@megasarayhotels.com adresine mail ile iletebilirsiniz. Sürdürülebilirlik hedef ve taahhütlerimizin gerçekleşmesinde bizlere verdiğiniz destek için teşekkür eder, mega çalışmalar dileriz.

SUSTAINABILITY MANAGEMENT IN THE SUPPLY CHAIN

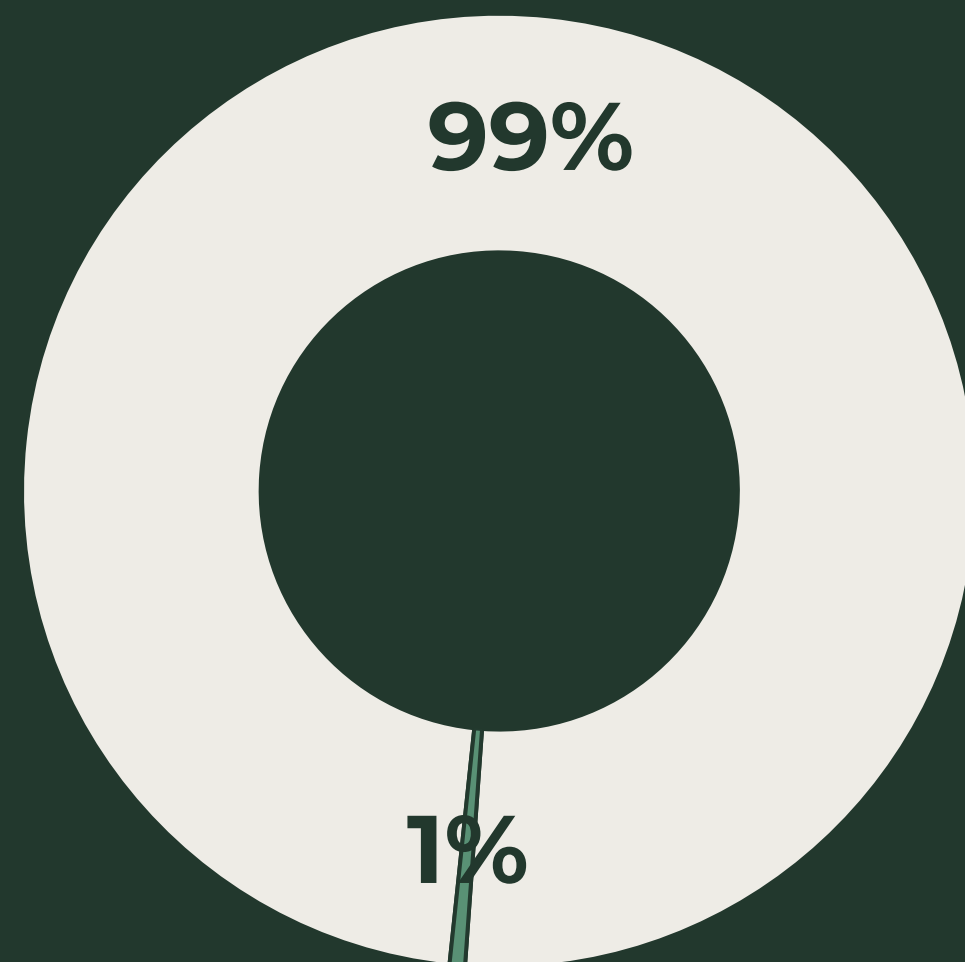
When selecting our suppliers:

- Products must be made from recycled materials or be recyclable,
- They must be produced sustainably or sourced from sustainable sources,
- They must be organic or FSC/MSC-certified,
- They must be delivered with minimal packaging,
- They must be energy- and water-efficient,
- They must be environmentally sustainable,
- They must hold ISO 9001, ISO 14001, ISO 45001 or ISO 22000 certification, depending on the product to be supplied,
- They must prioritise gender equality in the workplace and support the employment of women – these are our criteria for selection.

We use our Supplier Pre-Assessment Form to record the distance between our business and the suppliers we plan to work with. With the aim of reducing our carbon and water footprints and supporting local suppliers, we endeavour to source products from suppliers based within Antalya.

SUSTAINABILITY MANAGEMENT IN THE SUPPLY CHAIN

**2025
LOCAL SUPPLIER RATIO**



 **FOREIGN SUPPLIERS**

 **LOCAL SUPPLIERS**

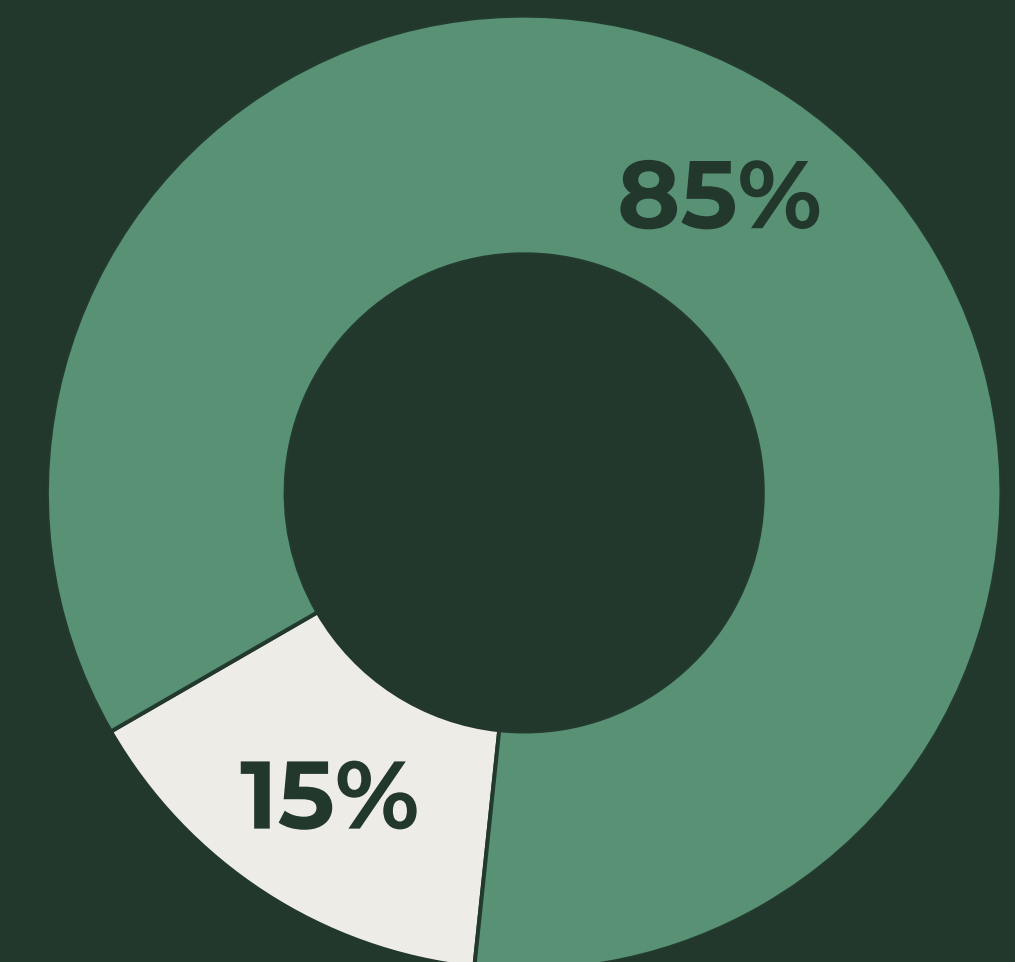
Megasaray Hotels prioritises sourcing from local suppliers wherever possible in order to maximise the contribution its operations make to the national economy. Suppliers are selected in accordance with the rules set out in the procurement procedure and the approved list of suppliers.

At Megasaray Hotels, supplier risk and performance assessments are carried out for all suppliers. This process also takes into account all legal and environmental risks. Supplier audits and site visits are organised based on the results of these assessments.

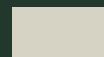
Suppliers are expected to be able to demonstrate full compliance with all legal regulations regarding the protection of the environment, human rights, and health and safety conditions. To this end, suppliers' certifications are reviewed and up-to-date data is requested. Megasaray Hotels expects its suppliers to hold the standards and certifications required by their respective sectors and, in this context, carries out audit programmes.

In 2025, the proportion of local suppliers increased by 16.47 per cent compared with the previous year.

**2024
LOCAL SUPPLIER RATIO**



 **FOREIGN SUPPLIERS**

 **LOCAL SUPPLIERS**

OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

www.megasarayhotels.com

WE SHARE FOR THE COMMUNITY

IN LINE WITH OUR APPROACH TO SOCIAL RESPONSIBILITY, WE CONTINUE TO
SERVE THE COMMUNITY

The Şahinler Foundation was established in 1987 with the aim of carrying out activities in the fields of education, health, social welfare and culture. Having built primary schools and vocational secondary schools in Konya and Çorlu, and meeting the various needs of educational institutions across Turkey's provinces, the Şahinler Foundation awards scholarships to 500 high-achieving students every year. Alongside its contributions to education, the Şahinler Foundation also provides assistance to both disaster victims and families in need.

OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

www.megasarayhotels.com

At Megasaray Hotels, we have launched the 'Culture Ambassadors' project to enhance our employees' experiences, strengthen our employer brand, boost staff engagement, and support diversity and inclusion.

