



SUSTAINABILITY REPORT



2024

SUSTAINABILITY REPORT

MESSAGE FROM THE GENERAL MANAGER



With its 9000-year history, cultural richness, sunny climate, magnificent sea, nature, and culinary culture, Cyprus—the 3rd largest island in the Mediterranean—holds a significant position as a tourism center, especially for Middle Eastern and European countries, due to its global location and Mediterranean climate influences.

Cyprus's rich historical background and the influence of different cultures, combined with Mediterranean lifestyle, make the island highly demanded particularly in terms of cultural tourism. The immortal, legendary island of love—birthplace of Aphrodite, Goddess of Love and Beauty, who inspired many famous figures such as Leonardo Da Vinci, William Shakespeare, and even Walt Disney—hosts Elexus Hotel Resort & SPA, located along a private bay with a stunning coastline. The hotel offers captivating views and a cuisine enriched with menus from both Turkish and world gastronomy.



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We are now in a period where it is no longer enough to simply recognize the impacts of our work on the environment, society, and economy—we must measure and manage them. The UN 2024 Sustainable Development Report revealed fragile progress in fundamental goals such as fighting poverty, access to quality education, and gender equality, while highlighting that the effects of the climate crisis are becoming more pronounced, especially in island geographies. With the rise of global CO₂ emissions, the reduction of water resources, drought risks, and pressures on natural life have reached serious levels.

The Girne region of the TRNC, with limited underground water resources and high tourism density, requires special sensitivity in water management. In this context, efficient use of resources and sustainable infrastructure investments have become inevitable.

Meanwhile, the post-pandemic acceleration of digitalization and scientific developments offers opportunities to build more resilient systems against environmental and social challenges. There is strong belief that through collaboration and collective awareness, fair, inclusive, and eco-friendly solutions can be produced. Today is the time to turn this awareness into concrete action.

As of 2024, Elexus Hotel Resort & SPA has deepened its sustainability approach. Together with expert consultants, we monitor our environmental impacts through data-based systems and set measurable targets across all operational areas. We are developing projects focused particularly on water conservation and reuse systems, continuing our transformation with determination while safeguarding both nature and the future of society.

General Manager Görkem AYDINER



SUSTAINABILITY REPORT

About the Sustainability Report

At Elexus Hotel Resort & SPA, we commit to publishing this report annually to transparently and measurably share our performance in environmental, social, and governance (ESG) areas. The report details our sustainability strategies, activities, achievements, and future goals.

Scope and Process

This 2024 Sustainability Report covers performance data and developments for the period January–December 2024. Comparisons with previous years and trend analyses are also included. The report has been prepared in line with GSTC (Global Sustainable Tourism Council) and Travelife sustainable tourism criteria.

Preparation Process

Sustainability efforts at Elexus Hotel Resort & Spa are carried out under the vision of the General Management, led by the Quality Department. Through sustainability committees, interdisciplinary collaboration among different departments is ensured, aiming to internalize the sustainability approach across all units and spread it throughout the institution.

We extend our gratitude to our Board of Directors, Hotel Managers, and all team members for their contributions and support; to our valued guests, business partners, suppliers, colleagues, and neighboring organizations whose ideas continuously help us improve.

Special thanks go to our Quality Department, whose high sense of responsibility and dedicated efforts played a key role in bringing this report to life—covering critical stages such as data collection, content preparation, visual enrichment, calculations, infographic creation, and structuring of the reporting framework.

Contact

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With the slogan “Where the story begins,” Elexus Hotel Resort & SPA combines elegance and luxury, presenting the enchanting beauty of the Mediterranean with modern and dynamic design, offering comfort and entertainment in the spirit of the island. The hotel provides an enriched full-board concept, exclusive facilities, and a privileged holiday experience. Located 12 km from Girne city center and 32 km from Ercan Airport.



822 Rooms



1437 Beds



1 Hamam & Spa



1 Restaurant
4 A la Carte



11 Bar



9 meeting rooms
in total 1 large



1 Aqua Park



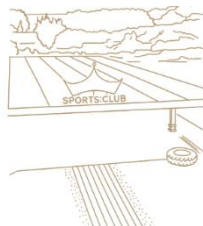
5 Swimming Pools



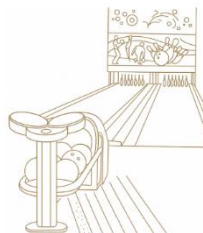
1 Fitness Center



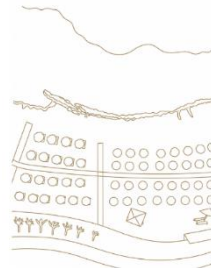
1 Mini Club



1 Sports Club



1 Game Center



1.3 km Coastline,
650 m Private Beach

SUSTAINABILITY REPORT



SUSTAINABILITY POLICY

We Manage Our Impact

We measure, assess, and continuously improve the environmental, social, and economic impacts of our operations. We protect natural resources and aim to reduce our carbon footprint.

