

SUSTAINABILITY REPORT 2025

Limak Eurasia Luxury Hotel

LIMAK EURASIA HOTEL

LIMAK
EURASIA
LUXURY HOTEL
KAVACIK - ISTANBUL
★★★★★

50th Limak

Report Scope

01. Governance and Strategy (Vision, Mission, Ethics)

02. Environmental Performance (Emissions, Energy, Water)

03. Circular Economy (Waste Management, Wastespresso)

04. Social Impact (OHS, Human Resources, Training)

05. Economic Value (Supply Chain, Innovation)

06. Future Vision (2030 Roadmap)

Corporate Portfolio and Impact



International Hotels & Resorts



9 Hotels

Antalya, Istanbul, Ankara, Yalova,
T.R.N.C. and North Macedonia.



1.5M+

Total number of guests hosted in
2025.



2.774

Number of happy, sustainable,
service-oriented employees.



Our Outlook for the Future



Our Mission

To ensure that our guests leave our hotels satisfied, with warm hospitality and an outstanding service approach, by caring about the happiness of our employees and embracing an efficient, sustainable, family-, child- and sports-friendly philosophy as a guiding principle.

Our Vision

To become an international hotel chain offering our guests a sincere accommodation experience through innovative, sustainable and outstanding services;

To assume leadership in the sector by transitioning to carbon-neutral operations by 2050.

Management Message

Dear Stakeholders,

For Limak Eurasia, 2025 has been the year in which sustainability became part of our corporate culture, beyond being merely an operational necessity.

We take responsibility in the face of the climate crisis and dwindling resources; through our solar power plant (SPP) investments and upcycling projects, we lead the change in our sector.

We will continue to act together with our stakeholders for a more sustainable world.



Our Service Philosophy

Elegance and Modernity

Located at the heart of the Kavacik business district, Limak Eurasia Luxury Hotel is a unique destination for both business and leisure travelers, with its architecture and superior service quality.

As one of the most prestigious hotels on the Anatolian Side, we combine our hospitality with modern luxury.



Corporate Ethics and Policies



Legal Compliance

We ensure 100% compliance with national and international legislation in every area in which we operate.



Human Rights

We guarantee a non-discriminatory, egalitarian working environment befitting human dignity.



Integrity

Transparency and integrity are essential in all our relationships with our suppliers and guests.

Our Strategic Focus Areas

Environmental Sustainability

Emissions management, zero waste and water conservation are our core focus areas.

Social Development

We add value to employee well-being, local employment and community education projects.

Economic Efficiency

We achieve sustainable growth through a local supply chain and digital innovation.



Environmental Performance

Carbon Footprint, Energy Efficiency and Water Management

Greenhouse Gas Emissions (tCO₂e)

418.9

SCOPE 1

956.3

SCOPE 2

1375.2

TOTAL EMISSIONS

0.024

CARBON INTENSITY

Impact of the YEK-G Certificate: In 2025, we lowered our net emissions by offsetting 100% of our electricity-related Scope 2 emissions with renewable energy certificates (YEK-G).

Renewable Energy: SPP Project



Through our Solar Power Plant (SPP) project carried out within Limak Holding, we aim to meet all of our electricity needs from renewable sources via our self-consumption model as of 2027.

Water Management and Conservation

25% Improvement Achievement

We achieved significant savings by reducing our water consumption per person from 451 liters in 2024 to 338 liters in 2025.

Total Mains Water Withdrawn: 19,432 m³

We used smart saving fixtures on all faucets and showers.

We created information cards to raise guest awareness.



2024 - 2025 Performance Scorecard

| KPI | unit | 2024 | 2025 |
|-------------------------|---------------------|--------|--------|
| Electricity consumption | kwh/pax | 37.4 | 37.9 |
| Natural gas consumption | m ³ /pax | 3.2 | 3.3 |
| Water consumption | liter/pax | 451 | 338 |
| A4 paper consumption | pcs/pax | 5.2 | 4.8 |
| Diesel consumption | liter/pax | 0.120 | 0.099 |
| Coal consumption | ton/pax | 0.0024 | 0.0013 |

In 2025, a notable decrease was achieved in water and A4 paper consumption, and a positive improvement trend was observed in resource efficiency. While coal consumption decreased compared to 2024, electricity and natural gas use saw limited increases, yet the overall consumption structure followed a stable course.