We brought together staff from our Megasaray Club Belek, Westbeach Antalya, Resort Side and Mount Erciyes hotels to pool our collective wisdom.

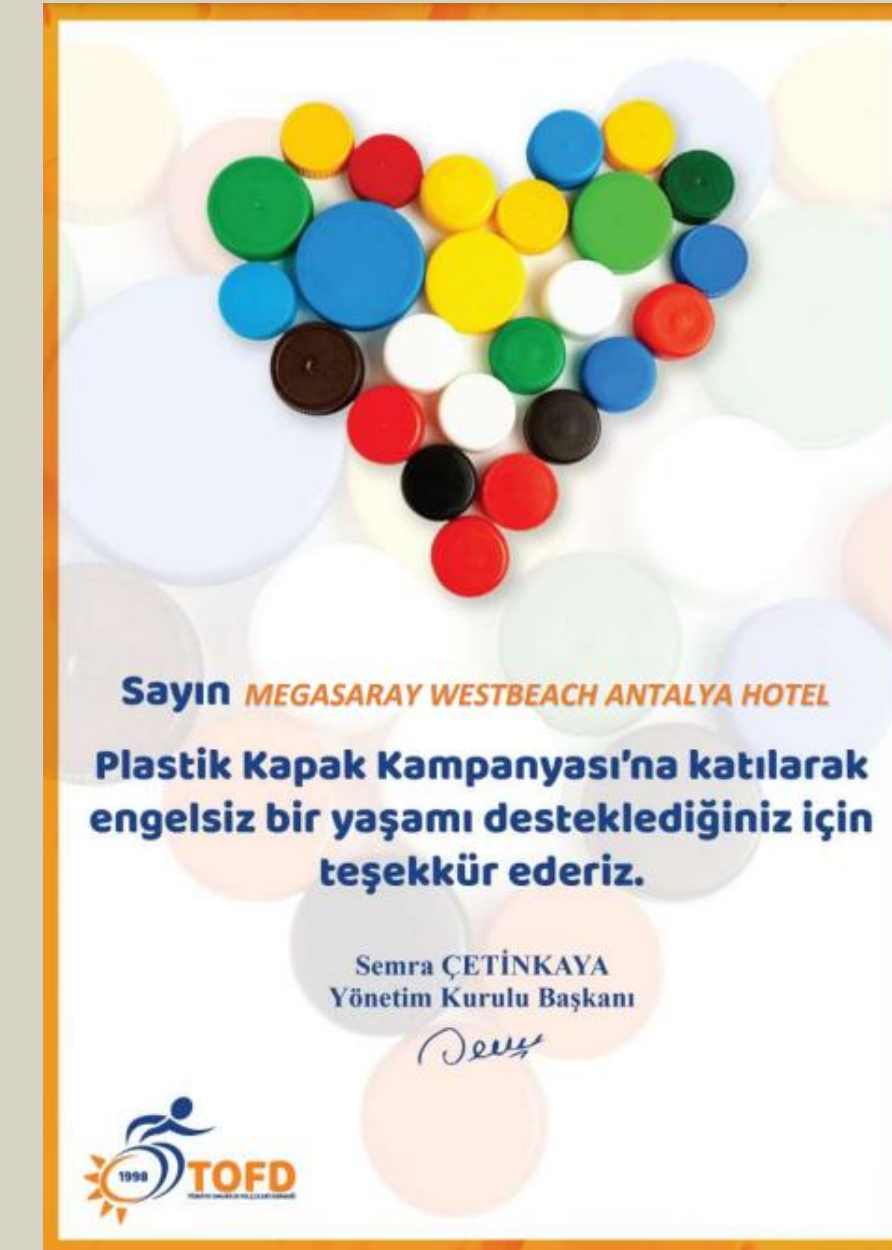
We set out to lead this transformation, to support our employees' passion for creating a shared future together, and to establish a culture focused on continuous development, underpinned by a system of values that supports this culture.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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Thanks to the plastic cap collection points located at our facilities, we encourage both our guests and staff to collect blue caps; by delivering the collected plastic caps to the Turkish Spinal Cord Injuries Association, we encourage our guests and staff to contribute to a good cause.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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By organising recycling activities at the Misi Kids Club, we ensured our children had fun whilst putting bottle caps that would otherwise have been waste to good use.

OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

www.megasarayhotels.com

To help create a more liveable world, we are installing electric vehicle charging points at our hotels to encourage our guests and staff to use electric vehicles.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

www.megasarayhotels.com

As part of a social responsibility project, a Red Cross blood donation event was organised, during which staff members volunteered to give blood, and the Red Cross provided information to the staff.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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The coastal areas of our facilities are part of the *Caretta caretta* nesting grounds. Between 1 May and 1 October, during the sea turtles' breeding season, the necessary arrangements are made on the beach to protect them and coexist with them. Our resort holds a 'turtle-friendly' certification. It is our duty to protect the nesting sites along the Mediterranean coast, which are of great importance for the survival of sea turtles.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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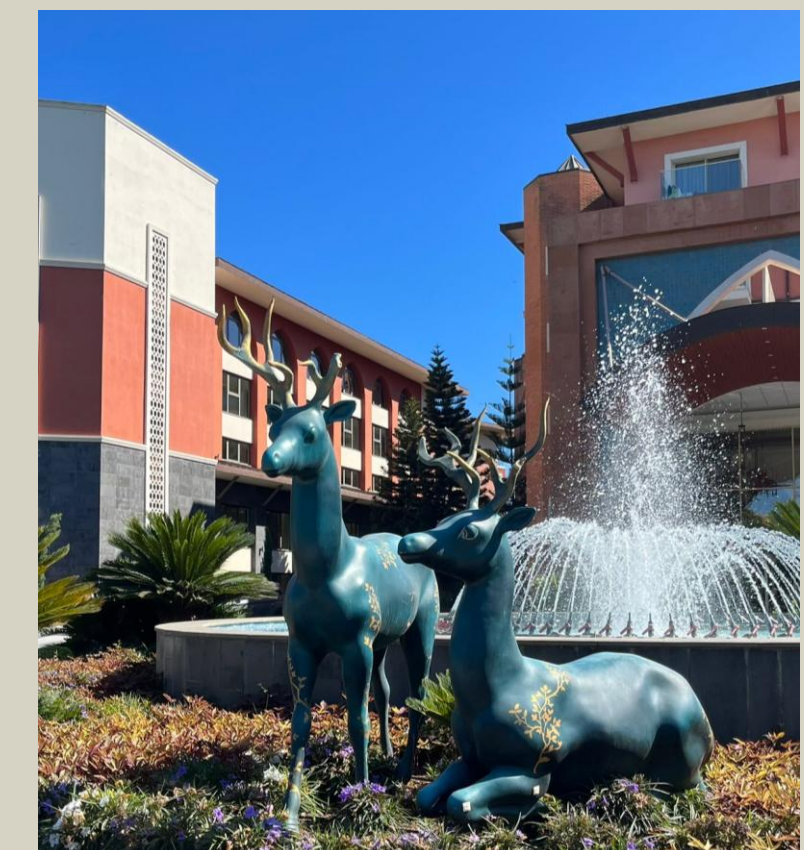


We are introducing the animals that live in our region. We are working to provide them with a better living environment.

OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

www.megasarayhotels.com

We welcome our friends who choose to live with us in their very own birdhouses and cat houses. We also love wild animals very much, but we believe they should live in their natural habitats and we share this view. We add a touch of colour to our garden by incorporating wild animal figures into our garden design.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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By switching to an automated irrigation system, we aim to systematically monitor irrigation durations and ensure water savings and efficiency by irrigating for the minimum necessary time.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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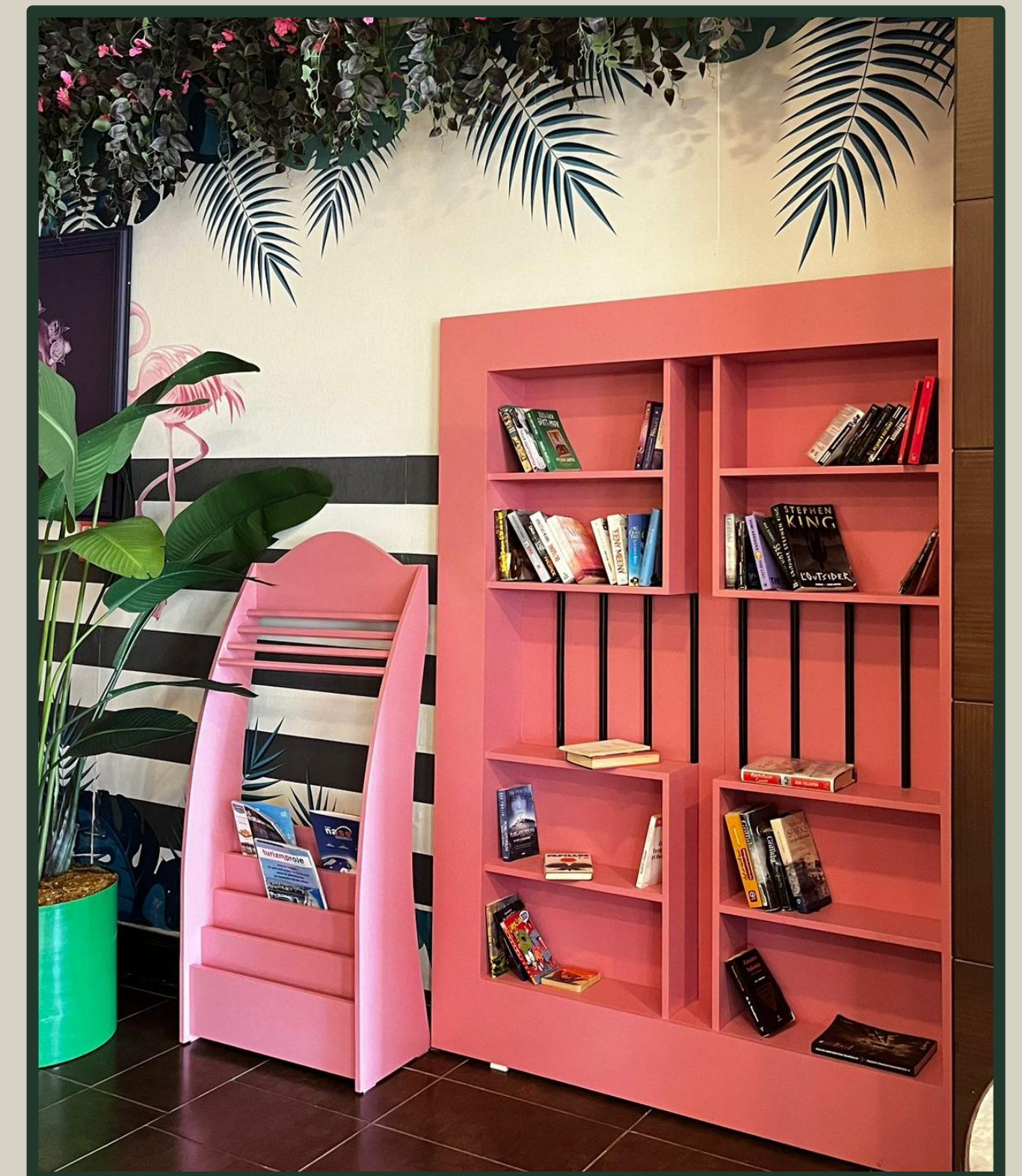
A list of the plant species found on the premises is being compiled, and QR codes are being used to introduce the plants to visitors.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