We Lead with Vision

Our sustainability initiatives are carried out with the support of our Board of Directors and under the leadership of the Quality Department. All departments work in full integration with this approach.

We Embrace Equality and Ethical Principles

We foster a workplace culture that respects human rights, ensures fairness, offers equal opportunities, and stands against discrimination. Business ethics, gender equality, and employee well-being are among our top priorities.

We Advance with eXpert Approaches

Through expert consultants and science-based methods, we set sustainability goals and support the transition to a low-carbon economy by utilizing innovative technologies.

We Ensure Compliance and Alignment

All our activities are conducted in accordance with national and international legislation, as well as GSTC and Travelife criteria.

We Take Responsibility and Keep Our Promises

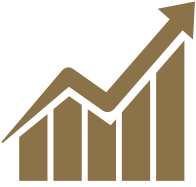
All our employees are accountable for upholding our sustainability commitments. We are dedicated to transparent communication, social contribution, a safe working environment, and continuous development through training.

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Guests in 2024

271,740 guests hosted.



Change Compared to 2023

Number of guests remained stable.



Guest Nationalities

Guests from 82 different countries hosted.

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Sustainability Trends in the Hospitality Sector

Booking.com recently published a new study based on the opinions of over 31,000 travelers from 34 countries and regions. The research examines the latest consumer attitudes, priorities, and impacts related to sustainable travel.

The annual study revealed that 83% of travelers confirm sustainable travel is important to them, showing a persistent desire and awareness. However, new findings suggest a global sense of fatigue due to challenges in making sustainable travel choices.

Nearly half of participants (45%) believe traveling sustainably is important but not a priority when planning or booking trips. Moreover, 28% reported being tired of constantly hearing about climate change.

Looking ahead, 75% of global travelers say they want to travel more sustainably in the next 12 months, and 43% admit they would feel guilty if they made less sustainable choices. Motivations include 32% who say they do it because it is the right thing to do.

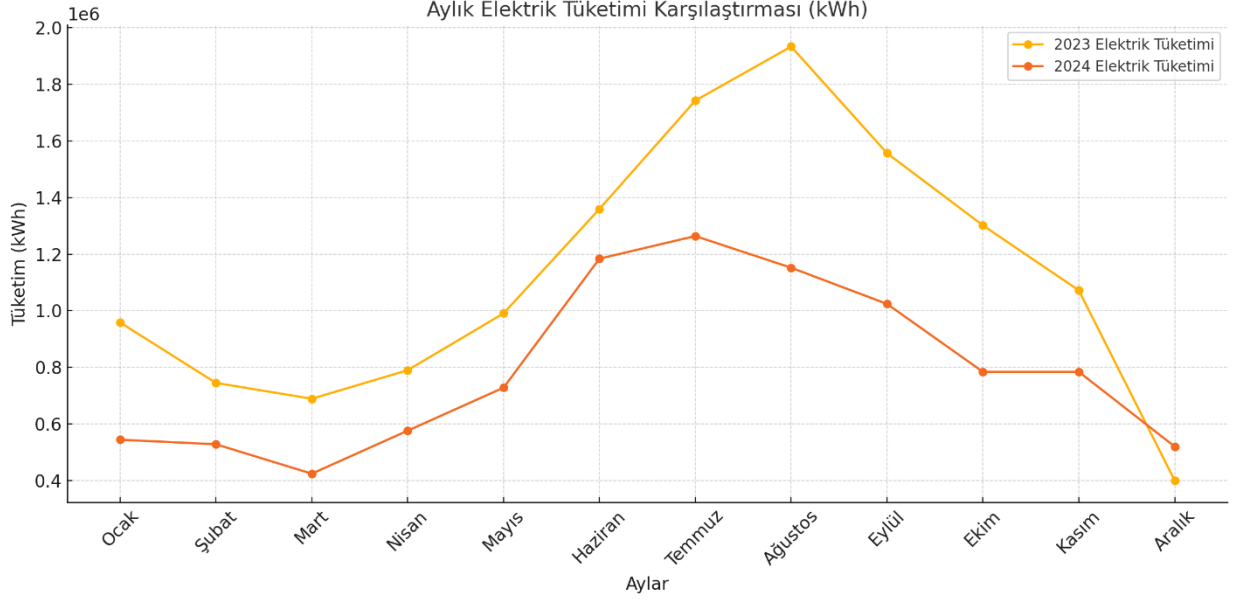
Yet frustration undermines these intentions. One-third (33%) believe the damage is irreversible and their travel choices cannot change it. One-quarter (25%) do not believe climate change is as serious as claimed, which may affect travel planning.

Additionally, 28% feel their travel time is too valuable to prioritize sustainability. More than one-third (34%) think being sustainable in a destination without sustainability practices is meaningless.