Circular Economy

Waste Management and Upcycling Innovations

Zero Waste and Circular Economy



8,454 KG of Waste

Our waste, separated as hazardous and non-hazardous, has been recycled and returned to the economy.



Zero Waste Certificate

We hold a basic-level Zero Waste certificate approved by the Republic of Turkiye Ministry of Environment, Urbanization and Climate Change.



Separation at Source

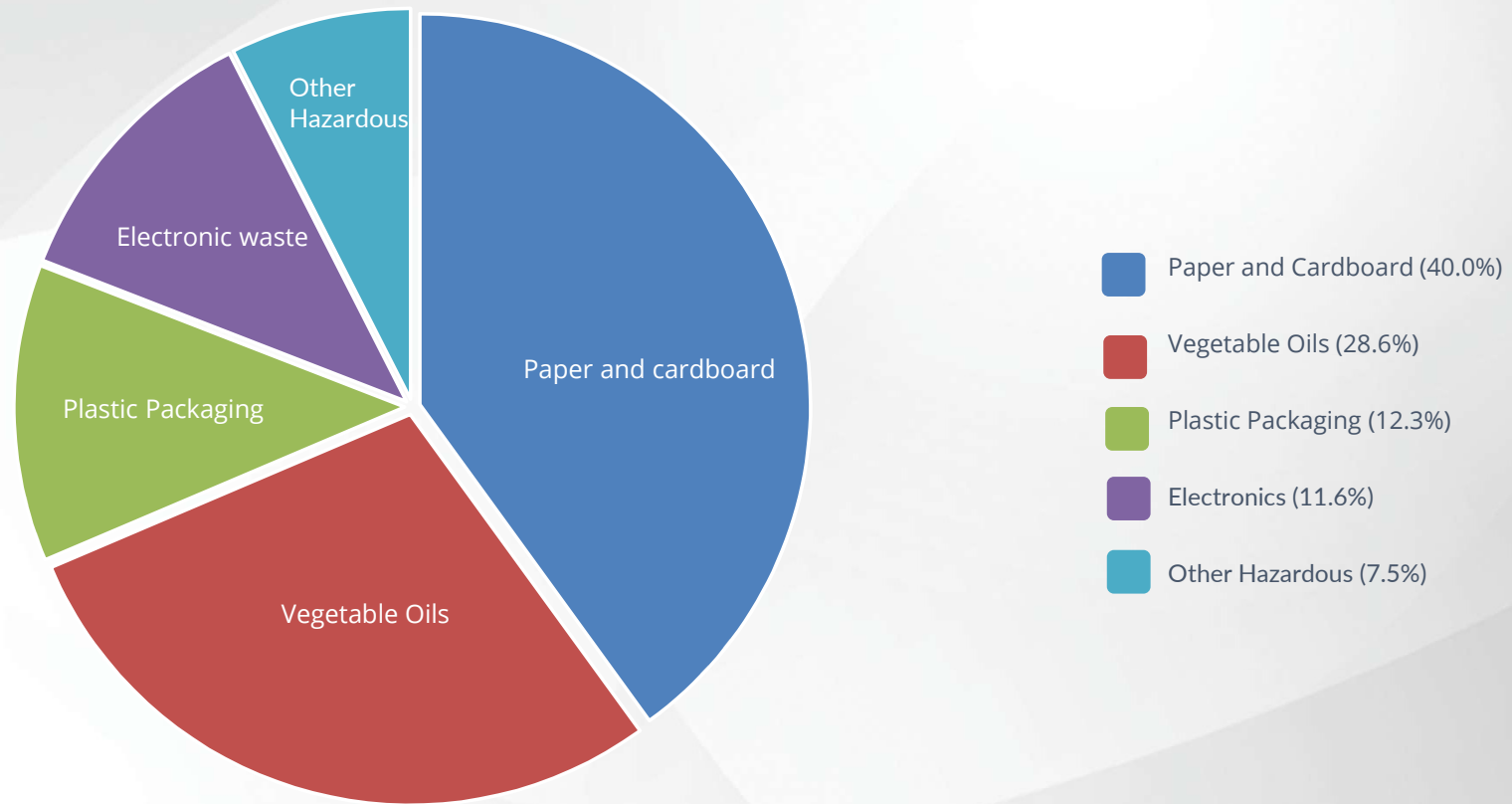
Non-hazardous waste is separated across the hotel in 5 different categories (Paper, Plastic, Glass, Metal, Biodegradable, Other).