www.megasarayhotels.com

In the libraries at our facilities, we also stock books by local authors and works relating to our culture.



OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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We continue to keep our culture alive by incorporating symbols of our culture into our décor and architecture.

Our Megasaray Club Belek hotel bears traces of Seljuk architecture.



The hand-knitted items made by local women add a splash of colour to our garden décor.

OUR SOCIAL RESPONSIBILITY INITIATIVES, OUR CONTRIBUTIONS TO SOCIETY AND CULTURE

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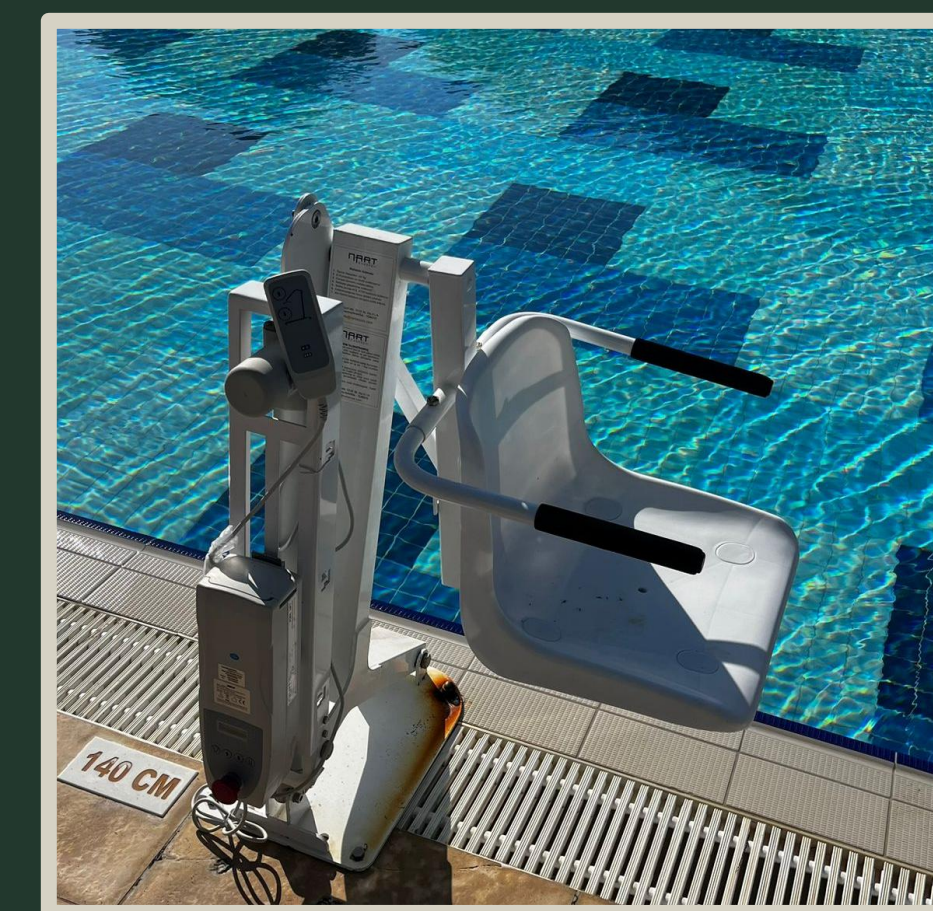
The Şahinler Foundation is the social welfare network of the holding company to which we belong, operating in the fields of education, health, social welfare and culture. Every year, prior to the start of the academic year, we award non-repayable educational grants to the children of our employees who are high achievers but face difficulties in continuing their education.

ACCESS FOR ALL

At Megasaray Hotels, the comfort of all our guests, including those with special needs, is our top priority. Our staff are aware of and trained in the needs of people with special needs, and are always ready to assist our guests with special needs.

The facilities we provide to ensure our guests with special needs can access our services with ease include:

- Accessible Rooms
- Accessible Toilets
- Pool lifts
- Accessible beach area and wheelchair-accessible beach chairs
- Accessible Car Park
- Accessible Lifts



ECOLOGY AND BIODIVERSITY

Invasive Species:

Species that enter an ecosystem other than their natural habitat, where they proliferate excessively and come to dominate the entire ecosystem, are known as invasive species. As the pace of climate change accelerates, invasive alien species not only disrupt the health of ecosystems, negatively affecting biodiversity and ecosystem services, but also adversely impact human health and quality of life.

In Turkey, rapid detection, rapid assessment and rapid intervention are crucial in combating invasive alien species, whether they have been deliberately introduced for purposes such as the aquarium trade, aquaculture, landscaping, fish stocking and recreational activities, or have arrived through other natural means. The eradication, control, prevention of spread and halting of reproduction of invasive alien species are of the utmost importance, both for biodiversity and ecosystem services, and from the perspectives of human health, the economy and society. We must take measures to prevent the emergence of invasive species and use native species in landscaping and decoration.

Animal Welfare:

The international trade in wild animal and plant species threatens their survival. It is our duty not to support the international trade in wild animal and plant species that are at risk of extinction, and to prevent such trade by reporting those involved to the authorities.

For the sake of animal welfare, we must not keep wild animals in captivity, have our photographs taken with them, or attend shows featuring animals. We must not visit unlicensed zoos. We must not support hunting activities and must prevent any cruelty towards animals.

You can access the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and all related details via <https://cites.org/eng>.

You can find out about threatened species by consulting the IUCN (International Union for Conservation of Nature) Red List of Threatened Species.

ECOLOGY AND BIODIVERSITY

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When selecting the plant species we grow in our garden areas, we opt for those that are suited to the dry conditions and climate and require little water, and we introduce our guests to the plant species at our facilities via QR code guides.

Please click on the link for more information about our plants.

<https://irp.cdn-website.com/093abd5b/files/uploaded/Bitki%20Turleri-2-.pdf>



WE ARE RENEWING OURSELVES FOR THE FUTURE

WE PRIORITISE PRODUCT QUALITY AND CUSTOMER SATISFACTION ABOVE ALL ELSE, AND REGARD TECHNOLOGICAL DEVELOPMENT AND INNOVATION AS THE CORNERSTONES OF SUSTAINABLE GROWTH.

For Megasaray Hotels, food safety, quality, guest satisfaction and data security are business priorities managed in accordance with the highest internationally recognised standards. Megasaray Hotels adheres to a wide range of quality and safety standards designed not only to meet the requirements of the sector in which it operates, but also to fulfil guest expectations.

COMMUNICATION WITH THE LOCAL COMMUNITY

www.megasarayhotels.com

At Megasaray Hotels, we welcome feedback from our guests, staff, the local community and society at large regarding the work we are doing to improve our environmental, cultural and social impact. You can send your suggestions, requests, complaints, grievances and comments by emailing info@megasarayhotels.com.

Through our Head of External Operations;

Strengthening local employment,
Raising awareness of the region,
Preserving local resources and opportunities,
Preserving historical and cultural heritage,
Fostering mutual support within the region,
Supporting initiatives that promote the region,
And addressing key issues and problems affecting the region,

we engage in discussions with hotel associations, local councils, village councils and official authorities to identify needs and carry out joint initiatives.