Source: Booking.com (2024). *Latest Booking.com Sustainable Travel Data Reveals Ongoing Challenges for Consumers & Highlights a Heightened Opportunity for Cross-Industry Collaboration.* [Link](#)

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Energy Management



2023 Electricity Consumption: 13.538.990 kWh

2024 Electricity Consumption: 9.512.000 kWh

Reduction: %29,7

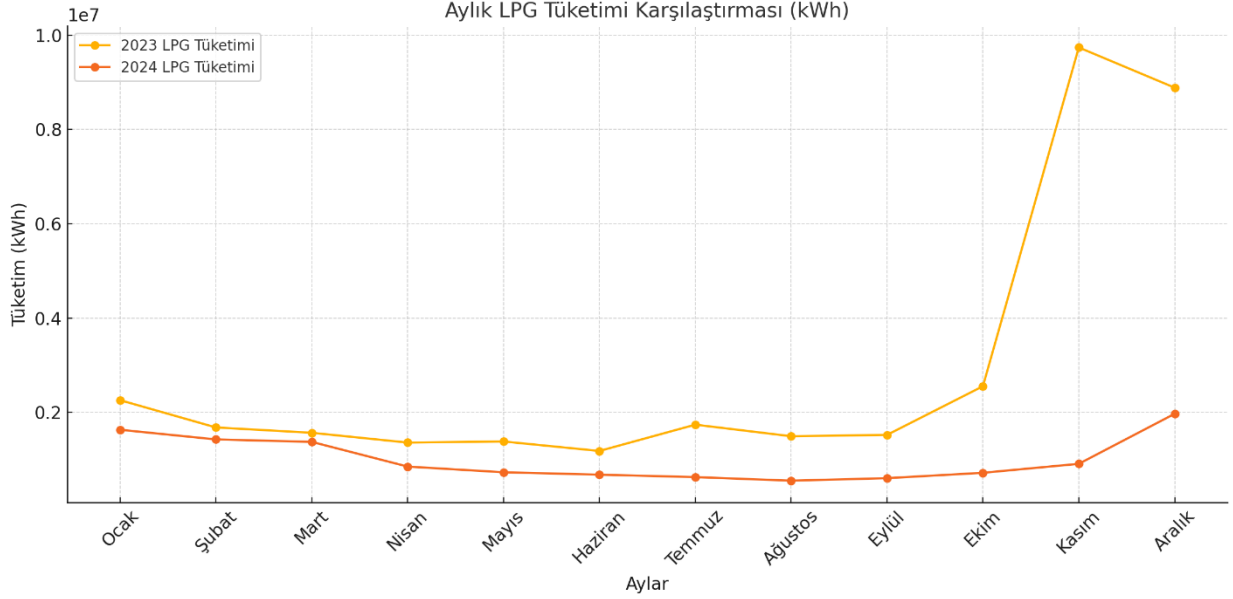
2024 CO₂ Emissions: 4.603.808 kg

2023 CO₂ Emissions: 6.552.871 kg

Emission reduction: %29,7

In 2024, our total electricity consumption was **9,512,000 kWh**, which indicates a **29.7% reduction** compared to 2023. During the same period, electricity-related carbon emissions decreased from **6,552 tons to 4,603 tons**. Per capita energy consumption fell from **49.7 kWh to 35.0 kWh**, while per capita carbon emissions declined from **24.06 kg to 16.94 kg**, showing a significant reduction.

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2023 LPG Consumption: 34.998.683 kWh