Annual Total Amount of Recycled Waste



In 2025, waste collection efficiency and scope increased by 214%. The main reasons for this increase are both the rise in capacity and the inclusion of waste types (paper, plastic, e-waste) in the declaration system.

2025 Distribution of Recycled Waste (%)



Circular Innovation: Wastespresso

Upcycling of Coffee Grounds

Limak Eurasia takes pride in being the first facility in Turkiye to upcycle coffee grounds.

By transforming coffee grounds that would otherwise go to waste into eco-friendly bio-composite products, we prevent carbon emissions.

In 2025, 619.51 kg of coffee ground waste was upcycled in collaboration with Wastespresso, preventing 714.38 kg of CO₂e greenhouse gas emissions from being released into the atmosphere.

Upcycling Project Creating Value from Waste



Social Responsibility

Employee Well-Being, OHS and Community Support

Our Human Resources and Employment

Employee Satisfaction

Our employee satisfaction rate, which was 75.8% in 2024, became 75.6% in 2025.

Our employee satisfaction target for 2026 is 80%, and our improvement processes for a sustainable working environment continue.

Female Employment Rate

Our female employment rate, which was 33% in 2024, became 33.1% in 2025.

Local Employment

In 2025, local employees made up 27.1% of our total workforce. We carry out efforts to support local employment by meeting with local universities and public institutions.

Employee Satisfaction

- An employee of the month celebration was held every month.
- Welcome-to-summer and New Year celebration events were organized for our employees.
- To motivate our employees, at our year-end event, 10 of our employees were gifted an accommodation holiday at Antalya hotels, and 67 of our staff received cash awards.
- Two of our employees who got married/had a child received a quarter gold coin, and 13 of our staff selected as employee of the month and of the year for their dedicated work received cash awards.
- Scholarship support was provided to the higher-education children of 10 of our employees.



Development

Learning and Development Culture

As Limak International Hotels & Resorts, we consider the continuous development of our employees' professional and personal competencies among our priorities. Accordingly, the digital and face-to-face training programs planned via the Simurg Portal are implemented regularly, and our employees' development is supported systematically.

8.7 hours

Training per employee

%90

Training Satisfaction



Simurg Training Portal

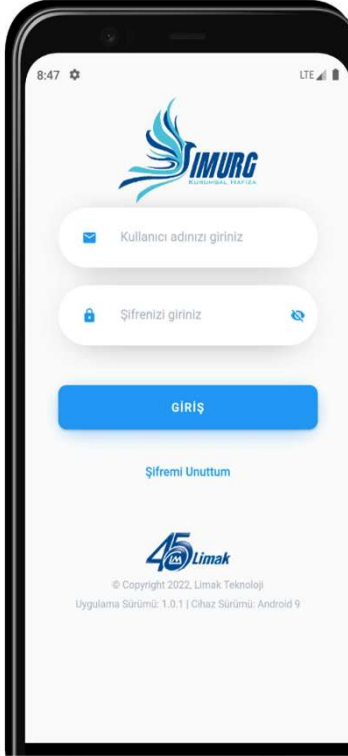
Our employees can watch training presentations and videos by scanning the QR code located in staff areas (staff cafeteria, staff lounge, staff locker rooms (male+female), staff rest areas, in-hotel staff lodgings) with their smartphones, or by logging in via the web at <https://simurg.limakhotels.com/> and automatically connecting to the hotel wifi network (using the hotel internet).



Limak
International Hotels & Resorts

LİMAK HOTELS EĞİTİM PORTALI
Aşağıdaki QR codu okutarak otel
wifi ağına bağlanarak
eğitimleri izleyebilirsiniz.

veya
<https://www.simurg.limakhotels.com/>
web üzerinden
giriş yapabilirsiniz.