Head of Administrative Affairs at Megasaray Hotels: Osman Deringöl | 0242 710 11 00 | Internal No: 6404

OUR CERTIFICATES

www.megasarayhotels.com



ISO 9001:2015, Quality Management System



ISO 22000:2018, Food Safety Management System



ISO 10002, Customer Satisfaction Management System



ISO 50001, ENERGY MANAGEMENT SYSTEM



ISO 27001, Information Security Management System



ISO 14001, Environmental Management System



ISO 45001, Occupational Health and Safety Management System



INTERNATIONAL BLUE FLAG AWARD



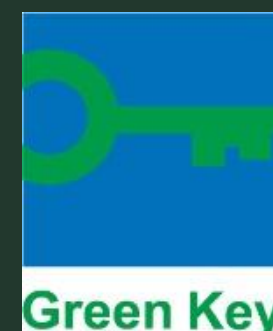
TRAVELIFE GOLD



GSTC, Global Sustainable Tourism Certificate



ZERO WASTE



GREEN KEY



GREAT PLACE TO WORK



GREENCHECK



EQUAL WOMEN AT WORK

OUR AWARDS

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MEGASARAY HOTELS IN THE MEDIA

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**SUSTAINABILITY AND EMPLOYEE
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2025 HIGHLIGHTS

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EKI 2025-EKI 2026

TÜRKİYE

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Yine, Yeniden, Gururla: Great Place to Work!





Megasaray Hotels

2.214 takipçi

4 gün • 🌐

...

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🔥 Megasaray Hotels'de Yaratıcı Barmenler Yarışması! 🔥

Megasaray Hotels ailesi olarak, bu yıl da yaratıcılığın, tutkunun ve ekip ruhunun buluştuğu Yaratıcı Barmenler Yarışması'nı büyük bir heyecanla gerçekleştirdik! 🏆🌟

Bar ekibimiz, kendi özgün kokteylleriyle jüri karşısında kıran kırana bir mücadele sergiledi. Her biri, misafir deneyimini "bir yudumda fark yaratmak" mottosuyla tasarladığı özel içecekleriyle adeta sanatını konuştu. 🗣️

Yarışma boyunca gösterilen özen, detaylara verilen önem ve takım arkadaşlarımızın profesyonelliği, Megasaray kültürünün en güçlü yansımalarından biri oldu. 💪

Tüm katılımcılarımıza ve emeği geçen herkese teşekkür ediyor, dereceye giren barmenlerimizi içtenlikle tebrik ediyoruz! 🍷

Bizim için birincilik sadece bir ödül değil — her gün misafirlerimize sunduğumuz "vovvv" etkisidir! 🌟

#MegasarayHotels #YaratıcıBarmenlerYarışması #BarTeam #Hospitality #TeamSpirit
#Creativity #VovvvEffect





Megasaray Hotels

2.214 takipçi

5 gün • Düzenlendi •

🎉 ÜÇÜNCÜ KEZ BAŞARDIK!

Megasaray Hotels ailesi olarak, çalışanlarımızla birlikte oluşturduğumuz güven kültürü, katılımcı yönetim anlayışı ve ekip ruhu sayesinde

"Great Place to Work®" sertifikasını üçüncü kez almaya hak kazandık! 🏆

Bu başarıyı bizim için özel ve anlamlı kılan takım arkadaşlarımız ile birlikte yarattığımız güçlü kurum kültürünün, ekip ruhunun çalışanlarımızın takdiri ile tescillenmiş olmasıdır 🙌

Megasaray Hotels olarak, çalışan mutluluğu ve bağlılığını merkeze alan insan odaklı yaklaşımımızla, fark yaratan bir iş ortamı sunmaya devam edeceğiz.

Tüm çalışma arkadaşlarımıza takdirleri için yürekten teşekkür ediyoruz.

Birlikte coşkuyla kutlayacağımız daha nicelerine! 💪🌟

#MegasarayHotels #GreatPlaceToWork #GPTW #ÇalışanDeneyimi #KurumsalKültür
#EkipRuhu #ProudMoment



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Megasaray Hotels

2.214 takipçi

1 hafta •



💖 Meme Kanseri Farkındalık Ayı | Megasaray Hotels

Ekim ayı Meme Kanseri Farkındalık Ayı kapsamında, çalışanlarımızın bilinçlenmesi ve erken tanının önemine dikkat çekmek amacıyla otellerimizde "Meme Kanseri Farkındalık Semineri" düzenledik.

Alanında uzman konuşmacılarımızın katılımıyla gerçekleşen seminerimizde; erken teşhisin hayat kurtardığı, düzenli kontrollerin ve farkındalığın önemi bir kez daha vurgulandı.

Megasaray Hotels olarak, sağlıklı bir yaşam için farkındalığı artırmaya ve toplumsal bilinç çalışmalarına destek vermeye devam edeceğiz. 💖

#MegasarayHotels #FarkındalıkAyı #MemeKanseriFarkındalıkAyı #Sağlık
#ErkenTeşhis #Farkındayız



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Bugün 25 Kasım Kadına Yönelik Şiddetle Mücadele Günü

Megasaray Hotels olarak; eşitliğin, güvenliğin ve insan haklarının tartışmasız bir değer olduğuna inanıyor; çalışma ortamlarımızda ve toplumda kadınlara yönelik her türlü şiddetin, ayrımcılığın karşısında kararlılıkla duruyoruz.

Güvenli, eşit ve adil bir yaşam için kadına yönelik şiddetle mücadelede birlikteliğin gücüne inanıyoruz.



Megasaray
HOTELS

The Unsung Hero
Documentary
Nuray Kaçmaz

**Megasaray Hotels**
2.270 takipçi
3 ay • 

 Gizli Kahramanlarımızı Tanıyoruz!
Bu hafta Gizli Kahramanlar belgeselimizde Nuray Kaçmaz ile birlikteydik. F&B ekibimizin değerli bir üyesi ve kadın mixoloğumuz olarak, otelimizdeki deneyimlerini, tutkularını ve işine olan sevgisini bizlerle paylaştı. 
Röportajda, Nuray Hanım'ın ilham verici hikâyesi ve ekibimizdeki rolü, otelimizdeki her deneyimin ardındaki emeği bir kez daha gözler önüne seriyor.
[#MegasarayHotels](#) [#GizliKahramanlar](#) [#KadınGücü](#) [#Mixology](#) [#ÇalışanHikayeleri](#)



Oynat

2:23 1x

  Siz ve 99 diğer kişi

3 yorum • 3 paylaşım

 Kutla  Yorum Yap  Paylaş  Gönder



Megasaray Hotels

2.214 takipçi
1 hafta •



Cumhuriyetimizin 102. yılını Megasaray ailesi ve misafirlerimizle birlikte coşkuyla kutladık. TR

Bu anlamlı mirası yaşatmanın gururunu yaşıyoruz.
Nice aydınlık yarınlara.

#29Ekim #CumhuriyetBayramı #MegasarayHotels #YourMegaHome

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Megasaray Hotels

2.214 takipçi

1 ay •



🍂 4 Ekim Dünya Hayvanları Koruma Günü kapsamında Belek, Konyaaltı, Side ve Kayseri otellerimizde patili dostlarımızı ziyaret ettik.

Bizler için sadece 4 Ekim değil, her gün onların yanında olmak önemli.

Megasaray Hotels olarak patili dostlarımıza desteğimizi sürdürmeye devam edeceğiz.



#WorldAnimalDay #HayvanlarıKorumaGünü #MegasarayHotels #PatiliDostlarımız



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Megasaray Hotels

2.214 takipçi

1 ay • Düzenlendi •



2 Ekim Uluslararası Şiddetsizlik Günü kapsamında, Megasaray Hotels Eğitim Birimi olarak tüm otellerimizde "İş Yerinde Şiddet ve Tacizin Önlenmesi" seminerlerimizi başarıyla tamamladık.

Alanında uzman eğitim kadromuzla, çalışanlarımızın kendilerini güvende hissedeceği; saygı, eşitlik ve insan onurunun temel alındığı bir iş ortamı için güçlü bir adım daha attık.

Çalışanlarımızın sesi, güvenliği ve onuru bizim için en büyük öncelik.
Çünkü güvenli bir iş ortamı ancak birlikte mümkündür. ✨

#MegasarayHotels #EğitimBirimi #İşyeriGüvenliği #ŞiddetVeTacizinÖnlenmesi
#ÇalışanHakları #KurumsalEğitim #Farkındalık #BirlikteGüçlüyüz



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2.214 takipçi

1 ay •

...