2024 LPG Consumption: 12.084.412 kWh

Reduction: %65,5

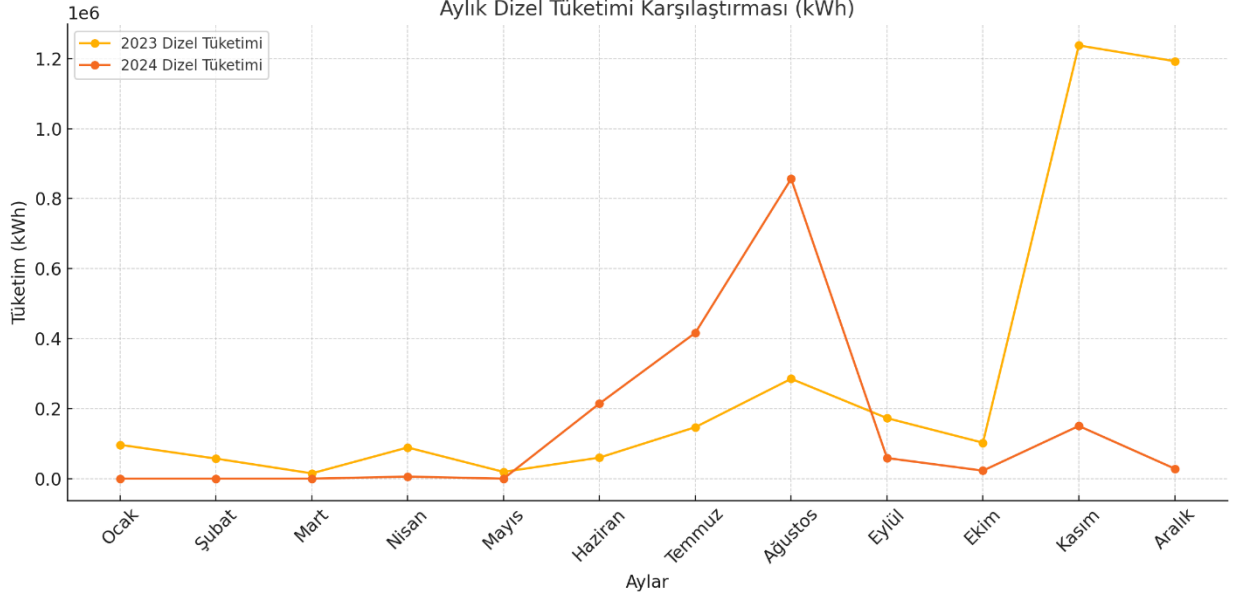
2023 CO₂ Emissions: 8.060.197 kg

2024 CO₂ Emissions: 2.783.040 kg

Emission reduction: %65,5

In 2024, our total LPG consumption was **12,084,412 kWh**, showing a **65% reduction** compared to 2023 (34,998,683 kWh). Similarly, LPG-related carbon emissions decreased from **8,060 tons to 2,783 tons**. Per capita LPG consumption, which was approximately **128.5 kWh in 2023**, fell to **44.5 kWh in 2024**; while per capita carbon emissions declined from **29.6 kg to 10.2 kg**, demonstrating a remarkable reduction.

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2023 Diesel Consumption: 3.476.927 kWh

2024 Diesel Consumption: 1.759.099 kWh

Reduction: %49,4

2023 CO₂ Emissions: 935.641 kg

2024 CO₂ Emissions: 473.374 kg

Emission reduction: %49,4

In 2024, our total diesel-based energy consumption was **1,759,099 kWh**, representing a **49.4% reduction** compared to 2023. During the same period, diesel-related carbon emissions decreased from **935,641 kg to 473,374 kg**. This reduction was achieved through **generator optimizations, operational replanning, and fuel efficiency investments**.

Per capita diesel consumption, which was approximately **3.43 kWh in 2023**, rose to **6.47 kWh in 2024**; while per capita carbon emissions declined from **3.43 kg to 1.74 kg**, showing a significant decrease.

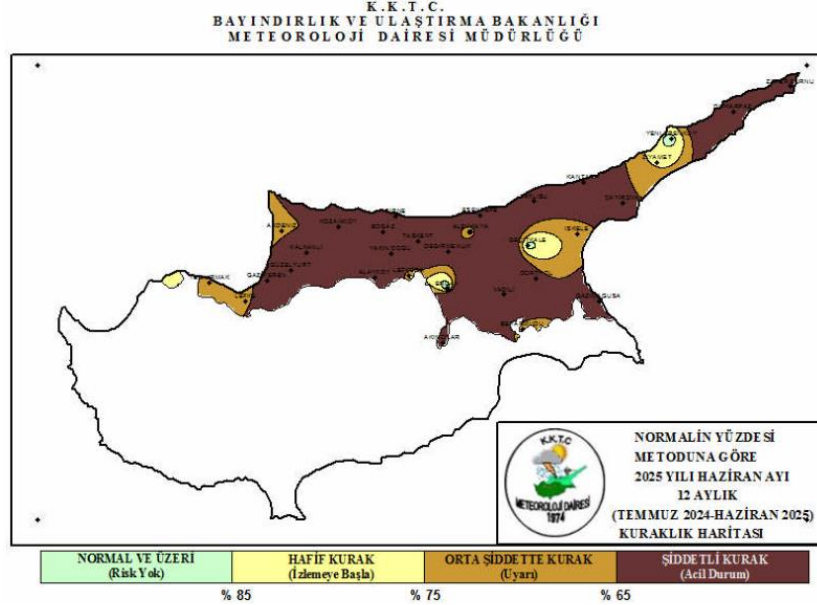
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Water Management

12 Aylık Değerlendirme (Temmuz 2023 - Haziran 2024):

Şekil 5.'de görüldüğü gibi 12 aylık (Temmuz 2023 - Haziran 2024) periyotta, Akdeniz, Alevkaya, Lefkoşa, Lefke, Yaşlırmak, Beyarmudu ve İskele yöreleri orta şiddette kurak, Ziyamet yöresi hafif kurak, Ercan, Geçitkale ve Yenierenköy yöreleri normal ve üzeri, diğer yöreler ise şiddetli kurak sınıflandırmasına girmiştir.

Tüm Bölgeler için 12 Aylık kuraklık durumu Tablo 5'de ayrıntılı olarak gösterilmektedir.



Şekil 5. PNI Metodu'na Göre 2025 Yılı Haziran Ayı 12 Aylık (Temmuz 2023 - Haziran 2024) Kuraklık Haritası

References: Ministry of Public Works and Transportation of the Turkish Republic of Northern Cyprus, Meteorology Department Directorate. (2024). *12-Month Drought Assessment Report (July 2023 – June 2024)*.