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Simurg

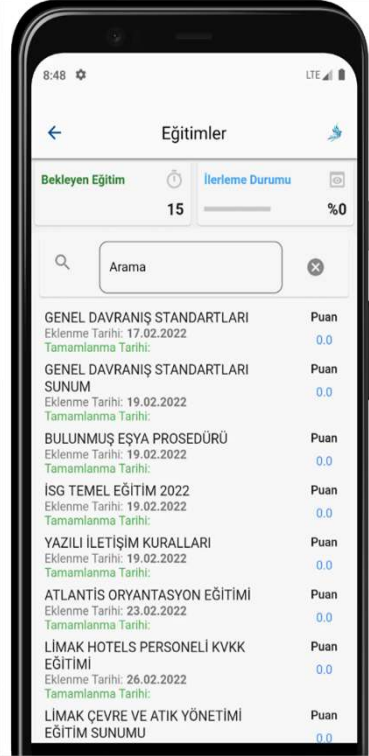
Kullanıcı adınızı giriniz

Şifrenizi giriniz

GİRİŞ

Şifremi Unuttum

45 Limak
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Eğitimler

Bekleyen Eğitim 15 İlerleme Durumu %0

Arama

| | |
|--|------|
| GENEL DAVRANIŞ STANDARTLARI | Puan |
| Ekleme Tarihi: 17.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| GENEL DAVRANIŞ STANDARTLARI SUNUM | Puan |
| Ekleme Tarihi: 19.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| BULUNMUŞ EŞYA PROSEDÜRÜ | Puan |
| Ekleme Tarihi: 19.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| İSG TEMEL EĞİTİM 2022 | Puan |
| Ekleme Tarihi: 19.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| YAZILI İLETİŞİM KURALLARI | Puan |
| Ekleme Tarihi: 19.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| ATLANTİS ORYANTASYON EĞİTİMİ | Puan |
| Ekleme Tarihi: 23.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| LİMAK HOTELS PERSONELİ KVKK EĞİTİMİ | Puan |
| Ekleme Tarihi: 26.02.2022 | 0.0 |
| Tamamlanma Tarihi: | |
| LİMAK ÇEVRE VE ATIK YÖNETİMİ EĞİTİM SUNUMU | Puan |
| | 0.0 |

Occupational Health and Safety (OHS)

| Indicator | Unit | 2025 Actual |
|--------------------------------|---------|-------------|
| Occupational Disease Cases | Count | 0 |
| Number of Lost-Day Accidents | Count | 6 |
| Employees Covered by ISO 45001 | Persons | 128 |
| Number of Near-Miss Incidents | Count | 0 |

All of our employees have successfully completed fire, evacuation and emergency response training.

Nature Conservation and Biodiversity



At our facility, protecting the natural ecosystem is our priority approach, and practices supporting the sustainability of the existing flora and fauna are being implemented. Information activities are carried out regularly to encourage our guests to develop environmentally sensitive behaviors.

Memorial Forest Project

Take Action for the Future

As the Limak International Hotels & Resorts family, we strive to ensure that our environmental awareness and sustainability efforts are embraced not only by our employees but also by our guests, suppliers and relevant authorities. In this context, every year, in coordination with the Ministry of Agriculture and Forestry, we hold the Limak Memorial Forest sapling-planting event together with our employees and guests.



Education and Equal Opportunity

Global Engineers Girls

By hosting the project run by the Limak Foundation, we support women's presence in the field of engineering.

By meeting with students from the locally based Medipol and Beykoz universities and organizing awareness-raising activities in the field of tourism with our schools, we are nurturing the generations of tomorrow.

Through the intern student program, a total of 18 intern students from MESEM, high schools and universities carried out their internship duties at our hotel.



Community Support: Our Animal Friends

Animal Protection and Awareness

Suitable food leftovers from our hotel kitchens are delivered to shelters and to our animal friends on the street without being wasted.

October 4 Animal Protection Day: We protect every part of the ecosystem by organizing special awareness events together with our guests.



Social Performance Indicators

| Indicator Name | 2024 | 2025 |
|--|-------|--------|
| Employee Satisfaction Index (Overall) | 75,8% | 75,17% |
| Training Participation Rate | 79% | 77% |
| Rate of Female Employees in Management | 28,5% | 36% |
| Employee Loyalty and Retention Rate | 54,1% | 71.2% |
| Social Event Participation Rate | 65% | 81% |
| Training Satisfaction Rate | 92% | %90 |

In 2025, a very strong increase was achieved in Employee Loyalty and Social Event Participation rates. Furthermore, the Rate of Female Employees in Management reaching 36% clearly demonstrates the success of our internal commitment and equal-opportunity goals.