Megasaray Hotels'de Dünya Kahve Günü ☕

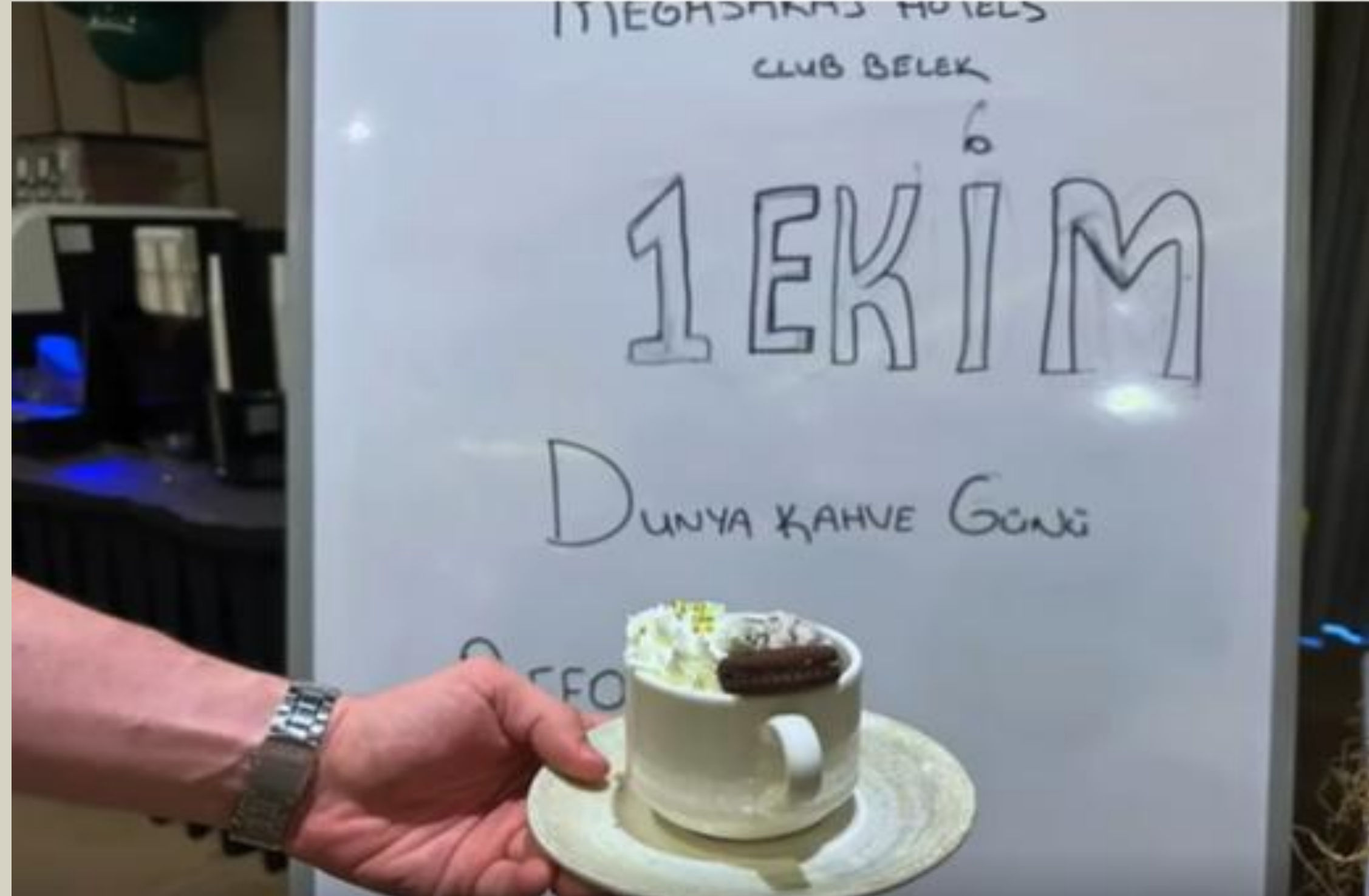
Megasaray Hotels ailesi olarak, 1 Ekim Dünya Kahve Günü'nde çalışanlarımızla bir araya geldik.

Kahve eşliğinde keyifli sohbetler ederek kısa bir mola verdik, birlikte olmanın değerini bir kez daha hatırladık. ✨

Bir fincan kahve, sadece lezzet değil; aynı zamanda paylaşım, dostluk ve motivasyon demektir.

Bu özel günü bizlerle kutlayan tüm ekip arkadaşlarımıza teşekkür ederiz. ❤️

#MegasarayHotels #WorldCoffeeDay #TeamSpirit #Hospitality



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Megasaray Hotels

2.214 takipçi

1 ay • Düzenlendi •



🌟 Staj Yolculuğunun Ardından Gençlerimize Teşekkür Akşamı 🌟

Otellerimizde staj programlarını başarıyla tamamlayan lise stajyerlerimizle, genel müdürlerimiz ve yöneticilerimizle birlikte keyifli bir akşam yemeğinde buluştuk. Bu özel akşamda, hem onların emeklerini kutladık hem de turizm sektörüne katacakları enerji ve yenilikler için heyecanımızı paylaştık.

Bizler, geleceğin turizmcilerini yetiştirmenin ve onlara yol göstermenin gururunu yaşıyoruz. Aramızdan ayrılan stajyerlerimizi ilerleyen dönemlerde tekrar misafir etmeyi ve belki de çalışma arkadaşımız olarak görmeyi sabırsızlıkla bekliyoruz.

💛 Hep birlikte turizmin geleceğini daha parlak kılmak dileğiyle...

#GeleceğinTurizmcileri #StajProgramı #MegasarayHotels



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Megasaray Hotels

2.214 takipçi

1 ay •



🌍 20 Eylül Dünya Temizlik Günü kapsamında, çevremize ve topluma karşı sorumluluğumuzu bir kez daha yerine getirdik.

Megasaray Westbeach ailesi olarak ekiplerimizle birlikte Konyaaltı Plajı'nda temizlik faaliyeti gerçekleştirdik. 🏖️ 🌱

Hem misafirlerimiz hem de içinde bulunduğumuz topluluk için daha temiz ve sürdürülebilir bir çevre yaratmaya katkıda bulunmaktan mutluluk duyuyoruz. 💚
Doğayı korumak ve gelecek nesillere yaşanabilir bir dünya bırakmak için çalışmalarımıza devam edeceğiz. 🌱

#MegasarayHotels #WorldCleanupDay #DünyaTemizlikGünü #KonyaaltıPlajı
#Sürdürülebilirlik



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Megasaray Hotels

2.214 takipçi

1 ay •



🌍 Megasaray Hotels'de Yabancı Dil Konuşma Kulüpleri Başladı! 🎉

Otellerimizde misafir memnuniyetini artırmak ve çalışanlarımızın kişisel gelişimlerine katkıda bulunmak için yeni bir adım attık.

📖 A1 ve A2 seviyesindeki çalışanlarımız için "Yabancı Dil Konuşma Kulüpleri"ni hayata geçirdik. Bu kulüplerle çalışanlarımız, günlük iş hayatında yabancı dil becerilerini geliştirirken aynı zamanda özgüven kazanıyor.

Megasaray Hotels olarak; öğrenen, gelişen ve her gün daha da güçlenen bir ekip ruhu yaratmaya devam ediyoruz. 💙

#MegasarayHotels #Gelişim #Eğitim #YabancıDil #ÇalışanDeneyimi



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"Great Place To Work®
Sertifkasyon süreci,
insan odaklı
politikalarımızı
güçlendirerek çalışan
aidiyeti, motivasyon ve
yetenek yönetiminde
kültürümüze önemli
katkılar sağladı. Aynı
zamanda güçlü
yönlerimizi daha
görünür kılarken gelişim
alanlarımızda yeniden
yapılanma imkânı
sundu; hedef ve KPI
süreçlerimizi optimize
ederek projelerimizi
daha hızlı hayata
geçirmemizi sağladı."



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MEGASARAY HOTELS



Megasaray Hotels

2.214 takipçi

1 ay •



Uluslararası Kat Hizmetleri Haftasını Heyecanla Kutladık! ✨

Megasaray Hotels ailesi olarak; misafirlerimizin konforu, hijyeni ve memnuniyeti için büyük bir özveriyle çalışan Kat Hizmetleri Departmanı ekiplerimizin emeklerini yürekten takdir ediyoruz. 💙

Bu özel hafta boyunca tüm otellerimizde çeşitli kutlamalar ve etkinlikler ile ekiplerimizin özverisini kutladık, birlikte keyifli anılar biriktirdik. 🍷 🍰

Tüm kat hizmetleri çalışanlarımıza emekleri, titizlikleri ve güler yüzlü hizmetleri için teşekkür ediyor; başarılarının devamını diliyoruz. 🙏 ✨

#MegasarayHotels #HousekeepingWeek #KatHizmetleriHaftası #Teşekkürler



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1 ay •



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Megasaray'da Kùltür ve Tarih Buluşması

Antalya ve Kayseri otellerimizde görev yapan ekiplerimizle birlikte, Koç Üniversitesi Suna & İnan Kiraç Akdeniz Medeniyetleri Araştırma Merkezi (AKMED), Manavgat Kent Müzesi ve Kayseri Gevher Nesibe Tıp Tarihi Müzesi'ni ziyaret ettik.

Bu ziyaretler; sadece geçmişini tanımak değil, aynı zamanda yerel değerleri koruma bilinci oluşturmak ve sürdürülebilir turizm anlayışımızı güçlendirmek için önemli bir adımdı.

Çalışma arkadaşlarımızın hem mesleki hem kültürel açıdan gelişimlerine katkı sağlamak için bu tür etkinlikleri sürdürmeye devam edeceğiz.

#MegasarayHotels #KùltürveTarih #SürdürülebilirTurizm #AKMED

#GevherNesibeMüzesi #ManavgatKentMüzesi #MegasarayİleKeşfet #kùltürelmiras





Megasaray Hotels

1 ay •



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Stajyer Takdir Günü: Genç Yeteneklerimizi Onurlandırıdık

Lise stajyerlerimiz için düzenlediğimiz "Takdir Günü" etkinliğinde, gösterdikleri özveri, disiplin ve başarılarıyla fark yaratan genç yeteneklerimizi ödüllendirdik.