Access address: <https://kktcmeteor.org/verianaliz/kuraklik-analizi?k=NORMAL>

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“No Water, No Future: ÇevreTV Campus Meetings” was organized in collaboration with the Association of Economy Journalists, Çevre TV, and Istanbul Technical University (ITU), with the support of Garanti BBVA and Elexus Hotel & Resort & Spa, as part of the **World Water Day Gathering**.

On **March 25, 2024**, the “World Water Day Gathering” was held at ITU Ayazağa Campus SDKM, bringing together experts in the field to discuss the future of water resources.

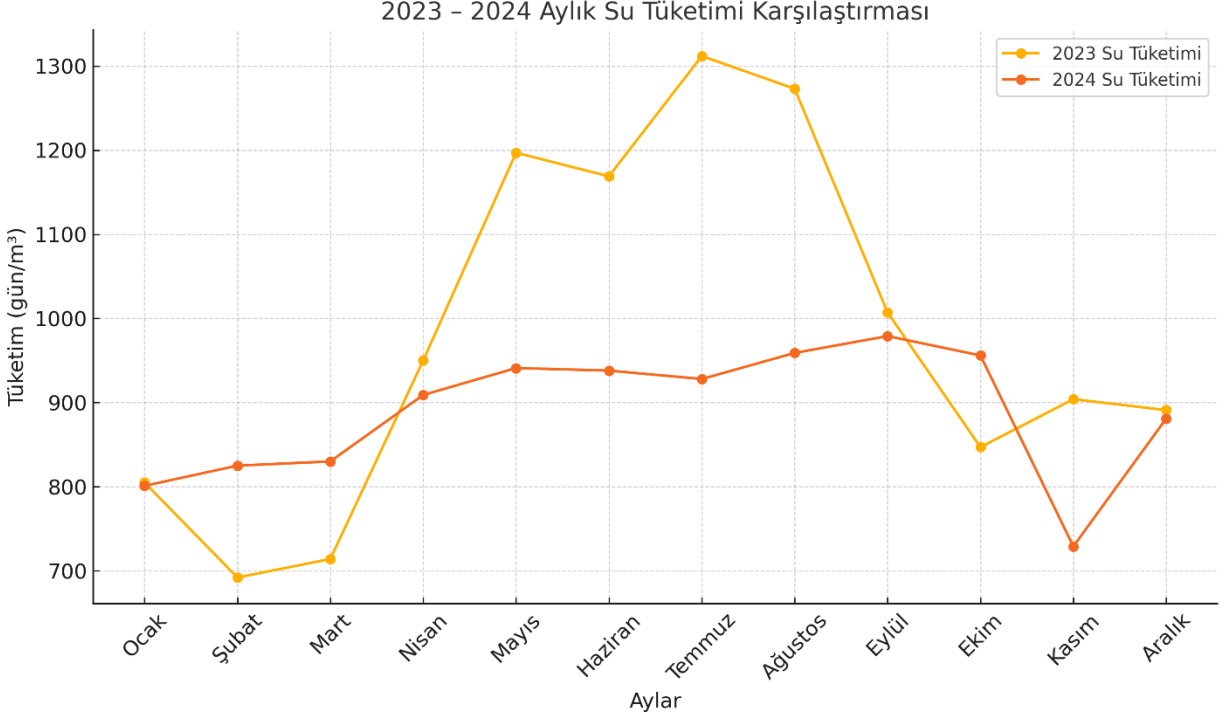
Throughout the day-long program, many agenda items such as the current state of water in Turkey, risks, risk management, and efficient use of water were examined in light of expert opinions.

<https://haberler.itu.edu.tr/haberdetay/2024/03/27/itu-de-dunya-su-gunu-bulusmasi#:~:text=25%20Mart%202024%20tarihinde%20%C4%B0T%C3%9C,alan%C4%B1n%20uzmanlar%C4%B1n%C4%B1%20bir%20araya%20getirdi.>

https://www.turcev.org.tr/V2/haberDetay.aspx?haber_id=255

<https://youtu.be/HvEyrbNm66Q?si=HOGzINkD5XW1YKP2>

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When comparing 2023 and 2024, average daily water consumption decreased by **3.6%**.

Due to the limited water resources of the Turkish Republic of Northern Cyprus, water management has become a critical priority, especially in the tourism sector. According to the TRNC Meteorology Department's analysis covering the period July 2023 – June 2024, the Girne region is classified as **"moderate drought."**

In this context, as Elexus Hotel Resort & SPA, we are developing proactive strategies for the conservation of water, both as part of our environmental responsibility and resource efficiency. In line with these strategies, by the end of 2025, a **high-efficiency reverse osmosis water treatment system** is planned to be installed throughout the facility, and the necessary feasibility and infrastructure preparations have been initiated. With this investment, the rate of water reuse will be increased, thereby reducing environmental impact and strengthening our sustainable water management system.