Guest Satisfaction

| Indicator Name | 2024 | 2025 |
|--|-------|-------|
| Number of people who participated in the satisfaction survey | 403 | 320 |
| Guest satisfaction rate | %96.1 | %94.6 |
| Number of complaints | 33 | 22 |

Economic Value

Supply Chain and Innovative Services

Contribution to the Local Economy

Supply Chain Management

By selecting 86% of our suppliers from local producers, we contribute directly to regional development.

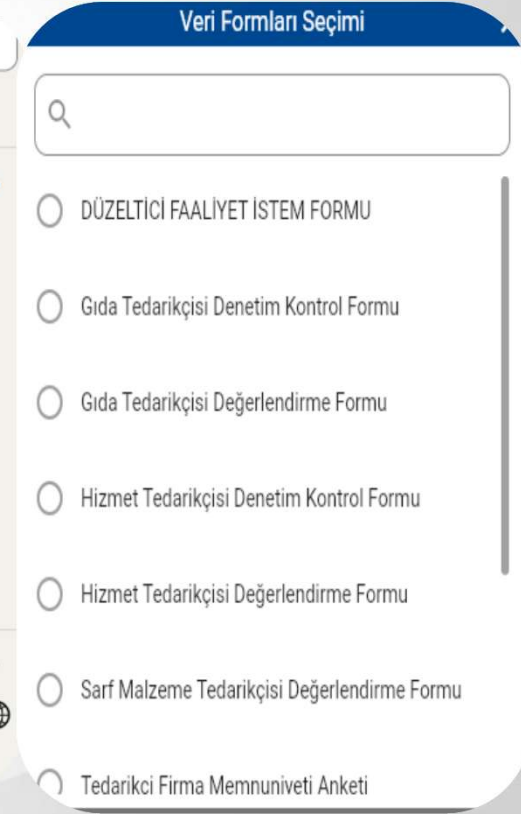
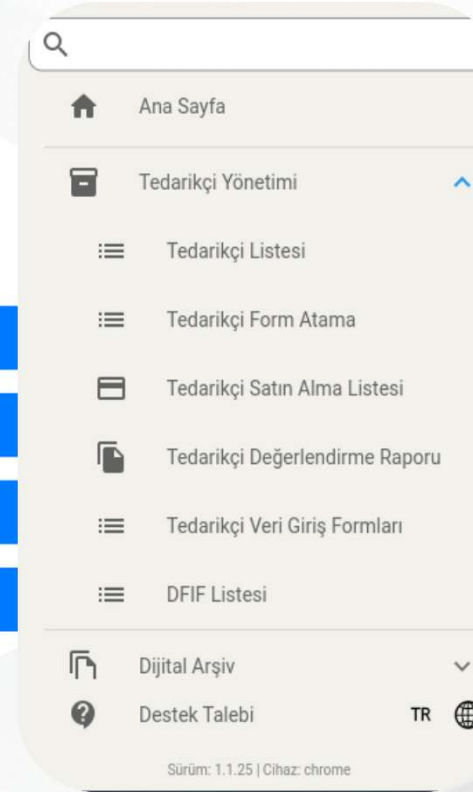
- ✓ 95.1% Supplier Audit Score
- ✓ In 2026, we plan to audit 21% of our suppliers.



The 2025 Limak Supplier Portal at a Glance

Limak Supplier Portal

Supplier Pre-Assessment
Approved Supplier List
Procurement List
Corrective Action
Product/Service Performance Evaluation
Supplier Evaluation
Supplier Satisfaction Survey
Supplier Training



Independent Registrations and Awards



GSTC Certified
Sustainable Tourism



Green Star
Environmentally
Friendly Facility



Traveller Review
Booking.com 2025



Bioscore Sustainability
Certificate



Zero Waste Waste
Management Certificate

2030 Sustainability Roadmap

2027: 100% Renewable Energy

Zeroing the electricity-related carbon footprint with the completion of the SPP project.

2028: Reducing Single-Use Plastic Consumption

Reducing single-use plastic use by 70%.As an alternative, transitioning to recyclable and reusable materials.

2030: Sustainable Supply Chain

Having a 100% sustainable supply chain among strategic suppliers by 2030

Let's work together to leave a more livable world for future generations...



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📍 Kavacik - Istanbul

 **Limak**
International Hotels & Resorts

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