Bu özel gün; onların emeğini takdir etmek, motivasyonlarını artırmak ve kariyer yolculuklarına ilham vermek amacıyla planlandı. Bizler için en değerli yatırım, geleceğin güçlü profesyonellerini yetiştirmektir.

👏 Tüm stajyerlerimizi gösterdikleri çabadan dolayı tebrik ederiz.

Geleceği birlikte şekillendirmeye devam ediyoruz! 🌟

#MegasarayHotels #GeleceğinProfesyonelleri #StajyerBaşarıları #TurizmdeGelecek
#TakdirGünü





Megasaray Hotels

2 ay •



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"Megasaray Hotels'de Mavi Mola!"

Çalışma arkadaşlarımızın moral ve enerjisini yükseltmek için düzenlediğimiz motivasyon etkinliklerimiz tüm hızıyla devam ediyor.

Mega çalışanlarımızla birlikte denizin eşsiz güzelliklerini keşfettiğimiz keyifli bir tekne turu gerçekleştirdik. Birlikte geçirdiğimiz bu anlar sadece çalışma hayatımıza değil, takım ruhumuza da güç katıyor.

♥ Megasaray'da bir arada olmanın keyfi, denizin özgürlüğüyle birleşti!

#MegasarayHotels #MotivasyonEtkinliği #TakımRuhu #TekneTuru #BirlikteGüçlüyüz





Megasaray Hotels

2 ay •



📖 Çalışanlarımızın Minik Kahramanlarına Destek!

Yeni eğitim yılı başlıyor! Biz de bu özel başlangıçta, çalışanlarımızın çocuklarının yanında olmanın mutluluğunu yaşıyoruz.

Kırtasiye desteklerimizle minik dostlarımızın okula ilk adımlarını daha keyifli hale getirdik. Çünkü biliyoruz ki, onların geleceği hepimizin en değerli yatırımımızdır.

📖 Tüm minik kahramanlarımıza başarı dolu bir yıl diliyoruz!

Birlikte büyüyor, birlikte güçleniyoruz.

#ÇalışanMutluluğu #EğitimeDestek #YeniBaşlangıçlar #BirlikteGüçlüyüz



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Megasaray Hotels

2 ay •

...

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🏆 Geleneksel Mega Turnuvalarımızı Gerçekleştirdik!

Tüm otellerimizde kıyasıya rekabetin, takım ruhunun ve eğlencenin bulunduğu Mega Turnuvalarımız büyük bir heyecanla tamamlandı. 🏆

Bowling 🏏, Masa Tenisi 🏓, Su Topu 🌊, Plaj Voleybolu 🏐, Langırt ⚽, Dart 🎯 ve Tavla ♠️ gibi farklı branşlarda birbirinden yetenekli çalışma arkadaşlarımız yeteneklerini sergiledi.

Turnuvalar boyunca dostane rekabetin ve takım ruhunun ön plana çıktığı bu etkinlikler, bir kez daha bize; birlikte hareket etmenin, eğlenirken bağ kurmanın önemini hatırlattı.



Katılan tüm ekip arkadaşlarımıza teşekkür eder, gelecek turnuvalarda aynı enerjiyle bir arada olmayı heyecanla bekleriz! ✨

#TeamSpirit #MegaTurnuva #ÇalışanDeneyimi #MegarayHotels





Megasaray Hotels

2.214 takipçi

2 ay •



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📌 "Kültürle Başlayan Yolculuk, Projeye Büyüyor."

Otelimizde çalışan deneyimini ve kurum kültürünü merkeze alarak fikirleri projeye dönüştürüyoruz. Bu yolculukta en büyük destekçilerimiz ise Kültür Elçilerimiz. Proje Yönetimi Eğitimi ile birlikte artık sadece fikirleri değil, aynı zamanda etkili ve sürdürülebilir projeleri de birlikte yönetiyoruz.

🌱 Amacımız; ortak akılla, çalışan odaklı ve değer yaratan projeler geliştirmek.

💬 Çünkü biliyoruz ki güçlü bir kurum kültürü, güçlü projelerle hayat bulur.

#KültürElçileri #ProjeYönetimi #ÇalışanDeneyimi #OtelKültürü #TakımRuhu
#SürdürülebilirGelişim #HospitalityLeadership





Megasaray Hotels

2.214 takipçi

2 ay •



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Gizli Kahramanlarımızı Tanıyoruz!

Bu hafta Gizli Kahramanlar belgeselimizde Nuray Kaçmaz ile birlikteydik.

F&B ekibimizin değerli bir üyesi ve kadın mixoloğumuz olarak, otelimizdeki deneyimlerini, tutkularını ve işine olan sevgisini bizlerle paylaştı. 🌟

Röportajda, Nuray Hanım'ın ilham verici hikâyesi ve ekibimizdeki rolü, otelimizdeki her deneyimin ardındaki emeği bir kez daha gözler önüne seriyor.

[#MegasarayHotels](#) [#GizliKahramanlar](#) [#KadınGücü](#) [#Mixology](#) [#ÇalışanHikayeleri](#)





Megasaray Hotels

2.214 takipçi

3 ay •



☕ Kahvaltıda Buluştuk, Gücümüze Güç Kattık! ☀️

Megasaray Hotels olarak; ara kademe çalışanlarımız, müdürlerimiz ve yönetim ekibimizle kahvaltı etkinliğinde bir araya geldik.

Bu güzel buluşmada hem güne enerjik başladık hem de birlik ve kurum kültürümüzü pekiştirdik.

💬 Birlikte çalışmanın ve aynı hedefe yürürken birbirimizi tanımanın değerine inanıyoruz.

🙌 Katılan tüm ekip arkadaşlarımıza teşekkür ederiz!

#MegasarayHotels #KurumsalKültür #TakımRuhu #BirlikteDahaGüçlüyüz
#ÇalışanDeneyimi



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Megasaray Hotels

2.214 takipçi

3 ay • 🌐



“Gönülden gelen bir ikram, yürekten bir teşekkür...”

Megasaray Hotels olarak, çalışanlarımızın konforunu ve mutluluğunu her zaman ön planda tutuyoruz. Bu sıcak yaz günlerinde, ekip arkadaşlarımıza gün boyu serinletici içecekler ikram ederek onların daha keyifli, enerjik ve sağlıklı bir mesai geçirmelerini destekliyoruz. 🍃🍹

Günün sonunda, evlerine uğurlarken de serinletici ikramlarımız devam ediyor. Yüzlerinde gülümsemeyle mesailerini bitiren çalışma arkadaşlarımızı görmek ise bizler için en büyük mutluluk.

1800 mutlu çalışma arkadaşımızın sinerjisi ile bu mutlu kasabada, her anımız değerli bir hatıra dönüşüyor.

Çünkü biz, yalnızca birlikte çalışmıyor; önce insan diyerek birlikte değer yaratıyoruz. 💛

#ÇalışanDeneyimi #İşverenMarkası #insan #MutluÇalışan #ik #hr #MegasarayHotels

Mutlu Kasabanın Mutlu Çalışanları!



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2.214 takipçi

3 ay •

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🍷 Megasaray Hotels Ailesi Olarak Birlikte Daha Güçlüyüz! 🌿

Departman motivasyon yemeklerimizle ekip ruhumuzu pekiştirmeye, emeği ve başarıyı birlikte kutlamaya devam ediyoruz.

Her biri işine gönül vermiş takım arkadaşlarımızla aynı sofrada buluşmak, birlikte başardıklarımızı paylaşmak bizler için büyük bir mutluluk.

💚 Çünkü biz inanıyoruz ki güçlü bir kurum kültürü, güçlü bağlarla başlar.

Tüm ekip arkadaşlarımıza katkıları ve özverili çalışmaları için teşekkür ederiz.

#MegasarayHotels #TakımRuhu #Motivasyon #BirlikteGüçlüyüz #Otelcilik

#İnsanKaynakları #EkipRuhu



Kültür Elçileri programımız kapsamında ekip üyelerimizle üst yönetim liderlerimiz bir araya geldi.

Bu özel buluşmada elçilerimiz; fikirlerini, projelerini ve geri bildirimlerini paylaşarak çalışanlarla yönetim arasında güçlü bir iletişim köprüsü kurdu.

İnovasyon ve sürekli iyileştirme süreçlerine katkı sağlayan Kültür Elçilerimiz, şirket kültürümüzü daha da ileri taşımak için ilham verici adımlar atıyor.

Buluşmanın ardından departman müdürlerimiz ve üst yönetimimiz, keyifli bir kokteylde bir araya gelerek bu etkileşimi kutladılar.

👉 Katkı sağlayan tüm ekip arkadaşlarımıza teşekkür ederiz.

#KültürElçileri #Liderlik #İletişim #İnovasyon #Sürekliİyileştirme #ŞirketKültürü
#TakımRuhu

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Megasaray Hotels

2.214 takipçi

4 ay •



www.megasarayhotels.com

📍 Çocuklarımızın Güvenliği İçin Birlikteyiz

T.C. Aile ve Sosyal Hizmetler Bakanlığı'na bağlı Konyaaltı, Serik ve Manavgat Sosyal Hizmet Merkezleri, Rehberlik ve Araştırma Merkezleri'nin kıymetli desteğiyle otellerimizde "Çocuk İhmali ve İstismarı Bilinçlendirme Semineri" başarıyla gerçekleştirilmiştir.