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Waste Management

Considering the limited land structure of the Turkish Republic of Northern Cyprus (TRNC) and the need to protect the island ecosystem, continuous improvement in waste reduction and recycling is targeted. The tourism sector's pioneering role in this matter is of great importance in reducing environmental impacts.

References:

cevrekorumadairesi.org+10cevrekorumadairesi.org+10cevrekorumadairesi.org+10

Environmental Protection Department. (October 2020). Integrated Solid Waste Management Plan (2021–2041). Nicosia: Environmental Protection Department.

Access address: https://cevrekorumadairesi.org/uploads/home_file/Entegre_Kati_Atik_Yonetim_Plani_Ekim_2020.pdf



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Employee Profile

In 2024, a total of 1,277 employees worked at our hotel. Of these, 71% are male and 29% are female, with ongoing efforts to improve gender balance. The proportion of employees with special needs stands at 0.2%.

Looking at the nationality distribution of our employees: 6% are TRNC citizens, 75% are Turkish citizens, and 18% are from other nationalities. In addition, to support young talent, 13 intern employees are working at our hotel.

At the management level, 23% are female managers and 77% are male managers. Human resources policies continue to be implemented to increase women's representation in management.



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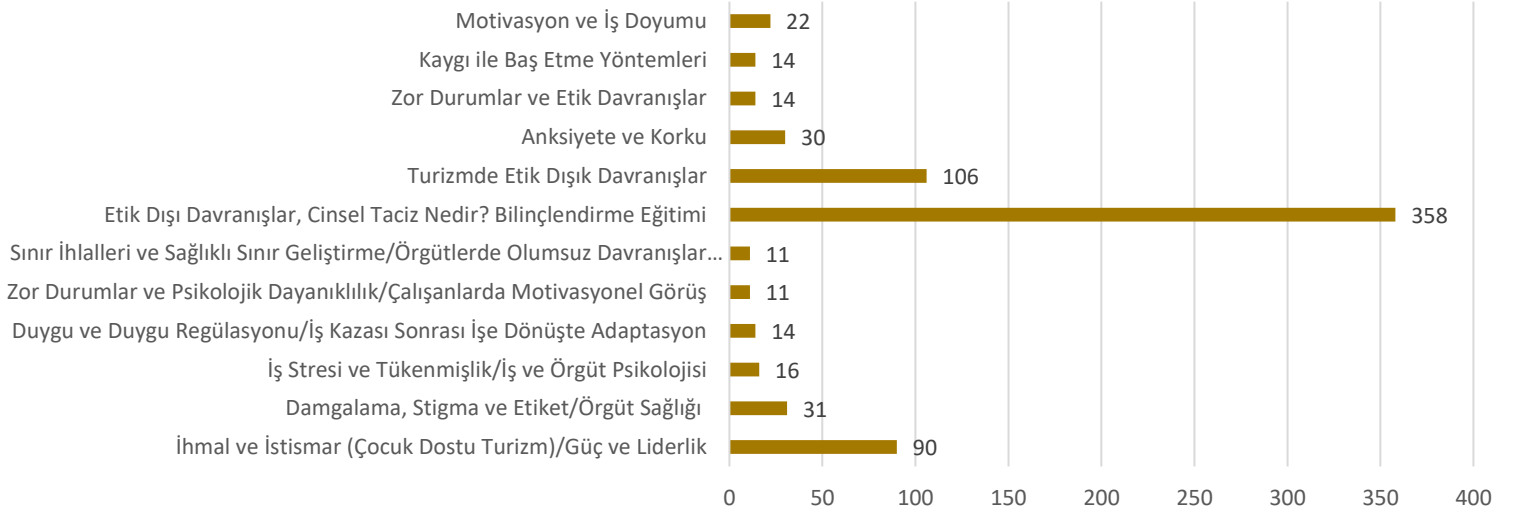
Psychotherapy Unit

At Elexus Hotel Resort & SPA, we believe that a sustainable working environment encompasses not only physical well-being but also mental and emotional well-being. In this context, professional psychologist support based on confidentiality principles is provided to all our employees.

This practice supports our employees' needs in areas such as work-life balance, stress management, and personal development, aiming in the long term to increase both productivity and happiness levels.

Implemented as part of social sustainability, this service contributes to employee commitment and workforce retention.

