

Limak Eurasia Luxury Hotel

2024 Sustainability Report



Dear partners,

The Sustainability Report presents the progress in 2024 towards the sustainability goals of Limak Eurasia Luxury Hotel, its Environmental Social Governance performance, its sustainability targets for the future and summary information about our inclusive sustainability culture.

Being transparent about sustainability goals is an important part of our annual reporting process.

We would like to express that we will be very happy to think together with you, to work collectively and to share mutual experiences for the sustainability of human life and the natural life on our planet.



MISSION

By prioritizing the well-being of our employees and adopting an efficient, sustainable, family-, child-, and sports-friendly approach as a principle, we aim to ensure that our guests leave our hotels satisfied through warm hospitality and excellent service.

VISION

By offering a genuine accommodation experience and providing innovative, sustainable, and excellent services, we strive to become an international hotel chain.

VALUES



CERTİFİKATES AND AWARDS

- ✓ Green Star
- ✓ Zero Waste Certificate
- ✓ Sustainable Tourism Certificate
- ✓ YEK-G Carbon Reduction Certificate
- ✓ Booking.com Traveller Review Award
- ✓ Loved by Guest Award



YEK-G

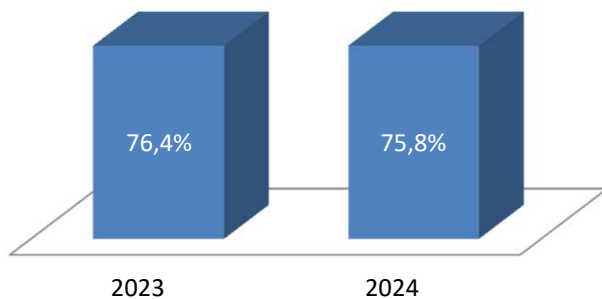


Booking.com
Traveller Review Awards 2024

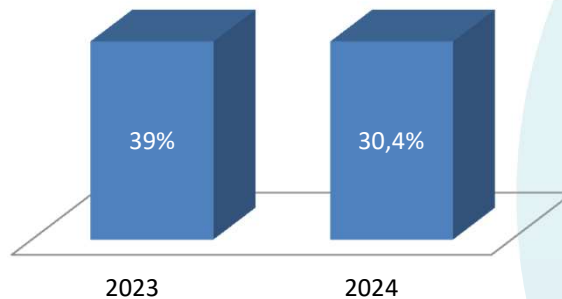


Sustainability Performance Indicators	Unit	Target	Actual
Employee Satisfaction Index (General)	%	80%	75,8%
Employee Satisfaction with Work Quality	%	70%	79%
Employee Satisfaction Rate Regarding Corporate Culture and Values	%	75%	77%
Employee Expectations and Feedback	%	100%	75%
Increase in Employee Satisfaction Rate Measured by Work-Life Balance Survey	%	80%	74%
Participation Rate in Education	%	75%	79%
Satisfaction Rate with Training	%	85%	92%
Employee Satisfaction Rate Measured by Surveys After Social Activities	%	75%	77%
Female Employee Rate	%	34%	30,4%
Female Employee Rate in Management Levels	%	10%	28,5%
Employee Loyalty and Continuity	%	60%	54,1%
Reduction of Per Capita Electricity Consumption	kwh	40,4	37,4
Reduction of Per Capita Natural Gas Consumption	m3	4,02	3,2
Reduction of Per Capita Water Consumption	liter	500	451
Reduction of Per Capita Waste Bag Consumption	piece	1,5	1,11
Reduction of Per Capita Chemical Cleaning Material Consumption	gr	100	100,3
Reduction of Per Capita Chemical Consumption per Washed kg Textile/Laundry	gr	50	45.75
Reduction of Per Capita Paper Product (including folded paper, toilet paper) Consumption	piece	0,75	0,74
Reduction of Per Capita A4 Paper Consumption	piece	5,9	5,21
Increase in the Number of Green Technology and Innovation Projects	piece	1	1
Ratio of Employees Working with Local Suppliers / Total Number of Suppliers	%	95%	86%