🎯 Bu önemli seminer ile çalışanlarımızın çocuk hakları, ihmal ve istismar konularında farkındalığını artırmayı, çocukların güvenli bir ortamda büyümesine katkı sağlamayı amaçladık.

Emeği geçen tüm uzmanlara, katılımcılara ve destek veren kurumlara teşekkür ederiz.



#ÇocukHakları #Farkındalık #SosyalHizmet #Bilinçlendirme #AileveSosyalHizmetler





Megasaray Hotels

4 ay •



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👮 "En İyi Narkotik Polisi: Anne" ve "Narkorehber Gençlik Modülü" Projeleri Kapsamında Eğitim Gerçekleştirdik 🧑

Otellerimizde görev yapan ekip arkadaşlarımıza yönelik olarak; Konyaaltı, Serik ve Manavgat İlçe Emniyet Müdürlüklerinin kıymetli destekleriyle, madde bağımlılığı konusunda farkındalık yaratmak amacıyla eğitimler düzenledik.

📌 "En İyi Narkotik Polisi: Anne" projesiyle ailelerin önleyici gücüne dikkat çekerken,

📌 "Narkorehber Gençlik Modülü" ile gençlerin bağımlılık konusunda bilinçlenmesine katkı sağlamayı hedefledik.

Toplum sağlığını ve çalışanlarımızın bilinç düzeyini artırmak adına yürütülen bu önemli iş birliğine katkı sunan tüm kurum ve yetkililere teşekkür ederiz. ❤️

#BağımlılıklaMücadele #NarkotikFarkındalık #EnİyiNarkotikPolisiAnne #Narkorehber #Eğitim #Toplumİçin #İşbirliği #Farkındalık





Megasaray Hotels

4 ay •

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Megasaray Hotels'te Hizmet Kalitesini Destekleyen Şarap Eğitimi Programı Başarıyla Tamamlandı 🍷

Misafir memnuniyetini en üst düzeye taşımayı hedefleyen Megasaray Hotels olarak, çalışanlarımızın mesleki gelişimini desteklemeye devam ediyoruz. 🍷

Bu kapsamda, servis ve yiyecek-içecek ekiplerimize yönelik profesyonel şarap eğitimi gerçekleştirdik. Eğitimde; üzüm türlerinden sunum tekniklerine, şarap ve yemek eşleşmelerinden servis detaylarına kadar pek çok değerli bilgi paylaşıldı.

Eğitimimize katılan tüm ekip arkadaşlarımıza teşekkür ediyor, gelişime verdiğimiz değeri her alanda sürdürmeye devam ediyoruz.

#MegasarayHotels #MeslekiGelişim #WineTraining #HizmetteMükemmellik



♥ Megasaray'da Kalpten Kalbe Bir Seminer

Megasaray Hotels ailesi olarak, iletişimin sadece konuşmak değil, kalpten anlamak olduğuna inanıyoruz.

Bu anlayışla gerçekleştirdiğimiz "Gönülden Gönüle İletişim" seminerimizde; empatiyi, içtenliği ve güçlü insan ilişkilerinin temel taşlarını hep birlikte keşfettik.

Ekip ruhunu güçlendiren, bağlarımızı derinleştiren bu özel buluşmada emeği geçen herkese teşekkür ederiz. [Oytun Yumşak](#)

İyi ki varsın Megasaray Ailesi! 🌟

#MegasarayHotels #KalptenKalbe #GönüldenGönüle #İyiKiVarsın #İletişimSemineri
#EkipRuhu #BirlikteDahaGüçlüyüz





Megasaray Hotels

4 ay •



🌊🐢 Denizlerin Sessiz Kahramanları İçin Birlikteyiz!

16 Haziran Dünya Deniz Kaplumbağaları Günü'nü Unutmadık.
Doğaya saygı, sürdürülebilir turizm anlayışımızın temel taşlarından biri.
Bu özel günde, nesli tehdit altındaki deniz kaplumbağalarına dikkat çekmek ve onların yaşam alanlarını korumak amacıyla farkındalık çalışmaları gerçekleştirdik.
Kıyılarımızda temizlik etkinliklerinden bilinçlendirme çalışmalarına kadar uzanan bu anlamlı günde, hem doğaya katkı sunduk hem de geleceğe umut olduk.
Denizler sadece mavilikten ibaret değil; yaşamın ve dengenin ta kendisi.
İyi ki varsın doğa, iyi ki varsın Megasaray Ailesi! 💚🐢

#MegasarayHotels #DünyaDenizKaplumbağalarıGünü #SürdürülebilirTurizm
#İyiKiVarsın #ÇevreBilinci #DoğalÇinEİEle #Farkındalık #DenizKaplumbağası



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 Megasaray Ailesi Babalar Günü'nde Birlikteydi!

Hayatımıza rehberlik eden, sevgisiyle güç veren tüm babalarımızın Babalar Günü'nü Megasaray Hotels ailesi olarak sevgi ve saygıyla kutladık.

Bu özel günün anlamını hep birlikte yaşadık; babalarımıza özel sürprizlerle dolu keyifli anlar paylaşarak onların yüzündeki tebessüme ortak olduk.

Başta çalışanlarımız ve misafirlerimiz olmak üzere tüm babaların Babalar Günü'nü bir kez daha kutluyor, sağlık ve mutluluk diliyoruz.

**#BabalarGünü #MegasarayHotels #TeşekkürlerBaba #BabalarGünüKutlaması
#MegasarayAilesi**

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Megasaray Hotels

5 ay •



🌍 5 Haziran Dünya Çevre Günü Kutlu Olsun!

Bugün, çevreye duyarlılığımızı bir kez daha ortaya koymak için Belek, Westbeach ve Side otellerimizde görev yapan değerli çalışma arkadaşlarımızla birlikte sahil alanları, belediye parkları ve otellerimizin dış çevresinde çevre temizliği etkinliği gerçekleştirdik. Daha yaşanabilir bir dünya ve sürdürülebilir bir gelecek için üzerimize düşen sorumluluğun farkındayız.

Megasaray Hotels olarak, çevre dostu uygulamalarla doğaya katkı sunmaya ve bu anlayışı tüm çalışmalarımıza yansıtmaya devam edeceğiz. 🌱

#DünyaÇevreGünü #MegasarayHotels #Sürdürülebilirlik #ÇevreDostu
#TemizGelecek



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🎉 Terfiler ve Atamalarımızı Kutladık! 🎉

Megasaray Hotels Ailesi olarak tüm çalışanlarımızın başarılarını görüyor, organik yetenek yönetimine inanıyor ve takdir ediyoruz.

Otelimizde gerçekleşen yeni terfi ve atamaları, tüm ekip arkadaşlarımızla birlikte büyük bir coşku ve gururla kutladık!

Başarılarıyla örnek olan, sorumluluklarıyla fark yaratan ekip üyelerimizin yeni görevlerinde de aynı azim ve tutkuyla çalışacaklarına yürekten inanıyoruz.

Tüm otellerimizde Yönetim Liderlerimiz ile gerçekleştirdiğimiz kutlama programları, bu özel anı hep birlikte paylaşmamıza vesile oldu.

Emeği geçen tüm çalışma arkadaşlarımıza teşekkür eder, yeni görevlerinde başarılar dileriz.



Birlikte daha güçlü, her biri çok özel yeteneklerimiz ile birlikte daha ileri!

#Terfi #Atama #Kutlama #Otelcilik #EkipRuhu #Takım #Team #Liderlik
#KariyerYolculuğu #Hospitality #Excellence





Megasaray Hotels

5 ay •

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"Küçük hareketler büyük fark yaratır ! "

◆ 4-10 Mayıs İş Sağlığı ve Güvenliği Farkındalık Haftası kapsamında, çalışanlarımızın iş ortamında daha sağlıklı ve güvenli koşullarda çalışmasını desteklemek amacıyla ergonomi etkinliği düzenledik.

◆ Etkinlikte; doğru duruş tekniklerinden masa başı egzersizlerine, çalışma alanlarının ergonomik düzenlenmesinden günlük alışkanlıkların iyileştirilmesine kadar birçok konuda bilgi paylaştık.

💡 Amacımız, küçük ama etkili adımlarla çalışanlarımızın iş kazaları ve kas-iskelet sistemi rahatsızlıkları riskini azaltmak, iş verimliliğini artırmak ve sürdürülebilir bir iş sağlığı kültürü oluşturmaktır.

#İşSağlığıveGüvenliği #Ergonomi #ÇalışanSağlığı #FarkındalıkHaftası #ISG2025
#SağlıklıÇalışma #KurumsalSorumluluk





Megasaray Hotels

2.214 takipçi

5 ay •



Megasaray Hotels ailesi olarak; sevgisiyle büyüten, emeğiyle ilham veren ve kalplerimizde yaşamaya devam eden tüm anneleri Anneler Günü'nde coşkuyla andık ve kutladık.

Hayatın her alanına değer katan annelerimizin özverisi, kurumumuzun en güçlü yapı taşlarından biri. Onların katkısıyla daha aydınlık bir geleceğe ilerliyoruz.

Bu özel gün kapsamında düzenlediğimiz "Hayatımın Süper Gücü: Annem" temalı resim yarışmamızda çocuklarımız, sevgilerini ve hayal güçlerini renklerle buluşturdu. Dereceye giren minik sanatçılarımızı etkinliğimizde ağırlayarak, mutluluklarına ortak olduk.

Anneler Günü, MEGA ailemizin takvimine anlam katan özel bir gün olarak yerini aldı.