PSİKOTERAPİ BİRİMİ EĞİTİMLERİ



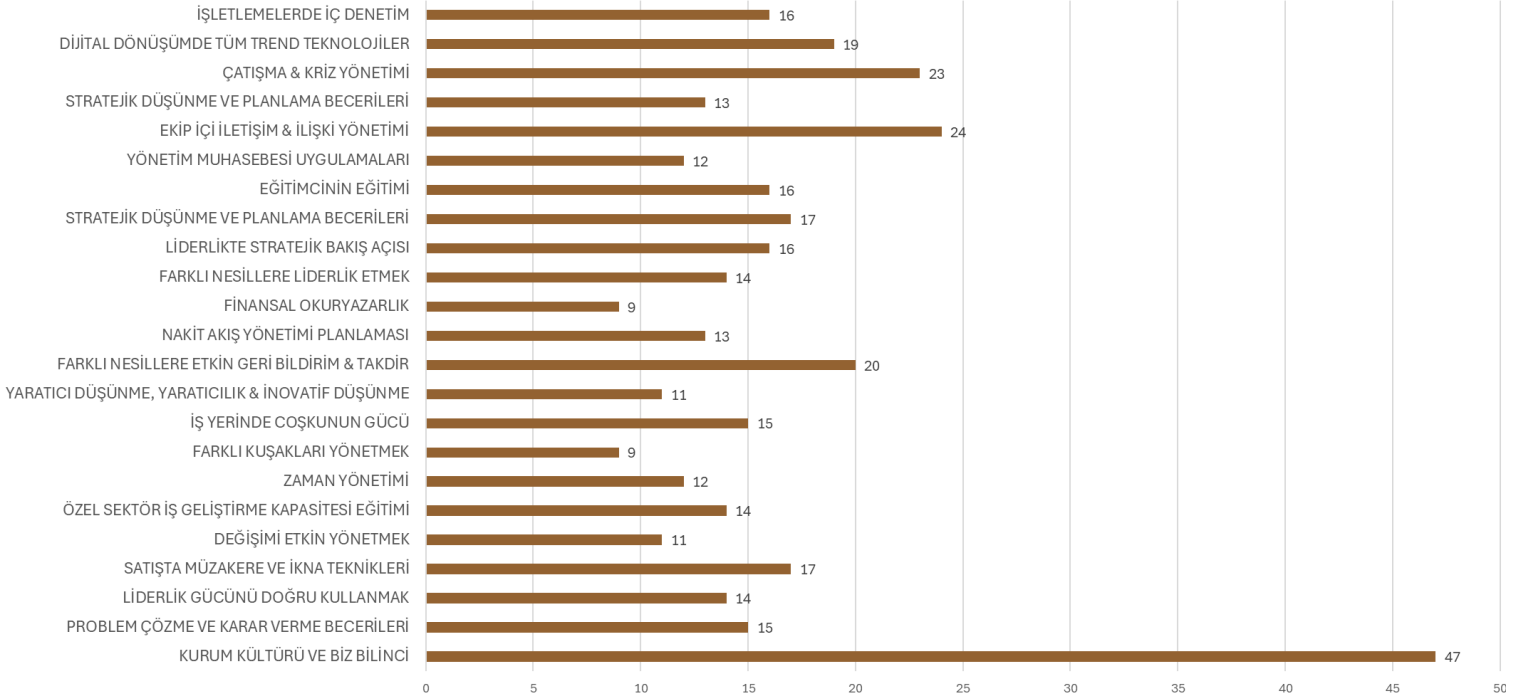
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External Trainings

At Elexus Hotel Resort & SPA, we collaborate with various national and international training institutions to support the professional and personal development of our employees.

Through well-known training organizations such as **BMI Business School, Dale Carnegie, İKYD, İzgören Academy, PDR Group, and Life Skills Academy**, we provide our employees with certified personal development and professional development training programs.

DIŞ KAYNAKLI EĞİTİMLER



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Elexus Hotel & Resort & Spa collaborates with the **SPOT (Society for the Protection of Turtles) Association** within the scope of biodiversity conservation and the sustainability of habitats for endangered species.

Within this cooperation, trainings have been received for the identification and protection of **Caretta caretta turtle nests** located on our beach, and awareness has been raised among our employees and guests.

Nest detections are regularly shared with the SPOT Association, and the eggs are secured in the **Alagadi Special Protection Area**. In this way, both the life cycle of the species is supported and regional environmental protection efforts are strengthened.

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Quality Department Trainings

The Quality Department of Elexus Hotel & Resort & Spa organizes various trainings throughout the year to enhance employees' knowledge and awareness levels. Our trainings focus on **food safety and hygiene**, covering topics such as what contamination is, general hygiene rules, heating and cooling risks in food production, fruit and vegetable disinfection methods, storage instructions and FIFO practices, as well as the dangers that pathogenic bacteria may pose.

In addition, within the scope of **occupational health and safety**, subjects such as basic OHS rules, chemical use and hazards are addressed, while fire safety and emergency trainings are organized in cooperation with Civil Defense and authorized institutions.

To ensure the effective implementation of quality management systems, policies and awareness trainings are provided, supporting continuous improvement through methods such as **root cause analysis and fishbone diagrams**. Furthermore, sustainability training, beach caretta footprint and nest detection practices, cultural heritage preservation, child-friendly tourism, and proper approaches to disadvantaged individuals reinforce environmental and social responsibility awareness.

Thanks to these trainings, our employees perform their duties consciously, safely, and sustainably; thereby strengthening our **service quality, guest satisfaction, and environmental-social responsibility approach**.