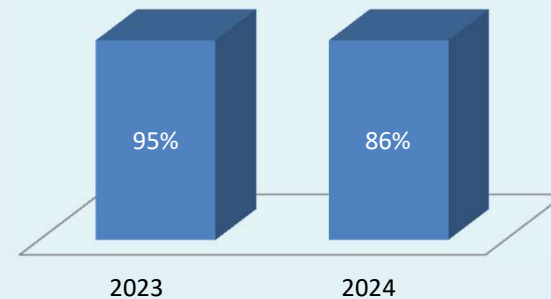
Employee satisfaction



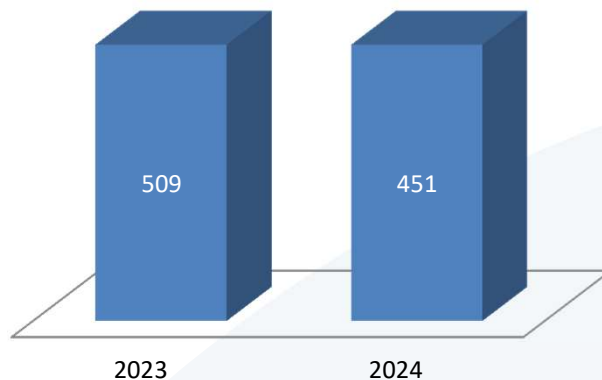
Female employee ratio



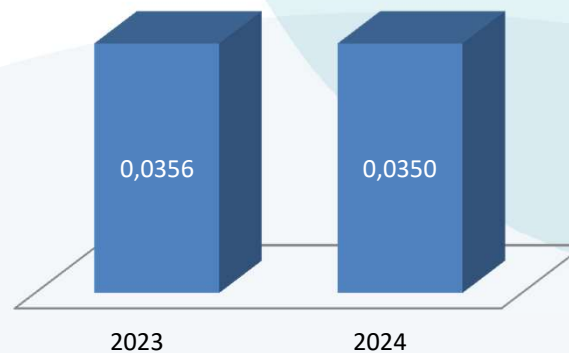
Local supplier rate



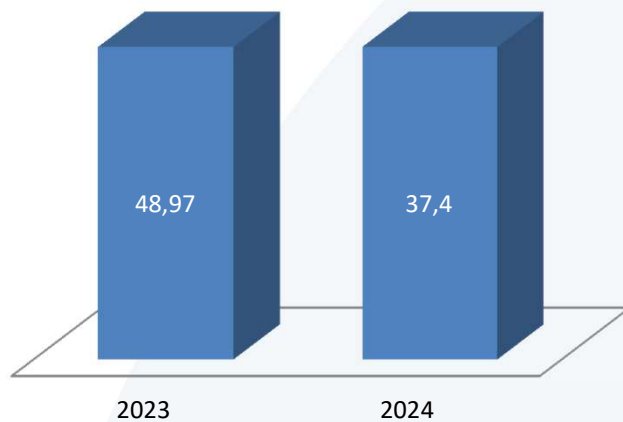
Water consumption per person (liter)



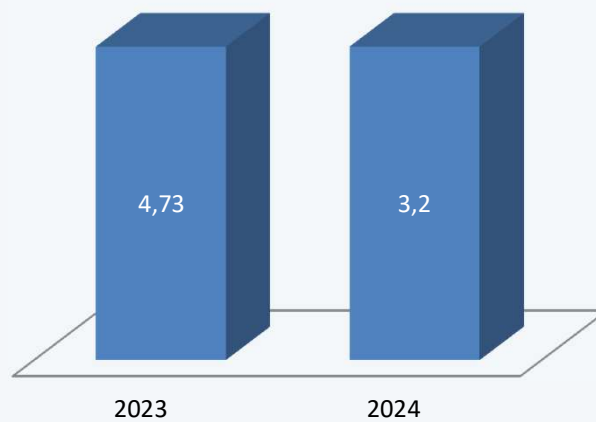
**Carbon emissions per person (tCO2e)
(Scope 1 and 2)**