[#MegasarayHotels](#) [#AnnelerGünü](#) [#İyiKiVarsınAnne](#) [#ResimYarışması](#) [#AnneSevgisi](#)
[#Kutlama](#)



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Megasaray Hotels

2.214 takipçi

6 ay • 🌐



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Megasaray Hotels olarak yöneticilerimizle birlikte "Yönetmel İletişimde Akış ve Etki" eğitimini başarıyla tamamladık.

Misafir deneyimini mükemmelleştirmek, yalnızca şikayetleri çözmekle sınırlı değildir. Gerçek farkı yaratan; liderlerin, iletişim başta olmak üzere kritik yetkinliklerde ekiplerine ilham vermesi ve yol göstermesidir.

Liderlerimizin bu alandaki gelişimi, sürdürülebilir hizmet kalitemizin ve kurum kültürümüzün temel taşlarından biri.

Eğitim sürecine katkı sağlayan tüm ekip arkadaşlarımıza teşekkür ederiz.

#Leadership #İletişim #Eğitim #MegasarayHotels #MisafirDeneyimi #TakımRuhu





Megasaray Hotels

6 ay •

...

Megasaray Hotels olarak spora, gençliğe ve sürdürülebilirliğe destek vermeye devam ediyoruz!

Osmaniye Gençlik ve Spor İl Müdürlüğü bünyesinde açılan tenis kursuna verdiğimiz destekle, çocuklarımızın tenis sporu ile tanışmasına katkı sağlamaktan büyük mutluluk duyuyoruz.

Amacımız; her çocuğun, gelişimlerine katkı sağlayan tenis gibi bir spor dalıyla tanışmasını ve sporu bir yaşam biçimi haline getirmesini desteklemektir.

Ayrıca, kullanılmış ve deforme olmuş tenis toplarımızı halk eğitim merkezlerine gönderiyoruz. Bu toplar, burada yeniden değerlendirilerek hediyelik eşyalara dönüştürülüyor. Böylece, hem geri dönüşüme katkı sağlıyor hem de sürdürülebilir bir geleceğe adım atıyoruz.

Tenis herkes için!

#MegasarayHotels #SporlaBüyüyoruz #TenisKursu #Osmaniye #SosyalSorumluluk
#GeleceğeDestek



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Megasaray Hotels

6 ay •



📍 15-22 Nisan Turizm Haftası kapsamında, Şahinler Holding Yönetim Kurulu Başkanımız Sn. Kemal Şahin, Burdur Mehmet Akif Ersoy Üniversitesi Turizm Fakültesi öğrencileri ile bir araya geldi.

💡 Geleceğin turizmcileriyle buluşan Sn. Kemal Şahin, sürdürülebilir turizm, yenilikçi yaklaşımlar ve sektörün geleceğine dair önemli değerlendirmelerde bulundu. Gençlerin sorularını yanıtlarak, kendi deneyimlerinden ilham verici örnekler paylaştı.

💬 Turizmin sadece ekonomik değil, aynı zamanda kültürel bir köprü olduğunu vurgulayan bu buluşma, hem öğrenciler hem de bizler için oldukça değerliydi. Turizme ve gençlere olan desteğimizle, sektörün gelişimine katkı sağlamaya devam ediyoruz.

#TurizmHaftası #KemalŞahin #ŞahinlerHolding #Turizm #SürdürülebilirTurizm
#MehmetAkifErsoyÜniversitesi #GeleceğinTurizmi



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ADIMLAR GELECEK İÇİN

İyiliğe koşmak için bir sebebimiz var:
Gelecek nesillere daha aydınlık bir yarın bırakmak.



Maraton Tarihi

06 Nisan 2025

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Megasaray Hotels

6 ay •



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🏃❤️ Megasaray Hotels olarak RUNTALYA Maratonu'nda Çağdaş Yaşamı Destekleme Derneği ve TEV için koştuk!

6 Nisan'da, sağlıklı yaşamı teşvik etmek ve anlamlı bir amaca destek olmak adına, ekibimizle birlikte RUNTALYA Maratonu'nda yer aldık. Çağdaş Yaşamı Destekleme Derneği ve TEV' in değerli çalışmalarına katkıda bulunarak, toplumsal farkındalık yaratmayı amaçladık.

RUNTALYA Maratonu'nda 3 çalışanımız ilk 450'e girmeyi başarmışlardır.

Levent ARAS – 79.

Baran ÖZALP – 368.

Muhammet Asım BOLAT- 409.

Bu anlamlı etkinlikte emeği geçen tüm arkadaşlarımıza teşekkür ederiz. Birlikte daha güçlü ve daha sağlıklı bir toplum için koşmaya devam edeceğiz! 💪🏃

#MegasarayHotels #RUNTALYA #ToplumsalDestek #KoşarakDestek

#SosyalSorumluluk #SağlıklıYaşam





Megasaray Hotels

2.214 takipçi

7 ay • 🌐

🌟 Megasaray Hotels'te Çatışma Yönetimi Eğitimi 🌟

Bu hafta, ara kademe yöneticilerimiz için çatışma yönetimi konusunda kapsamlı bir eğitim düzenledik. Bu eğitim ile çalışanlarımızın etkili iletişim becerilerini geliştirerek, olası çatışmalara daha yapıcı ve çözüm odaklı yaklaşımlarını hedefledik. 💬💛 Profesyonel gelişimi desteklemek ve güçlü bir takım kültürü oluşturmak adına attığımız bu adım, hem bireysel hem de kurumsal başarıya katkı sağlamayı amaçlıyor.

Eğitim sürecine katılan tüm ekip arkadaşlarımıza teşekkür ederiz! Birlikte daha güçlü ve verimli bir çalışma ortamı için devam ediyoruz! 🤝🌟

#MegasarayHotels #ÇatışmaYönetimi #Eğitim #TakımÇalışması #ProfesyonelGelişim



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Megasaray Hotels

2.214 takipçi

7 ay •

Megasaray Hotels olarak kariyer günlerine katılmaya devam ediyoruz! 🎓

- Bilim Üniversitesi
- Balıkesir Üniversitesi
- Burdur Mehmet Akif Ersoy Üniversitesi
- Isparta Uygulamalı Bilimler Üniversitesi
- Alanya Alaaddin Keykubat Üniversitesi
- Muğla Sıtkı Koçman Üniversitesi
- Manavgat MYO

Üniversitelerin kariyer günlerinde yer alarak genç yeteneklerle bir araya gelmek, sektörümüzdeki fırsatları ve Megasaray Hotels'in sunduğu kariyer olanaklarını paylaşmak bizim için büyük bir mutluluk.

Gençlerin geleceğine yön verme yolunda, doğru adımlar atabilmeleri için destek olmaya ve onlara ilham vermeye devam edeceğiz. Eğer siz de otelcilik sektöründe kariyer yapmak istiyorsanız, Megasaray Hotels ailesine katılmak için başvurularınızı bekliyoruz! ✨

#MegasarayHotels #KariyerGünleri #GençYetenekler #İşFırsatları #KariyerYolculuğu
#Otelcilik



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Megasaray Hotels

2.214 takipçi

8 ay •

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🌟 Megasaray Hotels olarak GÜNKAF25 Kariyer Fuarı'na Altın Sponsor Olarak Katıldık!



İki gün boyunca genç yeteneklerle bir araya gelmek, sektörümüzün geleceğine yön verecek profesyonellerle tanışmak bizim için büyük bir keyifti. 📁🌟

Altın sponsor olarak katıldığımız bu etkinlik, sadece kariyer fırsatları sunmakla kalmadı, aynı zamanda Megasaray Hotels ailesi olarak turizm sektörünün gelişimine katkı sağlamak adına da önemli bir platform oldu.

GÜNKAF25, hem katılımcı şirketler hem de genç yetenekler için oldukça verimli geçti. Biz de Megasaray Hotels olarak, sektörümüzün en parlak yeteneklerini keşfetmenin heyecanını yaşadık. 🚀

Birlikte çalışacağımız yeni takım arkadaşlarımızı şimdiden heyecanla bekliyoruz! 💙

📷 İşte bu keyifli etkinlikten bazı kareler...

#MegasarayHotels #GÜNKAF25 #KariyerFuarı #AltınSponsor #GençYetenekler
#İşFırsatları #Liderlik #İnsanKaynakları





Megasaray Hotels

2.214 takipçi

9 ay •



Megasaray Otelleri Eko-Okul Projesi Kapsamında Akran Zorbalığı Eğitimi

Megasaray Otelleri olarak, sosyal sorumluluk projelerimiz doğrultusunda Tekeli Ahmet Can Özpınar Ortaokulu'nda öğrencilerimize yönelik Akran Zorbalığı Eğitimi düzenledik. Psikologlarımız Ufukcan Arslan ve Aleyna Tunçel ile Diyetisyenimiz Selim Arıkan'ın katkılarıyla gerçekleştirdiğimiz bu eğitim ile öğrencilerimizin sağlıklı sosyal ilişkiler kurmalarına destek olduk.

Eğitimde, akran zorbalığına karşı farkındalık yaratmayı ve çözüm yolları sunmayı amaçladık. Bu tür projelerle, öğrencilerimize empati ve anlayış becerilerini kazandırmayı sürdürüyoruz.

Eko-okul projemizin bir parçası olarak, geleceğe katkı sağlamaya devam edeceğiz. ❤️



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