Girne İtfaiye Personeli tarafından yangın eğitimi verildi

Şubat 15, 2024

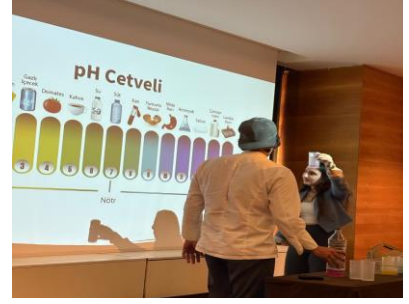
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Girne Polis Müdürlüğü'ne bağlı İtfaiye Şube Amirliği personeli tarafından, Çatalköy'de faaliyet gösteren Elexus Otel çalışanlarına yangınlar konusunda eğitim verildi.



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Employee Satisfaction and Social Activities

At Elexus Hotel Resort & SPA, we recognize that employee happiness and commitment play a key role in our sustainability performance. In this regard, with the organization of our Human Resources and Training Departments and the strong support of our Board of Directors, we organize various social activities throughout the year.

For example:

- As part of the “**Welcome Summer**” event, a large celebration was held with a street food concept, outdoor activities, musical entertainment, and refreshments.
- During the **Employee Night**, prize draws were held throughout the evening, and employees were awarded with 2 brand-new cars, electronic devices, gold, and many other surprise gifts.
- To encourage sports, volleyball and bowling tournaments were organized among employees, with cash prizes awarded to the winning teams.
- These activities aim to strengthen social bonds among employees, increase motivation, and support a sustainable working environment.

These practices are directly related to **Decent Work and Economic Growth**.



8–9 January 2024 — Employee Night

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January 11, 2024 – Employee Night Prize



February 14, 2024 – Valentine's Day:
Distribution of Heart-Shaped Cookies with



March 8, 2024 – International
Women's Day: Distribution of
Carnations and Cloth Bags



April 22, 2024 – Welcome
Summer Party: Street Food
Theme



May 11, 2024 – Mother's Day
Celebration: Distribution of
Cosmetic Gift Packages

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Farewell to Summer 2024 / Street Food Theme



In cooperation with the Cyprus Turkish Red Crescent, a Blood Donation Event was organized at our hotel. Employees who voluntarily donated were rewarded with certificates.



December 25, 2024 – Year-End Event: Distribution of Gifts and Homemade Cookies to Employees

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Elexus 1st Bowling Tournament

August 19–24, 2024 – Elexus 1st Bowling Tournament: The winning team was the Security Department.

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Elexus 1st Beach Volleyball Tournament

September 9–13, 2024 – Elexus 1st Beach Volleyball Tournament

- **Champion:** F&B Department
- **2nd Place:** Security Department
- **3rd Place:** Guest Relations Department

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SPOT ASSOCIATION BEACH CLEANING SOCIAL RESPONSIBILITY PROJECT



MAY 19, 2024 – AFFORESTATION SOCIAL RESPONSIBILITY PROJECT



BOĞAZKÖY PICNIC AREA CLEANING IN COOPERATION WITH THE ENVIRONMENTAL DEPARTMENT

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Elexus Hotel & Resort & Spa actively participates in career fairs organized in Turkey and the Turkish Republic of Northern Cyprus to meet young talents and promote career opportunities in the tourism sector.

Through these events, direct communication is established with university students and recent graduates, providing information about the job opportunities offered by the tourism industry.



Southern Career Fair – Antalya



Central Anatolia Career Fair – Eskişehir



Mersin University Tourism Fair



Girne American University Career Day

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Eastern Mediterranean University Career Day



Final University Career Day

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As Elexus Hotel Resort & Spa, we aim to elevate our commitment to sustainability to the next level throughout 2025. Within this scope, we pledge to:

- Increase our water recovery capacity through the installation of the **Riverside osmosis system**, contributing to the preservation of the TRNC's limited water resources
- Expand investments in energy efficiency to further reduce per capita consumption
- Implement food waste monitoring and expand zero-waste practices to ensure more conscious resource use
- Strengthen regional collaborations and partnerships with local producers to reduce our carbon footprint
- Increase the transition rate to environmentally friendly products in chemical usage
- Conduct a fully compliant audit process aligned with Travelife and GSTC criteria
- Enhance employee training programs by increasing the share of content focused on personal development, sustainability, and environmental awareness
- Expand contributions to social projects such as Caretta caretta conservation, employment of people with disabilities, and support for local communities

On our sustainability journey, we will continue to pursue practices that are harmonious with nature, fair, and mindful of the future with determination.



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Just as the **caretta caretta** return to the shores where they were born, we pledge to protect these lands, seas, and nature until they come back again. As **Elexus Hotel & Resort & Spa**, our sustainability journey continues with a firm commitment to preserving nature, safeguarding cultural heritage, and passing on the same beauty to future generations.

Your support is a great source of strength for us on this journey. We invite you to be part of this important process to protect our planet and leave a livable world for generations to come.