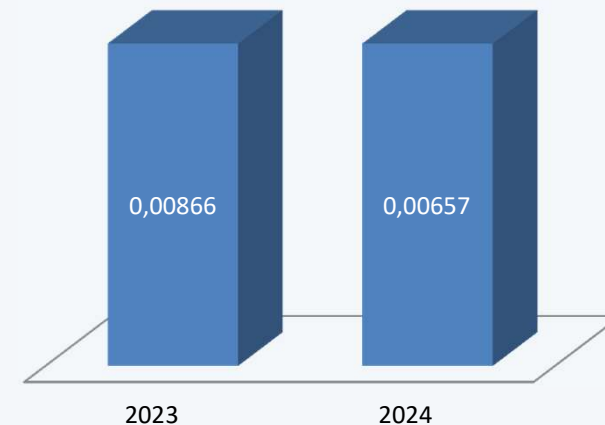
Electric consumption per person (kwh)



Natural gas consumption per person (m3)

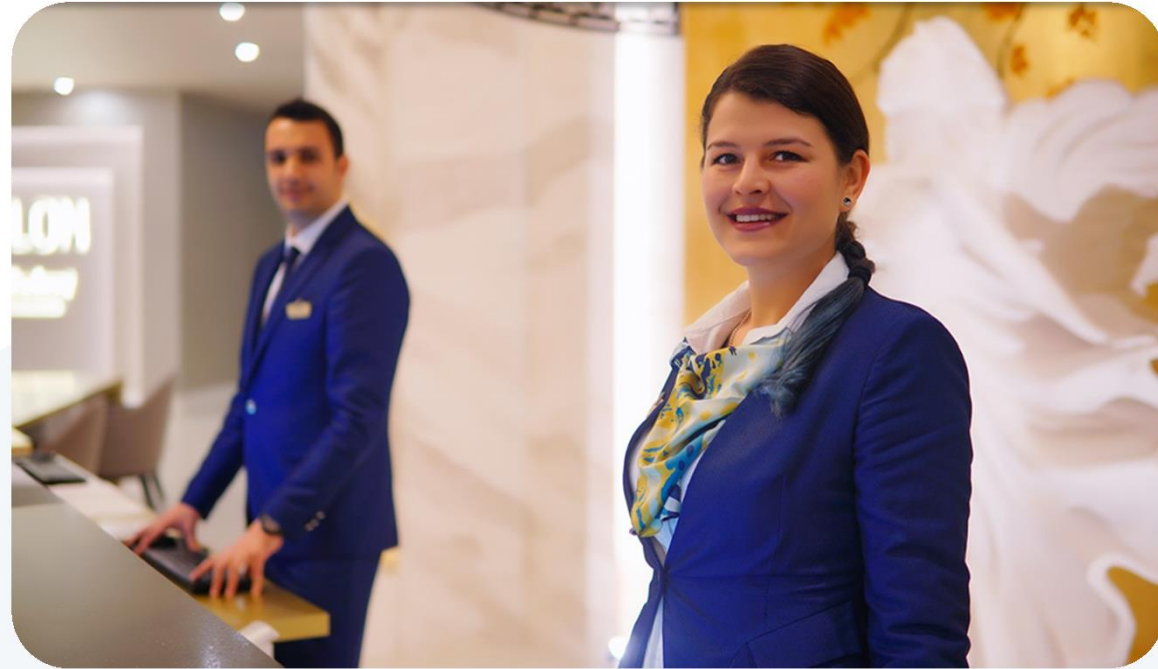


Total energy consumption per person (TEP)



EMPLOYEE SATISFACTION

- Every month, the Employee of the Month celebration was held.
- “Welcome to Summer” and New Year celebration events were organized for our employees.
- To motivate our employees, 4 of them were gifted stays at hotels in Antalya. 3 employees received breakfast and dinner gifts at 5-star hotels in Istanbul.
- 2 employees who got married/had a baby were given quarter gold coins, and 13 employees selected as Employee of the Month and Year for their dedicated work received cash prizes.
- Scholarship support was provided to the children of 7 employees who are pursuing higher education.



SOCIAL RESPONSIBILITY

- Leftover food on plates is sorted and given to stray animals.
- An event was organized on Animal Protection Day to support the feeding of stray animals.



RELATIONS WITH LOCAL COMMUNITIES AND AUTHORITIES

As Limak Eurasia Luxury Hotel, we contribute to the development of environmental protection and social projects by collaborating with local governments, universities, supplier companies, and non-governmental organizations. Within this scope:

- A total of 14 intern students from Çavuşbaşı MTAL, Beykoz MTAL, Barbaros MTAL, and Beykoz University completed their internship duties at our hotel through the Intern Student Program.
- Our guests are provided with information about markets, historical sites, museums, and other places to visit in Istanbul.
- In 2024, 86% of the suppliers from whom we procure products and services are local.
- Training sessions and workshops were organized at our hotel for students from the Gastronomy Department of Beykoz University.
- We participated in career days at Beykoz and Üsküdar Universities.
- Our hotel hosted the Istanbul meeting of the Limak Foundation's "Turkey's Female Engineers" project.



WE CONTRIBUTE TO THE PROTECTION OF THE ENVIRONMENT

We have reduced our Scope 2 emissions to zero with the Renewable Energy Source Certificate (YEK-G).

***We aim to implement our Solar Power Plant (SPP) project, which is currently under construction and will meet all of our electrical energy needs, in 2026.**



WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

As Limak Eurasia Luxury Hotel we meticulously plan and implement all our activities to make a positive contribution to the United Nations Sustainable Development Goals. We identify strategically important issues for our institution, evaluate our strategy within the framework of environmental, social, and economic priorities as well as global trends, and work with dedication to benefit our society and planet through the projects we carry out and responsible business practices aligned with our priorities.

While doing all this, we integrate the UN Sustainable Development Goals (SDGs) into all our processes, shaping our corporate memory and social awareness in this direction.



WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

In 2024, we added a new initiative to our ongoing sustainability efforts by launching an innovative project for sustainability in tourism.

To encourage our guests to embrace sustainability in tourism, contribute to environmental protection, and raise awareness about the climate crisis, we have introduced a Sustainability Module on the Limak Hotels App. This module allows guests to earn reward points based on their sustainability contributions from the day they check in, which can be used for extra in-hotel expenses.

Commitment topics:

- ✓ Energy saving and waste prevention
- ✓ Water saving and waste prevention
- ✓ Food and beverage waste prevention
- ✓ Reducing plastic packaging and straw usage



WE MAKE A POSITIVE CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

Inspired by Nature, Leading the Way in Sustainability!

Limak Eurasia Luxury Hotel and Limak Ambassadors Hotel are proud to be the first hotels in Türkiye to upcycle coffee grounds!

With this eco-friendly initiative, we protect our natural resources, repurpose waste, and contribute to a sustainable future.

We Are Strengthening Our Cooperation with Limak Holding!

Limak Eurasia Luxury Hotel and Limak Ambassadors Hotel have become the first hotels in Turkey to upcycle coffee grounds!



wastepresso

 **Limak**
International Hotels & Resorts



You can contact us via the email address or phone number below to share your suggestions regarding our initiatives, express your interest in participation, or explore collaboration opportunities.

eurasia@limakhoteles.com / +90 216 680 42 00